

INDIA SKILLS REPORT 2025

UNLOCKING INDIAN SKILLS FOR THE WORLD





REACHING OVER
6,50,000
STUDENTS ACROSS
28 STATES,
8 UNION TERRITORIES
& **15** SECTORS





GLOBAL TALENT MOBILITY: INDIA'S DECADE

INDIA SKILLS REPORT 2025

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ABOUT THE TEAM

Wheebox - An ETS Company

Wheebox - An ETS company continues to lead the charge in remote proctored assessments and is now a global leader in online talent assessments. As we enter 2025, Wheebox ETS remains at the forefront, with over 12 million active users globally, conducting 17 million assessments last year, of which 15 million were proctored. Our commitment to building strategies for talent acquisition, retention, and upskilling through standardized assessments is more critical than ever, as businesses, educational institutions, and governments globally seek to navigate the demands of a borderless workforce.

The Global Employability Test (G.E.T) remains a vital tool for assessing the employability of final-year students and postgraduates. Developed with continuous input from academic and industry leaders, the G.E.T ensures that India's young professionals are equipped with the skills needed to compete on a global scale. In line with this year's theme, our focus is on fostering a globally mobile talent pool, ready to seize international opportunities.

Through collaborations with Fortune 500 corporations and small businesses alike, Wheebox ETS continues to lead skill development initiatives that align India's workforce with international standards. Our partnerships with central and state governments, along with our global alliances, ensure that the skill development landscape is future-proofed for a globally mobile talent economy.

The Confederation of Indian Industry (CII) - India Partner

As we transition into 2025, the Confederation of Indian Industry (CII) has a renewed focus on global skills mobility. For over 130 years, CII has been a catalyst for Indian industry's transformation, ensuring that businesses remain competitive, not just within India, but across international borders. With a membership of 10,000 enterprises, including SMEs and multinational corporations, CII's efforts are now geared toward preparing Indian talent for global roles.



This year, CII's skill development initiatives, impacting over 1.5 million youth annually, emphasize mobility across sectors and geographies. Programs such as Multi-Skill Institutes, Model Career Centres, and internationally recognized certifications are equipping India's workforce with the capabilities required to meet the demands of a globalized economy. As the world enters an era of increased talent movement and borderless workforces, CII is committed to ensuring that India is at the forefront of this shift, building the next generation of globally competitive professionals.

All India Council for Technical Education (AICTE) - Institutional Partner

The All India Council for Technical Education (AICTE) continues to be a vital player in the global education landscape, shaping the future of technical education in India. AICTE's mission to promote and harmonize technical education across the nation has taken on new significance, as India positions itself as a hub for globally competitive talent.

This year, AICTE focuses on cross-border educational collaboration, ensuring that Indian institutions are aligned with global standards. Initiatives such as international exchange programs and global certifications are empowering students to pursue opportunities abroad while contributing to India's growing influence in the global skills market. AICTE remains committed to democratizing

access to high-quality technical education, ensuring that India's youth are equipped with the skills necessary to succeed globally.

Association of Indian Universities (AIU) - Research Partner

The Association of Indian Universities (AIU) is playing a pivotal role in fostering global academic collaboration and equipping India's talent economy for the seismic shifts in global job markets. With a network of over 650 member universities across India, AIU's efforts are now directed toward increasing India's academic footprint internationally.

AIU's focus is on building bridges between Indian institutions and their counterparts globally, enabling knowledge exchange and joint research programs. AIU's partnerships with international universities ensure that Indian degrees are recognized worldwide, facilitating the mobility of students and researchers. As India's education system continues to evolve, AIU remains at the forefront of ensuring that Indian talent is prepared for the global stage.

Taggd - Knowledge Partner

Taggd continues to redefine the talent acquisition landscape, with a mission to place 1 million individuals in meaningful jobs by 2025. As the global job market becomes more fluid, Taggd's ability to match talent with opportunities has never been more relevant.

Taggd's platform, combining human expertise with data-driven insights, is ensuring that Indian talent is ready for global roles across sectors such as technology, healthcare, and finance. As the Knowledge Partner for this year's "India Skills Report," Taggd provides unparalleled insights into hiring trends and emerging job markets, particularly as global companies increasingly look to India for skilled professionals. In a world where skills mobility is key to economic success, Taggd is helping connect Indian talent with international opportunities, shaping the workforce of the future.

Additional Skill Acquisition Program (ASAP) Kerala - Skilling & State Partner

The Additional Skill Acquisition Programme (ASAP) Kerala continues to lead in skilling initiatives, as Kerala positions itself as a talent hub for global opportunities. As India embraces the next decade of skills mobility, ASAP Kerala's focus on equipping youth with industry-relevant skills has never been more crucial.

Wheebox's collaboration with ASAP Kerala for the "India

Skills Report 2025" highlights the shifting dynamics of employment, with an emphasis on preparing India's workforce for roles across industries worldwide. With programs targeting emerging technologies and globally relevant skills, ASAP Kerala ensures that the state's talent pool is aligned with global standards, helping Indian professionals access international job markets.

Tripura - State Partner

The Tripura government is actively fostering skill development through programs aimed at youth empowerment in sectors such as agriculture, handicrafts, and tourism. The Tripura Skill Development Mission, along with initiatives like Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), plays a key role in improving employability in rural areas. Private sector contributions, particularly from NGOs like Sankalp, further support these efforts by offering vocational training to marginalized communities.

Gujarat - State Partner

As a prominent participant in national skilling initiatives, Gujarat has established a strong network of training centers under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and state schemes under the Gujarat Skill Development mission (GSDM). Mukhyamantri Bhavishya Lakshi Kaushal Vikas Yojana (MBKVY) and Saksham (KVK 2.0), Local Institute for Vocational Education (LIVE) providing localized training, the state focuses on sectors like IT, hospitality, Drone technology, Media and Entertainment, Manufacturing, Service and Banking & Finance etc. Private partnerships, industries partners and government training providers are pivotal in enhancing vocational training quality and addressing industry-specific needs.

Andhra Pradesh - State Partner

Andhra Pradesh is pioneering a first-of-its-kind initiative in India with the launch of its Skill Census, aimed at enhancing the state's workforce capabilities. Central to this initiative is the NAIPUNYAM portal, an innovative end-to-end digital solution designed to streamline citizen services through three key features: assess, learn, and apply. This comprehensive approach not only facilitates skill assessment and training but also enables individuals to effectively apply their skills in the job market. Additionally, Andhra Pradesh is implementing a cascading skill system that incorporates skill hubs, skill colleges, and skill spokes, creating a robust framework for skill development and vocational training. This initiative reflects the state's commitment to fostering a skilled workforce and promoting economic growth through targeted education and training programs.

ACKNOWLEDGEMENT

The India Skills Report 2025

Global Skills Mobility – India's Decade marks a critical step in understanding India's potential to lead the global talent landscape. This edition captures a comprehensive assessment of India's growing role in international talent mobility, backed by data from over 6.5 lakh candidates who participated in the Global Employability Test (G.E.T.) across India and select regions of the globe, alongside insights from over 1000 corporations across 15 diverse industries through the Early Career Edition of the India Hiring Intent Survey 2025.

As global demand for talent continues to rise, transcending borders and sectors, the theme of this year's India Skills Report, "Global Skills Mobility - India's Decade," highlights how India is uniquely positioned to meet the world's workforce needs. With a deep dive into global skills mobility, candidate preferences, emerging job opportunities, and future skilling requirements, this report examines how India can fill the global skills gap. By assessing data from key regions in India and across the globe, the report aims to provide insights into the dynamic shifts in job opportunities, skills and talent.

We are grateful for the contribution of our esteemed knowledge partner, Taggd, who's hiring forecasts have provided valuable insights into the evolving job landscape and emerging competencies shaping global employment trends. We extend our gratitude to the Confederation of Indian Industry (CII) for their continued support of the G.E.T. and the India Hiring Intent Survey 2025. Their commitment to skill development initiatives has been instrumental in bridging the gap between industry needs and India's vast talent pool.

A special acknowledgement is owed to the All India Council for Technical Education (AICTE) for its tireless efforts in enhancing technical education across the country. AICTE's initiatives, particularly in onboarding institutions from key states such as Karnataka, Maharashtra, and Kerala, have expanded India's skill-building framework,



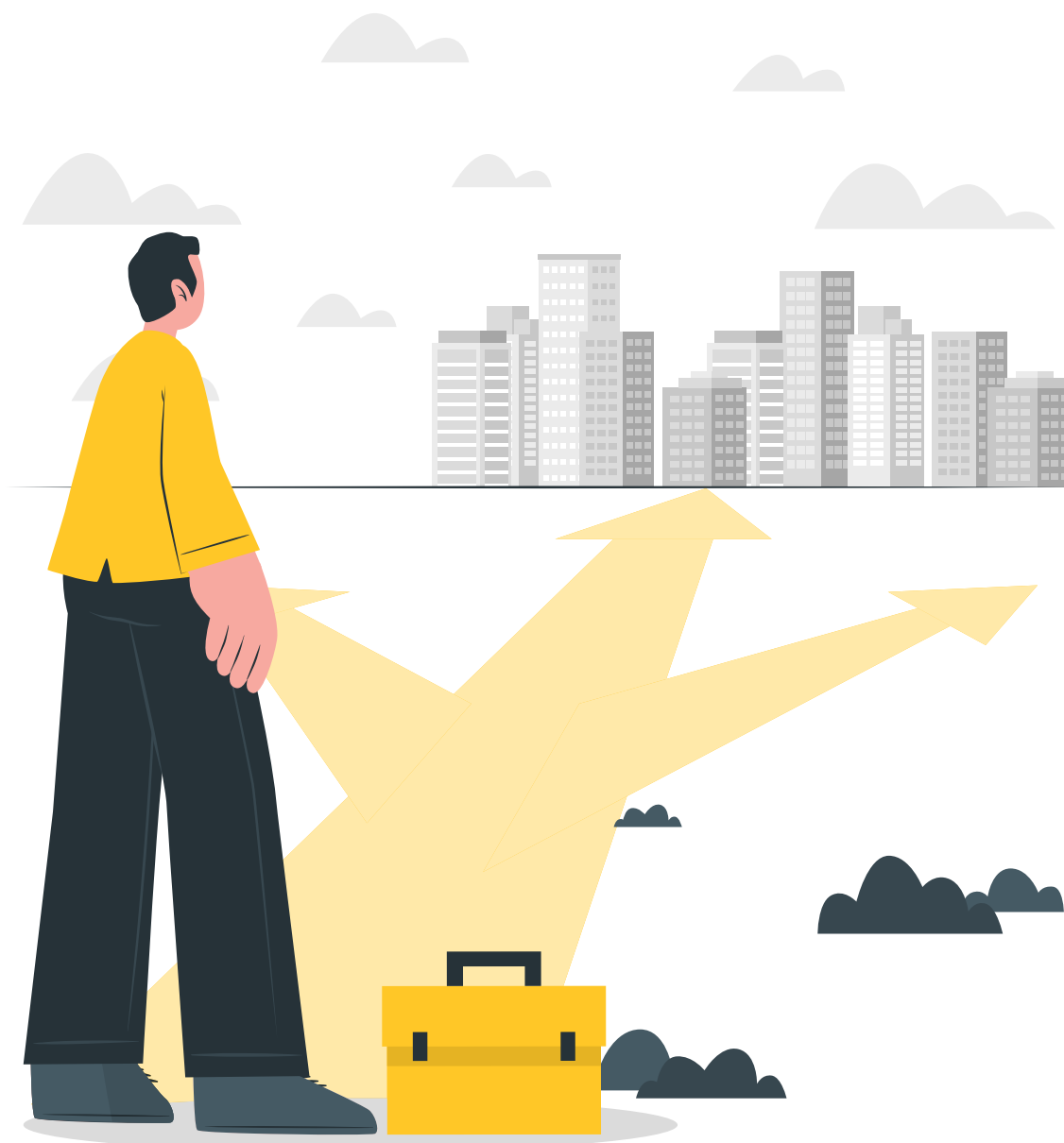
preparing students for global opportunities in engineering, manufacturing, and digital sectors. We also extend our sincere thanks to the Association of Indian Universities (AIU) for fostering international collaborations that provide Indian students with globally recognized credentials, further strengthening India's position in the global talent market.

We also acknowledge the outstanding contributions of ASAP Kerala for their skill development programs, which have equipped thousands of young Indians with industry-relevant skills, making them sought-after professionals in global industries. We express immense gratitude to the State Governments of Gujarat, Andhra Pradesh, Tripura and Kerala for their invaluable support in partnering with our shared mission of nurturing the talent landscape of India.

Finally, we extend our heartfelt thanks to the educational institutions, businesses, state and central governments, and industry leaders who have contributed to the success of this report. Your support has allowed us to explore the evolving global talent ecosystem and India's critical role within it. As we examine the global skills mobility landscape, we are excited to highlight India's emerging leadership in sectors like cloud computing, cybersecurity, renewable energy, biotechnology, and healthcare. This year's report provides readers with evidence of the far-reaching transformations at the roots of India's job market, industry, academia, and public infrastructure.

The India Skills Report 2025 offers an in-depth analysis of India's talent landscape, within the global skills mobility context, identifying key technical and non-technical skills in demand globally. By understanding the economic trends, industrial shifts, and academic efforts driving this transformation, readers will gain critical insights into how India can continue to strengthen its position as a global talent hub.

We expect that this report will inspire industry leaders, policymakers, and academic institutions to harness the opportunities presented by global skills mobility, ensuring that India remains at the forefront of the world's talent economy. Thank you for your continued support and commitment to shaping the future of employment and employability in India and the world.



THE JOURNEY OF INDIA SKILLS REPORT

The **India Skills Report 2025: Global Talent Mobility – India's Decade** marks a transformative moment in recognizing India's potential as a global talent leader. This 12th edition provides a comprehensive analysis of India's growing influence in global talent mobility, based on data from over 6.5 lakh candidates who participated in the **Global Employability Test (G.E.T.)** across India and select regions globally. Complementing this are insights from over 1,000 corporations spanning 15 diverse industries, gathered through the **Early Career Edition of the India Hiring Intent Survey 2025**.

A Transformative Journey: Insights, Trends, and Transformation

Since its inception, the **India Skills Report** has evolved as a critical resource for academia, policymakers, and industries, offering a data-driven lens on employability trends and workforce readiness. Now in its 12th year, the report's theme, **Global Talent Mobility – India's Decade**, underscores India's readiness to meet global demands for skilled professionals in a borderless world. The report also provides actionable insights to align the educational ecosystem and industry practices with evolving global opportunities, while addressing challenges in talent mobility and workforce adaptability. Last year's report centered on "Bridging the Talent Gap in India with AI." This year, the India Skills Report expands its scope to the global stage, with a sharp focus on global talent mobility across key regions. It explores how the influx of talent into emerging job roles, new markets, and evolving industry practices is reshaping the global talent landscape. The report delves into India's position in this dynamic scenario, analyzing talent demand and supply trends while mapping the global skills cartography across key target regions, highlighting opportunities for India to thrive in an interconnected world.

A Transformative Journey: Insights, Trends, and Transformation



The **2025 edition** comes at a pivotal time, as economic realignments, technological innovations, and shifting workforce dynamics drive the global demand for agile and skilled talent. The report spotlights how India's youthful, educated workforce is not only capable of bridging global skill gaps but is poised to lead in transformative industries like **AI, digital transformation, renewable energy, and healthcare**.

It further explores how **regions such as the Gulf Nations, Southeast Asia, Africa, Australia, and Europe**, grappling with aging populations and skill shortages, can benefit from India's expertise. This year's findings emphasize the critical role of **AI, automation, and digital innovation** in reshaping the future of work, with India's talent pool uniquely positioned to thrive.

The Emergence of a Global Workforce

The global labor market is evolving rapidly due to economic diversification, sustainability demands, and technological progress. Countries across the **Gulf, Southeast Asia, Africa, Australia, and Europe** face acute shortages of skilled professionals in high-demand sectors like **technology, healthcare, finance, and green energy**. India's vast and evolving talent pool in fields like **IT, engineering, healthcare**, and emerging domains like **AI and digital commerce**, provides a timely and strategic solution to these challenges.

- **Gulf Nations** are diversifying their economies through initiatives like **Saudi Vision 2030**, creating high demand for technology, healthcare, and energy professionals.

- **Southeast Asia** sees a booming digital economy, with countries like Indonesia and the Philippines seeking expertise in **IT, e-commerce, and manufacturing**.

- **Africa** faces youth unemployment challenges, but sectors like **telecommunications, financial services, and renewable energy** offer opportunities for Indian talent.

- **Australia** is driving initiatives in **healthcare and renewable energy**, relying heavily on international professionals.

- **Europe's** aging population and green economy goals are creating demand for workforce transformation in **digital technologies and sustainability**.

In this year's report, we delve into various factors influencing global skills mobility, dissecting job market trends across these regions and identifying key industries driving the demand for talent across borders. The report also highlights India's tech-savvy youth, positioned to take advantage of global job markets in the coming years.

Sectoral Focus: India's High-Growth Areas

The report highlights sectors driving India's economic and employment growth:

- **Information Technology:** Leading advancements in AI, ML, cloud computing, and cybersecurity.

- **Healthcare & Pharmaceuticals:** Driving roles in biotechnology and healthcare analytics.

- **Renewable Energy:** Supporting sustainability goals with expertise in solar energy and environmental management.

- **E-commerce & Digital Economy:** Expanding digital marketing and data-driven operations.

- **Manufacturing & Infrastructure:** Leveraging Industry 4.0 for robotics and automation.

- **FinTech and EdTech:** Pioneering in blockchain, cybersecurity, and digital learning innovations.

As technology takes center stage, India is strategically aligned to meet the rising global demand for AI and automation-driven skills. Government initiatives like the **Skill India Mission, National Education Policy (NEP), and Digital India**, alongside private sector investments, have made India's talent highly employable on a global scale.

By 2025, over 50% of India's secondary and tertiary students are expected to gain vocational training, aligning with global industry standards.



FOREWORD

India at the Threshold of Transformation: A Skilled Workforce for a Global Future

A skilled workforce is the cornerstone of industrial growth and economic prosperity. Globally, industries are grappling with an ever-widening talent gap, as the shortage of skilled professionals continues to impede business expansion, curtail economic development, and constrain individual potential. This challenge transcends borders, highlighting the urgent need for innovative and targeted approaches to skill development.

The rapid advancement of technologies such as artificial intelligence, automation, and digitalization is reshaping industries worldwide. Projections indicate that nearly 25% of all jobs will undergo significant changes within the next five years, necessitating a workforce equipped with adaptable, future-ready skills.

A recent global skill gap study conducted by CII, which covered 23 countries, revealed an alarming shortfall of 83 million workers, underlining the scale of the challenge. Closing this gap could inject an extraordinary \$11.5 trillion into the global GDP by 2028.

Skill development initiatives have become an imperative, rather than a choice, as they hold the key to unlocking new opportunities, and are crucial for ensuring competitiveness, fostering innovation, and driving sustainable growth in the future.

Skill development initiatives, therefore, are no longer optional; they are imperative. These initiatives hold the key to unlocking new opportunities, enhancing global competitiveness, fostering innovation, and driving sustainable growth. Moreover, with regions like Europe, Japan, and South Korea experiencing aging populations, India stands in a unique position.

India is on a rapid trajectory toward becoming a global economic and industrial leader. However, the country's ability to achieve its ambitious goal of a \$7 trillion economy by 2030 hinges on its capacity to develop and sustain a future-ready, highly skilled talent pool that meets the demands of an evolving global economy.



Mr. Aditya Ghosh

Chairman, CII National Committee on Skill Development & Livelihood | Co-Founder, Akasa Airlines | Founder, Homage & Chairperson, Social Enterprise Central of SEWA

India's demographic dividend, with 10–12 million youth entering the workforce annually, is a beacon of hope. This youthful energy, coupled with strategic skill development, positions India as not just a driver of its own economic growth but also a pivotal contributor to the global workforce.

India's vast pool of talent, characterized by its creativity, resilience, and diverse skillsets, serves as a powerful engine for progress and global mobility. To unlock its full potential, India must reinvent the skill training ecosystem, fostering a workforce that is multi-skilled, globally agile, and deployment-ready.

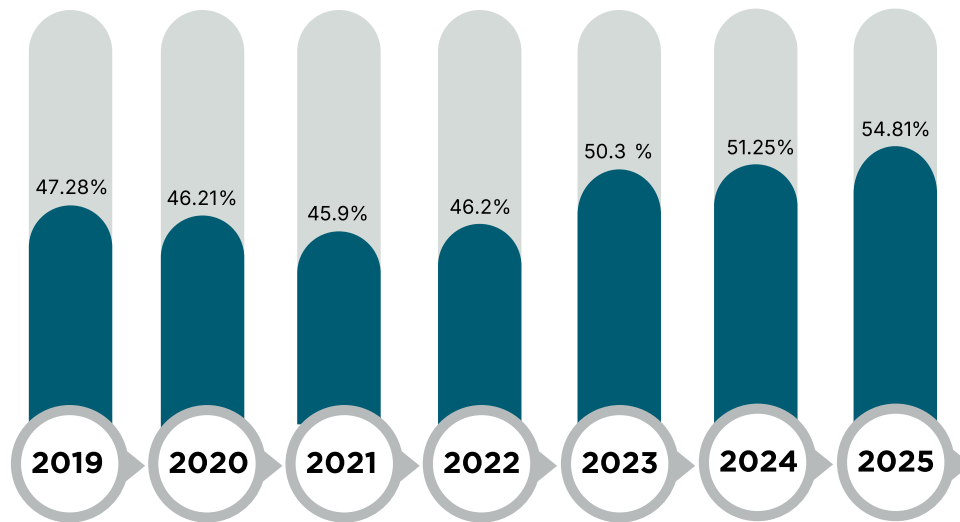
The India Skills Report 2025: Global Talent Mobility – India's Decade arrives at this critical juncture. Now in its 12th edition, the report outlines a visionary roadmap for leveraging India's immense talent pool. It emphasizes collective action among stakeholders to navigate a rapidly evolving job market and capitalize on emerging opportunities.

India's moment is here. By investing strategically in skill development, the nation can chart a transformative path toward global leadership, innovation, and impact, solidifying its position as the world's hub for skilled talent.

UNVEILING THE 12TH EDITION OF
INDIA SKILLS REPORT
GLOBAL TALENT MOBILITY – INDIA'S DECADE

How Employability has Changed Over the Years?

2019 - 2025

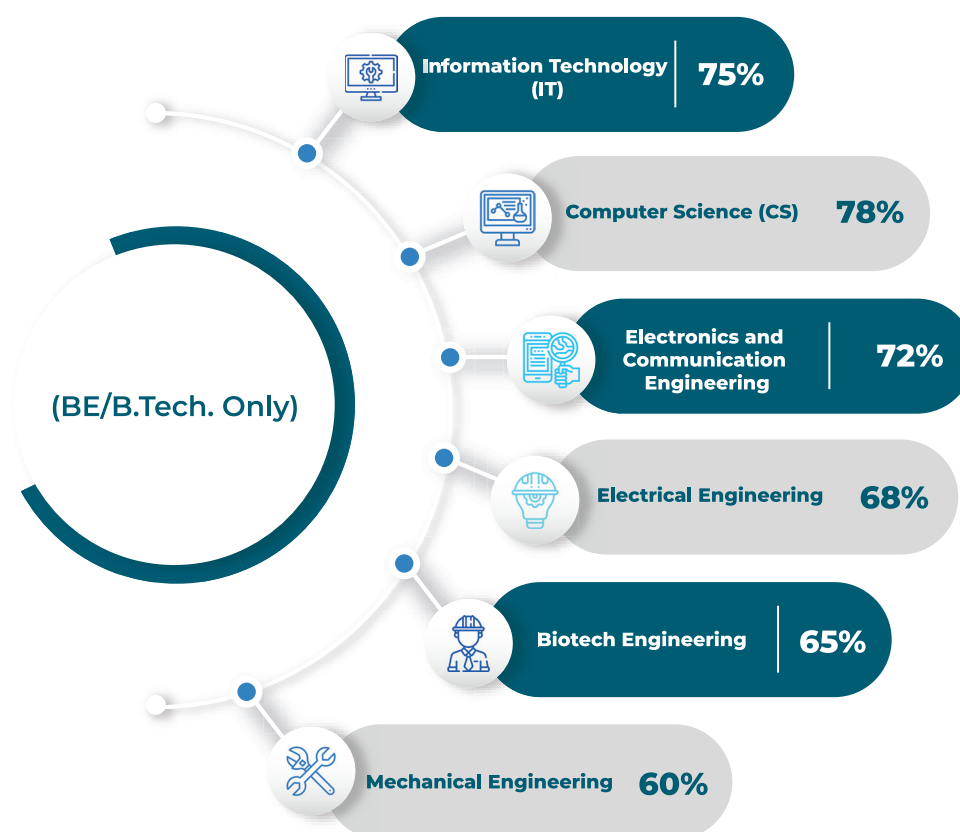


Which Domains Have More Employable Talent?

2019 - 2025

	2019	2020	2021	2022	2023	2024	2025
B.E/B.Tech	57.09	49	46.82	55.15	57.44	64.67	71.50
MBA	36.44	54	46.59	55.09	60.1	71.16	78
B.Arts	29.3	48	42.72	44.2	49.2	47.11	54
B.Com	30.06	47	40.3	42.62	60.62	48.12	55
B.Sc	47.37	34	30.34	38.06	37.69	51.27	58
MCA	43.1	25	22.42	29.3	30.64	64.63	71
ITI	NA	NA	NA	31.3	34.2	40	41
Polytechnic	18.05	32	25.0	21.42	27.61	22.37	29
B.Pharm	36.29	45	37.24	44.63	57.51	54	56

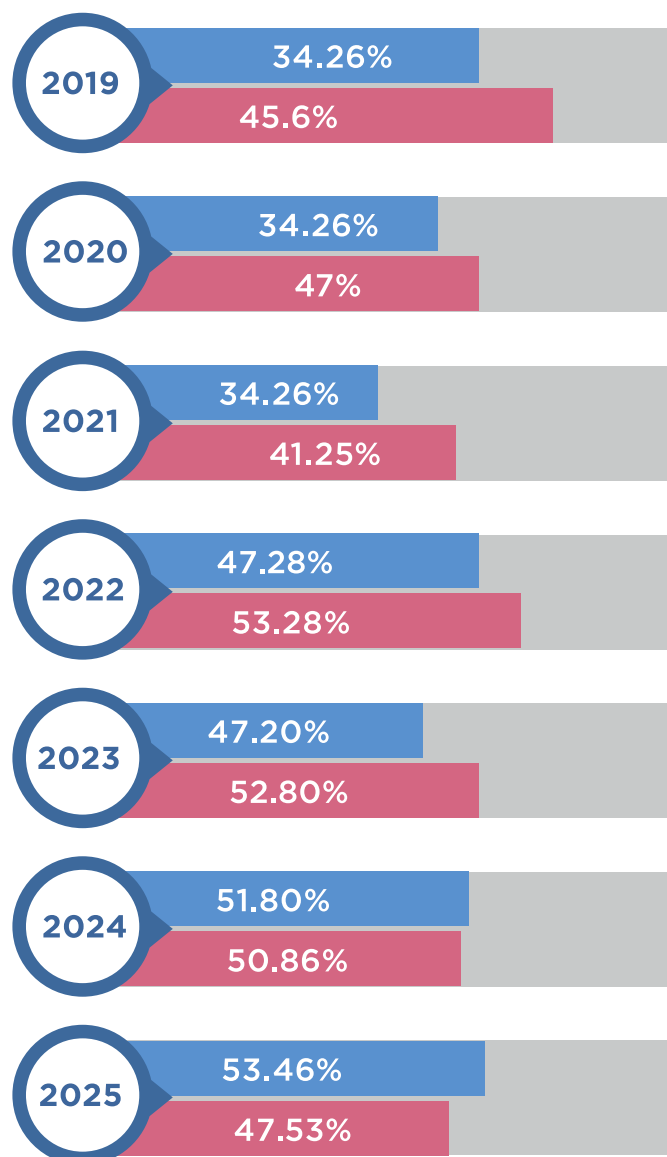
Domain Wise Employability



States with Highest Employability



Men vs Women Employability



Top 10 Preferred
States to Work by
Male Users Across
India

Gujarat
Andhra Pradesh
Kerala
Maharashtra
Tamil Nadu
Delhi
Uttar Pradesh
Madhya Pradesh
Karnataka
Haryana

Top 10 Preferred
States to Work by
Female Users
Across India

Andhra Pradesh
Kerala
Gujarat
Tamil Nadu
Maharashtra
Delhi
Uttar Pradesh
Karnataka
Madhya Pradesh
Haryana

GLOBAL TALENT MOBILITY UNLOCKING INDIAN SKILLS FOR THE WORLD

India's Talent Mobility – India's Decade

The 12th edition of the India Skills Report, themed “**Global Talent Mobility – India's Decade**,” arrives at a pivotal moment as India cements its position as a global talent hub. With over 65% of its workforce under the age of 35, India is uniquely positioned to capitalize on economic shifts, evolving workforce expectations, and rapid technological advancements shaping today's global economy. The report delves into how India's skilled and adaptable professionals are driving the next era of global growth, meeting the rising demand for talent across regions like the Gulf Nations, Southeast Asia, Africa, Europe, and Australia, all of which face critical skill shortages. For instance, Europe is projected to need more than 2 million technology professionals by 2030, while the Gulf Cooperation Council (GCC) nations are witnessing accelerated demand in construction, healthcare, and IT.

India's workforce is not only abundant but also increasingly aligned with the evolving demands of the global economy. According to the report, over 50% of Indian graduates are now employable, a significant increase from 33% a decade ago. This **17% increase** over a decade reflects India's commitment to building a future-ready workforce capable of meeting the needs of a rapidly evolving global economy. This shift is further amplified by India's focus on emerging technologies like artificial intelligence (AI), cloud computing, and automation, reshaping traditional job roles and creating new opportunities.

Beyond addressing global skill shortages, India's skilled workforce plays a vital role in its economy through foreign income transfers. In 2022, India retained its position as the world's largest recipient of such transfers, receiving \$111 billion, according to the World Bank. By 2030, this figure is projected to surpass USD 150 billion, with much of it fueled by a growing population of skilled professionals working abroad. This influx of foreign currency bolsters India's GDP strengthens its foreign exchange



Mr. Nirmal Singh

Chief Convenor of India Skills Report,
CEO, Wheebox | An ETS Company

reserves, and drives domestic economic growth through increased consumer spending, investment, and entrepreneurship.

Moreover, the rise of digital nomadism and hybrid work models has unlocked unprecedented opportunities for Indian talent to contribute globally without geographical constraints. The report underscores how cross-border **talent mobility** could add **USD 500 billion** to the global economy by **2030**, with India playing a central role in bridging these gaps.

As India embraces this transformative decade, Global Talent Mobility emerges not just as a theme but as a clarion call for businesses, policymakers, and educators to harness the full potential of the nation's demographic dividend. The collective impact of India's skilled professionals—both at home and abroad—will shape not only the country's GDP growth but also the trajectory of the global talent economy.

The Dawn of A Borderless Workforce

The global labor market is undergoing a profound transformation driven by economic diversification, geopolitical shifts, and the urgent need for sustainable development. These forces are breaking traditional barriers and

making skills mobility more crucial than ever. Across the Gulf Nations, Europe, Southeast Asia, Africa, and Australia, the demand for skilled professionals in technology, healthcare, renewable energy, finance, construction, and manufacturing is reshaping workforce trends—and India stands out as a pivotal player.



With a vast and diverse talent pool, India has emerged as a global leader in sectors like IT, engineering, and healthcare, while rapidly growing expertise in green energy, artificial intelligence (AI), and robotics. For instance, India's IT industry, valued at **USD 245 billion** in 2023, has been at the forefront of providing talent for digital transformation across the world.

Europe is facing an aging population and skill shortages across critical sectors, driving demand for international talent. The construction sector, valued at **USD 2.5 trillion**, requires engineers and planners for housing and infrastructure projects, while the financial sector needs **400,000 professionals** by 2030 for fintech and green finance roles. Additionally, Europe's healthcare sector faces a **1.6 million-worker** deficit, its IT industry needs 20 million

digitally skilled professionals, and manufacturing is expanding in green technologies and automation, creating opportunities for engineers and sustainability experts.

The Gulf Nations, driven by **Vision 2030**, are experiencing rapid growth, with sectors like construction, finance, healthcare, IT, and manufacturing seeing a significant demand for skilled professionals. The construction market, valued at **USD 1.4 trillion**, is fueled by megaprojects such as Saudi Arabia's NEOM city, while healthcare spending is set to reach **USD 243 billion** by 2030, creating demand for medical experts. With **USD 50 billion** in financial sector contributions and **340,000 IT jobs** projected by 2030, the Gulf is emerging as a key hub for talent in finance, technology, and engineering.

Africa, with a youth unemployment rate surpassing **60%** in regions like Sub-Saharan Africa, is investing heavily in **vocational training** and **education** to address workforce gaps in agriculture, infrastructure, and fintech. The continent's growing **USD 115 billion** agritech and fintech markets are driving demand for skilled workers, with Indian experts playing a key role in facilitating knowledge sharing and driving innovation. As Africa's workforce evolves, partnerships with Indian professionals in sectors like **agritech, IT, and infrastructure** are crucial to bridging skills gaps and unlocking economic potential.

Preparing India's Talent for the AI-led Economic Renaissance

India is strategically positioning itself for a **global talent revolution**, with key initiatives like the National Education Policy (NEP), Skill India Mission, and Digital India driving its commitment to vocational training and skill development. By **2025**, over **50%** of India's secondary and tertiary students will have access to vocational training, ensuring they are aligned with global industry standards. As sectors like **AI, cybersecurity, data science**, and e-commerce transform industries worldwide, India's emphasis on **digital readiness** ensures its workforce can seamlessly integrate into the interconnected job market.

India's economic trajectory continues to impress, with a projected growth rate of **7.8% for FY 2024-25**, creating an environment ripe for innovation and talent development. Key sectors such as the **IT industry**—set to hit **USD 350 billion by 2025**—are at the forefront, alongside thriving industries in healthcare, renewable energy, and e-commerce, each contributing to a dynamic, future-ready workforce. As India gears up to lead in these areas, its skilled professionals are poised to meet the demands of a rapidly evolving global economy.

The Power of AI and Automation in Skills Mobility

At the core of India's transformative decade is the **AI revolution**, reshaping how individuals learn, work, and connect in a globalized economy. With the global AI market projected to reach a staggering **USD 190 billion by 2025**, the demand for expertise in machine learning, data science, **AI, and digital solutions** is surging, creating vast opportunities for countries like India.

India is strategically positioned to meet this demand, with over 416,000 AI-ready professionals in 2023—a figure expected to grow to 1 million by 2026, reflecting the country's burgeoning tech talent pool. Leveraging AI-powered learning platforms, edtech innovations, and online skilling programs, Indian professionals are actively upskilling in emerging technologies, ensuring they are equipped for an increasingly AI-driven workforce. This commitment to continuous learning positions India as a global leader in the fast-evolving tech landscape, ready to power the future of work.

Fostering a Future-Ready Workforce Through Strategic Partnerships

India's future-ready workforce is being shaped by strategic collaborations between organizations like **Wheebox**, **CII**, **AICTE**, **Taggd**, and **ASAP Kerala**, aligning skill development efforts with global industry demands. Programs such as Wheebox's Global Employability Test (GET) and Taggd's talent insights provide critical data on hiring trends, skill gaps, and emerging competencies, helping bridge the gap between education and employment. CII's skill development initiatives now impact over **1.5 million youth annually**, ensuring that India's workforce is equipped to thrive in a **globalized economy**.

In parallel, AICTE's focus on international educational collaboration and ASAP Kerala's industry-aligned skilling programs ensure that India's youth are prepared for global opportunities, while state initiatives in Gujarat, Tripura, and Andhra Pradesh are breaking new ground in delivering critical skills and resources. With India's youth population—the largest in the world at over 600 million under the age of 25—this thriving skilling ecosystem will empower India to play a dominant role in global trade, economy, jobs, and international policy.

Collaboration across industries and between academia, government, and industry is crucial for fostering a workforce ready to meet the challenges

of an increasingly interconnected global economy. Industry partnerships with academic institutions allow for the development of curriculum aligned with market needs, ensuring graduates are equipped with relevant, cutting-edge skills. Government initiatives, such as Skill India, act as a catalyst by facilitating industry-academia collaborations that bridge the gap between education and employment. Moreover, collaborations between academic institutions—both within India and globally—enhance research innovation and knowledge exchange, enabling students and researchers to contribute to global challenges in fields like AI, renewable energy, and healthcare. By aligning the expertise and resources of industry, academia, and government, India is building a robust, future-ready workforce, capable of driving economic growth and global competitiveness.

India's Strategic Opportunity: A Confluence of Demand, Skills, and Mobility

India's skilled workforce is uniquely positioned to address the growing global demand for professionals in fields like IT, healthcare, and engineering, especially in regions facing aging populations and labor shortages, including Europe, Asia-Pacific, and the Middle East. With Europe's healthcare workforce projected to face a 1.6 million shortage by 2030, India's medical professionals, along with its burgeoning IT sector—set to reach USD 350 billion by 2025—are stepping in to fill the gap. Emerging markets in Southeast Asia and Africa also benefit from India's deep expertise in software development, digital marketing, and fintech, supporting the USD 115 billion fintech boom in Africa and Southeast Asia's drive to build digital economies.



India's role in these regions reflects a strategic skills development approach, positioning its workforce as a critical asset in a rapidly globalizing economy. This movement is further supported by government initiatives that ease emigration barriers, align certifications with international standards, and safeguard the interests of Indian migrant workers, ensuring they have the support needed to succeed on the global stage. With over 600 million youth under 25, India is leveraging its demographic advantage to strengthen its position as a global talent hub, ready to meet the evolving needs of the international job market.

A Vision for Inclusive Growth and Global Impact

As economies become increasingly interconnected, diversity, equity, and inclusion (DEI) are no longer optional but essential for a thriving global workforce. India is at the forefront of this transformation, with Indian organizations leading by example in fostering inclusive workplace cultures that embrace diversity. With remote work demand soaring globally, India is emerging as a hub for flexible work arrangements, aligning with global DEI expectations while promoting inclusive growth. In fact, India is projected to have over 30 million remote workers by 2025, a testament to its growing role in the global workforce.

Digital platforms and edtech solutions are democratizing access to education and skilling, enabling Indian professionals to engage in the global economy without relocating. India's gig economy, which is expected to reach USD 455 billion by 2023, and its booming startup ecosystem—which saw 7,000+ startups in 2023—are reshaping the workforce landscape, offering flexibility and opportunities for continuous learning. This dynamic environment allows Indian talent to thrive globally, bringing innovation and skills to industries ranging from technology to sustainability, and empowering individuals to shape the future of work on their own terms.

Embracing the Decade of Talent Mobility

The India Skills Report 2025 is not just a snapshot of employability metrics; it's a strategic roadmap for India's dominance in the global talent market. As India continues its rise as a global talent powerhouse, this report envisions a future where Indian professionals are not just participants, but leaders driving innovation, sustainable development, and contributing to a resilient global economy. By 2025, India's workforce is expected to account for over 40% of the global skilled work

force, with industries like IT, healthcare, and green energy benefiting from India's growing talent pool.

The findings of this year's report highlight the power of India's talent on the global stage, emphasizing that Indian professionals are increasingly sought after for their skills in AI, cybersecurity, engineering, and renewable energy. This transformative decade offers a unique opportunity for policymakers, educators, and industry leaders to collaborate in shaping a workforce that is globally mobile and future-ready. Let us seize this moment to build a future where India's skills know no borders, fostering a world that is inclusive, innovative, and interconnected. With India's youth—over 600 million under the age of 25—at the heart of this movement, we are on the verge of a new era of global workforce leadership.





THE DYNAMICS OF
GLOBAL TALENT MOBILITY FOR 2030

INDIA'S YOUNG TALENT

India's large, youthful, and increasingly skilled workforce positions the country as a pivotal player in the global talent ecosystem. With a median age of 32, the employability of India's talent is also on the rise, successively emerging as a top destination for recruiters across industries. As countries worldwide grapple with labor shortages, technological disruption, and evolving workplace demands, India has the opportunity to solidify its role as a leading exporter of talent and a hub for innovation. By continuing to invest in education, technology, and workforce development, India can harness the full potential of its human capital, address critical global skill shortages, and play a central role in shaping the future of work.



India's Growing Role in Meeting Global Skilled Workforce Demands

India is a leading source of global talent, especially in technology and healthcare, with a 60% increase in job searches from abroad to India since June 2021, driven primarily by the technology, engineering, and digital services sectors. The country's strong economic growth, projected by the International Monetary Fund at 7% for FY 2024-25, is boosting employment opportunities across sectors. The IT industry, which contributed 7.4% to India's GDP in FY2022, is expected to reach 10% by 2025. Additionally, more than half of secondary and tertiary students are anticipated to engage in vocational training by 2025, ensuring a steady supply of skilled professionals ready to meet global demand.

Reinvigorating India's Dynamic Talent Ecosystem

India's focus on skill development and education ensures that its workforce remains competitive and ready to meet global demands. The government's focus on driving widespread skilling programs, in technical and industrial expertise is instrumental in this journey. Entities like the CII and AICTE have successfully driven widespread industry standard skilling initiatives to prepare India's talent with the technical skills in-demand. By leveraging its strengths in technology, engineering, healthcare, and other key sectors, India can effectively address labor shortages in



diverse regions. The strategic migration of Indian talent not only helps other countries overcome their skill gaps but also fosters international collaborations and innovation.

Moreover, India's proactive approach in vocational training and higher education aligns with global market needs, ensuring that its professionals are well-equipped with the necessary skills. By the Government of India partnering with every state across the nation to build a robust skilling ecosystem over the past, the rise of India's talent is strategically positioned to meet the evolving industry needs. Generating prospective future-ready candidates to quench the global talent demand across industries and specializations, there is also a heavy focus on expanding the manufacturing and trade sectors to capitalize on an increasingly borderless world. This alignment enhances job prospects for Indian talent globally and strengthens India's position as a key player in the international job market.

India's vast talent pool can significantly address skill shortages in numerous countries across different regions. While our primary focus in this year's India Skills Report 2025 is on the dynamic regions of the Gulf Nations, South-east Asia, Africa, Australia, and Europe, we also keep a vigilant eye on emerging economies and talent demands across other parts of the world. Our narrowed focus on the target regions is intentional, driven by factors such as skill alignment, economic shifts, emerging opportunities, ease of migration, geopolitical alliances, and familiarity among Indian youth.

These countries actively are seeking skilled professionals to drive growth in key industries. Indian professionals, renowned for their expertise in technology, engineering, healthcare, and finance, are finding unprecedented opportunities worldwide.

Work policies are becoming more favorable, immigration processes are being streamlined, and sectors are expanding due to technological advancements and economic diversification. From the **Gulf Nations to Southeast Asia, Africa, Australia, and Europe**, the demand for Indian talent is surging.

These trends not only offer promising career prospects for Indian professionals but also contribute significantly to the economies of the host countries. The convergence of industry growth, technology adoption, and supportive work policies is creating a fertile ground for global skills mobility, positioning Indian professionals at the forefront of this global movement.

High-Growth Areas: Industry Spotlight for India in 2025

As India moves towards a more technologically advanced and sustainable economy, several sectors stand out for their growth potential and ability to drive job creation through 2025 and beyond. Key areas like Information Technology (IT), Renewable Energy, Healthcare and Pharmaceuticals, and E-commerce and Digital Economy are expected to lead the job market, presenting promising opportunities for both new graduates and experienced professionals.

A Confluence of Opportunity and Talent

Across these regions, a common thread emerges: a relentless pursuit of growth and innovation, underpinned by a demand for specialized skills. Industries like technology, healthcare, renewable energy, and e-commerce are not just thriving—they're reshaping economies.

For India, this global landscape presents a unique opportunity. With a deep reservoir of skilled professionals, India is poised to meet this surging demand. The synergy between India's talent pool and the needs of these dynamic regions creates a confluence of opportunity, promising mutual growth and prosperity.

As we ride the wave of economic disruptions, it's clear that the global job market is not merely recovering—it's evolving. The demand for talent is not confined by borders; it's a global call to action. For professionals ready to seize these opportunities, the future isn't just bright—it's here.





GLOBAL SKILLS CARTOGRAPHY

IN-DEMAND SKILLS

By analyzing the fastest-growing skills globally and regionally, India can strategically focus on sectors like E-Commerce, Customer Success, cybersecurity, and advanced data analytics to enhance its competitive edge. With a strong tech talent pool, India has the opportunity to lead in fields like AI, cybersecurity, and web development, positioning itself as a global hub for talent and innovation. Moreover, investing in upskilling programs in Power BI, Tableau, and React, among other key technologies, can prepare its workforce to meet the growing global demand for these competencies.

Synergy of Tech & Human Skills: A Snapshot

Key skill categories—like Data Science and Analytics, AI and Automation, Cloud Computing, and Cybersecurity—are reshaping how businesses operate and thrive. For instance:

Generative AI Modeling is emerging as a game-changing tool across industries, unlocking creativity and automation.

Cloud Computing is not only a cornerstone for business scalability but a burgeoning market set to grow to nearly \$2.5 trillion by 2030.

Cybersecurity has transitioned from being a specialized need to a universal imperative in today's digital-first world.

These skills have been on the rise, and paired with enduring human-centric abilities like customer service, empathy, communication, ethics, and cognitive skills demonstrate how technology and human interaction will continue to coexist and complement one another.

Meanwhile, tech skills focusing on cybersecurity, React web frameworks, and the Internet of Things (IoT) are crucial as digital infrastructure and interconnected systems continue to expand.



For India, understanding and investing in these high-demand skills is essential not only to satisfy domestic industry needs but also to establish itself as a global leader in talent mobility. With its robust tech-savvy workforce, India can significantly contribute to meeting these global demands, enhancing both its economic growth and international competitiveness. This section delves deeper into the growth of industry, demand for skills, and economic changes, analyzing how India's workforce can align to fill skill gaps and address the needs of high-priority regions like South Africa, Gulf nations (Saudi Arabia, Oman, UAE, Qatar, Kuwait), and Southeast Asia (Philippines, Malaysia, Indonesia).



TOP 5 COUNTRIES FROM GULF COOPERATION COUNCIL (GCC)

BASED ON TOP PERFORMING SECTORS



01

UAE

02

Oman

03

Saudi
Arabia

04

Kuwait

05

Qatar

The Gulf countries, like Saudi Arabia and the UAE, are key destinations for Indian workers, offering high demand for skilled labor across sectors like construction, healthcare, and IT, while contributing significantly to India's economy through remittances.



UNITED ARAB EMIRATES (UAE)

Job Market Overview

Economic Diversification: The UAE is actively diversifying its economy away from oil dependency towards sectors such as finance, technology, and tourism, creating new job opportunities.

Growing Workforce: The workforce is increasingly composed of expatriates, particularly skilled workers from India and other countries, contributing significantly to various industries.

Technological Integration: Rapid advancements in technology are reshaping industries and leading to increased demand for tech-savvy professionals.

Employment Trends

Formal Sector Growth: The formal sector continues to expand, with approximately 80% of employment in formal jobs due to government initiatives aimed at economic diversification.

Informal Sector Presence: While the informal sector exists, it is less significant compared to formal employment; efforts are underway to formalize more jobs.

Urbanization: Major cities like Dubai and Abu Dhabi are experiencing rapid growth, with more job opportunities emerging in various sectors.

Youth Employment Challenges: Youth unemployment remains a concern, with rates around 11%, highlighting the need for targeted skill development programs.

Influencing Factors of Employment Outlook

Economic Growth Rates: The UAE's GDP growth rate is projected at around 3.5% in 2024, driven by diversification efforts and increased investment in non-oil sectors.

Government Policies: Initiatives like the UAE Vision 2021 emphasize job creation and skill development across



various industries.

Technological Advancements: Automation and AI are transforming sectors such as finance, healthcare, and tourism, leading to new job roles that require advanced skills.

Global Economic Conditions: Fluctuations in oil prices and global economic trends can impact job creation and demand for skilled workers.

In-Demand Industries and Occupations

Analysis of Industries Experiencing Growth

Finance: The financial services sector is expanding rapidly due to fintech innovations; projected growth rate is about 6%.

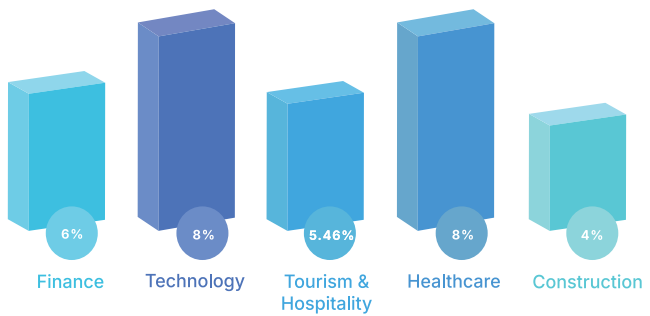
Technology: The tech sector is booming with a projected growth rate of 8%, focusing on AI, cybersecurity, and software development.

Healthcare: Expected to grow significantly due to increased investment; projected market size could reach approximately USD 50 billion by 2025.

Tourism & Hospitality: With major events like Expo 2020 (Dubai) and ongoing tourism initiatives, the UAE hospitality market is expected to reach USD 50.57 billion in 2024.

and grow at a CAGR of 5.46% to reach USD 65.96 billion by 2029., creating jobs in management and customer service.

Construction: Driven by infrastructure projects across the region; expected growth of around 4% annually.



Analysis of Occupations Experiencing Growth

Software Engineers: High demand for software engineers specializing in cloud computing and cybersecurity; salaries can exceed USD 54,450 annually.

Data Scientists/Analysts: Increasing reliance on data analytics across sectors; demand for data professionals is growing rapidly.

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth and healthcare reforms.

Financial Analysts: Strong demand in banking and fintech sectors as the region embraces digital finance solutions.

Average Salaries

Oil & Gas Sector: Competitive salaries for engineers; average salaries range from USD 32,700 to USD 68,450 depending on experience.

Technology Sector: Software developers earn between USD 51,293 to USD 114,000 annually based on specialization.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 109,450 per year.

Tourism & Hospitality: Salaries range from USD 16,350 for entry-level positions to USD 49,050 for managerial roles.

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Oil & Gas	32,700-68,450
Technology	51,293- 114,000
Healthcare	109,450+
Tourism & Hospitality	16,350-49,050

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Communication skills, teamwork abilities, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or financial compliance standards.

Government Policies and Prerequisites

UAE Vision 2021: Aims to create a competitive knowledge economy by enhancing education and training programs; emphasizes innovation and entrepreneurship while aiming for sustainable economic growth.

National Strategy for Artificial Intelligence 2031: Focuses on positioning the UAE as a global leader in AI adoption across various sectors.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.



OMAN

Job Market Overview

Economic Diversification: Oman is actively diversifying its economy away from oil dependency towards sectors such as tourism, renewable energy, and technology. This shift is creating new job opportunities across various industries.

Growing Workforce: The workforce increasingly comprises expatriates, particularly skilled workers from India and other countries, contributing significantly to various sectors.

Technological Integration: Rapid advancements in technology are reshaping industries, leading to increased demand for tech-savvy professionals.

Employment Trends

Formal Sector Growth: The formal sector is expanding due to government initiatives aimed at economic diversification. The Omani government has introduced policies to promote local employment while allowing skilled expatriates in critical sectors.

Informal Sector Presence: The informal sector remains significant, particularly in labor-intensive jobs; however, there are efforts to formalize more employment through regulatory reforms.

Urbanization: Urban areas like Muscat are experiencing rapid growth, with more job opportunities emerging in various sectors.

Youth Employment Challenges: Youth unemployment remains a concern, with rates increasing to around 4.70%, highlighting the need for targeted skill development programs.

Influencing Factors of Employment Outlook

Economic Growth Rates: Oman is projected to see GDP



growth rates of around 4.5% in 2024, driven by diversification efforts and increased investment in non-oil sectors.

Government Policies: Initiatives like the Tanfeedh Program emphasize job creation and skill development across various industries.

Technological Advancements: Automation and AI are beginning to transform sectors such as oil & gas, health-care, and finance, leading to new job roles that require advanced skills.

Global Economic Conditions: Fluctuations in oil prices and global economic trends can impact job creation and demand for skilled workers.

In-Demand Industries and Occupations

Analysis of Industries Experiencing Growth

Oil & Gas: While still dominant, this sector is evolving with technology integration; Oman's oil and gas exports surged by 8% by the end of July 2024, reaching RO 8.569 billion, compared to RO 7.931 billion in the same period the previous year.

Tourism: With initiatives to boost tourism as part of economic diversification plans, this sector is anticipated to grow by over 5%, creating jobs in management and customer service.

Renewable Energy: The renewable energy sector is gaining traction due to government incentives; growth is expected at around 4% annually with the country aiming to achieve 30% of its power generation from renewable sources by 2030

Construction: Driven by infrastructure projects across the region; expected growth of around 3.30% annually.

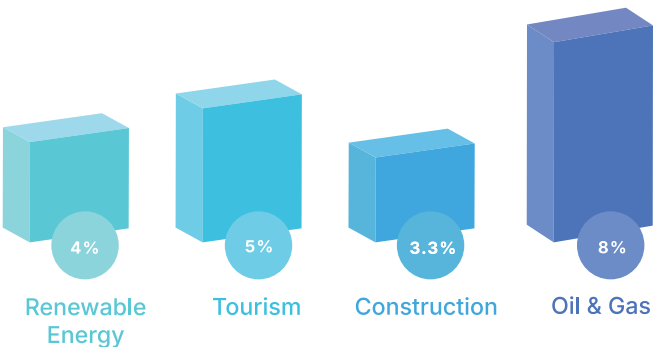
Analysis of Occupations Experiencing Growth

Software Engineers: High demand for software engineers specializing in cloud computing and cybersecurity; salaries can exceed USD 52,000 annually.

Data Scientists/Analysts: Increasing reliance on data analytics across sectors; demand for data professionals is growing rapidly.

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth and healthcare reforms.

Financial Analysts: Strong demand in banking and fintech sectors as the region embraces digital finance solutions.



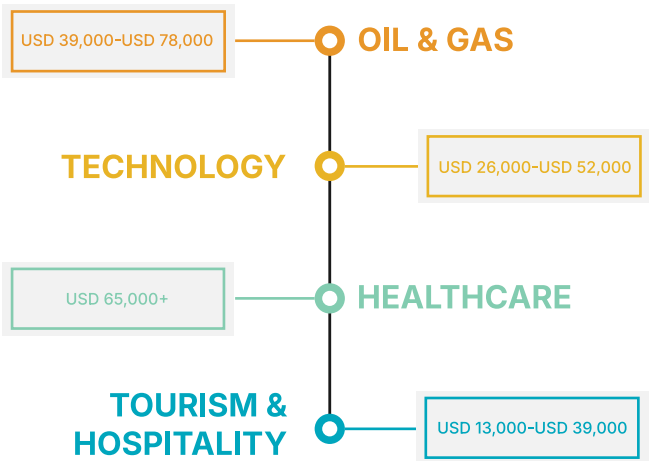
Average Salaries

Oil & Gas Sector: Competitive salaries for engineers; average salaries range from USD 39,000 to USD 78,000 depending on experience.

Technology Sector: Software developers earn between USD 26,000 to USD 52,000 annually based on specialization.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 65,000 per year.

Tourism & Hospitality: Salaries range from USD 13,000 for entry-level positions to USD 39,000 for managerial roles.



Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Communication skills, teamwork abilities, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or financial compliance standards.

Government Policies and Prerequisites

Tanfeethh Program: Aims to enhance economic diversification through job creation initiatives across various sectors while promoting local talent development.

Omanization Policy: Focuses on increasing local employment while allowing skilled expatriates in critical sectors; encourages training programs for Omanis.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.



THE KINGDOM OF SAUDI ARABIA

Job Market Overview

Economic Diversification: Saudi Arabia is actively moving away from oil dependency towards a more diversified economy, creating new job opportunities across various sectors.

Growing Workforce: The workforce is increasingly composed of expatriates, particularly skilled workers from India and other countries, contributing significantly to various industries.

Technological Integration: Rapid advancements in technology are reshaping industries, leading to increased demand for tech-savvy professionals.

Employment Trends

Formal Sector Growth: The formal sector is expanding due to government initiatives aimed at economic diversification. Vision 2030 aims to increase the private sector's contribution to GDP significantly.

Informal Sector Presence: While the informal sector remains significant, particularly in labor-intensive jobs, there is a concerted effort to formalize employment through regulatory reforms.

Urbanization: Urban areas like Riyadh and Jeddah are experiencing rapid growth, with more job opportunities emerging in various sectors.

Youth Employment Challenges: The youth unemployment rate remains a concern, with many young individuals seeking jobs in rapidly growing sectors.

Influencing Factors of Employment Outlook

Economic Growth Rates: Saudi Arabia is projected to see positive GDP growth rates of around 3.5% to 4% throughout 2024, driven by diversification efforts and increased investment in non-oil sectors.



Government Policies: Initiatives like Vision 2030 emphasize job creation and skill development across various industries.

Technological Advancements: Automation and AI are transforming sectors such as oil & gas, healthcare, and finance, leading to new job roles that require advanced skills.

Global Economic Conditions: Fluctuations in oil prices and global economic trends can impact job creation and demand for skilled workers.

In-Demand Industries and Occupations

Analysis of Industries Experiencing Growth

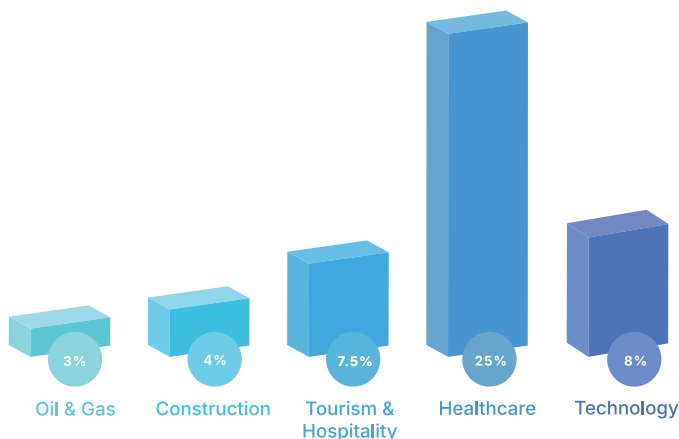
Oil & Gas: While still dominant, this sector is evolving with technology integration; expected growth of around 3% annually as companies adopt digital solutions.

Technology: The tech sector is booming with a projected growth rate of 8%, focusing on AI, cybersecurity, and software development.

Healthcare: Expected to grow significantly due to increased investment; projected market size could reach approximately USD 100 billion by 2025.

Tourism & Hospitality: With major events like the Riyadh Season and ongoing infrastructure projects, Saudi Arabia's hospitality revenue is expected to see a compound annual growth rate of 7.5 percent from 2023 to 2028, creating more jobs in management and customer service.

Construction: Driven by infrastructure projects across the region; expected growth of around 4% annually.



Analysis of Occupations Experiencing Growth

Software Engineers: High demand for software engineers specializing in cloud computing and cybersecurity; salaries can exceed USD 53,300 annually.

Data Scientists/Analysts: Increasing reliance on data analytics across sectors; demand for data professionals is growing rapidly.

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth and healthcare reforms.

Financial Analysts: Strong demand in banking and fintech sectors as the region embraces digital finance solutions.

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Communication skills, teamwork abilities, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or financial compliance standards.

Average Salaries

Oil & Gas Sector: Competitive salaries for engineers; average salaries range from USD 40,000 to USD 80,000 depending on experience.

Technology Sector: Software developers earn between USD 32,000 to USD 66,500 annually based on specialization.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 106,500 per year.

Tourism & Hospitality: Salaries range from USD 16,000 for entry-level positions to USD 48,000 for managerial roles.

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Oil & Gas	40,000-80,000
Technology	32,000-66,500
Healthcare	106,500+
Tourism & Hospitality	16,000-48,000

Government Policies and Prerequisites

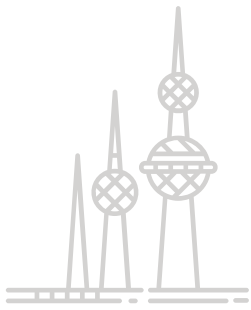
Saudi Arabia's Vision 2030: Aims to create a more diverse economy with job creation across various sectors; focuses on localizing jobs while attracting foreign talent through streamlined visa processes and incentives for skilled workers.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.



KUWAIT

Job Market Overview

Economic Diversification: Kuwait is actively diversifying its economy away from oil dependency towards sectors such as technology, tourism, and renewable energy. This shift is creating new job opportunities across various industries.

Growing Workforce: The workforce increasingly comprises expatriates, particularly skilled workers from India and other countries, contributing significantly to various sectors.

Technological Integration: Rapid advancements in technology are reshaping industries and leading to increased demand for tech-savvy professionals.

Employment Trends

Formal Sector Growth: The formal sector is expanding due to government initiatives aimed at economic diversification. The Kuwaiti government has introduced policies to promote local employment while allowing skilled expatriates in critical sectors.

Informal Sector Presence: The informal sector remains significant, particularly in labor-intensive jobs; however, there are efforts to formalize more employment through regulatory reforms.

Urbanization: Urban areas like Kuwait City are experiencing rapid growth, with more job opportunities emerging in various sectors.

Youth Employment Challenges: Youth unemployment remains a concern, with rates around 15%, highlighting the need for targeted skill development programs.

Influencing Factors of Employment Outlook

Economic Growth Rates: Kuwait is projected to see GDP growth rates of around 2.5% in 2024, driven by



diversification efforts and increased investment in non-oil sectors.

Government Policies: Initiatives like the New Kuwait Vision 2035 emphasize job creation and skill development across various industries.

Technological Advancements: Automation and AI are beginning to transform sectors such as oil & gas, healthcare, and finance, leading to new job roles that require advanced skills.

Global Economic Conditions: Fluctuations in oil prices and global economic trends can impact job creation and demand for skilled workers.

In-Demand Industries and Occupations

Analysis of Industries Experiencing Growth

Oil & Gas: While still dominant, this sector is evolving with technology integration; expected growth of around 3% annually as companies adopt digital solutions.

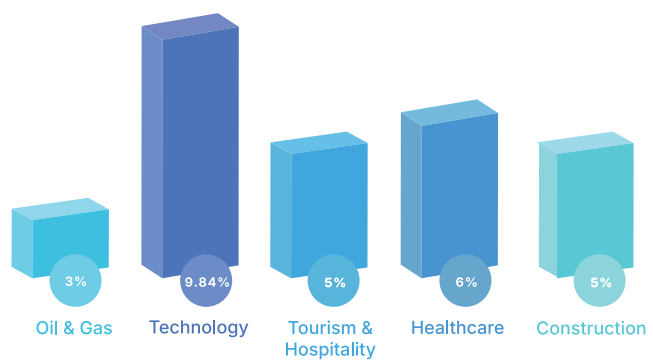
Technology: The tech sector is increasingly adopting innovations with a projected growth rate of 9.84%, focusing on IT solutions and cybersecurity.

Healthcare: The Kuwait market is expected to grow at a

CAGR of 6% from 2025 to 2030. Expected to grow significantly due to increased investment; projected market size could reach approximately USD 10 billion by 2025.

Tourism & Hospitality: With initiatives to boost tourism as part of economic diversification plans, this sector is anticipated to contribute to over 5% of the country's GDP, creating jobs in management and customer service.

Construction: Driven by infrastructure projects across the region; expected growth of around 5% annually.



Analysis of Occupations Experiencing Growth

Software Engineers: High demand for software engineers specializing in cloud computing and cybersecurity; salaries can exceed USD 49,000 annually.

Data Scientists/Analysts: Increasing reliance on data analytics across sectors; demand for data professionals is growing rapidly.

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth and healthcare reforms.

Financial Analysts: Strong demand in banking and fintech sectors as the region embraces digital finance solutions.

Average Salaries

Oil & Gas Sector: Competitive salaries for engineers; average salaries range from USD 39,000 to USD 81,000 depending on experience.

Technology Sector: Software developers earn between USD 33,000 to USD 66,000 annually based on specialization.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 81,000 per year.

Tourism & Hospitality: Salaries range from USD 16,500 for entry-level positions to USD 49,000 for managerial roles.

SECTOR	SALARY RANGE (USD)
Oil & Gas	39000-81000
Technology	33000-66000
Healthcare	81000+
Tourism & Hospitality	16500-49000

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Communication skills, teamwork abilities, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or financial compliance standards.

Government Policies and Prerequisites

New Kuwait Vision 2035: Aims to create a competitive economy by enhancing education and training programs; emphasizes innovation and entrepreneurship while aiming for sustainable economic growth.

Kuwaitization Policy: Focuses on increasing local employment while allowing skilled expatriates in critical sectors; encourages training programs for Kuwaitis.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.



QATAR

Job Market Overview

Economic Diversification: Qatar is actively diversifying its economy away from oil dependency towards sectors such as construction, hospitality, and technology. This shift is creating new job opportunities across various industries. The IMF estimated that Qatar will achieve 2% real GDP growth in 2024; below the Gulf Cooperation Council average forecast of 2.8%. The World Bank projects that real GDP growth will average 2.4% in 2024-25, and jump to 5.5% in 2026.

Growing Workforce: The workforce increasingly comprises expatriates, particularly skilled workers from India and other countries, contributing significantly to various sectors.

Technological Integration: Rapid advancements in technology are reshaping industries and leading to increased demand for tech-savvy professionals. The country's Information and Communication Technology (ICT) sector spending is expected to amount to USD 9bn (QR32.8bn) by the end of 2024, with a compounded annual growth rate of 9.2%.

Employment Trends

Formal Sector Growth: The formal sector is expanding due to government initiatives aimed at economic diversification. The Qatari government has introduced policies to promote local employment while allowing skilled expatriates in critical sectors.

Informal Sector Presence: While the informal sector exists, it is less significant compared to formal employment; efforts are underway to formalize more jobs.

Urbanization: Urban areas like Doha are experiencing rapid growth, with more job opportunities emerging in various sectors.

Youth Employment Challenges: The unemployment rate in Qatar is forecast to 0.12% in 2024. The unemployed



people in Qatar is forecast to 2.43k in 2024. The employment rate in Qatar is forecasted to 87.38% in 2024, indicating employment opportunities.

Influencing Factors of Employment Outlook

Economic Growth Rates: Qatar is projected to see GDP growth rates of around 2.4% to 3% in 2024, driven by diversification efforts and increased investment in non-oil sectors.

Government Policies: Initiatives like the Qatar National Vision 2030 emphasize job creation and skill development across various industries.

Technological Advancements: Automation and AI are beginning to transform sectors such as construction and healthcare, leading to new job roles that require advanced skills.

Global Economic Conditions: Fluctuations in oil prices and global economic trends can impact job creation and demand for skilled workers.

In-Demand Industries and Occupations

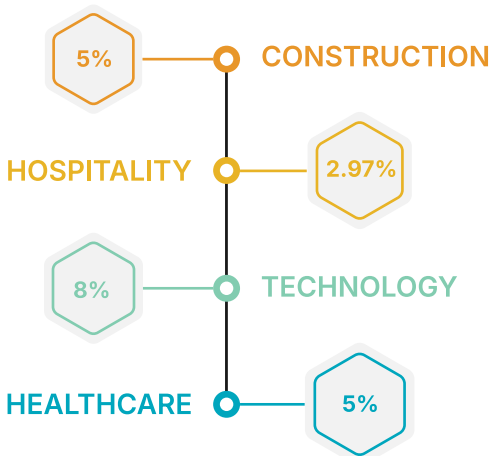
Analysis of Industries Experiencing Growth

Construction: Driven by major infrastructure projects such as the FIFA World Cup 2022 legacy developments, Qatar is advancing its infrastructure and industrial projects as part of its national strategy and preparations for the Asian Games 2030; expected growth of around 5% annually.

Hospitality: The hotel market is expected to see a substantial revenue surge, with projections indicating a rise to USD 0.53bn by the end of 2024. With ongoing tourism initiatives and events, this sector is anticipated to grow by over 2.97%, creating more jobs in management and customer service.

Technology: The tech sector is increasingly adopting innovations with a projected growth rate of 8%, focusing on IT solutions and cybersecurity. The technology market in Qatar is forecasted to grow by USD 2.02 billion during 2023-2028.

Healthcare: Expected to grow significantly due to increased investment; projected market size could reach approximately USD 12 billion by 2025. The launch of Qatar's 2024-2030 Health Strategy will drive growth in medical devices in several categories as well as digital health devices.



Analysis of Occupations Experiencing Growth

Construction Managers: High demand for construction managers overseeing large-scale projects; salaries can exceed USD 54,900 annually.

Software Engineers: Increasing demand for software engineers specializing in cloud computing and cybersecurity; average salaries range from USD 32,900 to USD 68,100 annually.

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth and healthcare reforms; salaries vary widely based on specialization.

Financial Analysts: Strong demand in banking and fintech sectors as the region embraces digital finance solutions.



Average Salaries

Construction Sector: Competitive salaries for construction managers; average salaries range from USD 49,400 to USD 98,700 depending on experience.

Technology Sector: Software developers earn between USD 32,900 to USD 68,100 annually based on specialization.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 109,400 per year.

SECTOR	POSITION TYPE	SALARY RANGE (USD)
Construction	Construction Managers	49,400- 98,700
Technology	Software Engineers	32,900- 68,100
Healthcare	Healthcare Professionals	109,400+

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Communication skills, teamwork abilities, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or financial compliance standards.

Government Policies and Prerequisites

Qatar National Vision 2030: Aims to create a competitive economy by enhancing education and training programs; emphasizes innovation and entrepreneurship while aiming for sustainable economic growth.

Qatarization Policy: Focuses on increasing local employment while allowing skilled expatriates in critical sectors; encourages training programs for Qataris.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.



TOP 3 COUNTRIES FROM SOUTH EAST ASIA

BASED ON TOP PERFORMING SECTORS



01

PHILIPPINES

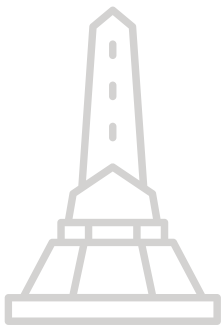
02

MALAYSIA

03

INDONESIA

Southeast Asian countries, like Malaysia and Indonesia, are emerging as key markets for Indian professionals, driven by rapid digitalization and a growing demand for skills in E-commerce, Data Analytics, and Technology, creating significant opportunities for collaboration and growth.



PHILIPPINES

Job Market Overview

Economic Growth: The Philippines is experiencing steady economic growth, projected at around 6% in 2024, which is driving job creation across various sectors.

Diverse Workforce: The workforce is characterized by a significant presence of expatriates and skilled professionals, particularly in the BPO (Business Process Outsourcing) and healthcare sectors.

Technological Integration: Rapid advancements in technology are reshaping industries, leading to increased demand for tech-savvy professionals.

Employment Trends

Formal Sector Growth: The formal sector continues to expand, with approximately 40% of employment now in formal jobs due to government initiatives and private sector investments.

Informal Sector Presence: The informal sector remains significant, employing about 60% of the workforce, particularly in rural areas and low-skilled jobs.

Urbanization: Urban centers like Metro Manila are witnessing rapid growth, with more job opportunities emerging in various sectors.

Youth Employment Challenges: Youth unemployment remains a concern, with rates around 15%, emphasizing the need for targeted skill development programs.

Influencing Factors of Employment Outlook

Economic Growth Rates: The economy is projected to grow at around 5.4%, driven by strong consumer spending and investment in infrastructure.

Government Policies: Initiatives such as the Build Build Program aim to improve infrastructure and create



jobs; this has led to significant employment opportunities in construction and engineering.

Technological Advancements: Automation and digital transformation are expected to displace some jobs while creating new roles that require advanced skills; it is estimated that around 30% of jobs may undergo significant changes due to technology.

Global Economic Conditions: Fluctuations in global markets can impact domestic job creation, particularly in export-driven industries.

In-Demand Industries and Occupations

Analysis of Industries Experiencing Growth

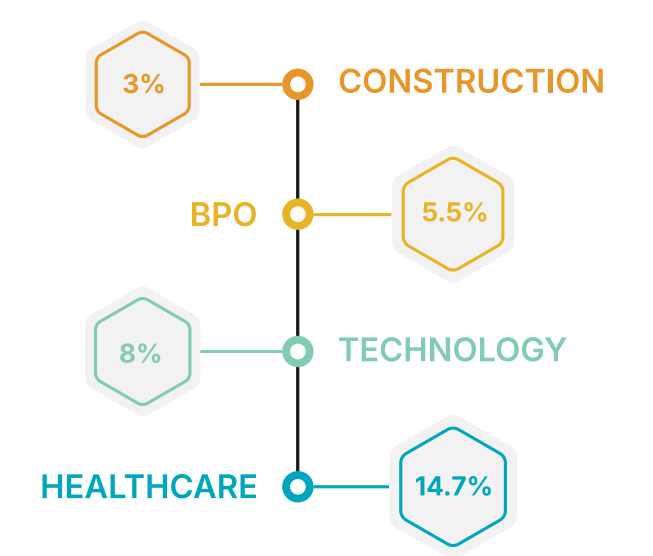
BPO (Business Process Outsourcing): This sector continues to be a major job creator, projected to reach approximately \$40 billion by 2024 with a CAGR of around 5.5%. In 2024, the industry is expected to generate revenue of approximately \$37.87 billion.

Healthcare: According to the latest report by IMARC Group, The Philippines-connected healthcare market is projected to exhibit a growth rate (CAGR) of 14.70% during 2024-2032.

Technology: The tech sector is experiencing rapid growth, focusing on software development and

cybersecurity; projected growth rate is about 8%.

Construction: Driven by infrastructure projects under the Build Build Build program; expected growth of around 3% annually.



Analysis of Occupations Experiencing Growth

Customer Service Representatives: High demand for customer service experts in the BPO sector.

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth.

Software Developers: Increasing demand for software engineers specializing in mobile app development and cybersecurity; average salaries range from USD 700 to USD 1,400 monthly.

Data Analysts/Scientists: Growing reliance on data analytics across sectors; salaries can range from USD 875 to USD 1,750 monthly.

Average Salaries

BPO Sector: Average salaries for entry-level positions range from USD 440 to USD 700 monthly; experienced roles can command higher pay.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 1,750 per month depending on their field.

Technology Sector: Software developers earn between USD 700 to USD 1400 monthly based on specialization.

SECTOR	SALARY RANGE (USD)
BPO	440-700
Technology	700-1400
Healthcare	1750+

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), and cybersecurity protocols.

Soft Skills: Strong communication abilities, teamwork orientation, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or financial compliance standards.

Government Policies and Prerequisites

Build Build Build Program: Aims to improve infrastructure across the country while generating jobs; focuses on construction and engineering roles.

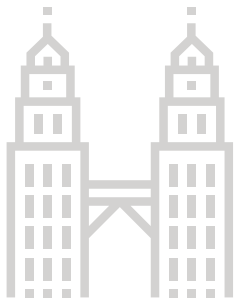
Philippine Development Plan (PDP): Emphasizes inclusive growth through job creation initiatives and skill development programs.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.



MALAYSIA

Job Market Overview

Economic Growth: Malaysia's economy is projected to grow at around 4.5% in 2024, driven by strong domestic demand and investments in infrastructure and technology.

Diverse Workforce: The workforce is characterized by a significant presence of expatriates, particularly skilled workers from India and other countries.

Technological Integration: Rapid advancements in technology are reshaping industries, leading to increased demand for tech-savvy professionals.

Employment Trends

Formal Sector Growth: The formal sector is expanding due to government initiatives aimed at economic diversification. Approximately 60% of employment is now in formal jobs.

Informal Sector Presence: The informal sector remains significant, employing about 40% of the workforce, particularly in low-skilled jobs and rural areas.

Urbanization: Urban centers like Kuala Lumpur are experiencing rapid growth, with more job opportunities emerging in various sectors.

Youth Employment Challenges: Youth unemployment remains a concern, with rates around 11%, emphasizing the need for targeted skill development programs.

Influencing Factors of Employment Outlook

Economic Growth Rates: According to the Malaysian government's Budget 2025, the projected economic growth rate for Malaysia in 2025 is between 4.5% and 5.5%, driven by strong consumer spending and investment in technology and infrastructure.

Government Policies: Initiatives like the National Policy



on Industry 4.0 aim to enhance manufacturing capabilities through technology adoption and skill development.

Technological Advancements: Automation and digital transformation are expected to displace some jobs while creating new roles that require advanced skills; it is estimated that around 30% of jobs may undergo significant changes due to technology.

Global Economic Conditions: Fluctuations in global markets can impact domestic job creation, particularly in export-driven industries.

In-Demand Industries and Occupations

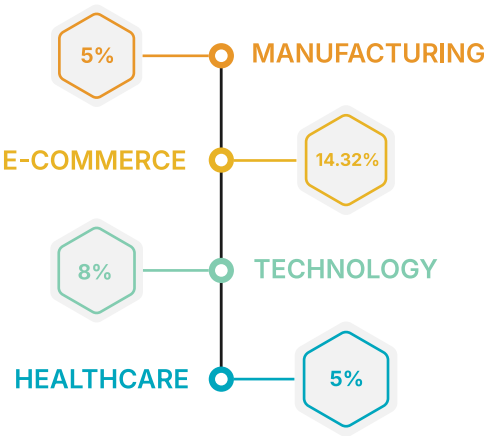
Analysis of Industries Experiencing Growth

Manufacturing: Expected growth of around 5%, supported by foreign direct investment (FDI) and government initiatives.

Technology: The tech sector is booming with a projected growth rate of 8%, focusing on software development, cybersecurity, and data analytics.

Healthcare: Expected to grow significantly due to increasing healthcare needs; the healthcare market is currently equal to around 5% of national GDP, and is expected to grow steadily between 8 to 9% year-on-year until 2025.

E-commerce: Rapid growth anticipated as online shopping becomes more prevalent; The Malaysia E-commerce Market size is estimated at USD 10.72 billion in 2024, and is expected to reach USD 20.93 billion by 2029, growing at a CAGR of 14.32%.



Analysis of Occupations Experiencing Growth

Software Developers: High demand for software engineers specializing in mobile app development and cybersecurity. It is anticipated that the Software market will experience a steady annual growth rate of 7.02% from 2024 to 2029, resulting in a market volume of approximately USD 3.48bn by 2029.

Data Scientists/Analysts: Increasing reliance on data analytics across sectors; with the big data analytics market projected to reach USD \$1.9 billion by 2025.

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth; average salaries for nurses range from USD 6,300 to USD 14,700 annually.

Digital Marketers: Growing need for digital marketing professionals as businesses shift online; with digital investments showing a strong upward trajectory, driven by investor confidence and a projected overall economic growth between 4% and 5% for the year.

Average Salaries

Manufacturing Sector: Average salaries range from USD 8,400 to USD 16,800 depending on experience and specialization.

Technology Sector: Software developers earn between USD 12,600 to USD 25,200 annually based on specialization.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 21,000 per year.

SECTOR	SALARY RANGE (USD)
Manufacturing	8400-16800
Technology	12600-25200
Healthcare	21000+

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Strong communication abilities, teamwork orientation, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or financial compliance standards.

Government Policies and Prerequisites

National Policy on Industry 4.0: Aims to enhance manufacturing capabilities through technology adoption; encourages upskilling of the workforce.

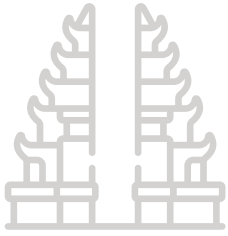
Malaysia Vision 2020/2030: Focuses on achieving high-income status through economic diversification and innovation while promoting inclusive growth.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.



INDONESIA

Job Market Overview

Economic Growth: Indonesia's economy is projected to grow at around 5.5% in 2025, driven by strong domestic consumption and investment in infrastructure and technology.

Diverse Workforce: The workforce is characterized by a significant presence of expatriates and skilled professionals, particularly in the technology and e-commerce sectors.

Technological Integration: Rapid advancements in technology are reshaping industries, leading to increased demand for tech-savvy professionals. The country's rapid internet penetration—currently at 79.5% per APJII 2024 survey and a young, tech-savvy population are key drivers of this growth.

Employment Trends

Formal Sector Growth: The formal sector is expanding due to government initiatives aimed at economic diversification. Approximately 40% of employment is now in formal jobs.

Informal Sector Presence: The informal sector remains significant, employing about 60% of the workforce, particularly in low-skilled jobs and rural areas.

Urbanization: Urban centers like Jakarta are experiencing rapid growth, with more job opportunities emerging in various sectors.

Youth Employment Challenges: Youth unemployment remains a concern, with rates around 14%, emphasizing the need for targeted skill development programs.

Influencing Factors of Employment Outlook

Economic Growth Rates: The economy is projected to



grow at around 5.5%, with the digital economy being a major driver, projected to reach over \$130 billion by then, fueled by e-commerce, fintech, and digital services; this growth is considered one of the fastest in Southeast Asia.

Government Policies: Initiatives like the National Medium-Term Development Plan (RPJMN) aim to improve infrastructure and create jobs; this has led to significant employment opportunities in construction and engineering.

Technological Advancements: Automation and digital transformation are expected to displace some jobs while creating new roles that require advanced skills; it is estimated that around 30% of jobs may undergo significant changes due to technology.

Global Economic Conditions: Fluctuations in global markets can impact domestic job creation, particularly in export-driven industries.

In-Demand Industries and Occupations

Analysis of Industries Experiencing Growth

E-commerce: The e-commerce sector is booming, and revenue is expected to show an annual growth rate (CAGR 2024-2029) of 9.57%, resulting in a projected market volume of US\$79.30bn by 2029.

Technology: The tech sector is experiencing rapid growth focusing on software development and cybersecurity; projected growth rate is about 8.6%.

Healthcare: Expected to grow significantly due to increasing healthcare needs; projected market size could reach around USD 50 billion by 2025.

Renewable Energy: The renewable energy sector is gaining traction due to government incentives; growth is expected at around 5% annually, with the country's electricity demand forecasted to grow between 4.8% and 5.2% annually, indicating a significant push towards renewable energy sources like solar, geothermal, and hydro power.

Analysis of Occupations Experiencing Growth

Digital Marketers: High demand for digital marketing professionals as businesses shift online; with the digital advertising market expected to reach a size of around US\$3.05 billion, driven by increasing internet penetration, high mobile usage, and a thriving e-commerce sector, with platforms like TikTok, YouTube, and WhatsApp playing a key role in this expansion.

Software Developers: Increasing demand for software engineers specializing in mobile app development and cybersecurity; average salaries range from USD 945 to USD 1,890 monthly.

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth; average salaries for nurses range from USD 504 to USD 1,260 monthly.

Data Analysts/Scientists: Growing reliance on data analytics across sectors; salaries can range from USD 756 to USD 1,890 monthly.

Average Salaries

E-commerce Sector: Average salaries for entry-level positions range from USD 504 to USD 945 monthly; experienced roles can command higher pay.

Technology Sector: Software developers earn between USD 945 to USD 1,890 monthly based on specialization.

Healthcare Sector: Expected to grow significantly due to increasing healthcare needs; Healthcare spending in Indonesia is expected to increase by 183.52% between 2024 and 2040. The spending is estimated to reach USD 138.1 billion in 2040.

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
E-commerce	504-945
Technology	945-1890
Healthcare	1575+

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Strong communication abilities, teamwork orientation, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or financial compliance standards.

Government Policies and Prerequisites

National Medium-Term Development Plan (RPJMN): Aims to improve infrastructure across the country while generating jobs; focuses on construction and engineering roles.

Job Creation Law: Introduced to streamline regulations to attract foreign investment and create jobs; emphasizes vocational training programs. Changes were requested to at least 70 articles of this law, which focuses on various aspects of employment. On 31 October 2024.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities. However, due to the push for technology innovation, the Unemployment Rate in Indonesia decreased to 4.82 percent in the first quarter of 2024 from 5.32 percent in the third quarter of 2023.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.

TOP COUNTRY FROM SUB-SAHARAN AFRICA

BASED ON TOP PERFORMING SECTORS



01

SOUTH AFRICA

South Africa, as a key hub in Sub-Saharan Africa, is experiencing growing demand for Indian professionals with expertise in healthcare, cybersecurity, and E-commerce, driven by economic recovery and a focus on digital transformation.



SOUTH AFRICA

South Africa's Job Market is Characterized by

Economic Challenges and Opportunities: The country faces economic challenges, including high unemployment rates, but is also seeing growth in key sectors driven by technological advancements and foreign investment.

Diverse Workforce: South Africa has a diverse workforce, with a significant number of expatriates, including skilled workers from India.

Technological Integration: The integration of technology across various industries is reshaping job roles and creating new opportunities.

Employment Trends

Formal Sector Growth: The formal sector is gradually expanding, with approximately 50% of employment now in formal jobs, driven by government initiatives and private sector investments.

Informal Sector Presence: The informal sector remains significant, employing about 30% of the workforce, particularly in urban areas. South Africa's informal sector includes an estimated 3.3 million micro and informal businesses.

Urban-Rural Divide: Urban areas like Johannesburg and Cape Town offer more diverse employment opportunities compared to rural regions, which are heavily reliant on agriculture.

Youth Unemployment: Youth unemployment remains a critical issue, with rates as high as 45.5% in 2024, highlighting the need for targeted skill development programs.

Influencing Factors of Employment Outlook

Economic Growth Rates: South Africa's GDP growth rate



is projected at around 1.1% for 2024, with specific sectors like technology and renewable energy driving job creation.

Government Policies: Initiatives such as the Economic Reconstruction and Recovery Plan aim to stimulate job creation and economic growth. As reported per another policy, through the Presidential Employment Stimulus, more than 1.7 million work and livelihood opportunities have been created. Through the stimulus, more than 1 million school assistants have been placed 23,000 schools.

Technological Advancements: Automation and digital transformation are expected to displace some jobs while creating new roles that require advanced skills; it is estimated that about 40% of jobs may be affected by automation in the coming years.

Global Economic Conditions: Fluctuations in global markets can impact South Africa's job creation, particularly in export-driven sectors like mining.

In-Demand Industries and Occupations

Analysis of Industries Experiencing Growth

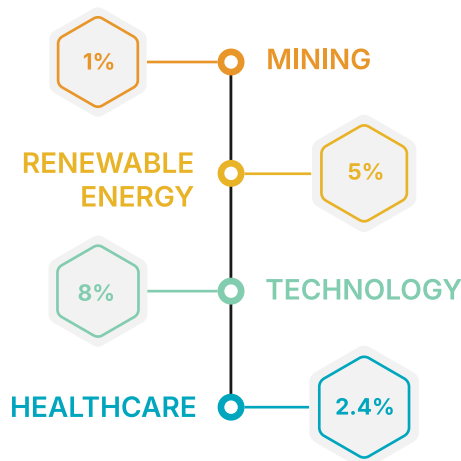
Mining: The mining sector remains a cornerstone of the economy, with growth projected at around 1%, driven by demand for minerals and metals. Mining production in South Africa increased 4.70 percent in September of

2024 over the same month in the previous year.

Technology: The tech sector is expected to grow at a rate of approximately 8%, focusing on software development, cybersecurity, and data analytics.

Healthcare: With increasing healthcare needs, this sector is projected to grow significantly; the market size is expected to grow up 2.4% annually.

Renewable Energy: The renewable energy sector is gaining traction due to government incentives; growth is expected at around 5% annually as South Africa aims to increase its renewable energy capacity.



Analysis of Occupations Experiencing Growth

Data Scientists/Analysts: High demand for data professionals due to increased reliance on data-driven decision-making across industries; salaries can range from USD 26,000 to USD 46,000 annually.

Mining Engineers: Continued demand for mining engineers as the sector seeks to improve efficiency and sustainability practices; average salaries range from USD 31,000 to USD 52,000 annually.

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth and healthcare reforms. The hospital market in South Africa is expected to grow, with revenue reaching US\$8.02 billion in 2024. This growth is expected to continue at an annual rate of 2.43% from 2024 to 2029.

IT Specialists: Growing need for IT professionals specializing in cybersecurity and software development; The IT services market is projected to reach US\$6.16 billion in 2024, with an annual growth rate of 4.95% from 2024 to 2029.

Average Salaries

Mining Sector: Competitive salaries for engineers; average salaries for top level engineers can exceed USD 60,970.92 per year depending on experience.

Technology Sector: Software developers average salaries range from USD 21,000 to USD 41,000 annually depending on the company and experience.

Healthcare Sector: Salaries vary widely; specialists can earn significantly more than general practitioners; average salaries for nurses range from USD 16,000 to USD 41,000 annually depending on experience and specialization.

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Mining	60970+
Technology	21000-41000
Healthcare	16000-41000

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Strong communication abilities, teamwork orientation, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge tailored to specific industries such as healthcare regulations or mining safety standards.

Government Policies and Prerequisites

Economic Reconstruction and Recovery Plan: Aims to stimulate economic growth through job creation initiatives across various sectors.

National Development Plan (NDP): Focuses on reducing unemployment through targeted skills development programs and infrastructure investment. The NDP 2030 outlines several key objectives to be achieved by 2030, including: Eliminating Poverty: Reducing the proportion of South Africans living below the poverty line to zero. Reducing Inequality: Lowering the Gini coefficient from 0.69 to 0.6.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.



TOP COUNTRY FROM PACIFIC REGION

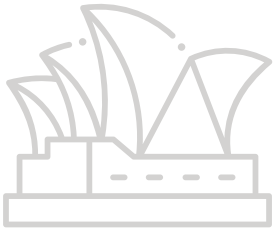
BASED ON TOP PERFORMING SECTORS



01

AUSTRALIA

Australia is a sought-after destination for Indian professionals, with high demand for skills in healthcare, engineering, and IT, fueled by a growing economy, aging population, and advancements in technology.



AUSTRALIA

Job Market Overview

Australia's job market is characterized by:

Strong Economic Performance: The Australian economy grew at around 1.5% in 2024, driven by robust consumer spending and investment in infrastructure, while the terms of trade fell 3.0%

Diverse Workforce: Australia boasts a diverse workforce with a significant number of expatriates, particularly skilled professionals from India.

Technological Integration: The adoption of advanced technologies across industries is creating new job opportunities and reshaping existing roles.

Employment Trends

Formal Sector Growth: The formal sector continues to expand, with approximately 65% of the workforce employed in formal jobs, supported by government policies promoting job creation.

Informal Sector Presence: The informal sector remains relatively small but significant in certain areas, particularly in hospitality and agriculture.

Urban-Rural Divide: Urban centers like Sydney and Melbourne offer more diverse employment opportunities compared to rural regions, which are often reliant on agriculture and mining.

Youth Unemployment: Youth unemployment rates are around 10%, indicating ongoing challenges in integrating young people into the workforce.

Influencing Factors of Employment Outlook

Economic Growth Rates: With GDP growth projected at 1.5%, sectors such as healthcare, technology, and construction are expected to drive job creation.



Government Policies: Initiatives like the JobMaker Plan aim to stimulate employment growth by providing incentives for businesses to hire young workers, addressing skills shortages, forecasting labor market trends, and prioritizing workforce participation and employment pathways for key groups, with a particular emphasis on emerging industries like digital technology and generative artificial intelligence.

Technological Advancements: Automation and digital transformation are expected to displace some jobs while creating new roles; it is estimated that around 30% of jobs may undergo significant changes due to technology.

Global Economic Conditions: Trade agreements and global economic trends can significantly impact job creation in export-driven sectors.

In-Demand Industries and Occupations

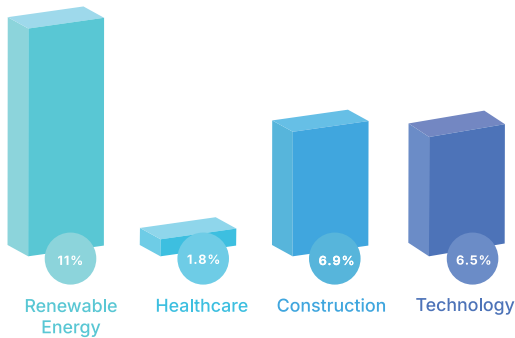
Analysis of Industries Experiencing Growth

Healthcare: The healthcare sector is expected to drive significant job growth. The Australian healthcare market is expected to be worth USD 150 billion in 2024. The industry has grown at a compound annual growth rate (CAGR) of 1.8% between 2019 and 2024. According to the Australian Government, the total health spending in Australia is projected to reach USD 169.7 billion by 2025.

Technology: The tech sector is booming, with growth projected at about 6.5%, focusing on software development, cybersecurity, and data analytics.

Renewable Energy: As Australia aims to increase its renewable energy capacity, this sector is expected to grow significantly. Renewable generation increased 11%, accounting for 34% of Australia's electricity generation.

Construction: Driven by infrastructure projects, the construction industry is projected to grow by 6.9% increase in market size. According to Mordor Intelligence, the Australian construction market size is estimated to be around USD 172.29 billion in 2024.



Analysis of Occupations Experiencing Growth

Healthcare Professionals: Surge in demand for doctors, nurses, and allied health professionals due to population growth; average salaries for nurses range from USD 44,000 to USD 63,000 annually.

Data Analysts/Scientists: High demand for data professionals due to increased reliance on data-driven decision-making; salaries can range from USD 57,000 to USD 82,000 annually.

Software Developers: Continued demand for software engineers specializing in cloud computing and cybersecurity; Australia's software engineering industry is booming, with a growing need for skilled software engineers across different sectors due to increasing reliance on digital solutions.

Construction Managers: With ongoing infrastructure projects, there is a growing need for skilled construction managers; salaries can exceed USD 76,000 annually.

Average Salaries

Healthcare Sector: Salaries vary widely; specialists can earn significantly more than general practitioners; average salaries for doctors range from USD 96,000 to USD 160,000 annually.

Technology Sector: Software developers earn between USD 51,000 to USD 77,000 annually based on specialization.

Construction Sector: Competitive salaries for construction managers; average salaries range from USD 64,000 to USD 96,000 depending on experience.

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Construction	64000-96000
Technology	51000-77000
Healthcare	96000-160000

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Strong communication abilities, teamwork orientation, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge tailored to specific industries such as healthcare regulations or construction safety standards.

Government Policies and Prerequisites

JobMaker Plan: Aims to stimulate job creation by providing incentives for businesses that hire young workers; focuses on skill development and training programs.

Skilled Migration Program: Encourages skilled workers from overseas to fill labor shortages in key industries; offers pathways for permanent residency.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.

TOP 3 COUNTRIES FROM EUROPE

BASED ON TOP PERFORMING SECTORS



01

FRANCE

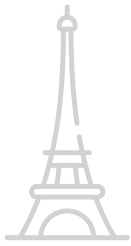
02

UK

03

GERMANY

European countries like Germany, France, and the UK are key destinations for Indian professionals, driven by a strong demand for skills in IT, engineering, and healthcare, as these nations focus on digital innovation and addressing workforce shortages.



FRANCE

Job Market Overview

Economic Stability: France's economy is projected to grow at around 2.2% in 2024, driven by recovery in consumer spending and investment in infrastructure and technology.

Diverse Workforce: The workforce is characterized by a significant presence of skilled expatriates, particularly in sectors like technology, engineering, and healthcare.

Technological Integration: Rapid advancements in technology are reshaping industries, leading to increased demand for tech-savvy professionals.

Employment Trends

Formal Sector Growth: The formal sector continues to expand, with approximately 80% of employment now in formal jobs due to government initiatives and private sector investments.

Informal Sector Presence: The informal sector remains significant but is less pronounced than in some other regions; it employs about 10% of the workforce. According to World Economics, France's informal economy is estimated to be 13.2% of the country's GDP, which is roughly equivalent to \$498 billion.

Urbanization: Major urban centers like Paris and Lyon are experiencing rapid growth, with more job opportunities emerging across various sectors.

Youth Employment Challenges: Youth unemployment remains a concern, with rates around 19%, highlighting the need for targeted skill development programs.

Influencing Factors of Employment Outlook

Economic Growth Rates: The economy is projected to grow at around 2.2%, supported by strong domestic consumption and government spending on infrastructure. Net



exports have been driving GDP growth since 2023-Q4, thanks to the momentum in transport equipment exports.

Government Policies: Initiatives such as the \$537 billion France 2030 Plan aim to enhance economic growth through innovation and job creation.

Technological Advancements: Automation and digital transformation are expected to displace some jobs while creating new roles that require advanced skills; it is estimated that around 25% of jobs may undergo significant changes due to technology.

Global Economic Conditions: Fluctuations in global markets can impact domestic job creation, particularly in export-driven industries.

In-Demand Industries and Occupations

Analysis of Industries Experiencing Growth

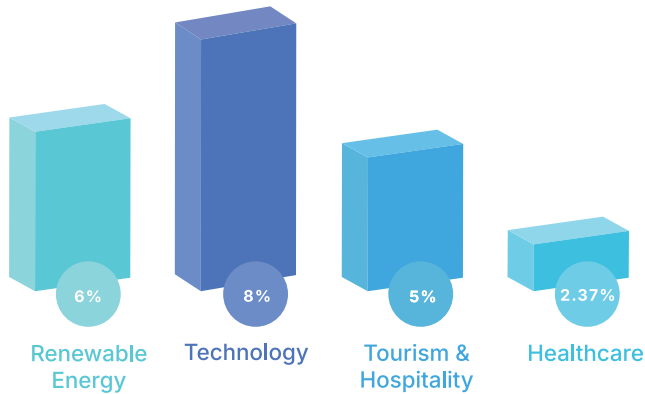
Technology: The tech sector is projected to grow at a rate of approximately 8%, focusing on software development, AI, cybersecurity, and data analytics.

Healthcare: In 2024, the projected revenue in the Hospitals market in France is expected to reach US\$134.10bn. This revenue is anticipated to show an annual growth rate (CAGR 2024-2029) of 2.37%, resulting in a market volume of US\$150.80bn by 2029. Expected to grow significantly due to increasing healthcare needs; projected market size

could reach approximately USD 217.2 billion by 2025.

Renewable Energy: As France aims to transition to sustainable energy sources, this sector is expected to grow by about 6% annually.

Tourism & Hospitality: With ongoing tourism initiatives and events, this sector is anticipated to grow by over 5%, creating jobs in management and customer service.



Analysis of Occupations Experiencing Growth

Software Developers: High demand for software engineers specializing in cloud computing and cybersecurity; salaries can exceed USD 54,000 annually.

Data Scientists/Analysts: Increasing reliance on data analytics across sectors; salaries can range from USD 43,000 to USD 76,000 annually.

Healthcare Professionals: Surge in demand for doctors and nurses due to an aging population; average salaries for nurses range from USD 32,000 to USD 59,000 annually.

Renewable Energy Specialists: Growing need for professionals in solar and wind energy; salaries can range from USD 38,000 to USD 71,000 annually.

Average Salaries

Technology Sector: Software developers earn between USD 43,000 to USD 76,000 annually based on specialization.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 108,000 per year depending on their field.

Renewable Energy Sector: Average salaries for renewable energy engineers range from USD 38,000 to USD 71,000 annually.

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Technology	42,000 - 74,000
Healthcare	106,000+
Renewable Energy	37,000 - 69,000

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Strong communication abilities, teamwork orientation, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or renewable energy standards.

Government Policies and Prerequisites

France 2030 Plan: Aims to enhance economic growth through innovation and job creation initiatives across various sectors. The plan focuses on strategic sectors such as energy, digital technology, health, agriculture, automotive, aeronautics, and space.

Skills Development Programs: Focuses on upskilling the workforce through vocational training and partnerships with educational institutions.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.



UNITED KINGDOM (UK)

Job Market Overview

Economic Recovery: The UK economy is projected to grow at around 1.1% in 2024, supported by recovery in consumer spending and investment in key sectors.

Diverse Workforce: The workforce is characterized by a significant presence of skilled expatriates, particularly in technology, healthcare, and finance sectors.

Technological Integration: Rapid advancements in technology are reshaping industries, leading to increased demand for tech-savvy professionals.

Employment Trends

Formal Sector Growth: The formal sector continues to expand, with approximately 75% of employment now in formal jobs due to government initiatives and private sector investments.

Informal Sector Presence: The informal sector remains less significant compared to other regions but still exists in certain areas, particularly in hospitality and gig economy roles.

Urbanization: Major urban centers like London, Manchester, and Birmingham are experiencing rapid growth, with more job opportunities emerging across various sectors.

Youth Employment Challenges: Youth unemployment remains a concern, with rates around 15%, highlighting the need for targeted skill development programs.

Influencing Factors of Employment Outlook

Economic Growth Rates: The economy is projected to grow at around 1.1%, driven by strong domestic consumption and government spending on infrastructure. The estimated number of vacancies in the UK decreased in August to October 2024, by 35,000 in the quarter to 831,000. Vacancies decreased on the quarter for the 28th



consecutive period but are still above pre-coronavirus (COVID-19) pandemic levels.

Government Policies: Initiatives such as the UK Skills Strategy aim to enhance workforce skills and address labor shortages in key industries.

Technological Advancements: Automation and digital transformation are expected to displace some jobs while creating new roles that require advanced skills; it is estimated that approximately 30% of jobs may undergo significant changes due to technology.

Global Economic Conditions: Fluctuations in global markets can impact domestic job creation, particularly in export-driven industries.

In-Demand Industries and Occupations

Analysis of Industries Experiencing Growth

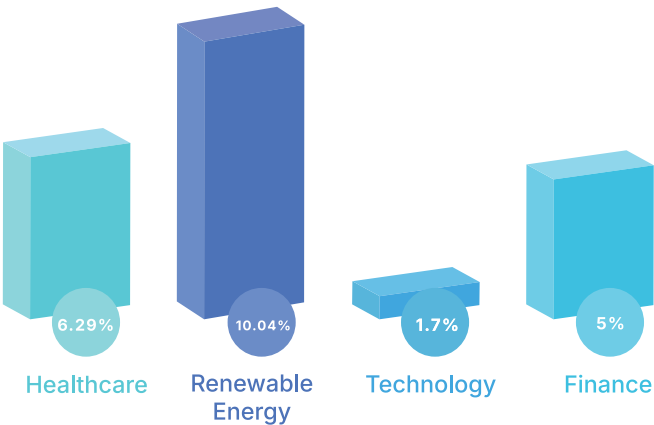
Technology: The tech sector is projected to grow with Net tech employment projected to increase by 1.7% in 2024, focusing on software development, AI, cybersecurity, and data analytics. The UK tech sector's market valuation reached \$1.1 trillion in the first quarter of 2024, constantly outpacing the wider economy in growth.

Healthcare: Expected to grow significantly due to increasing healthcare needs; The UK's hospitals market is expected to reach \$156.20 billion in 2024. This represents

a growth rate of 6.29% annually.

Renewable Energy: As the UK aims to transition to sustainable energy sources, the renewable energy sector is expected to grow significantly in the coming years, with some forecasts predicting a CAGR of 9.50% to 10.04% from 2023 to 2028.

Finance: The financial services sector is expanding rapidly due to fintech innovations; projected growth rate is about 5%.



Analysis of Occupations Experiencing Growth

Software Developers: High demand for software engineers specializing in cloud computing and cybersecurity; salaries can exceed USD 62,000 annually.

Data Scientists/Analysts: Increasing reliance on data analytics across sectors; salaries can range from USD 50,000 to USD 87,000 annually.

Healthcare Professionals: Surge in demand for doctors and nurses due to an aging population; average salaries for nurses range from USD 37,000 to USD 69,000 annually.

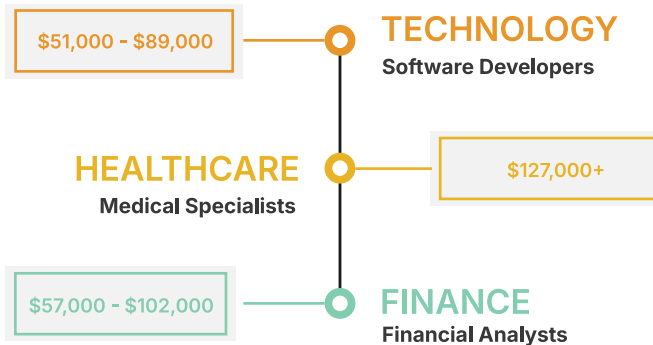
Financial Analysts: Strong demand in banking and fintech sectors as the region embraces digital finance solutions.

Average Salaries

Technology Sector: Software developers earn between USD 50,000 to USD 87,000 annually based on specialization.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 124,000 per year depending on their field.

Finance Sector: Competitive salaries for financial analysts; average salaries range from USD 56,000 to USD 99,000 annually.



Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Strong communication abilities, teamwork orientation, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or financial compliance standards.

Government Policies and Prerequisites

UK Skills Strategy: Aims to enhance workforce skills through training programs and initiatives that address labor shortages across key sectors.

Post-Brexit Immigration Policy: Introduces a points-based system that favors skilled workers; encourages applications from overseas talent with specific skills.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.



GERMANY

Job Market Overview

Economic Stability: Economic activity in Germany is expected to decline by 0.1% in 2024. High uncertainty has been weighing on consumption and investment, and the trade outlook has worsened as global demand for industrial goods weakened. However, going forward, domestic demand is set to pick up, driven by increases in real wages. This is expected to support a recovery in GDP growth to 0.7% in 2025 and 1.3% in 2026. The government deficit is projected to decrease and the government debt ratio to stabilize around 63% of GDP, supported by strong industrial output and a robust services sector.

Diverse Workforce: The workforce is characterized by a significant presence of skilled expatriates, particularly in engineering and technology sectors.

Technological Integration: Rapid advancements in technology are reshaping industries, leading to increased demand for tech-savvy professionals.

Employment Trends

Formal Sector Growth: The formal sector continues to expand, with approximately 80% of employment in formal jobs due to government initiatives and private sector investments. There are 46.0 mn persons in employment, a 76.9% employment rate, 34.9 mn employees subject to social insurance contributions.

Informal Sector Presence: The informal sector is less significant compared to other regions but still exists in certain areas, particularly in hospitality and agriculture.

Urbanization: Major urban centers like Berlin, Munich, and Frankfurt are experiencing rapid growth, with more job opportunities emerging across various sectors.

Youth Employment Challenges: Youth unemployment remains a concern, with rates around 6%, emphasizing the need for targeted skill development programs.



Influencing Factors of Employment Outlook

Economic Growth Rates: Germany's GDP growth rate is projected at around 1.5%, driven by strong export performance and domestic consumption.

Government Policies: Initiatives such as the Skilled Workers Immigration Act aim to attract foreign talent to fill labor shortages in key industries.

Technological Advancements: Automation and AI are transforming sectors such as manufacturing and health-care, leading to new job roles that require advanced skills.

Global Economic Conditions: Fluctuations in global markets can impact domestic job creation, particularly in export-driven industries.

In-Demand Industries and Occupations

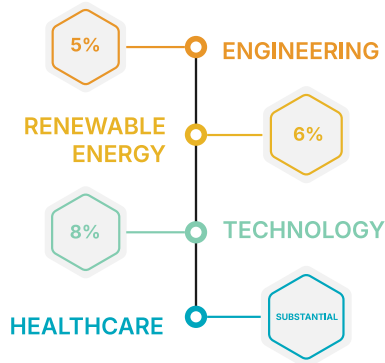
Analysis of Industries Experiencing Growth

Technology: The tech sector is projected to grow at a rate of approximately 8%, focusing on software development, AI, cybersecurity, and data analytics.

Engineering: Continuous demand for engineering professionals as Germany emphasizes innovation and advanced manufacturing processes; expected growth of around 5% annually.

Healthcare Professionals: Surge in demand for doctors and nurses due to an aging population; average salaries for nurses range from USD 43,000 to USD 65,000 annually. Germany's hospital market is expected to generate US\$150.20 billion in revenue in 2024. The market is expected to grow at an annual rate of 2.95% from 2024 to 2029.

Renewable Energy: As Germany aims to transition to sustainable energy sources, this sector is expected to grow by about 6% annually.



Analysis of Occupations Experiencing Growth

AI Specialists: High demand for AI specialists as companies integrate intelligent systems into their operations; salaries can exceed USD 76,000 annually.

Data Scientists/Analysts: Increasing reliance on data analytics across sectors; salaries can range from USD 54,000 to USD 98,000 annually.

Software Engineers: Continued demand for software engineers specializing in cloud computing and cybersecurity; average salaries range from USD 65,000 to USD 109,000 annually.

Healthcare Professionals: Surge in demand for doctors and nurses due to an aging population; average salaries for nurses range from USD 43,000 to USD 65,000 annually.

Average Salaries

Technology Sector: Software developers earn between USD 65,000 to USD 109,000 annually based on specialization.

Engineering Sector: Competitive salaries for engineers; average salaries range from USD 59,000 to USD 98,000 depending on experience.

Healthcare Sector: Salaries vary widely; specialists can earn upwards of USD 109,000 per year depending on their field.

SECTOR	POSITION TYPE	SALARY RANGE (USD)
Healthcare	Nurses	USD 42,000 - USD 63,000
Technology	Software Engineers	USD 63,000 - USD 1,06,000
AI & Technology	AI Specialists	USD 74,000+
Data Science	Data Scientists/Analysts	USD 53,000 - USD 95,000

Skills in Demand for Jobs Required

Technical Skills: Proficiency in programming languages (Python, Java), data analytics tools (Tableau), AI frameworks (TensorFlow), cloud platforms (AWS), and cybersecurity protocols.

Soft Skills: Strong communication abilities, teamwork orientation, problem-solving capabilities, and adaptability are increasingly valued by employers.

Domain-Specific Skills: Knowledge related to specific industries such as healthcare regulations or engineering standards.

Government Policies and Prerequisites

Skilled Workers Immigration Act: Focuses on enhancing manufacturing capabilities through technology adoption; encourages upskilling of the workforce. Also known as "Industrie 4.0", focuses on leveraging digital technologies like cyber-physical systems, cloud computing, robotics, and AI to significantly enhance the competitiveness of German manufacturing, particularly within SMEs, by promoting R&D, implementation of smart factories, and digitalization across the value chain, aiming to solidify Germany's position as a global leader in advanced manufacturing

Industry 4.0 Strategy: Focuses on enhancing manufacturing capabilities through technology adoption; encourages upskilling of the workforce.

Challenges for Job Seekers

Skill Gaps: There is often a mismatch between available jobs and the skills possessed by job seekers; many roles require specialized training that may not be readily available locally.

Regional Disparities: Job opportunities are concentrated in urban areas; rural regions face higher unemployment rates due to limited opportunities.

Competition for Jobs: High competition exists for desirable roles; expatriates often compete with local talent as governments promote nationalization policies.

**KEY DRIVERS OF
SKILLS MOBILITY ACROSS
TOP 10 COUNTRIES**

EMPOWERING ECONOMIES

INDIA'S SKILLS ADVANTAGE

As the global demand for skilled talent intensifies, India stands poised to play a crucial role in bridging the skills gap across key regions, including the Middle East and North Africa (MENA), Sub-Saharan Africa (SSA), South-east Asia, Australia, and Europe (Germany, France, UK). Leveraging its large, young, and increasingly skilled workforce, India can fulfill the growing need for specialized skills in these regions while fostering strategic economic partnerships through talent mobility and workforce collaboration. India's expertise in fields such as mobile/web development, AI, machine learning, data analytics, cybersecurity, digital marketing, and renewable energy positions it as a natural partner for this year's target regions and in-demand skills while undergoing rapid digital transformation.

Key Drivers of Skills Mobility in the Middle East and Gulf Region (Saudi Arabia, UAE, Oman, Qatar, Kuwait)

The Middle East and Gulf Region (MEGR), comprising countries like Saudi Arabia, UAE, Oman, Qatar, and Kuwait, has emerged as a significant hub for global skills mobility due to various factors that influence the demand for skilled talent.

1. Economic Factors play a crucial role, with countries in the region actively diversifying their economies away from oil dependency. Saudi Arabia's Vision 2030, for example, seeks to create new sectors in technology, tourism, and renewable energy, all of which require a skilled workforce. The UAE's push for innovation has resulted in tech hubs like Dubai Internet City and Abu Dhabi Global Market, attracting global tech talent. The region also offers high-paying, tax-free salaries and attractive benefits packages, making it a lucrative destination for skilled workers. Expatriates in the Gulf typically earn significantly higher salaries than in their home countries, further driving skills mobility.



2. Mega-projects have also contributed to the demand for skilled workers. In Saudi Arabia, the development of NEOM, a futuristic city, is expected to create numerous job opportunities. Dubai's expansive infrastructure projects, including the Expo 2020 site and the Dubai International Airport expansion, continue to attract a diverse pool of international talent.

3. Demographic Factors are also influential in skills mobility. Countries like Kuwait and Qatar are facing aging populations, which creates a need to attract younger, skilled workers to fill labor shortages. On the other hand, while the region has a large youth population, many lack the skills required for modern job markets, prompting governments to invest in education and training programs to upskill the local workforce.

4. Government Policies and Initiatives have further facilitated talent mobility. The UAE has introduced long-term residency visas and investor visas to attract and retain skilled professionals. Saudi Arabia has relaxed its visa regulations to ease the entry of foreign workers, especially in specialized fields. Additionally, countries like Qatar and Oman offer incentives such as residency permits and tax breaks to attract top talent in industries like technology, healthcare, and finance. These efforts are further supported by significant investments in education and training programs, including partnerships with international universities.

5. Lifestyle and Quality of Life factors also make the region attractive. The Middle East is generally considered safe, with low crime rates and strong law enforcement, making it a desirable location for expatriates and their families. Cities like Dubai and Abu Dhabi offer world-class infrastructure, including modern housing, healthcare facilities, and transportation systems, enhancing the overall living experience. Furthermore, the region's cultural diversity and cosmopolitan cities appeal to individuals seeking international experiences, with a high level of tolerance and acceptance for different cultures.



Key Drivers of Skills Mobility in Southeast Asia (Philippines, Malaysia, Indonesia)

Southeast Asia has become a dynamic region for global skills mobility due to various influencing factors that create opportunities for skilled professionals.

1. Economic Factors play a significant role in this growth. Countries like the Philippines, Malaysia, and Indonesia have experienced robust economic development, which has led to the creation of new job opportunities and attracted foreign investment. In particular, the rise of the middle class has increased consumer demand, fueling growth in industries such as retail, hospitality, and technology. The region's burgeoning digital economy has further heightened the demand for professionals in tech fields, including software engineers, data scientists, and cybersecurity experts.

2. Demographic Factors also contribute to skills mobility. Southeast Asia boasts a young population, which offers a potential source of skilled labor. However, there is a skills mismatch and a lack of quality education in some areas, presenting challenges for workforce development. Additionally, the region experiences significant brain drain, with many skilled individuals, particularly in STEM fields, migrating to developed countries for better opportunities.

3. Government Policies and Initiatives have played a vital role in attracting skilled talent. Many countries in Southeast Asia have relaxed their immigration policies, making it easier for foreign professionals to work in the region. Initiatives like the ASEAN Economic Community (AEC) aim to facilitate the movement of skilled labor within Southeast Asia. Governments are also investing in education and training programs to develop the local workforce and close skill gaps.

4. Cultural Factors make Southeast Asia an attractive destination for expatriates. The region's cultural diversity and welcoming attitude toward foreigners create a positive environment for international talent. English proficiency is widespread in many parts of Southeast Asia, which helps expatriates integrate and communicate more easily in the workforce.



Countries within Southeast Asia, such as the Philippines, are seeing growth in their BPO sector, with a projected market value of \$35 billion by 2024, generating high demand for customer service and IT support roles. In Malaysia, the rapidly expanding e-commerce and technology sectors are driving demand for digital marketing, software development, and data analytics professionals. Indonesia is witnessing growth in e-commerce, tech-driven roles, and renewable energy, with significant government incentives and infrastructure investments creating job opportunities.

Regional trends such as cross-sector digitalization and urbanization are further supporting skills mobility, with rapid growth in urban centers like Metro Manila, Kuala Lumpur, and Jakarta, offering concentrated job opportunities. Governments are focusing on youth-oriented skill development, addressing high youth unemployment rates with targeted training programs in industries like technology and engineering. Economic diversification is also stimulating demand for specialized skills in sectors like healthcare, e-commerce, and tech, creating a vibrant environment for skills mobility.

Key Drivers of Skills Mobility in South Africa

South Africa presents a unique blend of opportunities and challenges that influence global skills mobility.

1. Economic Factors play a central role in shaping the labor market. South Africa's abundant natural resources, particularly minerals and precious metals, have attracted international investment and skilled workers. Additionally, the country is investing in emerging industries like renewable energy, ICT, and biotechnology, creating new job opportunities for skilled professionals. However, significant economic inequality persists, which has contributed to a notable brain drain as skilled individuals seek better opportunities abroad.

2. Demographic Factors also impact skills mobility in South Africa. The country has a large youth population, which represents a potential source of skilled labor. However, challenges like high youth unemployment and underemployment remain. The prevalence of HIV/AIDS has further impacted the workforce, leading to reduced productivity and contributing to skills shortages across various sectors.

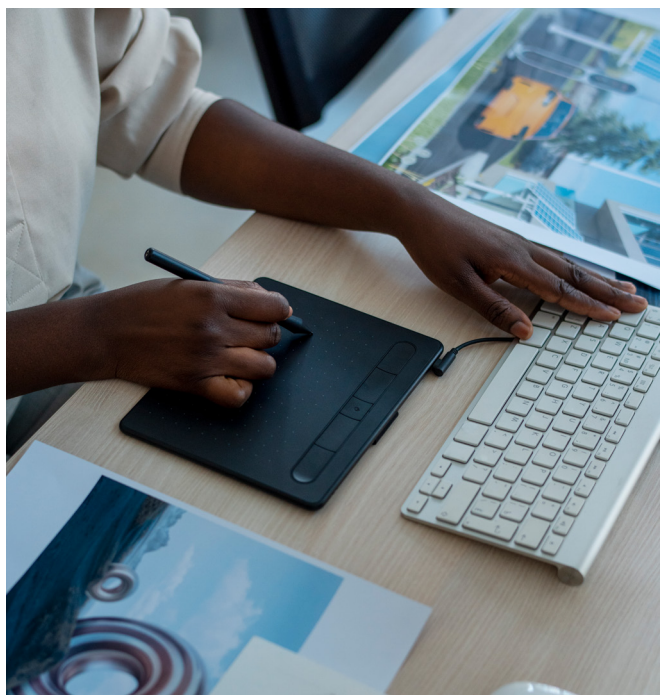
3. Government Policies and Initiatives are aimed at attracting skilled workers, particularly in areas with critical

skills shortages. South Africa has implemented various immigration policies to encourage skilled migration, but bureaucratic hurdles and delays can hinder the process. The government has also invested in education and training initiatives to develop a skilled workforce, although challenges like inadequate funding and poor-quality education continue to persist.

4. Political and Social Factors also affect skills mobility. Political instability and uncertainty can deter foreign investment and skilled migration, while concerns about crime and safety have made some professionals hesitant to live and work in South Africa.

South Africa's evolving job market, driven by sectoral shifts and technological advancements, is opening up new opportunities. The healthcare sector is projected to grow by 10%, with increased demand for healthcare professionals skilled in analytics and medical technology. The country is also seeing a rise in demand for cybersecurity and IT professionals, as digital transformation accelerates and cyber threats increase. The e-commerce sector, growing by 15%, has created roles in customer engagement, e-commerce strategy, and digital marketing, with skilled professionals, particularly from India, well-positioned to fill these gaps.

As South Africa continues to integrate advanced technologies across industries, there is a growing need for skilled professionals in digital and data-driven fields. Additionally, the influx of expatriates, particularly from India, is contributing to a more diverse workforce and addressing the skills gap in emerging sectors.



Key Drivers of Skills Mobility in Australia, Germany, France, and the UK

Australia

Australia's economic factors make it a top destination for skilled talent. With a robust economy, the country is attracting professionals in sectors such as healthcare, technology, renewable energy, and construction. The demand for skilled workers is driven by high wages, excellent working conditions, and a dynamic job market. As technology reshapes industries, there is a rising need for IT professionals, particularly in software development, cybersecurity, and data science.

Australia's demographic factors include a relatively young workforce but also faces challenges like youth unemployment and skill gaps. The country is also increasingly relying on skilled immigration to address labor shortages, especially in urban areas like Sydney and Melbourne, which offer more job opportunities compared to rural regions.

The government policies in Australia, such as the skilled migration program, attract skilled professionals from around the world, making it easier for qualified workers to gain employment. The country's emphasis on vocational training and online learning opportunities also aids in addressing skill gaps, ensuring a steady influx of talent to meet the growing demand.

Education and research in Australia are highly regarded, with top-tier universities and research institutions. Significant investments in healthcare and technology sectors ensure that Australia remains competitive in the global talent race. Universities in cities like Sydney and Melbourne continue to attract international students who contribute to the skilled workforce post-graduation.

Quality of life in Australia is another major draw. With a high standard of living, access to excellent healthcare, and world-class infrastructure, Australia is an attractive destination for skilled professionals. The low crime rates, political stability, and focus on work-life balance further enhance its appeal to global talent.

Germany

Germany's economic factors include a strong and stable economy capable of handling fluctuations in trade due to geopolitical tensions as their robustness is supported by industrial and a rich legacy of colossal output and exports, and an edge in technology innovation since the scientific revolution. The demand for skilled workers is fueled by Germany's leadership in innovation, particularly in

industries like engineering, automotive, and technology. Automation and AI are transforming the labor market, driving the need for tech professionals skilled in software engineering, AI, and data science.

Germany's demographic challenges are notable, with an aging population creating significant labor shortages. As a result, skilled immigration is vital to sustaining the economy, and the country has become a magnet for workers from around the world. Its culturally diverse society and open approach to immigration foster integration and diversity in the workforce.

Germany's government policies support skills mobility through initiatives like the Blue Card program, designed to attract highly skilled workers from non-EU countries. Additionally, Germany's dual education system produces a steady stream of highly skilled workers, complementing its skilled migration programs.

Education and research in Germany are globally recognized. The country is home to some of Europe's top universities, and its emphasis on research and development, especially in engineering and technology, creates opportunities for skilled professionals in academia and industry.

The quality of life in Germany is one of the best in Europe, with excellent healthcare, infrastructure, and work-life balance. Germany's low crime rate, safety, and political stability make it an attractive destination for professionals seeking long-term opportunities in a secure environment.

France

France's economic factors highlight a strong and growing economy, projected to expand by 2.2% in 2024, driven by consumer spending and investments in infrastructure and technology. The demand for skilled workers is growing in sectors such as AI, software development, healthcare, and renewable energy. France is positioning itself as a leader in innovation, particularly in digital transformation, which is driving demand for tech professionals.

France's demographics include a growing aging population, which is increasing the need for skilled workers in healthcare and related industries. The country's young workforce, however, faces a high unemployment rate (around 19%), creating a mismatch between job seekers' qualifications and available opportunities. Skilled immigration is essential to address these gaps, and France's diverse society offers numerous opportunities for professional integration.

Government policies in France include various visa programs aimed at attracting skilled workers, such as the



Passeport Talent and Visa Talent Entrepreneur. These programs provide pathways for qualified professionals to live and work in France, particularly in sectors with high demand for talent.

Education and research are pillars of France's appeal. The country is home to some of the world's best educational institutions, particularly in fields like engineering, medicine, and business. Its investment in research and development is driving innovation, creating demand for skilled researchers and scientists in a variety of fields.

The quality of life in France, with its excellent healthcare system, high living standards, and emphasis on cultural enrichment, makes it a desirable place for skilled professionals. The country's low crime rate, political stability, and access to world-class amenities further enhance its attractiveness.

United Kingdom

The economic factors in the UK include a projected growth of 1.1% in 2024, with key sectors like technology, healthcare, and renewable energy driving demand for skilled professionals. The country's strong financial and technological infrastructure makes it a hub for IT specialists, software developers, data scientists, and cybersecurity experts. Digital transformation is reshaping job roles, and the UK's ability to innovate attracts global talent.

Demographically, the UK faces an aging population and a relatively high youth unemployment rate (around 15%),

which creates a gap between the skills required by employers and the available workforce. To address this, the UK has increasingly relied on skilled immigration, with its diverse society welcoming professionals from all over the world.

The UK's government policies for skilled migration are well-established, with programs like the Tier 2 visa allowing employers to sponsor skilled workers from outside the EU. This initiative ensures the UK remains competitive in attracting talent across industries like technology, healthcare, and engineering.

Education and research in the UK are world-renowned. The country's top universities and research institutions attract students and professionals from around the globe, particularly in fields like engineering, IT, and healthcare. The UK's focus on research and development helps create continuous demand for scientists, researchers, and technologists.

The quality of life in the UK is high, with access to excellent healthcare, education, and infrastructure. The country's low crime rate and stable political environment make it a safe place for professionals to live and work. Additionally, the UK's emphasis on diversity and inclusion contributes to an inviting environment for skilled workers from all over the world.



TALENT DEMAND ACROSS THE TOP 10 COUNTRIES

LEADING THE FUTURE INDIA'S VISION

India stands at a crossroads, with both immense opportunities and significant challenges as it competes with the world's largest economies. To fully capitalize on its 7.6% projected growth rate—one of the highest among the top ten economies—it must address critical issues like gender inequality, informal employment, and digital infrastructure. By investing in education, upskilling, and formal employment, and aligning its policies with global trends in technology and sustainability, India can solidify its position as a global leader in the workforce of the future.

In comparison to the world's largest economies, India has the potential to drive global innovation and economic growth, but only if it takes decisive action to overcome the challenges it faces. Through collaboration between policymakers, academia, and industry, India can unlock its vast human capital and shape the future of work on a global scale.

Overview of Talent Demand Across Industries

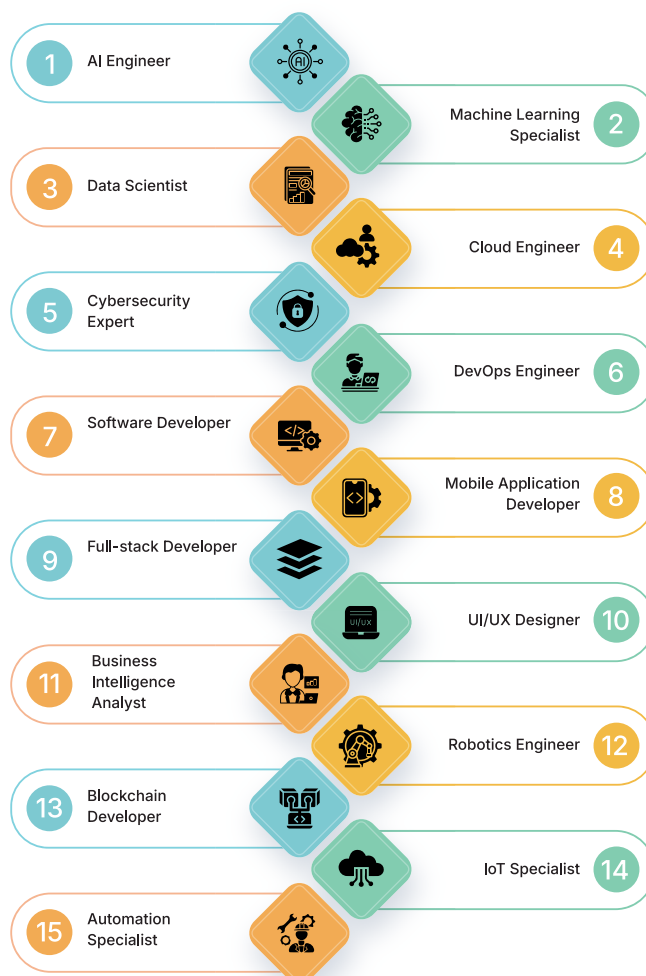
As demand for specialized skills continues to rise, India has the opportunity to meet these needs through its vast talent pool, particularly in technology, healthcare, finance, and sustainability. The roles listed here reflect the ongoing trends and sectoral shifts across the top 10 target regions in this year's report, which are expected to shape the global workforce by 2025. These roles reflect the demands of both developed and emerging markets, addressing the need for specialized talent driven by technological advancements, economic recovery, and workforce transformation.

1. Technology and IT

The demand for technology and IT talent is surging across regions such as MENA, South Africa, Australia, and South-east Asia, driven by rapid digital transformation and the adoption of emerging technologies. In the MENA region, the expansion of e-commerce, fintech, and smart city



IN DEMAND SKILLS

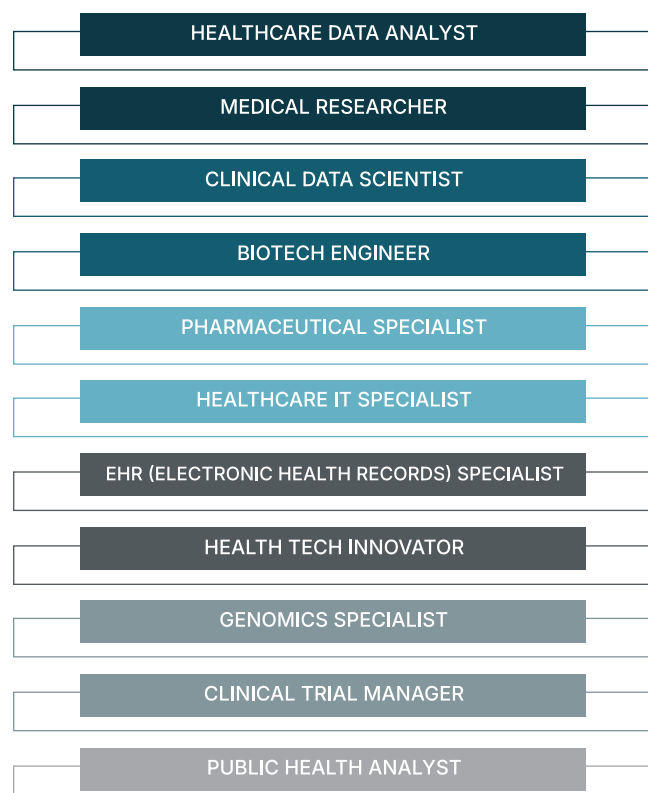


initiatives is fueling the need for AI engineers, data scientists, and cybersecurity experts. South Africa, on the other hand, is experiencing a surge in digital transformation projects across industries, creating a strong demand for software developers and AI specialists to modernize business processes and infrastructure. Australia's focus on green and digital technology has intensified the need for professionals skilled in cybersecurity, AI, and software development as the country invests in sustainable innovation and infrastructure. Meanwhile, Southeast Asia's burgeoning IT and e-commerce sectors are generating significant opportunities for software developers, machine learning specialists, and data scientists, as countries like Indonesia and Malaysia prioritize digital economies to enhance regional competitiveness. These trends underscore the global shift toward tech-driven growth, presenting ample opportunities for skilled professionals in these regions.

2. Healthcare and Biotechnology

Healthcare and biotechnology talent demand is rising across regions such as Germany, France, the UK, Australia, South Africa, and Southeast Asia, driven by technological advancements and evolving healthcare needs. In Europe, countries like Germany, France, and the UK are focusing on digital healthcare solutions and biotechnology, creating opportunities for healthcare data analysts, genomics specialists, and biotech engineers to innovate patient care and medical research. Australia's rapid adoption of healthtech solutions has fueled demand

IN DEMAND JOBS

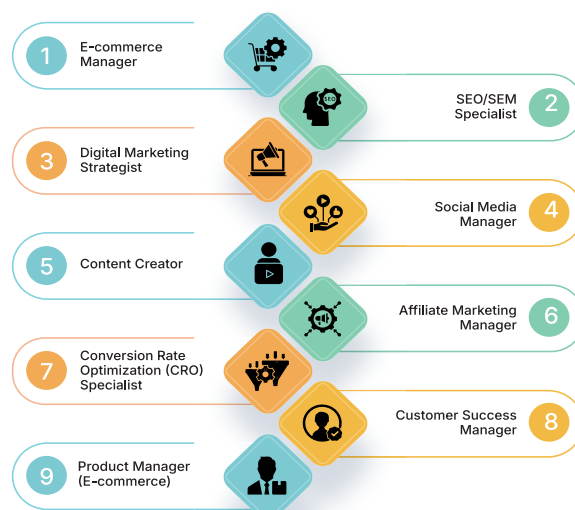


for professionals skilled in electronic health records (EHR), healthcare IT, and clinical trial management to enhance healthcare delivery. South Africa's healthcare sector transformation emphasizes the integration of IT into health services, increasing demand for healthcare IT specialists and data analysts to address public health challenges. In Southeast Asia, growing investments in medical infrastructure and biotechnology are driving the need for healthcare IT innovators and biotech engineers to modernize healthcare systems and improve accessibility. These trends highlight the global shift toward digitally empowered and sustainable healthcare solutions, positioning skilled professionals to lead advancements in the sector.

3. E-commerce and Digital Marketing

The rapid expansion of e-commerce and digital marketing is creating a surge in demand for skilled professionals across Southeast Asia, Europe, and the MENA region. Southeast Asia, experiencing one of the world's fastest e-commerce growth rates, requires e-commerce managers, SEO/SEM specialists, and digital marketing strategists to drive online retail and enhance consumer engagement. In Europe, countries like Germany, France, and the UK are seeing a rise in online retail adoption, spurring demand for product managers, affiliate marketing specialists, and conversion rate optimization (CRO) experts to optimize digital shopping experiences. The MENA region, bolstered by a growing digital economy, is creating opportunities for social media managers and customer success professionals to enhance brand visibility and customer loyalty. Factors such as increasing smartphone penetration, evolving consumer behavior, and investments in digital infrastructure are key drivers of these trends, emphasizing the critical role of skilled talent in shaping the future of e-commerce and marketing strategies globally.

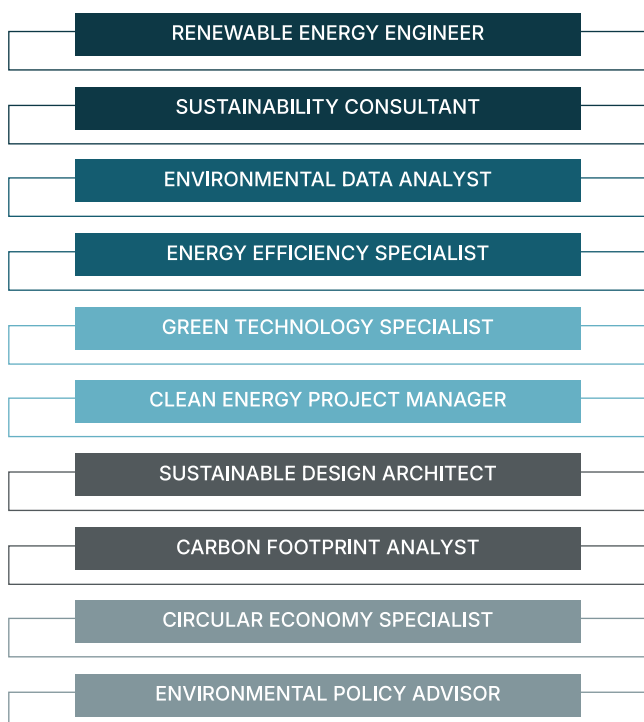
IN DEMAND SKILLS



4. Renewable Energy and Sustainability

The renewable energy and sustainability sector is experiencing robust growth across Australia, Europe, and South Africa, driven by global commitments to environmental goals and the green transition. Australia, emphasizing green energy projects and environmental management, is seeing high demand for renewable energy engineers, clean energy project managers, and environmental data analysts to support its sustainability initiatives. In Europe, countries like Germany and France are at the forefront of the green transition, requiring sustainability consultants, carbon footprint analysts, and circular economy specialists to lead innovations in renewable energy and resource optimization. Meanwhile, South Africa's focus on renewable energy adoption and climate resilience is creating opportunities for green technology specialists and environmental policy advisors to help achieve national sustainability targets. These trends are influenced by government investments in clean energy, corporate sustainability commitments, and growing global awareness of climate challenges, underlining the importance of skilled talent in advancing sustainability efforts worldwide.

IN DEMAND JOBS

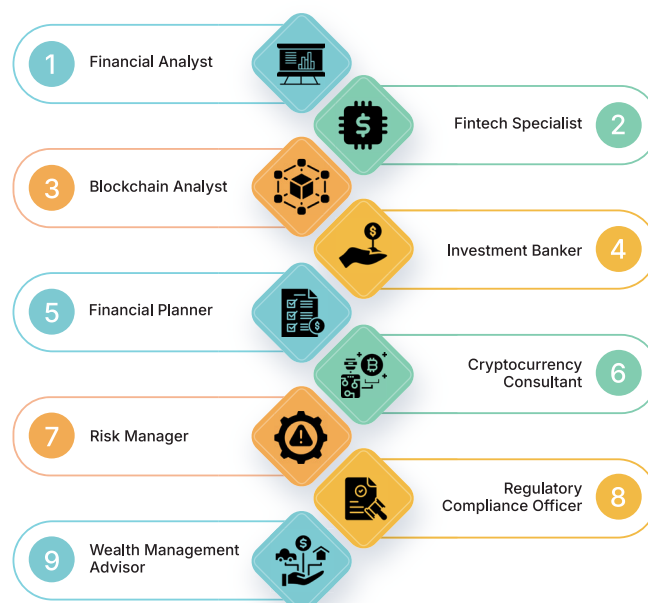


5. Finance and Fintech

The finance and fintech sector is expanding rapidly across Southeast Asia, MENA, and South Africa, driven by innovation in digital payments, blockchain, and financial technologies. In Southeast Asia, the booming fintech

ecosystem is creating a strong demand for blockchain analysts, risk managers, and financial analysts to support advancements in digital banking and payment solutions. MENA's focus on diversifying economies and fostering financial innovation has spurred a need for fintech specialists, regulatory compliance officers, and cryptocurrency consultants, particularly as blockchain and digital payment technologies gain prominence. South Africa's evolving fintech landscape, marked by increasing adoption of mobile financial services, is driving demand for financial analysts and blockchain experts to support this growth. Factors such as regulatory developments, technological adoption, and shifting consumer preferences toward digital financial solutions are shaping these talent demands across the regions.

IN DEMAND JOBS



6. Education and Training

The education and training sector is witnessing a surge in demand for professionals across Southeast Asia, India, and Australia, driven by advancements in technology and evolving learning needs. In Southeast Asia, rapid digital adoption in education is fueling demand for EdTech developers, digital learning facilitators, and online learning specialists to support modernized learning environments and virtual classrooms. India, as a global education hub, is experiencing a rise in opportunities for trainers, curriculum designers, and EdTech developers, catering to both domestic and international markets, particularly in online learning and skill development initiatives. Australia's focus on workforce development and lifelong learning has created strong demand for corporate trainers, instructional designers, and e-learning specialists to upskill professionals across industries. These trends are influenced by

factors such as increasing investments in EdTech, growing emphasis on remote and hybrid learning models, and the need for continuous skill enhancement to meet the demands of a dynamic job market.

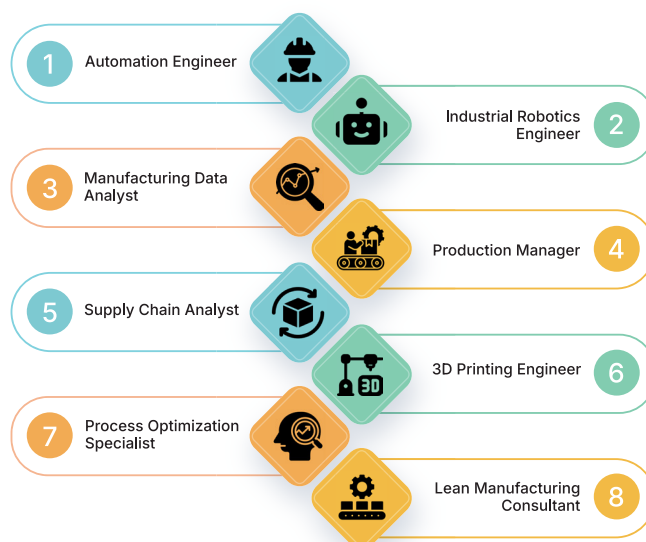
IN DEMAND JOBS

EDTECH DEVELOPER
CURRICULUM DESIGNER
ONLINE LEARNING SPECIALIST
INSTRUCTIONAL DESIGNER
CORPORATE TRAINER
EDUCATION CONSULTANT
LEARNING MANAGEMENT SYSTEM (LMS) ADMINISTRATOR
DIGITAL LEARNING FACILITATOR
TALENT DEVELOPMENT SPECIALIST

7. Manufacturing and Automation

The manufacturing and automation sector is undergoing significant transformation in key regions such as Germany, MENA, and South Africa, creating a high demand for specialized talent. Germany, a global leader in manufacturing and Industry 4.0 initiatives, requires a strong workforce of robotics engineers, automation specialists, and manufacturing data analysts to support advanced digital manufacturing and smart factory operations. In the MENA region, countries like the UAE and Saudi Arabia are driving the adoption of automation technologies to enhance productivity and achieve industrial diversification goals, leading to growing demand for automation engineers and process optimization specialists. Similarly, South Africa is focusing on industrial transformation through automation and robotics, creating opportunities for automation engineers and supply chain analysts to modernize traditional manufacturing processes. These trends are fueled by advancements in technologies such as robotics, IoT, and 3D printing, alongside a global push for more efficient, sustainable, and data-driven manufacturing systems.

IN DEMAND JOBS



8. Cybersecurity

The demand for cybersecurity professionals is surging across key regions like Europe, Southeast Asia, and Australia due to increasing digitalization and the rise in cyber threats. In Europe, countries such as Germany, the UK, and France are experiencing heightened demand for roles like cybersecurity analysts and network security engineers to protect expanding digital platforms and critical infrastructure. Southeast Asia's rapid e-commerce growth and digital transformation initiatives are driving the need for cybersecurity consultants and incident response specialists to safeguard consumer data and ensure business continuity. Similarly, in Australia, the widespread digitization of operations across sectors has created a pressing demand for SOC analysts and cloud security architects to address vulnerabilities and comply with evolving regulator frameworks. These regions are actively prioritizing cybersecurity investment, influenced by growing risks of cyberattacks, regulatory compliance requirements, and the increasing integration of cloud-based technologies.

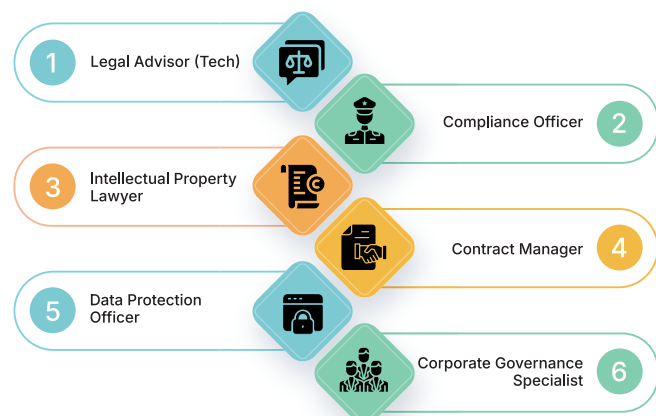
IN DEMAND JOBS

CYBERSECURITY ANALYST
CYBERSECURITY CONSULTANT
NETWORK SECURITY ENGINEER
PENETRATION TESTER
INCIDENT RESPONSE SPECIALIST
CLOUD SECURITY ARCHITECT
SECURITY OPERATIONS CENTER (SOC) ANALYST

9. Legal and Regulatory

The demand for legal and regulatory professionals is intensifying globally, particularly in Europe, MENA, and Australia, as industries adapt to evolving compliance standards and data privacy requirements. In Europe, stringent regulations like the GDPR have driven the need for data protection officers and compliance professionals to ensure adherence to complex legal frameworks. The MENA region is witnessing a rise in legal advisor and contract manager roles as businesses expand into international trade and navigate diverse regulatory landscapes. In Australia, the rapid growth of tech and digital services has heightened demand for legal experts specializing in technology law and intellectual property to address challenges associated with innovation and digital transformation. Across these regions, the interplay between globalization, technological advancements, and evolving legal frameworks is significantly influencing talent demand in legal and regulatory sectors.

IN DEMAND JOBS



10. Sales and Customer Engagement

Sales and customer engagement roles are experiencing strong growth across Germany, the UK, France, MENA, and Southeast Asia, fueled by advancements in technology and the expansion of e-commerce. In Europe, tech and e-commerce industries are driving demand for customer relationship managers and sales growth specialists to enhance user experiences and maximize revenue. Similarly, the MENA region's ongoing digital transformation and rising e-commerce activity are generating a need for business development managers and client success specialists to build and maintain robust customer networks. In Southeast Asia, the rapid proliferation of IT and online retail has intensified demand for sales enablement and

customer support professionals to cater to increasingly diverse and digital-savvy consumer bases. This surge in demand highlights the critical role of sales and customer engagement talent in driving growth and customer loyalty in fast-evolving markets.

IN DEMAND JOBS

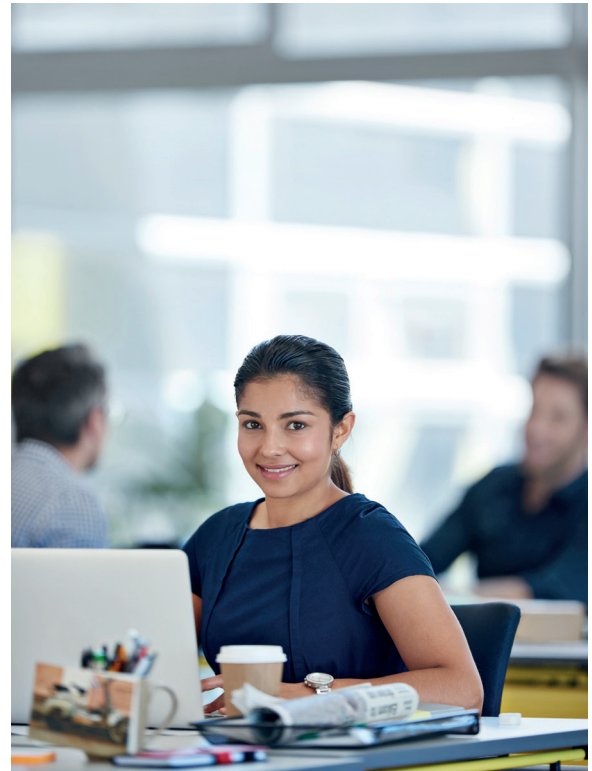




**MAPPING INDIA'S TALENT
TO THE WORLD'S NEEDS**

A NEW ERA IN GLOBAL TALENT MOBILITY

India's strategic importance in the global labor market is clear, as its skilled workforce continues to migrate to fill critical gaps across sectors such as IT, healthcare, engineering, and cybersecurity. By embracing global skills mobility, investing in public infrastructure, and aligning its educational systems with the needs of the international job market, India can not only boost its economy through foreign remittances but also solidify its position as a leader in the future of work.



Southeast Asia: A Growing Demand for IT and Healthcare Professionals

Countries like Indonesia, Malaysia, and the Philippines are seeing a surge in demand for skilled workers, especially in the IT and healthcare sectors. In Southeast Asia, the demand for IT professionals, particularly in software development and data science, has accelerated due to rapid digitalization and the expansion of e-commerce. Indian professionals are increasingly migrating to these markets, with a significant 70% of Indian IT professionals expressing interest in relocating for roles in countries like Indonesia and Malaysia. Additionally, Southeast Asia's healthcare systems are under pressure to address growing populations and an aging demographic. Indian healthcare professionals, particularly nurses and medical technicians, are filling gaps in countries like the Philippines, where there is a notable shortage of skilled healthcare workers.

Sub-Saharan Africa: A Critical Need for Skilled Talent in South Africa

In Sub-Saharan Africa, South Africa is seeing a growing demand for skilled workers in sectors such as engineering, IT, and healthcare. South Africa's industrial transformation, especially in renewable energy and infrastructure development, has driven a 20% rise in demand for engineers, particularly in civil and mechanical engineering. Indian professionals with expertise in these fields are being recruited to support the country's infrastructure growth.

At the same time, the healthcare sector is facing shortages, particularly in nursing and specialized medical roles. Indian healthcare professionals are essential in addressing these gaps and contributing to the improvement of healthcare delivery across South Africa.

Middle East: Expanding Markets and Vision 2030 Driving Skilled Migration

The Middle East, particularly countries like Saudi Arabia, UAE, Oman, Qatar, and Kuwait, is witnessing rapid growth in sectors such as IT, engineering, healthcare, and renewable energy, spurred by ambitious development projects and government initiatives like Saudi Vision 2030. These countries have seen a 25% increase in job postings for IT and engineering professionals, particularly in infrastructure, civil, and mechanical engineering. Indian talent is filling critical roles, especially in sectors related to construction, renewable energy, and AI-driven technology. In healthcare, Indian nurses, doctors, and technicians are migrating to meet the growing demands of these rapidly developing nations. Additionally, Indian professionals in cybersecurity are crucial in safeguarding the growing digital infrastructure in the region. The strong Indian diaspora in the Middle East also facilitates smoother transitions for Indian workers, who benefit from shared cultural ties and language familiarity.

Australia: High Demand for IT, Healthcare, and Skilled Labor

Australia continues to experience a high demand for skilled professionals, particularly in IT, healthcare, and engineering. With the country's aging population and ongoing healthcare challenges, Indian healthcare professionals are being recruited to fill critical roles in nursing, elderly care, and specialized medical fields. Similarly, India's large pool of skilled IT professionals, particularly in cybersecurity and AI, is helping to address Australia's growing digitalization needs. The Australian government's skilled migration programs, such as the Skilled Migration Program, make it easier for Indian professionals to relocate, offering both career growth opportunities and an enhanced quality of life.

Europe: Addressing Skill Gaps in Technology, Healthcare, and Engineering

In Europe, countries like Germany, the UK, and France are facing significant skill shortages, particularly in IT, healthcare, and engineering. Germany, with its growing digital economy, is experiencing a 20% increase in demand for IT professionals, especially in software development, AI, and cybersecurity, with Indian talent playing a crucial role in filling these gaps. Similarly, the UK and France have seen a sharp rise in demand for healthcare professionals, driven by an aging population and ongoing healthcare challenges. Indian medical professionals, including nurses and doctors, are being recruited to meet these needs. Additionally, engineers skilled in renewable energy, especially in solar and wind energy, are in high demand, with India's strong engineering workforce helping to support Europe's green energy transition.

2025: Can India Capitalize on Global Talent Mobility?

As countries in Southeast Asia, Sub-Saharan Africa, the Middle East, Australia, and Europe face pressing labor shortages, India's skilled professionals are becoming an indispensable part of the global workforce. As countries in these regions undergo digital transformation and infrastructure development, India's expertise in IT, AI, cybersecurity, data science, and renewable energy makes it a key supplier of skilled professionals. The ongoing demand for IT, healthcare, engineering, and renewable energy professionals underscores India's strategic importance in addressing these gaps. With government initiatives like Skill India and the National Education Policy (NEP) focusing on developing a skilled labor force, India is preparing

its workforce to meet the needs of international markets. As migration trends continue to evolve, India is well-positioned to remain a key supplier of talent, driving innovation and economic growth across the globe.

In MENA, the demand for tech solutions in mobile development, business intelligence, and AI aligns with India's strengths, offering Indian talent opportunities to support sectors like e-commerce and healthcare. In Sub-Saharan Africa, India's expertise in software development and fintech will help drive the growth of the region's expanding digital economy. Australia, with its focus on digital innovation and sustainability, presents significant opportunities for Indian professionals in AI, cybersecurity, and green technology. Similarly, Southeast Asia's rapid growth in e-commerce and IT will benefit from India's skills in data analytics, machine learning, and cloud computing.

In Europe, particularly in Germany, France, and the UK, the growing demand for AI, data science, and cybersecurity professionals creates a strong demand for Indian talent to support digital transformation across industries. With the rise of remote work, Indian professionals are well-positioned to meet the evolving needs of global markets, bridging skill gaps and driving technological advancements worldwide.



Employment Generation & Skill Development Efforts by the Government of India

The Government of India has prioritized employment generation and enhancing employability, recognizing these as essential drivers for the country's socio-economic progress. To address employment needs, particularly in the aftermath of the COVID-19 pandemic, the government has implemented a series of substantial fiscal and policy interventions. Among these is the comprehensive Aatmanirbhar Bharat package, a transformative initiative aimed at making India self-reliant while boosting employment. Announced in response to the economic impact of COVID-19, this package provides a fiscal stimulus of over ₹27 lakh crore and incorporates a range of long-term schemes, programs, and policies aimed at employment creation and sustainable economic growth.

One of the cornerstone initiatives under this package is the Aatmanirbhar Bharat Rojgar Yojana (ABRY), launched on October 1, 2020, to incentivize employers to create new jobs and reinstate jobs lost during the pandemic. By January 19, 2024, this scheme had already benefited over 60.49 lakh individuals. Complementing this, the PM Svanidhi Scheme (launched on June 1, 2020) provides collateral-free working capital loans to street vendors, enabling them to restart their businesses impacted by the pandemic. As of January 31, 2024, a total of 83.67 lakh loans had been sanctioned under the scheme, directly supporting livelihoods.

Pradhan Mantri Mudra Yojana (PMMY) further strengthens the government's commitment to self-employment by offering collateral-free loans up to ₹10 lakh to micro and small business enterprises. This initiative has fueled entrepreneurial growth, with a staggering 46.16 crore loans sanctioned by January 26, 2024, supporting individuals in starting or expanding their businesses.

Additionally, the Production Linked Incentive (PLI) Scheme is being implemented with an outlay of ₹1.97 lakh crore over five years, commencing in 2021-22. The PLI scheme is expected to generate around 60 lakh new jobs by incentivizing production in key sectors, thereby bolstering the manufacturing and industrial landscape. PM GatiShakti, another transformative initiative, focuses on infrastructure-led growth, which is powered by seven engines: Roads, Railways, Airports, Ports, Mass Transport, Waterways, and Logistics Infrastructure. The approach, underpinned by clean energy principles, has the potential to generate extensive job opportunities across

infrastructure sectors, thereby creating entrepreneurial pathways for youth and contributing to sustainable development.

To encourage employment in rural and urban areas, the government also backs high-impact schemes such as the Prime Minister's Employment Generation Programme (PMEGP), the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), and the Deen Dayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM). These programs foster large-scale job creation and self-employment opportunities in diverse sectors, particularly for marginalized and vulnerable populations.

To support youth in attaining job-ready skills, the Ministry of Skill Development and Entrepreneurship (MSDE) is actively implementing schemes like the National Apprenticeship Promotion Scheme (NAPS), Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Shikshan Sansthan (JSS) Scheme, and Craftsman Training Scheme (CTS). These programs are delivered through various Industrial Training Institutes (ITIs) across the country, enhancing the employability and entrepreneurial potential of young Indians.

In parallel, flagship programs such as Make in India, Start-up India, Stand-up India, Digital India, and Housing for All are designed to stimulate job creation by promoting innovation, digitalization, entrepreneurship, and manufacturing excellence. The impact of these programs is expected to produce significant employment opportunities in the medium to long term through multiplier effects across industries.

The promise of opportunities for India's youth is immense. As the world faces labor shortages, especially in high-tech and sustainability-focused sectors, Indian professionals will be instrumental in shaping the global workforce. By fostering talent development and promoting diversity and inclusion in workplaces across the nation, India is well-positioned to lead in the transformation of the global job market, ensuring its talent plays a vital role in building a more connected, sustainable, and resilient future. Together, these comprehensive initiatives underscore the Government of India's commitment to strengthening the nation's workforce and boosting employment. By prioritizing skill development, entrepreneurship, and self-reliance, these programs aim to lay a robust foundation for sustained economic growth and resilience, benefiting millions of individuals across the country.



SUMMARY OF KEY FINDINGS

EMPLOYABILITY OF INDIAN TALENT REPORT FOR FY 2025 & BEYOND

This report analyzes the employability of Indian graduates based on the results of the Wheebox Global Employability Test (GET) taken by 6.5 lakh candidates. Here are some of the key findings:

Overall Employability

- India's national employability rate stands at 54.81%, indicating a significant pool of talent scoring above 60% on the GET.

Employability by Educational Domain

- Information Technology (IT) graduates lead with 75% scoring above 60%, followed closely by Computer Science (CS) at 78%.
- Engineering graduates exhibit high employability, with Electronics and Communication (72%), Electrical (68%), Mechanical (60%), and Biotech (65%) exceeding the benchmark.
- B.E./B.Tech graduates display a high employability rate (71.50%), while B.A. graduates show moderate employability (54%).
- MBA graduates lead employability with 78%, reflecting strong alignment with management roles.

Employability by State

- Maharashtra leads with 84% employability, followed by Delhi (78%), Karnataka (75%), and Andhra Pradesh (72%).
- Kerala and Uttar Pradesh maintain strong talent pools at 71% and 70%, respectively.
- Tamil Nadu (64.06%) and Gujarat (62%) demonstrate potential for growth.



Employability by City

- Pune tops the list with 78.32% employability, followed by Bengaluru (76.48%), Mumbai (72.45%), Delhi (70.22%), and Thrissur (72.15%).
- Hyderabad, Guntur, and Lucknow showcase emerging talent centers.

Skill Availability Across States

- English language proficiency is strongest in Maharashtra (67.45%), followed by Karnataka and Uttar Pradesh.
- Uttar Pradesh tops in numerical skills, followed by Andhra Pradesh and Madhya Pradesh.
- Critical thinking skills are strongest in Uttar Pradesh, followed by Rajasthan and Madhya Pradesh.
- Uttar Pradesh leads in computer skills, followed by Kerala and Maharashtra.

Employability by Age Group

- The 18-21 age group shows strong potential in Uttar Pradesh (92.20%), Madhya Pradesh (91.15%), and Karnataka (81.89%).
- Uttar Pradesh again tops the 22-25 age group (94.29%), followed by Kerala (87.47%) and Punjab (87.5%).

- Gujarat leads the 26-29 age group with sustained employability (78.24%), followed by Maharashtra (71.70%) and Uttar Pradesh (62.50%).

Gender Employability

- Male employability is slightly higher (53.47%) than female (46.53%).
- Top states with male employable resources include Andhra Pradesh, Karnataka, Maharashtra, and Uttar Pradesh.
- Rajasthan leads in female employability, followed by Gujarat and Kerala.

Internship and Work Preferences

- A significant portion (93.22%) of users expressed strong interest in internships.
- Tamil Nadu shows the highest preference for internships, followed by Uttar Pradesh, Kerala, and Karnataka.
- The preferred salary range for a starting salary is \$30,000 - \$40,000 for a large portion of users.
- Top preferred states for work include Tamil Nadu, Maharashtra, Kerala, Uttar Pradesh, and Karnataka.
- Male preferences lean towards engineering, design, and technical sectors.
- Female preferences favor wellness, fashion, human resources, and finance sectors.

Trivia Insights

- Chrome and Mozilla Firefox are the dominant browsers used for assessments.
- Mobile devices are increasingly used for taking assessments.
- Uttar Pradesh leads in computer ownership, followed by Andhra Pradesh and Karnataka.

Overall, the report provides valuable insights into the employability landscape of India. It identifies areas of strength and opportunities for improvement, helping stakeholders bridge the skill gap and prepare Indian youth for the global workforce.

Summary of Key Hiring Trends

The demand for freshers is expected to be lower than last year across most industries, with significant variation between sectors. The demand for candidates with 1-5 years

of experience continues to dominate hiring intent across industries, with **Manufacturing** and **Automotive** leading the way. Industries like **Pharma & Healthcare**, **BFSI**, and **IT** also exhibit strong interest in candidates with 1-5 years of experience. Meanwhile, the demand for candidates with 6-10 years of experience is highest in **Pharma & Healthcare**, with notable demand also observed in the **IT** and **BFSI** sectors. These trends reflect a strategic focus on both developing talent and tapping into experienced professionals to meet evolving business needs.

Summary of In-Demand Skills

This year's survey results reflect a clear trend toward prioritizing foundational soft skills like ethics, collaboration, and problem-solving, alongside key competencies like digital literacy, management, and cognitive skills. As the workforce continues to evolve, employers are increasingly looking for well-rounded candidates who can adapt to change, communicate effectively, and contribute to the overall success of their teams and organizations. In-demand skills are no longer confined to technical expertise alone, with a strong focus on emotional intelligence, self-efficacy, and leadership abilities across industries.





THE SUPPLY STORY

INSIGHTS FROM THE GLOBAL EMPLOYABILITY TEST (G.E.T)

These findings in the 12th edition are a result of the evaluation of **6.5 Lakhs** candidates who took the Wheebox Global Employability Test (G.E.T) across academic institutions in India and target regions globally.

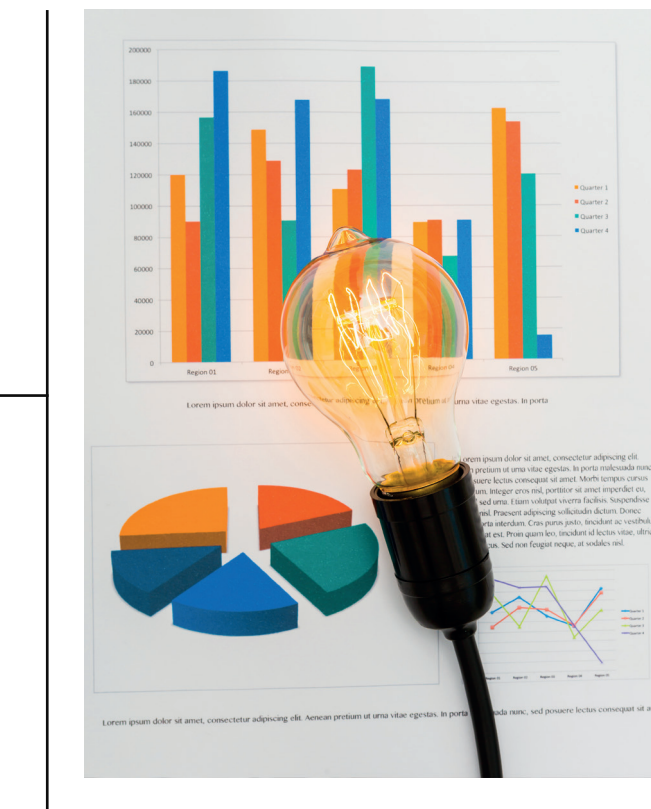
OVERVIEW OF EMPLOYABILITY TRENDS FOR 2025

India-Wide Employability Trends

- The overall employability across educational domains in India stands at 54.81%, indicating a significant talent pool that has scored above 60% on the GET.

Domain-Specific Employability Insights

- **Information Technology (IT)** graduates lead employability with **75%** scoring above **60%** on the Global Employability Test this year, showcasing robust readiness to meet industry demands.
- **Computer Science (CS)** graduates follow closely with **78%**, reflecting strong alignment with the skill requirements of tech-driven industries.
- **Electronics and Communication Engineering** talent exhibits high employability, with **72%** of candidates scoring above the benchmark.
- **Electrical Engineering (EEE)** graduates demonstrate competitive employability at **68%**, underscoring their industry relevance.
- **Biotech Engineering** graduates showcase emerging strength with **65%** employability.
- **Mechanical Engineering** holds steady at **60%**, indicating a strong foundation for industrial roles.



State-Level Employability Highlights

- **Maharashtra** leads the employability index with 84% of test takers scoring above 60%, making it a top talent hub.
- **Delhi** showcases a formidable employability rate of 78%, reinforcing its position as a leading contributor to India's workforce.
- **Karnataka** emerges as a key talent reservoir with 75% employability, emphasizing its growing IT and engineering sectors.
- **Andhra Pradesh** demonstrates high employability with 72%, highlighting its robust academic frameworks.
- **Kerala** and **Uttar Pradesh** maintain strong talent pools with 71% and 70% employability, respectively.
- **Haryana** and **Telangana** showcase commendable employability at 68% and 63%, reflecting balanced talent availability.
- **Tamil Nadu** and **Gujarat** demonstrate potential with employability rates of 64.06% and 62%, respectively.

Top 10 States where users have scored more than 60% in G.E.T



City-Level Employability Highlights

- **Pune** leads among cities with **78.32%** employability, cementing its status as a hub for skilled professionals.
- **Bengaluru**, a tech powerhouse, records **76.48%** employability, underscoring its position as India's Silicon Valley.
- **Mumbai** achieves a strong employability rate of **72.45%**, reflecting its dynamic job market.
- **Delhi** and **Thrissur** exhibit robust talent pools with **70.22%** and **72.15%** employability, respectively.
- **Kolkata** shows steady growth at **65.37%**, indicating its evolving talent landscape.
- **Hyderabad**, **Guntur**, and **Lucknow** boast employability rates of **64.7%**, **68.5%**, and **67.8%**, marking them as emerging talent centers.
- **Ahmedabad** reports **60.33%**, highlighting its potential as a growing talent hub.

Program-Specific Employability Trends

- **B.E./B.Tech graduates** exhibit a high employability rate of **71.50%**, reinforcing their readiness to meet industry standards in engineering and technical domains.

• **MBA graduates** lead employability with **78%**, highlighting their strong alignment with management and leadership roles.

• **B.A. graduates** demonstrate moderate employability at **54%**, reflecting a growing need for skill-specific development in this domain.

• **B.Com graduates** showcase steady employability at 55%, indicating solid prospects in commerce and finance-related fields.

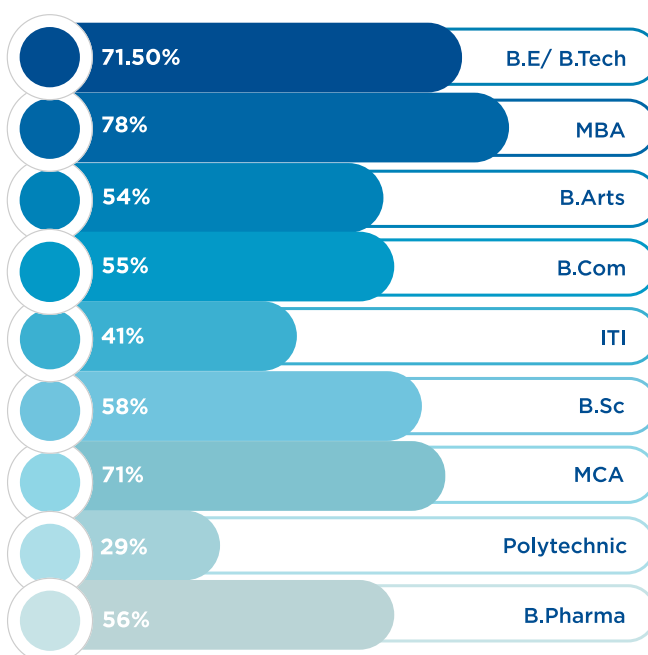
• **B.Sc graduates** present promising potential with 58% employability, especially in science-driven roles.

• **MCA graduates** align closely with technical demands, achieving **71%** employability, demonstrating their relevance to the tech sector.

• **ITI graduates** reflect opportunities for growth with **41%** employability, emphasizing the need for upskilling in vocational domains.

• **Polytechnic graduates** show emerging employability trends at **29%**, highlighting potential for focused skill-building programs.

• **B.Pharma graduates** maintain strong employability at **56%**, driven by the expanding healthcare and pharmaceutical industries.



Skill Availability Across States

English as a Second Language (ESL)

- **Maharashtra** leads with 67.45%, showcasing strong proficiency in English as a second language.
- **Karnataka** and **Uttar Pradesh** follow with **63.5%** and **60.48%**, respectively, reflecting robust linguistic capabilities.
- **Kerala (59.72%)** and **Delhi (56.89%)** further strengthen the employability landscape with solid English skills.

Haryana (58.25%), Tamil Nadu (57.18%), and Gujarat (51.72%) exhibit commendable English proficiency.

Andhra Pradesh (50.82%) and **Punjab (50.3%)** round off the top states, reflecting steady linguistic competence.

Numerical Skills

- **Uttar Pradesh** tops with **80.12%**, emphasizing its strong aptitude in numerical reasoning.
- **Andhra Pradesh** follows closely at **71.98%**, showcasing its robust analytical capabilities.
- **Madhya Pradesh (74.26%), Punjab (73.80%), and Telangana (71.42%)** demonstrate significant numerical expertise.
- **Odisha (69.56%), Haryana (66.66%), and Karnataka (64%)** further highlight strong numerical skills.
- **Tamil Nadu (63.77%)** and **Kerala (58.9%)** round out the list, showcasing a growing talent pool in numerical aptitude.

Critical Thinking

- **Uttar Pradesh** leads with 45%, reflecting strong cognitive reasoning skills.
- **Rajasthan (43%), Madhya Pradesh (42%), and Karnataka (40%)** demonstrate significant strengths in critical thinking.
- **Kerala (38%), West Bengal (36%), and Maharashtra (34%)** highlight emerging talent in logical reasoning.
- **Tamil Nadu (32%), Andhra Pradesh (31%), and Punjab (30%)** show potential for growth in critical thinking.

Computer Skills

- **Uttar Pradesh** leads with 45.93%, showcasing strong tech readiness.

• **Kerala (37.34%), Maharashtra (30.55%), and Telangana (29.72%)** exhibit commendable proficiency in digital skills.

• **Tamil Nadu (29.47%)** and **Karnataka (28.48%)** further contribute to the pool of tech-savvy talent.

• **West Bengal (25.05%)** and **Gujarat (16.2%)** round off the list, indicating emerging digital capabilities.

Skill Availability Across Cities

English as a Second Language (ESL)

• **Bengaluru and Pune** lead as top cities, showcasing superior English proficiency.

• **New Delhi, Chennai, and Hyderabad** demonstrate strong ESL skills, reinforcing their position as talent hubs.

• **Lucknow, Kolkata, Ernakulam, Noida, and Thiruvananthapuram** further highlight linguistic readiness among urban talent.

Numerical Skills

- **Bengaluru, Mumbai, and New Delhi** dominate numerical skills, showcasing strong analytical capabilities.
- **Pune, Hyderabad, and Kolkata** highlight significant aptitude, strengthening their employability landscape.
- **Chennai, Lucknow, Ahmedabad, and Guntur** reflect steady availability of numerically skilled talent.

Critical Thinking

Bengaluru, Mumbai, and New Delhi emerge as leaders in critical thinking capabilities.

Pune, Hyderabad, and Kolkata showcase robust cognitive reasoning.

Lucknow, Guntur, Mangalore, and Udupi highlight emerging talent in critical thinking.

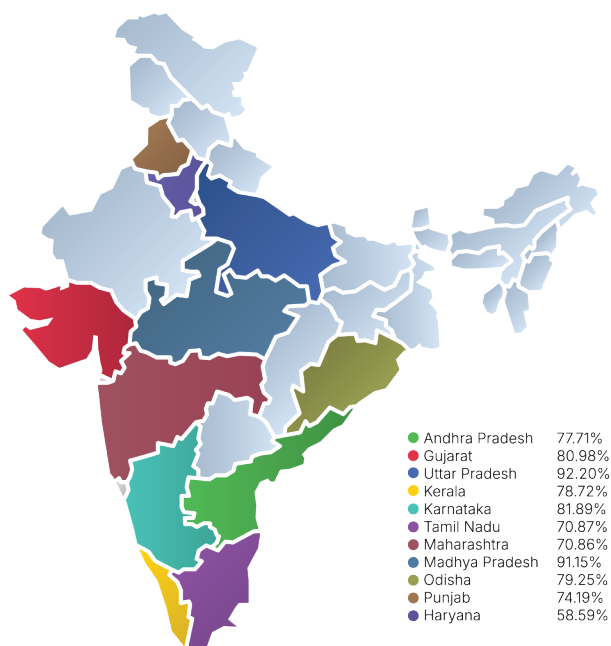
Computer Skills

Bengaluru, Mumbai, and New Delhi top the list of cities with strong computer skills.

Pune, Hyderabad, and Kolkata demonstrate significant digital readiness.

Chennai, Lucknow, Ahmedabad, Guntur, Udupi, and Ghaziabad round out the list, reflecting solid tech capabilities in urban centers.

State-Wise Analysis of Employable Resources



22-25 Age Group

- **Uttar Pradesh** again tops the list with **94.29%**, showcasing remarkable readiness in this critical age bracket.
- **Kerala (87.47%), Punjab (87.5%), and Maharashtra (82.91%)** follow with strong performances.
- **Andhra Pradesh (62.22%), Gujarat (60.81%), and Karnataka (73.33%)** reflect steady employability.
- **Tamil Nadu (73.91%), West Bengal (67.35%), and Haryana (50.74%)** highlight significant potential in this age group.

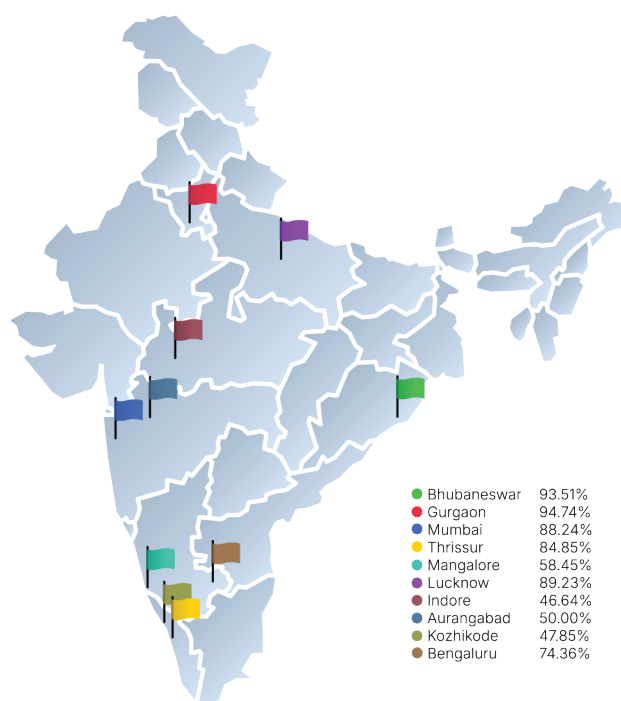
26-29 Age Group

- **Gujarat** leads with **78.24%**, showcasing sustained employability among experienced professionals.
- **Maharashtra (71.70%) and Uttar Pradesh (62.50%)** maintain strong employability in this bracket.
- **Kerala (47.62%), Andhra Pradesh (53.33%), and Karnataka (45.33%)** reflect consistent but slightly reduced employability.
- **Haryana (45%), Delhi (42%), Tamil Nadu (40.60%), and Odisha (39.76%)** round off the top ten, indicating potential for growth.

City-Wise Analysis of Employable Resources

18-21 Age Group

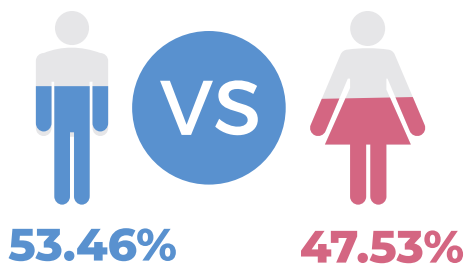
- **Bengaluru (77.10%) and Mumbai (75.18%)** lead, showcasing early employability potential in urban centers.
- **Delhi (72.75%), Lucknow (64%), and Pune (68.79%)** demonstrate steady readiness.
- **Thrissur (47.87%), Hyderabad (52.34%), and Kurnool (59.64%)** highlight growing talent pools.
- **Patna (40.23%) and Tiruchirappalli (27.84%)** showcase emerging trends in employability for younger individuals.



26-29 Age Group

- **Kerala (68.82%) and New Delhi (66.67%)** lead, showcasing maturity and skills among experienced professionals.
- **Lucknow (61%), Bengaluru (63.5%), and Trivandrum (57.1%)** demonstrate strong employability.
- **Thrissur (55.1%), Coimbatore (42.86%), and Pune (33.33%)** indicate potential for further growth.
- **Kozhikode (54.5%) and Gujarat (32.62%)** round off the list, showcasing steady trends among older entrants.

India-Wide Gender Employability Trends

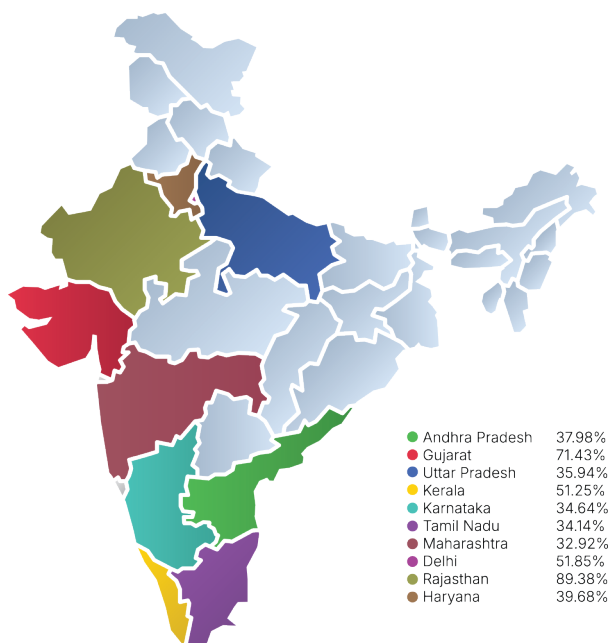


State-Wise Analysis of Gender Employability

Top States with Male Employable Resources

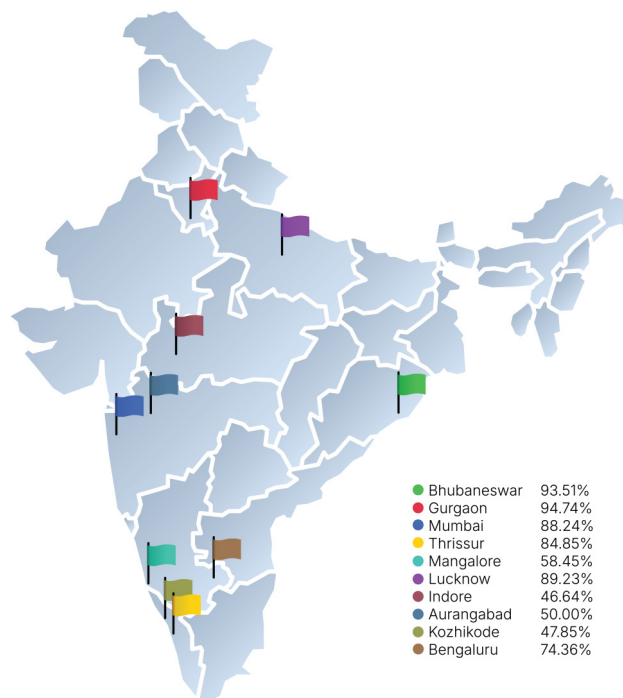
- **Andhra Pradesh (52.96%)** leads, reflecting a balanced employability rate for males.
- **Karnataka (50.37%), Maharashtra (48.68%), and Uttar Pradesh (46.72%)** showcase strong male employability trends.
- **Kerala (43.66%), Gujarat (41.61%), and Haryana (38.24%)** indicate consistent employability for men.
- **Delhi (37.96%), Madhya Pradesh (29.44%), and Tamil Nadu (29.14%)** round off the top ten, indicating areas for growth.

Top States with Female Employable Resources



City-Wise Analysis of Gender Employability

Top Cities with Male Employable Resources



Top Cities with Female Employable Resources

- **Bengaluru (48.51%) and Pune (43.94%)** lead, indicating strong female employability in urban hubs.
- **Visakhapatnam (41.14%), Coimbatore (33.51%), and Mangalore (33.32%)** showcase steady employability for women.
- **New Delhi (32.49%), Lucknow (32.47%), and Thrissur (31.31%)** indicate growing trends.
- **Hyderabad (30.66%) and Kozhikode (24.29%)** highlight areas with potential for further female workforce inclusion.

Internship Preferences

India-Wide Internship Preferences

93.22%

INDIA-WIDE USERS WHO WANT TO AVAIL INTERNSHIPS

Top 10 States Where Users Want to Avail Internships

- **Tamil Nadu (97.46%):** Highest preference for internships, reflecting strong demand for practical training.
- **Uttar Pradesh (97.39%):** Similar high interest in availing internships among users.
- **Kerala (96.05%) and Karnataka (94.64%):** Significant internship interest, indicating active career readiness.
- **Andhra Pradesh (94.34%) and Haryana (92.06%):** Showcase consistent interest in availing internships to further their careers.
- **Maharashtra (91.54%):** Reflects robust demand for internships.
- **Gujarat (86.48%), Delhi (81.48%), and Telangana (71.43%):** Indicate steady, albeit slightly lower, interest levels.

Work Preferences

India-wide Salary Preferences:

- **Starting Salary Range of \$30,000 - \$40,000:** A significant portion of users, accounting for 43.23% of the total employable population, prefer a starting salary in the \$30,000 - \$40,000 range.
- **Salary Range of \$40,000 - \$50,000:** 16.79% of employable users across India prefer a salary in the \$40,000 - \$50,000 range.
- **Salary Range of \$50,000 - \$60,000:** 16.36% of employable users indicate a preference for a starting salary between \$50,000 - \$60,000.
- **Salary Range of \$60,000 - \$70,000:** 8.71% of users nationwide prefer a salary in the \$60,000 - \$70,000 range.
- **Salary Range of \$70,000 - \$80,000:** 14.91% of users are inclined to a starting salary between \$70,000 - \$80,000.

Male Salary Preferences:

- **\$30,000 - \$40,000 Salary Range:** 27.25% of male users prefer a salary within the \$30,000 - \$40,000 range.
- **\$40,000 - \$50,000 Salary Range:** 7.56% of male users show a preference for the \$40,000 - \$50,000 range.
- **\$50,000 - \$60,000 Salary Range:** 6.84% of male users prefer salaries in the \$50,000 - \$60,000 range.

- **\$60,000 - \$70,000 Salary Range:** 3.34% of male users indicate a preference for a salary between \$60,000 - \$70,000.

- **\$70,000 - \$80,000 Salary Range:** 6.64% of male users prefer a salary between \$70,000 - \$80,000.

Female Salary Preferences:

- **\$30,000 - \$40,000 Salary Range:** 15.86% of female users prefer a salary between \$30,000 - \$40,000.
- **\$40,000 - \$50,000 Salary Range:** 9.18% of female users show a preference for the \$40,000 - \$50,000 range.
- **\$50,000 - \$60,000 Salary Range:** 9.48% of female users prefer a starting salary between \$50,000 - \$60,000.
- **\$60,000 - \$70,000 Salary Range:** 5.37% of female users prefer a salary within the \$60,000 - \$70,000 range.
- **\$70,000 - \$80,000 Salary Range:** 8.24% of female users express a preference for a starting salary between \$70,000 - \$80,000.

Top States by Salary Preference:

- **\$30,000 - \$40,000 Salary Range:** The states where employees predominantly prefer a salary between \$30,000 - \$40,000 include Gujarat, Andhra Pradesh, Kerala, Maharashtra, Tamil Nadu, West Bengal, Rajasthan, Karnataka, Uttar Pradesh, and Madhya Pradesh.
- **\$40,000 - \$50,000 Salary Range:** States showing a strong preference for the \$40,000 - \$50,000 salary range include Andhra Pradesh, Kerala, Gujarat, Rajasthan, Maharashtra, Tamil Nadu, West Bengal, Uttar Pradesh, Madhya Pradesh, and Karnataka.
- **\$50,000 - \$60,000 Salary Range:** The top states where employees prefer a salary in the \$50,000 - \$60,000 range are Kerala, Andhra Pradesh, Rajasthan, Gujarat, Tamil Nadu, Maharashtra, Uttar Pradesh, West Bengal, Madhya Pradesh, and Karnataka.
- **\$60,000 - \$70,000 Salary Range:** Employees in Kerala, Andhra Pradesh, Rajasthan, Gujarat, Tamil Nadu, Maharashtra, West Bengal, Uttar Pradesh, Karnataka, and Madhya Pradesh prefer a starting salary between \$60,000 - \$70,000.
- **\$70,000 - \$80,000 Salary Range:** The states where employees most prefer a salary between \$70,000 - \$80,000 include Kerala, Andhra Pradesh, Gujarat, Rajasthan, Maharashtra, Tamil Nadu, West Bengal, Uttar Pradesh, Madhya Pradesh, and Karnataka.

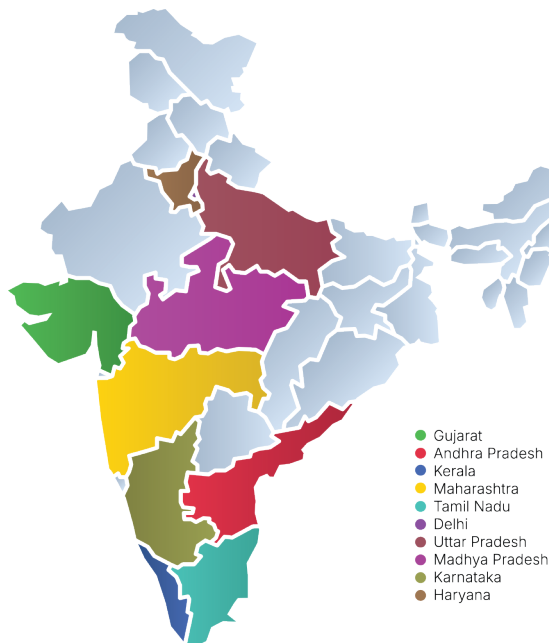
Preferred Areas and States of Work

India-Wide Preferences

- **Preferred States for Work:** The leading states for employment preferences across India are Tamil Nadu, Maharashtra, Kerala, Uttar Pradesh, and Karnataka, suggesting that these regions offer strong job opportunities and attractive work environments.

Male Preferences

- **Preferred States for Work:** Gujarat, Andhra Pradesh, Maharashtra, and Haryana stand out as preferred states for male users. These states are known for their strong presence in industries such as manufacturing, engineering, and technical sectors, which align with male-dominated career paths.



Top Industry Preferences:

A dominant **76.70%** of male candidates prefer **Engineering Design/Production**, highlighting a strong inclination toward technical and design roles.

69.03% of males are drawn to **IT - Hardware**, showcasing a significant interest in hardware-related technology sectors.

68.92% of male candidates express openness to explore a variety of industries, with an inclination towards flexibility in career choices.

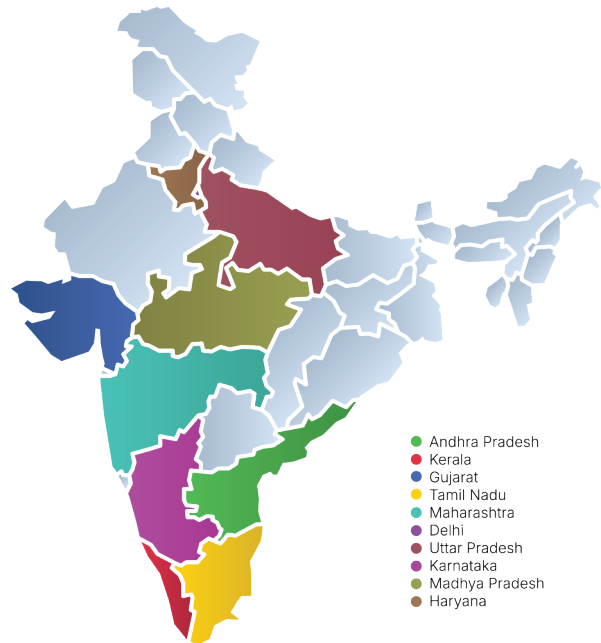
68.70% of males are interested in **Other** unspecified industries, indicating diverse professional interests.

65.99% of male users prefer the **Engineering/Textile** industry, pointing to significant interest in manufacturing and textile-related sectors.

Other preferences include **IT - Networking** (62.07%), **Graphic Design/Visualizer** (56.59%), **Health Care/Medicine/Nursing** (56.19%), and Teaching/Training (53.96%), reflecting a mix of technical, creative, and caregiving roles.

Female Preferences

- **Preferred States for Work:** Female candidates show a preference for **Andhra Pradesh, Kerala, Delhi, and Tamil Nadu**. These states are recognized for their strong workplace inclusion initiatives and diverse professional environments, making them attractive to female candidates.



Top Industry Preferences:

- A significant **93.83%** of female candidates prefer **Beauty/Personal Care/Fitness/SPA**, showing a dominant interest in wellness, personal care, and lifestyle sectors.

- **90.79%** of females gravitate toward Fashion Designing/Modeling/Jewellery, underscoring a strong appeal for creative and fashion-related industries.

- **88.59%** of female candidates choose **Human Resources**, indicating a preference for people management and organizational development roles.

- **83.41%** of females prefer **Banking/Insurance**, demonstrating a keen interest in finance and financial services.

79.34% of females express interest in **Biotech/Research**, showcasing a growing interest in research-driven industries.

Other notable preferences include **Accounting/Auditing/Tax/Financial Services (71.85%)**, **Marketing** and **Product Management/TeleMarketing (69.33%)**, and **Business Strategy/Management/Consulting (67.23%)**, indicating an affinity for finance, business, and consulting roles.

Non-Binary Preferences

• **Preferred States for Work:** Female candidates show a preference

Top Industry Preferences:

• **1.32%** of non-binary candidates show an interest in **Fashion Designing/Modeling/Jewellery**, indicating some engagement with the creative and fashion industries, albeit at a smaller scale.

• **1.26%** of non-binary users prefer **Marketing and Product Management/TeleMarketing**, suggesting some interest in commercial and consumer-facing sectors.

• **0.83%** express interest in **Biotech/Research**, demonstrating a limited but present interest in science and technology-driven careers.

• **0.73%** favor **Banking/Insurance**, indicating a small, yet notable, interest in financial services.

• **0.56%** are drawn to **Business Strategy/Management/Consulting**, pointing to an awareness of leadership and strategic roles.

• Other sectors with minimal preferences include **Health Care/Medicine/Nursing (0.52%)**, **Human Resources (0.38%)**, and **Teaching/Training (0.21%)**.

Browser Trends

India-Wide Browser Usage for Assessments

Chrome (96.65%):

• Dominates as the preferred browser for taking assessments, reflecting its popularity due to speed, usability, and compatibility.

Internet Explorer (0%):

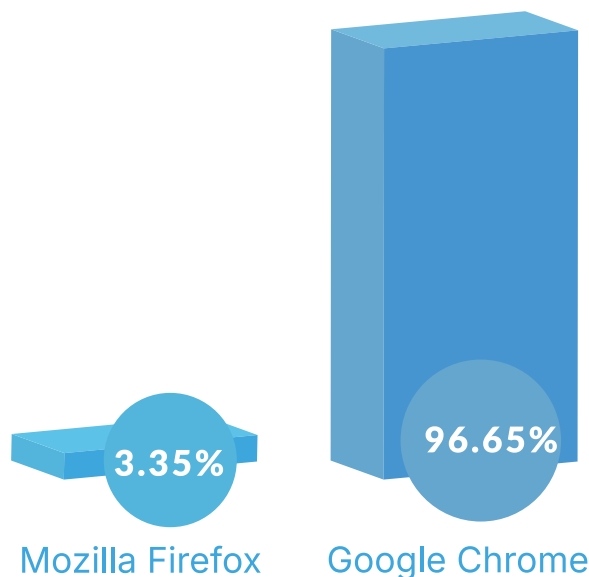
Completely unused, highlighting its decline and lack of relevance in modern digital environments.

Mozilla Firefox (3.35(96.65%):

Equal preference alongside Chrome, indicating trust among users seeking security and open-source options.

Other Browsers:

Likely negligible usage compared to Chrome and Firefox.



Domain-Wise Performance Highlights by State

Engineering Graduates (BE/BTech)

• **Andhra Pradesh:** 84.82% of engineering graduates scored more than 60% in their domain, showcasing robust educational outcomes.

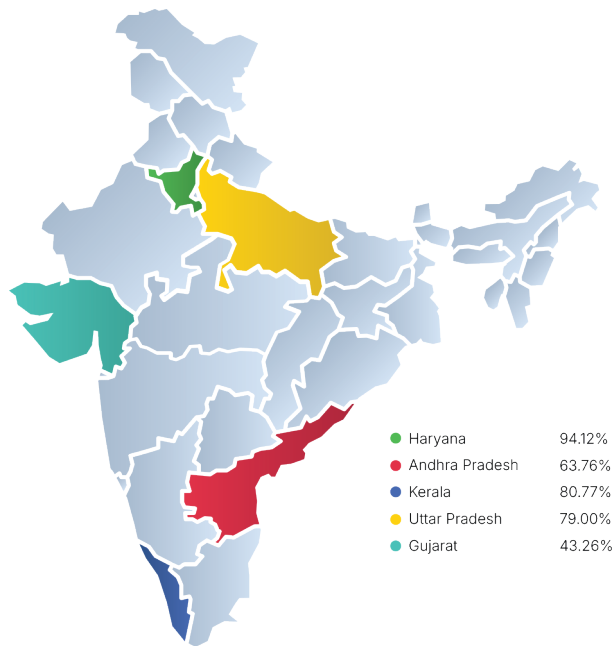
• **Madhya Pradesh:** A remarkable 94.21% of BE/BTech candidates excelled in their domain, reflecting a strong technical education foundation.

• **Kerala:** 90.94% of graduates surpassed the 60% mark, indicating high-quality engineering programs.

• **Uttar Pradesh:** 93.45% of students scored above 60%, underlining the state's commitment to academic excellence in engineering.

• **Tamil Nadu:** 74.09% of graduates achieved this benchmark, highlighting consistent performance.

Polytechnic Graduates



ITI Candidates

- **Gujarat:** 82% of ITI candidates scored above 60%, leading the domain with exceptional results.
- **Andhra Pradesh:** 57.14% displayed strong technical skills, reflecting consistent training standards.
- **Kerala:** 45.15% exceeded the mark, showcasing moderate performance.
- **Delhi:** 44.72% of candidates achieved more than 60%, reflecting room for growth.
- **Tamil Nadu:** 40.84% surpassed the benchmark, indicating steady skill development.

MCA Postgraduates

- **Haryana:** 93% of MCA postgraduates excelled, highlighting top-tier technical expertise.
- **Andhra Pradesh:** 91.30% of graduates scored over 60%, showcasing strong programming and IT skills.
- **Kerala:** 85.33% displayed exceptional academic performance in their domain.
- **Gujarat:** 67.23% surpassed the benchmark, reflecting steady proficiency.
- **Tamil Nadu:** 66.05% demonstrated strong outcomes in IT and programming.

M.Sc. Postgraduates

- **Tamil Nadu:** A stellar 94% of M.Sc. postgraduates excelled in their field, indicating top-tier education quality.
- **Kerala:** 94.55% surpassed the 60% mark, leading in science education excellence.
- **Andhra Pradesh:** 69.23% displayed strong academic outcomes.
- **Maharashtra:** 66.67% of graduates exceeded the benchmark, reflecting consistent results.
- **Karnataka:** 64% achieved above-average performance.

MBA Postgraduates

Kerala: A perfect 100% of MBA postgraduates scored above 60%, leading the nation in management education.

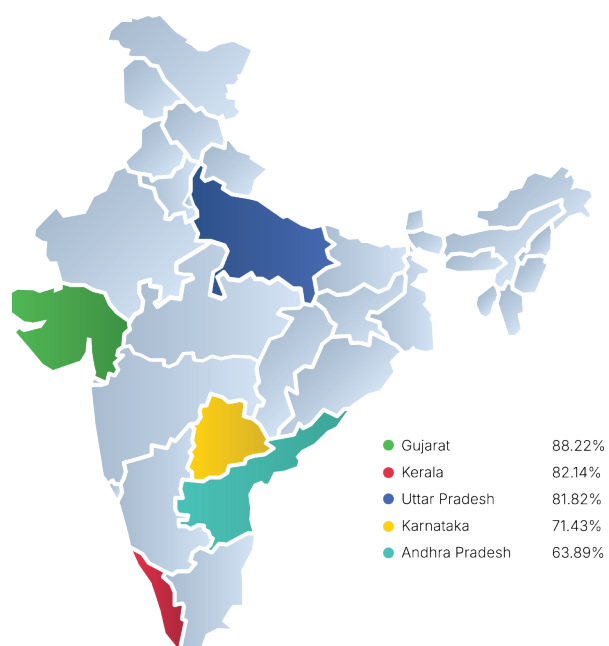
Uttar Pradesh: 89.47% excelled, showcasing strong business acumen among graduates.

Haryana: 86.67% of postgraduates demonstrated exceptional management proficiency.

Maharashtra: 83.87% displayed strong academic outcomes in the domain.

Gujarat & Andhra Pradesh: 75% each showcased consistent performance in management education.

B.A. Graduates



BCA Graduates

- **Kerala:** 82.17% of BCA graduates exceeded the 60% threshold, reflecting excellence in IT education.
- **Andhra Pradesh:** 87.27% showcased strong programming skills.
- **Uttar Pradesh:** 88.64% displayed exceptional proficiency in computer applications.
- **Maharashtra:** 65.17% demonstrated steady academic performance.
- **Delhi:** 60% surpassed the benchmark, showcasing solid IT education outcomes.

B.Com Graduates

- **Karnataka:** 79.17% of B.Com graduates excelled, leading in commerce education.
- **Kerala:** 70.63% surpassed the threshold, showcasing strong financial and commercial training.
- **Maharashtra:** 62.07% displayed consistent outcomes in commerce education.
- **Delhi:** 60% achieved above-average performance.
- **Gujarat & Andhra Pradesh:** With 52.78% and 33.87%, respectively, opportunities for growth are evident.

B.Sc. Graduates

- **Uttar Pradesh:** 88.52% of B.Sc. graduates excelled, reflecting strong science education.
- **Kerala:** 79.29% showcased exceptional academic outcomes.
- **Karnataka:** 65.38% surpassed the benchmark, demonstrating steady performance.
- **Tamil Nadu:** 57.89% achieved above-average results in science.
- **Andhra Pradesh:** 55.56% displayed consistent outcomes in the domain.

BBA Graduates

- **Gujarat:** A perfect 100% of BBA graduates excelled, reflecting exceptional management education.
- **Kerala:** 82.14% demonstrated superior academic proficiency.

- **Uttar Pradesh:** 81.82% of graduates surpassed the benchmark.
- **Karnataka:** 71.43% displayed consistent outcomes.
- **Andhra Pradesh:** 63.89% achieved steady academic performance.



GLOBAL TALENT MOBILITY INDIA'S DECADE OF OPPORTUNITY

India has long been recognized as a key player in the global talent landscape. With its large, youthful population and increasing focus on skills development, the country stands at the cusp of becoming the world's leading hub for talent. The India Skills Report 2025: Global Talent Mobility: India's Decade brings to light several crucial trends that will shape the country's workforce and its role in global talent mobility over the next decade. The findings from this report offer a comprehensive snapshot of India's workforce dynamics, its gender-specific challenges, internship preferences, salary expectations, and industry-specific demands. The analysis of these trends is critical to understanding how India is positioning itself as a global leader in talent supply, and what strategies must be adopted to further enhance its competitive edge.

The findings from the India Skills Report 2025 highlight a dynamic intersection of age, gender, region, and technology in shaping India's workforce landscape, with significant implications for talent mobility and employability. The 22–25 age group, standing as the most employable, reflects the peak of educational attainment and early professional experience, signaling a critical period for career development. This age group's dominance also ties closely with regional trends, where states like Uttar Pradesh, Gujarat, and Maharashtra shine, not only due to a robust talent pipeline but also owing to their technological readiness. High computer ownership rates in these states, particularly Uttar Pradesh (100%) and Maharashtra, reinforce the growing digital literacy that supports employment opportunities, making these regions prime candidates for skill enhancement and workforce engagement.

Urban hubs like Bengaluru, Mumbai, and Lucknow further cement their position as talent epicenters, particularly in tech and industrial sectors. The success of cities such as Bengaluru in fostering female employability signals a slow but steady evolution toward gender parity, highlighting how cities are evolving into inclusive spaces for women's professional growth. This regional variation in gender



dynamics is noteworthy: while male users gravitate toward tech-heavy, industrial roles, female users are drawn to sectors that balance career progression with workplace flexibility, showcasing a clear divergence in aspirations and skill alignment.

Intriguingly, the report also identifies a regional concentration of internship interest in Southern states like Tamil Nadu and Kerala. This points to a well-developed educational ecosystem in these areas, bridging the gap between education and employment. Moreover, with the salary aspirations leaning heavily toward the \$30,000 – \$40,000 range, these regions' focus on affordability and skill development might lead to better workforce participation across all demographics, enhancing the talent pool further.



Technological readiness is another key driver of India's workforce transformation, with widespread computer ownership and a strong preference for mobile-first approaches in assessments. This technological shift suggests that not only are traditional tools like Internet Explorer and Nokia Lumia losing relevance, but the workforce is also rapidly adapting to more advanced, user-friendly platforms. The clear dominance of Chrome and Firefox further underscores the importance of ensuring digital platforms are optimized for modern technologies, allowing easy access to career development tools and fostering digital inclusivity.

Ultimately, these findings suggest that India's workforce is evolving across multiple fronts—technologically, demographically, and regionally. The interplay between education, regional readiness, gender dynamics, and technological access points to a promising future for India's talent pool, with significant growth opportunities in both emerging and established regions, provided tailored interventions continue to address the unique needs of each group.

India's emergence as a global hub for skilled talent is more than just a statistical trend—it is a testament to the nation's commitment to nurturing a future-ready workforce that aligns with global standards. The insights from this year's employability trends reveal a dynamic, evolving landscape, positioning India as a critical player in the global talent ecosystem. As industries worldwide face skill shortages, the findings of the India Skills Report underscore the nation's role in bridging gaps and spearheading innovation across sectors.



Geographic Preferences for Work

The **preferred states for work** reveal an interesting regional landscape within India, reflecting not only the opportunities available in different parts of the country but also the cultural and industrial shifts shaping job preferences.

At the **India-wide level**, **Tamil Nadu**, **Maharashtra**, **Kerala**, **Uttar Pradesh**, and **Karnataka** are the top states for employment. These states have established themselves as key economic hubs with strong infrastructure, industrial development, and attractive living conditions. The growth of **Tamil Nadu**, known for its thriving manufacturing and automotive sectors, along with **Maharashtra** and **Karnataka**, which are major IT and technology centers, highlights the increasing concentration of employment opportunities in South and West India. **Kerala** and **Uttar Pradesh** reflect a growing preference for states with diverse job markets and an emphasis on social development, inclusivity, and healthcare.



However, the male workforce tends to favor states like Gujarat, Andhra Pradesh, Maharashtra, and Haryana. These states are particularly known for their manufacturing, engineering, and technical industries. Gujarat's stronghold in the manufacturing and industrial sectors, Andhra Pradesh's emphasis on tech innovation, Maharashtra's diverse economic base, and Haryana's rising prominence in engineering and manufacturing make them highly appealing for male professionals. These regions align with the preferences for industries like **Engineering Design//Production**, **IT - Hardware**, and **Engineering/Textile**, where male candidates typically thrive.

On the other hand, **female candidates** prefer states like **Andhra Pradesh**, **Kerala**, **Delhi**, and **Tamil Nadu**. These states have seen notable initiatives aimed at improving gender inclusion and work-life balance, with Kerala and Tamil Nadu leading in gender equality indices. The preference for these regions reflects a broader trend of increasing workplace inclusivity and opportunities for women across diverse industries such as **HR**, **Biotech/Research**, **Banking/Insurance**, and **Beauty/Personal Care/Fitness/SPA**.

Impact on Talent Mobility

The findings from the **India Skills Report 2025** underscore the ongoing transformation of India's workforce, driven by shifting industry preferences and geographic mobility. The report highlights key areas where gender plays a pivotal role in shaping career choices, with male candidates leaning toward technical, engineering, and IT-related roles, while females increasingly gravitate toward creative, human-centered industries like wellness, fashion, and HR. The rising interest of non-binary candidates in diverse sectors also marks a notable trend toward inclusivity and diversity in the workplace.

Furthermore, the geographic trends in preferred states for work highlight the growing importance of regional hubs in driving talent mobility, with states like **Maharashtra**, **Tamil Nadu**, and **Karnataka** leading in employment preferences due to their industrial diversity and infrastructural advantages.

These insights are critical for organizations and policymakers aiming to shape India's talent strategy in the coming decade. By recognizing these gender-based preferences and regional trends, companies can develop more targeted and inclusive recruitment and development programs, fostering a workforce that is not only skilled and diverse but also adaptable to the dynamic global talent landscape.

Additionally, the preference for higher salaries in certain regions suggests that businesses may need to rethink their location strategies, especially as talent migrates to economic hubs with greater opportunities for growth. For example, talent migration may increase from states like Uttar Pradesh and Madhya Pradesh to larger cities such as Bangalore, Hyderabad, and Mumbai, where higher-paying jobs are more accessible.

Furthermore, the growing demand for specific salary ranges—particularly those above \$50,000—points to a need for enhanced skill development programs that help bridge the gap between entry-level positions and higher-paying technical roles. Given the global competitiveness of India's workforce, fostering high-level skills in emerging industries such as AI, blockchain, and cybersecurity is crucial to ensuring the country's continued growth as a talent hub.





ACADEMIA SPEAKS



Partha Pratim Lahiri

Registrar, Maulana Abul Kalam
Azad University
West Bengal

“India Skills Report has been a beacon for students at Maulana Abul Kalam University. The insights from the Global Employability Test have helped us bridge critical skill gaps and align our curriculum with industry expectations. We are excited about this year’s theme, Global Talent Mobility, and look forward to enabling our students for global opportunities. Kudos to Wheebox ETS for this incredible initiative!”



Dr. Rama Komaragiri

Professor and Dean Academics
Galgotias University
Uttar Pradesh

“The comprehensive and forward-looking India Skills Report allows Academia to design and develop a curriculum to prepare for local and global employment needs. The Global Employability Test enables HEIs to focus on domain-specific skills through curriculum realignment. The test allows Students to align their learning efforts with the global workforce’s needs and trends.”



Brigadier Sanjay Dawar

Retd, Head Training & Placements
JayPee Universities

“Students at Jaypee Universities have gained a significant competitive advantage through the Global Employability Test, endorsed by AICTE, which has been instrumental in identifying the strengths and areas of improvement by the students in the institutions of Higher Education. India Skills Report-2025’s emphasis on Global Talent Mobility is truly transformative, and we are proud to be the part of Wheebox Employability and Talent Solutions in this impactful initiative.”



Prof. Amarendra Kumar Sandra

Registrar, Rajiv Gandhi University
of Knowledge Technologies
Andhra Pradesh

“With the Global Employability Test, our university has gained critical insights into the skill gaps among students. ISR2025’s emphasis on Global Talent Mobility further motivates us to prepare students for a thriving global career.”



Dr. P. Mallikarjuna Reddy

Principal, SVR Engineering College
Andhra Pradesh, India

“We applaud Wheebox ETS for their commitment to enhancing employability through ISR. The theme for ISR2025, Global Talent Mobility, underscores the importance of equipping students with the right skills to succeed in a connected world. The Global Employability Test has been revolutionary for us.”



Mr. Alpeshkumar Bhikabhai Patel

Principal, ITI Palanpur
Gujarat, India

“India Skills Report has helped our institution align with industry trends and understand the evolving career interests of students. ISR2025's focus on Global Talent Mobility will unlock new horizons for our students, and we are proud to be part of this journey.”



Ms. Mrudula Menon V.

Principal in Charge
The Cochin College
Kochi

“Through ISR and the Global Employability Test, our students have gained deeper insights into their strengths and opportunities for growth. The 2025 edition's theme, Global Talent Mobility, is timely and essential, and we commend Wheebox ETS for this initiative.”



Dr. P.J.S.Kumar

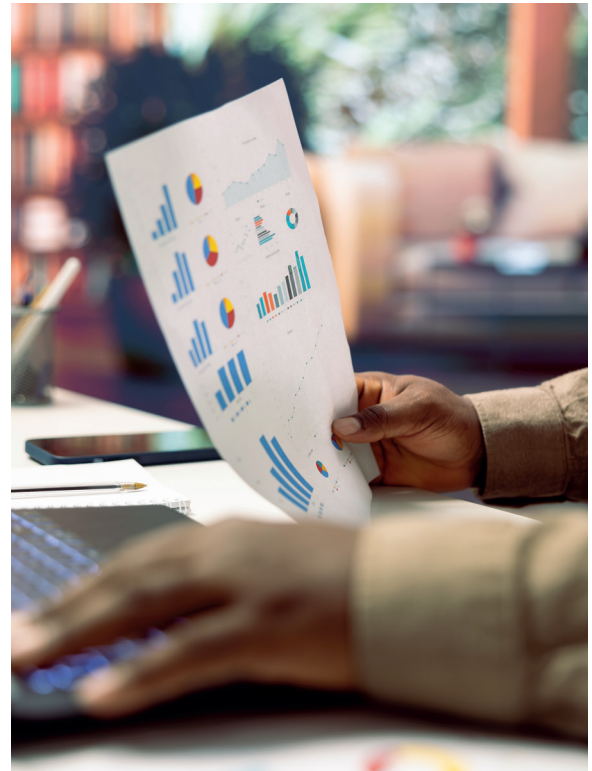
Principal, Akkineni Nageswara
Rao College
Andhra Pradesh, India

“The India Skills Report and the Global Employability Test have been pivotal in shaping our student outcomes. ISR 2025's theme of Global Talent Mobility takes it to the next level, ensuring our students are ready to thrive anywhere in the world. By focusing on global employability, students are trained to adapt to diverse work environments, cultures, and expectations, making them highly competitive and versatile in an international job market.”

**INDIA HIRING INTENT
EARLY CAREER EDITION SURVEY 2025**
TALENT DEMAND SIDE STUDY

THE DEMAND STORY

These insights are drawn from over 1,000 corporations across 15 diverse industries, gathered through the Early Career Edition of the India Hiring Intent Survey 2025. This comprehensive survey offers a forward-looking perspective on talent demand as we step into 2025.



Overview of Hiring Trends for 2025

Demand for Professionals Across Industries

- Across industries, a projected 11.1% increase in new hires across all age groups is expected in 2025 compared to last year, accompanied by a 29% rise in overall hiring intent for 2025.
- Across all industries, demand for talent is highest among candidates with 1-5 years of experience, with a 55.2% positive hiring intent for this experience bracket.
- Overall, the positive hiring intent for candidates with 1-5 years of experience is expected to comprise 47% of all new hires across industries.
- Among all experience brackets, the demand for freshers is lower than last year, with an average of 14% of all new hires expected to be freshers from across industries.
- 26% of new hires are expected to be from the experience bracket of candidates with 6-10 years of experience.
- The Manufacturing industry is driving the highest demand for candidates with 1-5 years of experience, with an estimated 70% of new hires expected to come from this experience bracket.
- The Manufacturing industry also projects the lowest demand for freshers among all industries, with 5% of

freshers expected to be hired next year.

- In Manufacturing, the demand for candidates with 6-10 years of experience is projected to be at 10% of new hires from this bracket.
- The demand for freshers is highest in the Automotive industry, with 21% of new hires expected to be freshers.
- The Automotive industry expects 52% of their new hires to be from the experience bracket of candidates with 1-5 years of experience.
- 20% of all new hires in the Automotive industry are expected to come from the experience bracket of candidates with 6-10 years of experience.
- The demand for candidates with 6-10 years of experience is highest in Pharma & Healthcare, with 21.5% of new hires expected to come from this experience bracket.
- The demand for candidates with 1-5 years of experience is also high in the of new hires expected to come from this age group.
- 9% of new hires in the Pharma & Healthcare industry are expected to be freshers.
- BFSI is also driving the demand for candidates with 1-5 years of experience, with 50% of new hires expected to come from this experience bracket.

- The BFSI also expects 20% of their new hires to be freshers and a further 20% of new hires to be candidates in the experience bracket of 6-10 years.

- In the IT industry, the demand is highest for candidates with 1-5 years of experience, with 50% of new hires expected to come from this experience bracket.

- 25% of new hires in the IT industry will be expected to be candidates with 6-10 years of experience, while 20% of new hires are expected to be freshers.

Experience Mix for Hires	2025
Freshers	14%
1 to 5 years	47%
6 to 10 years	26%
10 years & above	13%

Use of AI for Recruitment Activities

- Across industries, there is expected to be a 38% increase in the use of AI for recruitment processes like screening, assessments, hiring recommendations, and interviewing.

- The demand for incorporating AI in recruitment processes is highest in BFSI and IT industries, with 67% using AI for hiring recommendations in the IT industry, and 100% of BFSI respondents using AI for interviewing.

- 33% of respondents in the IT industry are leveraging AI for interviewing processes.

- 50% of respondents from the Manufacturing industry leverage AI to assess candidate skills.

- In the Manufacturing and Automotive industries, 50% of respondents state that they are not considering AI for recruitment activities. However, 50% in the Manufacturing industry consider using AI to assess candidate skills, while 50% in the Automotive industry consider using AI for screening resumes, conducting initial interviews, and making hiring recommendations.

- Across industries, the highest demand for leveraging AI tools in the recruitment process is for conducting initial interviews for candidates.

Corporate’s Most Reliable Hiring Channels

- Job portals remain the top hiring channel, preferred by 37% of companies. Their efficiency in providing access to a large talent pool suggests continued investment in these platforms.

- Trusted by 32.5% of companies, internal referrals emphasize the importance of employee networks and cultural alignment in hiring practices.

- Campus hiring is used by 10% of companies, reflecting its importance in building a pipeline of fresh graduates for entry-level roles.

- Social platforms account for 13% of recruitment efforts, showing a growing trend toward engaging passive candidates digitally.

- Chosen by 5% of companies, agencies and consultants remain relevant for specialized or senior-level hires.

- With only 2.5% of companies relying on career pages, there’s room to improve the appeal and functionality of company websites for recruitment.

Sourcing Channel	Average %
Internal Referrals	32.5
Job Portals	37
Social Media & Networking	13
Company Websites	2.5
Campus Hiring	10
Recruitment Agencies/Consultants	5

- 75% of respondents in the BFSI industry identified campus hiring as their primary recruitment channel, followed by 67% of respondents in the Automotive industry.

- 33% of respondents in the Manufacturing industry selected recruitment consultants and agencies as their top hiring channel, the highest reliance on this channel across industries.

- 83% of respondents in both the Manufacturing and Automotive industries identify job portals as the most effective recruitment channel, while 78% of respondents in the IT industry also rely on this channel for hiring.

- 100% of respondents in the Manufacturing sector rely on internal referrals as a key recruitment channel, the highest across industries. The BFSI sector follows, with 50% of respondents utilizing internal referrals.

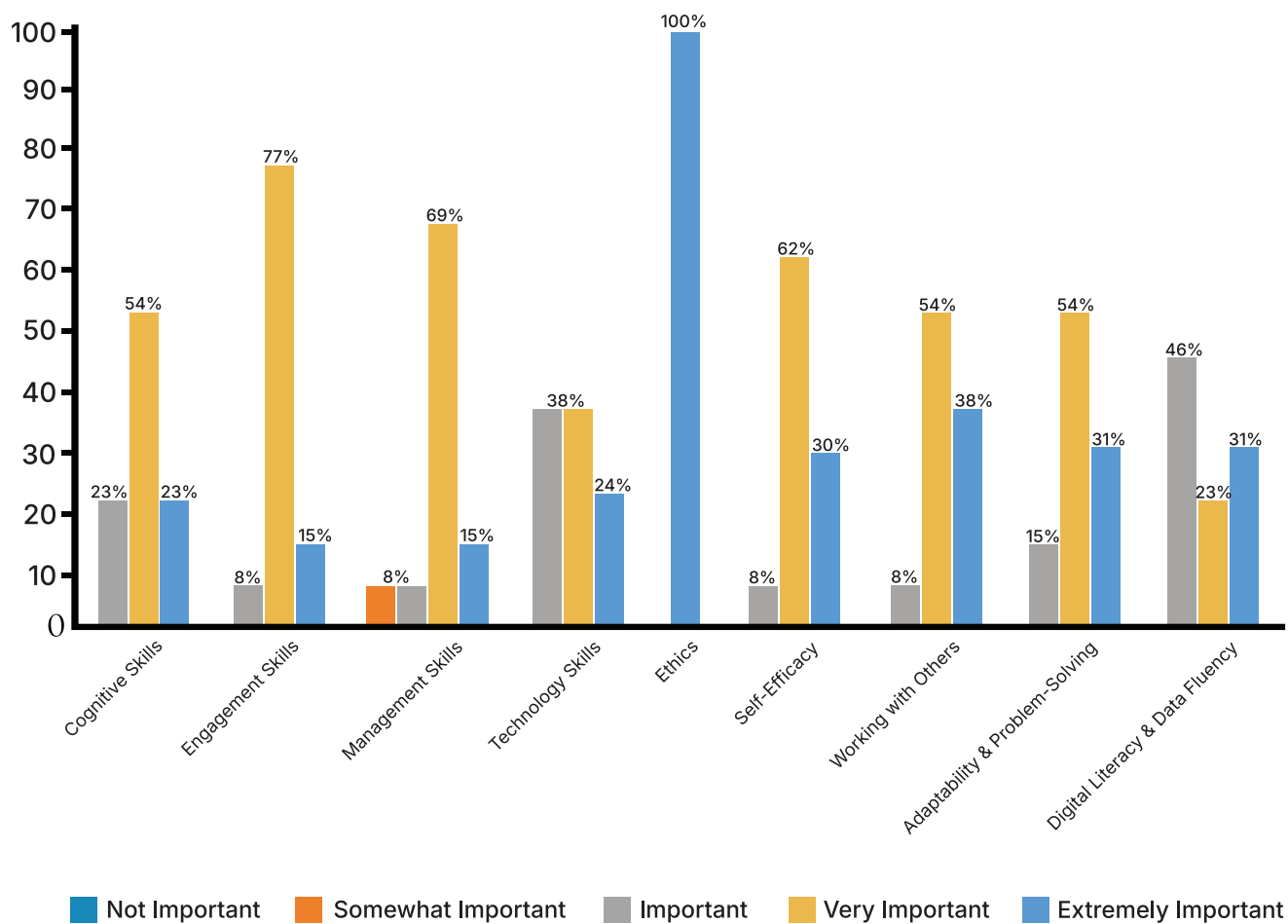
In the IT sector, 44% of respondents prefer internal referrals, while the Automotive industry sees 17% reliance on this method.

- The Automotive sector leads in leveraging social media and networking, with 33% of respondents selecting this channel. The IT sector follows, with 22% of respondents using social media for recruitment.

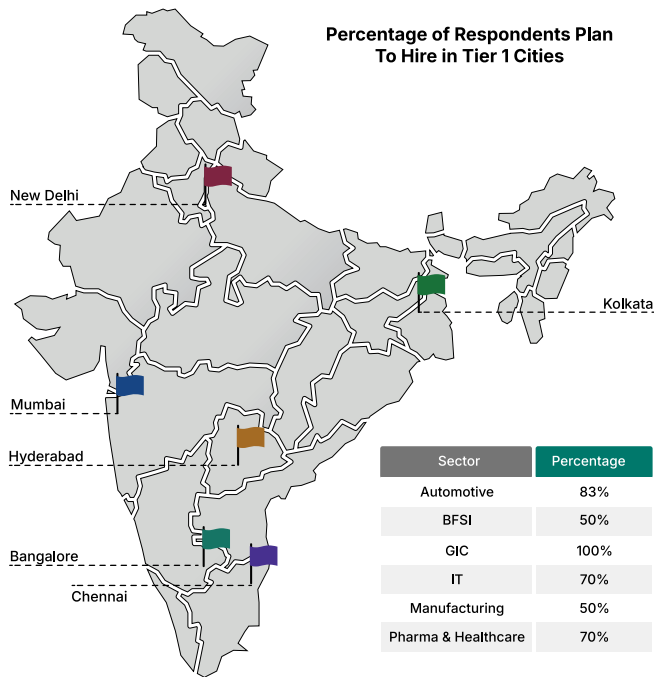
- In the Manufacturing sector, 17% of respondents rely on social media, while it is not a significant channel for the BFSI industry (0%).

- When it comes to skills and attributes in new hires, 100% of companies rate ethics as “extremely important,” emphasizing its indispensable role in organizational culture and decision-making.

In-demand Skills Across Industries



Industry-wise Hiring Intent Across Regions



Automotive

- Among which 67% of respondents expect hiring in Tier 2 cities, such as Indore, Pune, and Coimbatore, reflecting growing opportunities outside metros.
- 17% of respondents plan to hire in Tier 3 cities, such as Surat, Mysore, and Trichy, indicating a limited but present interest in smaller urban regions.

BFSI

- While the most being 75% of respondents anticipate hiring in Tier 2 cities, including locations like Chandigarh, Kochi, and Jaipur, signaling strong demand in mid-tier regions.
- A further 38% of respondents foresee hiring in Tier 3 cities, such as Nashik, Mangalore, and Visakhapatnam, highlighting a balanced recruitment strategy across tiers.

GIC

- Among which, 50% of respondents plan to hire in Tier 2 cities, such as Pune and Jaipur, reflecting an additional focus on emerging talent pools.

IT

- Among which, 60% of respondents anticipate hiring in

Tier 2 cities, such as Coimbatore, Indore, and Kochi, reflecting a growing interest in mid-tier regions.

- Another 30% of respondents plan to recruit from Tier 3 cities, such as Mysore, Visakhapatnam, and Mangalore, showcasing some exploration into smaller talent markets.

Manufacturing

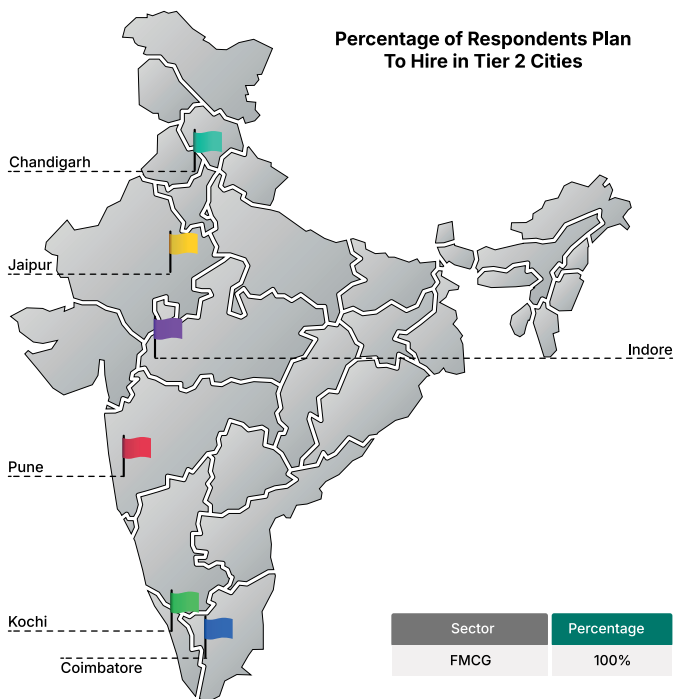
- While 33% of respondents foresee hiring in Tier 2 cities, like Jaipur and Coimbatore, suggesting lesser emphasis on mid-tier locations.

Pharmaceuticals & Healthcare

- 25% of respondents plan to hire in Tier 2 cities, such as Kochi and Indore, reflecting moderate interest in these regions.
- Only 5% of respondents foresee hiring in Tier 3 cities, like Mangalore and Mysore, indicating limited recruitment in smaller urban areas.

FMCG

- 100% of respondents in the FMCG sector expect to focus their hiring in Tier 2 cities, such as Indore, Coimbatore, and Kochi, emphasizing these regions as key talent hubs.



Hiring Demand for Freshers in 2025

The demand for freshers across industries is expected to be lower in 2025 compared to last year. On average, only 14% of all new hires across industries are expected to be freshers, marking a decline in fresh talent acquisition. However, some industries are still focusing on hiring freshers. Notably, the **Automotive** industry stands out with 21% of new hires projected to be freshers, the highest across all sectors. In contrast, the **Manufacturing** industry is projected to have the lowest demand for freshers, with only 5% of new hires expected to come from this group. **BFSI** also places a significant focus on freshers, with 20% of its new hires coming from this experience bracket. Other industries like **Pharma & Healthcare** and **IT** show moderate interest in freshers, with 9% and 20% of new hires expected to be freshers, respectively.

Demand for Candidates with 1-5 Years of Experience

The demand for candidates with 1-5 years of experience is set to be the highest across industries in 2025. Across all sectors, 55.2% of companies have expressed positive hiring intent for candidates in this experience bracket. In fact, 47% of all new hires across industries are expected to come from the 1-5 years experience group. Industries like **Manufacturing**, **Automotive**, and **Pharma & Healthcare** have strong demands for candidates in this experience range. Specifically, **Manufacturing** leads the way, with an impressive 70% of its new hires projected to be from this bracket, reflecting its high reliance on professionals with some experience but still in the early stages of their careers. The **Automotive** industry expects 52% of its new hires to come from the 1-5 years experience group, while **Pharma & Healthcare** expects 54% of their new hires to be from this range. **BFSI** also has a substantial focus on this bracket, with 50% of its new hires expected to be from candidates with 1-5 years of experience.

Demand for Candidates with 6-10 Years of Experience

For candidates with 6-10 years of experience, the demand is more diverse across industries. On average, 26% of new hires across all industries are expected to come from this experience group in 2025. The **Pharma & Healthcare** industry has the highest demand in this experience bracket, with 21.5% of new hires expected to be from candidates with 6-10 years of experience. The **IT** industry follows, expecting 25% of new hires to come from this experience group. **BFSI** also sees a significant proportion of its hiring coming from this bracket, with 20% of its new hires expected to be from candidates with 6-10 years

of experience. In contrast, the **Manufacturing** industry shows a more modest demand, with just 10% of its new hires coming from this experience range.

Summary of Key Hiring Trends

The demand for freshers is expected to be lower than last year across most industries, with significant variation between sectors. The demand for candidates with 1-5 years of experience continues to dominate hiring intent across industries, with **Manufacturing** and **Automotive** leading the way. Industries like **Pharma & Healthcare**, **BFSI**, and **IT** also exhibit strong interest in candidates with 1-5 years of experience. Meanwhile, the demand for candidates with 6-10 years of experience is highest in **Pharma & Healthcare**, with notable demand also observed in the **IT** and **BFSI** sectors. These trends reflect a strategic focus on both developing talent and tapping into experienced professionals to meet evolving business needs.

AI Use in Recruitment Across Industries

Across industries, there is a significant anticipated increase in the use of AI for recruitment activities in 2025, with a 38% rise expected in AI adoption for tasks such as screening, assessments, hiring recommendations, and interviewing. This trend highlights the growing role of technology in streamlining recruitment processes and improving efficiency. As companies continue to embrace AI, it is clear that these tools are becoming integral to recruitment strategies, helping organizations reduce bias, enhance candidate matching, and automate repetitive tasks.

AI in Recruitment Activities in the BFSI and IT Industries

The demand for AI in recruitment is particularly high in the **BFSI** and **IT** industries, with these sectors leading the way in adopting AI technologies. In the **IT** industry, 67% of respondents are using AI for making hiring recommendations, demonstrating a strong reliance on AI-driven tools to match candidates with suitable roles. This is further supported by the fact that 33% of IT industry respondents are also leveraging AI for the interviewing process. Similarly, **BFSI** respondents are fully incorporating AI in their recruitment, with 100% using AI for conducting interviews. This shows a deep integration of AI across the recruitment process in the BFSI sector, particularly in the interview stage, reflecting the industry's focus on enhancing candidate evaluation and improving the overall efficiency of the hiring process.

AI Use in Screening, Assessments, and Hiring Recommendations

In other sectors, the use of AI for recruitment activities like screening resumes, conducting assessments, and making hiring recommendations is gaining traction. **Manufacturing** respondents are leveraging AI to assess candidate skills, with 50% of them using AI for this purpose. This indicates a trend toward using AI to evaluate candidates' technical capabilities and fit for specific roles. On the other hand, **Automotive** respondents also show interest in AI for screening resumes and conducting initial interviews, with 50% considering AI tools for these tasks. Additionally, 50% of Automotive respondents are considering using AI for making hiring recommendations, showcasing a balanced approach to integrating AI into multiple stages of the recruitment process.

Industries Not Fully Embracing AI

Despite the growing trend of AI adoption, there is still a portion of industries that are hesitant to incorporate AI into their recruitment activities. Both the **Manufacturing** and **Automotive** sectors report that 50% of respondents are not currently considering AI for their recruitment processes. While these industries are exploring the potential of AI for specific tasks such as candidate skill assessment in **Manufacturing** and resume screening in **Automotive**, they have yet to fully integrate AI into their broader recruitment strategies.

AI for Conducting Initial Interviews

The highest demand for leveraging AI tools in recruitment across all industries is for conducting initial interviews. This is a clear trend showing that companies are focusing on automating the early stages of the hiring process to increase efficiency and ensure consistency. By using AI for initial interviews, organizations can handle larger volumes of applicants, reduce human biases, and streamline candidate selection. This shift reflects the increasing importance of AI in transforming recruitment into a faster and more data-driven process.

Summary of AI Trends in Recruitment

Overall, AI adoption in recruitment is on the rise, with sectors like BFSI and IT leading in their use of AI for a variety of recruitment activities, particularly in the areas of interviewing and hiring recommendations. The Manufacturing and Automotive industries are exploring AI's potential but have yet to fully embrace it across all recruitment stages. The use of AI for conducting initial interviews is becoming

the most common application across industries, indicating a strong desire to automate and optimize the early stages of hiring to enhance efficiency and candidate selection. As AI continues to evolve, it is likely that more industries will increase their investment in these technologies to streamline recruitment further and improve overall hiring outcomes.

In-Demand Skills Across Industries

The results from the Wheebox India Hiring Intent Early Career Edition Survey 2025 highlight the core skills that are increasingly prioritized by employers when hiring for various roles across industries. These skills reflect evolving workplace dynamics, organizational cultures, and the increasing need for adaptability in a rapidly changing job market.

Ethics: The Cornerstone of Organizational Culture

Ethics stands out as the most universally valued skill, with **100% of respondents** rating it as "extremely important." This underscores the fundamental role of ethics in shaping organizational culture, decision-making processes, and building trust both within teams and with customers. Employers are placing a strong emphasis on integrity and ethical conduct, highlighting the growing importance of these qualities in navigating modern workplace challenges and ensuring long-term business success.

Collaboration: Highly Valued for Team Success

The ability to work effectively with others is another crucial skill, with **54% of respondents** rating it as "very important" and **38%** considering it "extremely important." This reflects the growing value placed on collaboration, teamwork, and interpersonal communication in the workplace. As businesses become more global and interconnected, the need for strong collaboration skills is evident, allowing teams to effectively address complex issues and drive innovation.

Adaptability & Problem-Solving: Key to Managing Change

Adaptability and problem-solving emerge as key skills in today's dynamic work environments, with 85% of respondents viewing these skills as either "very important" (54%) or "extremely important" (31%). This reflects the increasing need for employees to navigate and thrive in environments marked by constant change and uncertainty. Employers are looking for candidates who can respond

to challenges with innovative solutions, ensuring that organizations remain resilient in the face of evolving market conditions.

Engagement Skills: Essential for Effective Communication

Engagement skills are another major focus, with **77%** of respondents rating them as “very important.” This highlights the crucial role that effective communication and emotional intelligence play in fostering strong relationships, both within teams and with clients or customers. Engagement skills are essential for motivating teams, resolving conflicts, and ensuring that employees remain connected and committed to organizational goals.

Self-Efficacy: Building Confidence and Independence

Self-efficacy, or the ability to believe in and achieve one’s goals, is also highly valued, with **62%** of respondents rating it as “very important” and **30%** considering it “extremely important.” This emphasizes the importance of individual confidence and independence, particularly in environments where employees are expected to take initiative and contribute proactively to their teams. Organizations are looking for self-assured candidates who can take ownership of their work and consistently perform at a high level.

Management Skills: Key to Leadership Success

Management skills continue to be in demand, with **69%** of respondents rating them as “important” and **15%** rating them as “extremely important.” The focus on management skills reflects the need for strong leadership in organizations, as managers play a critical role in guiding teams, setting goals, and ensuring that projects are completed efficiently. As businesses continue to expand, effective management becomes a cornerstone for achieving organizational objectives and ensuring operational success.

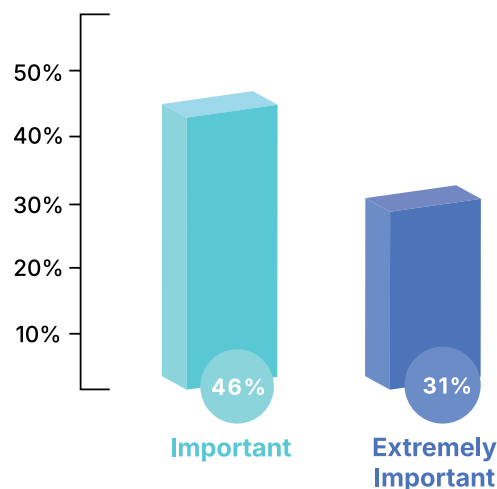
Cognitive Skills: Essential for Critical Thinking

Cognitive skills are also highly valued, with **54%** of respondents rating them as “very important” and **23%** considering them “extremely important.” These skills, which include critical thinking, analytical reasoning, and problem-solving, are essential for making informed decisions and navigating complex situations. Employers are increasingly seeking candidates who can think strategically, process information effectively, and make sound

judgments in fast-paced environments.

Digital Literacy & Data Fluency: Growing Necessity in a Tech-Driven World

Digital literacy and data fluency are becoming essential in today’s tech-driven environment, with **46%** of respondents rating them as “important” and **31%** as “extremely important.” These skills are crucial for navigating the digital landscape, utilizing new technologies, and making data-driven decisions. As more industries undergo digital transformation, employers are prioritizing candidates who possess the skills to leverage digital tools and analyze data effectively to drive business growth.



Technology Skills: A Divided Focus

When it comes to technology skills, opinions are somewhat divided. **38%** of respondents rate them as “very important,” while another **38%** rate them as “important.” This suggests that while technology skills are important, their priority may vary depending on the role and industry. Roles that are more technology-focused or in tech-driven sectors may require a deeper proficiency in these skills, while other industries may place a more moderate emphasis on them.

Summary of In-Demand Skills

This year’s survey results reflect a clear trend toward prioritizing foundational soft skills like ethics, collaboration, and problem-solving, alongside key competencies like digital literacy, management, and cognitive skills. As the workforce continues to evolve, employers are increasingly looking for well-rounded candidates who can adapt to change, communicate effectively, and contribute to the overall success of their teams and organizations. In-demand skills are no longer confined to technical expertise alone, with a strong focus on emotional intelligence, self-efficacy, and leadership abilities across industries.

Regional Hiring Focus Across Industries

The **Wheebox India Hiring Intent Early Career Edition Survey 2025** reveals regional trends that showcase how companies across industries are diversifying their hiring strategies. Employers are increasingly expanding their focus beyond metro cities to tap into talent pools in emerging cities, indicating a broader shift in recruitment patterns driven by regional growth, talent availability, and cost advantages.

Automotive Industry: Emphasis on Tier 1 with Growing Interest in Tier 2 Cities

In the **Automotive** sector, **83%** of respondents plan to hire in **Tier 1 cities**, demonstrating a continued preference for established metro regions. These cities are typically home to well-developed infrastructure, higher talent availability, and proximity to key industry hubs. However, **67%** of respondents are looking at **Tier 2 cities**, such as **Indore, Pune, and Coimbatore**, reflecting a growing trend to explore emerging talent pools outside traditional metros. These cities offer lower operational costs and an increasingly skilled workforce, making them attractive options for recruitment. While **17%** of respondents are considering **Tier 3 cities** like **Surat and Mysore**, it's clear that smaller urban regions are seen as supplementary markets for niche or specialized roles.

BFSI Industry: Strong Demand in Metro and Tier 2 Cities

The **BFSI** (Banking, Financial Services, and Insurance) sector shows a strategic blend in regional hiring. **50%** of respondents anticipate hiring in **Tier 1 cities**, consistent with the sector's historical reliance on metro regions for high-demand roles. More notably, **75%** of respondents are focusing on **Tier 2 cities**, such as Chandigarh, Kochi, and Jaipur, where demand for financial services is on the rise due to local economic growth and an expanding middle class. The sector is also projecting **38%** of hires from **Tier 3 cities**, such as **Visakhapatnam**, to diversify talent acquisition strategies, tapping into developing regions where recruitment costs may be lower and talent availability is growing.

FMCG Sector: Focused on Tier 2 Cities for Expansion

In the **FMCG** (Fast-Moving Consumer Goods) sector, **100%** of respondents are focusing hiring efforts in

Tier 2 cities, including **Indore, Coimbatore, and Kochi**. This is a clear indicator of how businesses in the **FMCG** sector are seeking to expand into growing regional markets where consumer demand is increasing. These cities offer a mix of skilled talent and lower costs, aligning with the industry's need for operational efficiency and talent scalability in production, logistics, and sales.

GIC Sector: Metro-Centric with Select Tier 2 Focus

The **Global In-house Centers (GIC)** sector shows a strong preference for **Tier 1 cities**, with **100%** of respondents anticipating hiring in metro regions. This is consistent with the global trend of companies establishing or expanding their operations in cities like **Bangalore and Hyderabad**, where the tech ecosystem is robust, and business services are highly developed. However, **50%** of respondents are also planning to hire in **Tier 2 cities** like **Pune and Jaipur**, as these locations offer opportunities for cost-effective recruitment and access to a growing pool of skilled professionals, especially in finance, technology, and data analytics.

IT Industry: Strong in Tier 1 with Expanding Interest in Tier 2 and Tier 3 Cities

In the **IT** sector, **70%** of respondents are prioritizing **Tier 1 cities**, recognizing the significance of tech hubs like **Bangalore, Delhi, and Hyderabad**. These cities remain the mainstay for sourcing top talent, given their advanced infrastructure and established talent pools. However, **60%** of respondents are also focusing on **Tier 2 cities**, such as **Indore, Coimbatore, and Kochi**, where IT industry expansion is on the rise due to infrastructure development, lower operating costs, and availability of skilled graduates. Notably, **30%** are looking to **Tier 3 cities**, like **Mysore and Visakhapatnam**, for cost-effective hiring solutions and to tap into growing talent markets that were previously underexplored.

Manufacturing Industry: A Balanced Focus Across Tiers

The **Manufacturing** sector has a **diverse regional focus**, with **50%** of respondents looking to hire in both **Tier 1** and **Tier 3 cities**. This balanced approach indicates that manufacturers are leveraging both well-established metro locations and smaller cities where talent is available at competitive rates. **50%** of respondents are eyeing **Tier 3 cities** such as **Surat and Nashik**, where manufacturing capabilities are growing, and industrial hubs are being

developed. Only **33%** are considering **Tier 2 cities** like **Coimbatore** and **Jaipur**, highlighting that these regions may not yet be a top priority for the sector.

Pharmaceuticals & Healthcare Industry: Metro-Centric with Some Interest in Tier 2 Cities

For the **Pharmaceuticals & Healthcare** sector, **70%** of respondents anticipate hiring in **Tier 1 cities**, signaling the continued reliance on metro regions where the healthcare infrastructure is well-established, and specialized talent is concentrated. However, **25%** of respondents plan to focus on **Tier 2 cities** like **Kochi** and **Indore**, indicating some interest in tapping into growing healthcare and pharmaceutical hubs outside major metros. The sector's limited focus on **Tier 3 cities (5%)** suggests that smaller cities may be less viable for recruitment, likely due to a lack of specialized talent pools.

A Shifting Focus Across Regions for Diverse Talent Pools

The **Wheebox India Hiring Intent Early Career Edition Survey 2025** highlights a clear shift towards regional diversification in hiring, as companies expand their recruitment efforts beyond traditional metro cities to tap into emerging talent pools in **Tier 2** and **Tier 3 cities**. While **Tier 1 cities** remain dominant, particularly in sectors like **Automotive** (83%), **IT** (70%), **Pharmaceuticals & Healthcare** (70%), and **GIC** (100%), there is a notable rise in hiring across **Tier 2 cities**. Sectors such as **BFSI** (75%), **Automotive** (67%), and **IT** (60%) are increasingly focused on these regions, attracted by lower operational costs, expanding skilled workforces, and local economic growth. **Tier 3 cities**, while secondary, are considered for specialized or cost-effective roles, with **Automotive** (17%) and **BFSI** (38%) turning to these areas for niche talent. The **FMCG** sector is entirely focused on Tier 2 cities, reflecting its need for efficient operations and access to emerging consumer markets. In contrast, **Manufacturing** takes a balanced approach, hiring in both Tier 1 and **Tier 3 cities** to tap into industrial hubs and competitive talent pools. This multi-tier strategy is helping industries optimize recruitment costs, support regional growth, and foster diverse talent acquisition across the country. By broadening their focus to include **Tier 2** and **Tier 3 cities**, companies not only access untapped talent but also contribute to the development of regional economies and build more diverse workforces with varied skills and perspectives.





PARTNER SPEAKS



ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

Greetings and congratulations to the Wheebox team for presenting the **12th edition of the India Skills Report 2025**. The theme of this year's report, 'Global Talent Mobility,' is highly relevant in today's interconnected world, where talent transcends borders. It is noteworthy that this year, approximately **5 lakh students** participated in the Global Employability Test (G.E.T), making the report a credible and comprehensive reflection of India's evolving talent landscape. Wheebox, in partnership with CII, AICTE, AIU, and other esteemed institutions, has consistently bridged the gap between talent supply and industry demand through these insightful reports.

As India progresses towards achieving developed nation status by 2047, as envisioned by our Hon'ble Prime Minister, equipping our youth with employable skills, technological expertise, and global adaptability is imperative. The India Skills Report 2025 highlights the need to align our workforce with the demands of a globalized labor market and Industry 4.0. This edition provides crucial insights for students, academia, industries, and policymakers, helping them navigate and prepare for the workforce challenges and opportunities of tomorrow.

AICTE takes immense pride in contributing to India's skilling ecosystem. This year, we launched several key initiatives aimed at empowering youth and strengthening employability. **The AICTE Career Portal**, developed in collaboration with Apna.co, leverages AI to provide skilling opportunities and facilitate tailored placements. Another flagship program, **the AICTE-EduSkills Virtual Internship Program**, created in partnership with Wadhvani Foundation, Ansys, and Midas Research and Development Centre, offers over **2,00,000 virtual internships**, enabling students to gain practical experience and bridge the gap between academic learning and industry needs.

Additionally, the **Juniper AI-Driven Campus Centre of Excellence**, established in collaboration with Juniper Networks and EduSkills, is enhancing the educational infrastructure in **500 institutions across India**, equipping students with cutting-edge technological expertise. The **Proficiency Program** is another milestone, allowing institutions to allocate



Prof. TG Sitharam
Chairman, AICTE

10% supernumerary seats for working professionals to attend short-term credit-based programs alongside regular students, thus fostering continuous learning and professional growth. To make skill enhancement more accessible, AICTE has also introduced flexible programs for working professionals, with **400+ colleges** now offering evening classes tailored to their schedules and specific needs.

AICTE has also prioritized **industry-academia mobility** through initiatives like appointing Professors of Practice (PoP) and launching the **BHARATI program**, which promotes the mobility of women PoP to strengthen knowledge exchange. Furthermore, platforms like the **AICTE Internship Portal**, with over **2 crore registered students** and **75,000 companies**, and the **AICTE Placement Portal**, focused on providing job opportunities to students from rural and tribal areas, are critical in shaping the future of young graduates.

The India Skills Report 2025 serves as a benchmark for stakeholders across the skilling ecosystem. By offering actionable insights into the talent value chain, the report enables students, educators, industry leaders, and policymakers to make informed decisions and contribute to making India the global talent capital. I am confident that this report will further bolster our efforts to elevate the aspirations and capabilities of India's youth, ensuring their readiness for the dynamic and ever-evolving global workforce.



ASSOCIATION OF INDIAN UNIVERSITIES (AIU)

As the Global Skills Mobility Partner, I am delighted to present before you the India Skills Report 2025, a significant initiative by Wheebox and ETS, which displays a beacon of insight into the evolving skill landscape of our nation. This report not only captures the pulse of employability trends in India but also serves as a critical roadmap for academia, industry, and policymakers striving to bridge the gap between education and employability.

The theme of employability, which lies at the heart of this report, has gained unprecedented significance in recent years. As India moves closer to becoming a global economic powerhouse, the onus lies on our educational institutions to produce not only knowledgeable graduates but also skilled, innovative, and future-ready professionals. The New Education Policy (NEP) 2020 has further emphasized the need for multidisciplinary education, experiential learning, and skill development as integral parts of India's academic framework—a vision that aligns seamlessly with AIU's initiatives.

The findings of the India Skills Report resonate deeply with the Association of Indian Universities' (AIU) mission to enhance the quality of higher education in India while ensuring its alignment with global standards and industry requirements. At AIU, we believe that education is not just the accumulation of knowledge but also the cultivation of skills, values, and adaptability that prepare individuals for the challenges of a rapidly changing world.

AIU has been instrumental in creating platforms and opportunities to bridge the gap between academic learning and industry demands. By fostering collaborations between universities, industries, and global education systems, AIU has championed the integration of skills and competencies into mainstream education. Our initiatives in capacity-building workshops, quality assurance, internationalization of education, and advocacy for experiential learning methods continue to pave the way for a more dynamic and skill-oriented educational ecosystem. AIU's comprehensive approach to skilling, education reform, and international collaboration positions it as a cornerstone



Dr. Pankaj Mittal

Secretary-General, Association of Indian Universities (AIU)

of India's vision for a vibrant, skilled, and globally connected workforce. By championing the integration of NEP 2020 and fostering innovative skilling initiatives, AIU is shaping a future-ready generation, poised to excel on the global stage. In near future, we are also planning to collaborate with NSDC, AIMA and other bodies to run skill enhancement program.

The India Skills Report provides actionable insights into employability trends and highlights areas that require collective attention. The data underscores the urgent need to revamp curricula, invest in upskilling and reskilling programs, and strengthen industry-academia partnerships. It also reveals the resilience and potential of India's youth—a resource that will shape our nation's future.

As we analyze the report, it is imperative that we commit ourselves to ensuring that every graduate in India is empowered with not just a degree but also the skills and capabilities required to thrive in a competitive global landscape. At AIU, we reaffirm our commitment to this cause, working in synergy with stakeholders across academia, government, and industry to drive innovation, inclusivity, and excellence in higher education.

I congratulate Wheebox, ETS, and all contributors for producing such a thought-provoking and impactful report. Together, let us continue to nurture the immense potential of India's youth and build a workforce that is not only employable but also capable of shaping a better tomorrow.

CONFEDERATION OF INDIAN INDUSTRY



Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, with around 9,000 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 365,000 enterprises from 294 national and regional sectoral industry bodies.

For more than 125 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. With its extensive network across the country and the world, CII serves as a reference point for Indian industry and the international business community.

In the journey of India's economic resurgence, CII facilitates the multifaceted contributions of the Indian Industry, charting a path towards a prosperous and sustainable future. With this backdrop, CII has identified "Globally Competitive India: Partnerships for Sustainable and Inclusive Growth" as its Theme for 2024-25, prioritizing 5 key pillars. During this year, it would align its policy recommendations, initiatives, and activities with this overarching framework to facilitate strategic actions for driving India's global competitiveness and growth through a robust and resilient Indian Industry.

CII Centre of Excellence on Skills

CII has been working since 1987 towards building a robust skill development ecosystem in India, through policy advocacy and on-ground initiatives, forming a bridge between Industry and the youth.

Policy Advocacy:

CII works closely with the Stakeholders – Industry, Ministries (Ministry of Skill Development & Livelihood, Ministry of Labour & Employment, Ministry of Corporate Affairs,

Ministry of External Affairs, NITI Aayog etc fostering public-private partnerships, designing industry-relevant skilling programs, aligning skill policies with industry demands and enhancing workforce readiness and employability.

CII worked closely with the government to bring about the 1st National Policy on Skill Development in 2008 and has engaged extensively with MSDE on the 2nd National Policy on Skill & Entrepreneurship 2015. Based on extensive industry consultations, CII recommendations were incorporated in the Amended Apprenticeship Act 2014. CII has played a key role in the Upgradation of the 1396 Industrial Training Institutes through Public Private Partnership and Modular Employable Skills (MES) Scheme

CII worked closely with the Ministry of External Affairs for implementation of Migration and Mobility Partnership Agreements (MMPAs), signed by Government of India with France, Germany, Japan, Portugal, and UK.

Incubation of NSDC & SSCs

Bolstering the India Skills ecosystem, CII incubated the National Skill Development Corporation (NSDC) and 11 Sector Skill Councils (SSCs) – Beauty & Wellness, Banking, Financial Services and Insurance (BFSI), Furniture & Fittings, Healthcare, Infrastructure Equipment, Life Science, Logistics, Paint & Coatings, Green Jobs, Persons with Disability & Tourism & Hospitality Sector Skill Council.

CII Model Career Centres

The CII Model Career Centres (MCCs) are Industry-led employment facilitation centres linking job seekers to job providers. They provide a key talent sourcing service to Industry while making social impact. MCCs provide job seekers with psychometric-based career counselling, soft & employability skills and placement support.

Initially, CII had set up 3 Model Career Centres in Chennai, Gurugram & Mumbai now have been scaled up to 41 pan India on a hub and spoke model, with many in partnership with Central or State Governments.

Since its inception, CII MCCs have imparted Career Counselling and soft & employability skills to more than 10.25 Lakh youth and provided placement to more than 6.8 Lakh youth.

CII Multi Skill Training Institutes (MSTIs)

The MSTIs are based on a unique multi-corporate, multi-skilling model with an objective to impart vocational training to local youth. MSTIs assess Industry requirements before training youth and provide them with employment/self-employment opportunities.

They offer state-of-the-art labs to facilitate domain training and assessments, practical classroom training, soft-skills and placement linkages as well as hostel facilities.

Awarding Body

CII has been designated as an Awarding Body under the National Council of Vocational Education and Training (NCVT), Government of India.

Under this initiative, CII is mapping the industry's training initiatives and aligning them with the National Credit Framework (NCrF). This will enable candidates trained by the industry to get credit-based certificates as per the National Education Policy.

Industry Led Training

CII has partnered with Ecole hôtelière de Lausanne, Switzerland, the world's no 1 hospitality school to deliver 18-month Swiss Professional Diploma in Hospitality through our industry partners – Taj, ITC & Hyatt hotels, providing training IN and BY Industry, to ensure quality training and employability.

CII is now scaling this in other sectors like BFSI, Animation, Manufacturing Healthcare etc.

Apprenticeship

As a Third-Party Aggregator (TPA), CII facilitates Apprenticeship with Industry under National Apprenticeship Promotion Scheme (NAPS) and National Apprenticeship Training Scheme (NATS). and acts as a bridge between Industry and youth seeking apprenticeship opportunities, facilitating and streamlining the entire process for the stakeholders.

International Pathways

CII is India's first and largest sending organisation under the Japanese Technical Training Intern Program (TITP). mobilizes interns & provides 6 months pre-departure training on Japanese language & culture training, delivered by Japanese Nationals in India. These internships have been in Internships in Manufacturing, Automobile Maintenance, Electronics, Caseworker and Accommodation, Agriculture and Food Processing sectors.

CII mobilizes trained youth and provides them 6 month Japanese language and cultural training and thereafter, sends them to Japan as Technical Interns for a period of 1 to 5 years.

CII has also created pathway for skilled Indian talent like Ship Painters & Sand Blasters, Heavy Vehicle maintenance (Truck Mechanics), Car Mechanic job roles, to Finland and Australia. CII is scaling this with other countries like France, South Korea, Middle East, Germany etc

Annual Publications

CII publishes two key annual reports on skilling and employment: **CII Wheebox India Skills Report:** Engaging 380,000+ students and 150+ corporates, Report assesses employability and explores future skilling strategies and presents insights from industry and academia.

India Taggd Decoding Jobs: Based on input from 200+ industry leaders, it examines India's evolving job and talent landscape, highlighting best practices, challenges, and in-demand skills for emerging roles.

Creating Aspirations for Skills

Recognizing the need for building aspirations of the youth, CII started the Regional and National WorkSkills competition in 1987, and supporting the Ministry of Skill Development on IndiaSkills and WorldSkills Competition.

Business20 under India's Presidency

As part of Business 20 India (B20 India), CII drove the agenda through the Task Force on the Future of Work, Skilling & Mobility (FoW,S&M). The task force had 12 chairs from India and other countries, along with 179 members from across B20 and invitee countries. Recommendations were drafted on the three pillars of Future of Work, Skilling & Mobility, many of which were adopted by the G20 Employment Working Groups and were included in the 'G20 New Delhi Leaders' Declaration'.

ASAP KERALA IMPROVING EMPLOYABILITY

"As Kerala advances towards a knowledge-based economy, the Department of Higher Education is dedicated to equipping youth with the skills needed to thrive in a dynamic workforce. By providing pathways that align student aspirations with industry demands, Kerala aims to create a skilled, adaptable generation. ASAP Kerala plays a key role by offering industry-focused skill development programs that bridge the gap between academic learning and practical skills. These programs help students access quality job opportunities. Through its involvement in the India Skills Report 2025, ASAP Kerala ensures educational strategies align with economic goals, fostering a skilled, employable workforce to drive Kerala's growth."

ASAP Kerala - Improving Employability

The Additional Skill Acquisition Programme (ASAP) Kerala, launched in 2021 under the Kerala Government's Higher Education Department, is a Public Service Undertaking recognized by NCVET as both an Awarding Body and Assessment Agency. With an ISO 21001:2018 certified management system, ASAP Kerala offers industry-relevant skill training to students through online platforms, schools, colleges, and Community Skill Parks. Courses are available in sectors like Banking, IT, Healthcare, Media, and Agriculture, developed with input from industry experts and advisory councils. Training is provided in offline, online, and blended formats, in collaboration with institutions like IIT Palakkad. On-the-job training and internships are key components, with placement opportunities offered upon course completion. Over the past decade, ASAP Kerala has trained more than 2.5 lakh students, primarily from higher secondary schools, boosting their employability in various sectors.

ASAP Kerala plays a crucial role in bridging the gap between academic learning and the skills employers seek. Its industry-focused programs are designed to enhance students' abilities in areas they are passionate about,



Dr. R. Bindu

Minister of Higher Education & Social Justice
Government of Kerala

empowering them to access quality employment aligned with their career goals. The India Skills Report, which analyzes industry expectations and identifies skill gaps, guides educational policy. ASAP Kerala's involvement in the India Skills Report 2025 reflects the Kerala Government's commitment to aligning education with economic needs. This collaboration aims to build a highly skilled, employable workforce, driving sustainable growth and innovation in Kerala. Together, we can create a prosperous future by harnessing the power of skilled youth.

ASAP Kerala's Major Initiatives

1. Customized Skill Training

ASAP Kerala offers skill training for individuals selected by government agencies, including programs for fisherwomen's children, girls from low-income backgrounds, and career break women. CSR funds from companies like Cochin Shipyard and Federal Bank support these initiatives, including the Super 100 program for tribal students.

2. Community Skill Parks

ASAP Kerala operates 16 Community Skill Parks offering specialized training in sectors like banking, IT, automotive, and healthcare, in collaboration with industry leaders.

3. Centres of Excellence (CoE)

ASAP Kerala has set up industrial-grade labs, including AR/VR, Electric Vehicle, Drone Technology, and Paint Academies, to deliver advanced training.

4. Community Colleges

ASAP Kerala supports D.Voc programs at AICTE-approved community colleges, offering skill training with industry connections and financial assistance for students.

5. Placement and Internship

ASAP Kerala places over 2,000 students annually and organizes "ASPIRE" placement drives. The government also designated ASAP as the nodal agency for internships across departments.

6. Talent Building Initiatives

ASAP Kerala runs various initiatives like College Student Induction, Summer Quest, Placement Readiness, and Ideathons to enhance skills and foster innovation among youth.

7. Curriculum Development & NSQF Alignment

ASAP Kerala develops NSQF-aligned courses and a certification platform, with courses listed on the National Qualification Register.

8. Accreditation Agency

ASAP Kerala accredits skilling agencies across the state, ensuring quality training and assessments.

9. Aptitude Competency Assessment

ASAP Kerala developed the Kerala School Aptitude Test (KSAT), assessing career paths for 8th and 10th-grade students, adopted by Samagra Shiksha Kerala.

10. Nodal Agency for Skill Development

ASAP Kerala assists colleges in establishing Centres for Skill Development and Career Planning to enhance undergraduate outcomes in Kerala.

Achievements and Recognition

1. ISO 21001:2018

ASAP Kerala received ISO 21001:2018 certification from IRCLASS on June 27, 2024, for meeting international standards in educational management.

2. Dual Recognition

ASAP Kerala is the first in Kerala to earn dual recognition as both an Awarding Body and Assessment Agency by NCVET.

3. Best Practice in Skilling (2017)

ASAP was recognized by Niti Aayog as a national 'Best Practice in Skill Development' aligned with UN SDG Goal 4.

4. ADB Award (2020)

The Asian Development Bank honored ASAP Kerala as the 'Best Project for Effective Gender Action Plan Implementation' in India.

5. FICCI Award (2022)

ASAP Kerala was recognized by FICCI for 'Best Practices in Skilling and Employability' at the 'Made in Kerala' Awards 2022.

6. India Skills Report (2022 & 2024)

ASAP contributed to Kerala's top ranking in youth employability and female employability, with cities like Thiruvananthapuram, Kochi, and Kozhikode ranked among the top 10 for talent.



GUJARAT SKILL DEVELOPMENT ECOSYSTEM

Gujarat has been a leader in skill development, aligning with Prime Minister Narendra Modi's vision of Skill India. In 2009, the state launched the "Kaushalya Vardhan Kendra (KVK)" program, establishing over 500 skill centers across blocks through Industrial Training Institutes (ITIs). Over the past decade, this initiative has positively impacted more than 19 lakh individuals, primarily rural women, by promoting inclusive growth and sustainable livelihoods. Complementing Gujarat's efforts, national schemes like the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Shikshan Sansthan (JSS), and Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDUGKY) work in synergy with state programs, collectively driving India's skill enhancement agenda.

Mukhyamantri Bhavishya Lakshi Kaushal Vikas Yojana (MBKVY)

To equip its youth with skills for evolving job markets, Gujarat launched the Mukhyamantri Bhavishyalakshi Kaushalya Vikas Yojana (MBKVY) in 2022-23. Offering training in 92 industry-aligned courses across sectors like healthcare, IT, and green jobs, the program has trained over 13,154 candidates using advanced facilities and existing infrastructure.



Mukhyamantri Skill Development Initiative

Gujarat's Mukhyamantri Skill Development Initiative (MSDI), launched in 2022-23, unifies state skill efforts, optimizing infrastructure to train over 5 lakh candidates annually. By coordinating across departments, MSDI offers diverse programs from NSQF levels 1 to 8, skilling 5,68,246 youth in its first year.

"Kaushalya" the Skill University

Gujarat's "Kaushalya"—The Skill University (KSU) is redefining education by integrating employability with learning. Established under state legislation, KSU offers over 100 courses across six schools, including Drones and Liberal Arts, enrolling 15,000+ students and certifying 9,640. With industry partnerships, KSU ensures demand-driven training, enhancing job prospects and economic growth.

Skilling at ITIs

Gujarat boasts 558 ITIs (288 government, 101 grant-in-aid, and 169 self-financed), training 2.16 lakh students annually, with 30 ITIs for women and 19 for persons with disabilities. The state offers 132 trades under NCVT and GCVT patterns and leads with 85% seat utilization, enrolling 1.36 lakh trainees. Through 171 Public-Private Partnership (PPP) ITIs, industries actively support infrastructure and operations. Initiatives like convocation ceremonies and English exams for ITI students enable Class 12th equivalence, with 47,485 candidates registered for the program.

These efforts elevate vocational training, aligning education with industry demands and enhancing employability.



Mukhyamantri Apprenticeship Yojana

The Mukhyamantri Apprenticeship Yojana trains youth in industrial environments, with over 32,000 establishments registered in Gujarat. In FY 2022-23, 1,21,710 apprentices were engaged, and industries received financial incentives beyond the National Apprenticeship schemes..



Mega ITIs

Gujarat is developing 41 Mega ITIs as Nodal centers to offer advanced training in emerging technologies. These ITIs will feature sector-specific Centers of Excellence, providing demand-based courses, faculty development, and industry collaboration, with companies like Nokia, Siemens, and L&T already on board.



Gujarat Apex Training Institutes (GATI)

Under the Gujarat Apex Training Institutes (GATI) project, 4 Centers of Excellence and 8 Institutes of Training of Trainers (iToTs) are being established to offer technology training and develop skilled trainers, with a focus on market-driven courses and teacher development.



Mini ITIs

Gujarat is establishing Mini ITIs in collaboration with industries within GIDC estates to offer industry-relevant training and enhance local employment opportunities. These Mini ITIs will train youth in trades aligned with local industries, with support from industries providing equipment and expertise. The government will facilitate land allocation and construction, ensuring practical training for improved employability in local sectors.

Project Sankalp

Project Sankalp in Gujarat promotes an industry-driven skill development ecosystem, encouraging partnerships between industry associations and GSDM. The program offers demand-based training in manufacturing and service sectors, providing financial incentives for recruitment, training, and stipends. It aims to create employment opportunities by aligning training with National Skills Qualifications Framework (NSQF) and company-specific roles. As of now, 3,100 candidates have been trained under this initiative.

"SAKSHAM" KVK 2.0

Gujarat pioneered skill development with the "Kaushalya Vardhan Kendra (KVK)" in 2009, later revamped as "Saksham"-KVK 2.0. This initiative offers short-term training in NSQF levels 1-3, focusing on diverse beneficiary groups like women, PwD, transgender community, and senior citizens. To date, around 2,100 candidates have been trained under Saksham.

ANDHRA PRADESH

This section highlights the various achievements of the Andhra Pradesh State Skill Development Corporation (APSSDC) along with various other initiatives to upskill and expand possibilities for jobs among the youth in India.

Training & Placements:

- Over 27.72 lakh beneficiaries have been trained since 2014
- Academic Schemes - Trained 22.55 lakh students
- Unemployed Youth - Trained 5.17 lakh approx unemployed youth of the state
- Job Melas/ Fairs - Facilitated 2.79 lakh candidates with placements

Vision

To develop a holistic framework that nurtures the talent of Andhra Pradesh (AP) youth, aligning with the evolving industrial landscape and fulfilling the skilled manpower needs of all stakeholders in the state.

Objectives

- **Brand Development:** Establish an aspirational brand for skilling, enhancing recognition of AP youth at national and global levels.
- **Credit Transferability:** Implement systems that ensure multi-entry and exit options in skill development programs.
- **Technology-Enhanced Learning:** Promote hands-on learning experiences supported by technology, along with lifelong learning opportunities.
- **International Mobility:** Facilitate opportunities for youth to gain international experience.
- **Future Planning:** Create a comprehensive blueprint for AP Skill Vision 2030

Skill Census:

The Government of Andhra Pradesh has launched a Skill Census to assess existing skill sets and identify gaps in the



Nara Lokesh

Minister for Human Resources Development of
Andhra Pradesh

labor market. This initiative aims to cover approximately 1.6 crore households, evaluating the skill levels of a population of 3.54 crore across various sectors. Utilizing methodologies such as household and industry surveys, the census will inform effective policies for skill development. The NAIPUNYAM portal will manage the census, employing AI-based skill profiling and adaptive assessments to enhance accuracy.

To promote participation, a multichannel approach is being utilized, including door-to-door enumeration through existing government programs and support from educational institutions. Individuals can also self-enumerate via a user-friendly web and mobile application. The pilot census has commenced in the Mangalagiri Assembly Constituency, involving 734 enumerators and aiming to complete the process by October 30, 2024. The initiative will be closely monitored at various levels to ensure its success, ultimately striving to align workforce skills with industry requirements in Andhra Pradesh.

Other Achievements and Highlights

A. AP Skill Cascade Initiatives

- **Skill Colleges:** One Skill College per Parliamentary Constituency (26 skill colleges) offering high-end courses for

graduates. So far, 4,904 candidates trained, and 3,174 placed with an 64.72% placement record.

- **Skill Hubs:** 192 Skill Hubs across 175 Assembly Constituencies offering training catering to the local industrial demand. So far, 24,989 candidates trained and 10,147 placed.

- **Skill Spokes:** Training centers operated by industries within their premises offering customized training leading to captive placements. So far, 17,802 candidates have been trained, and 16,969 placed with 95.32% placements.

Key Highlights (AP Skill Cascade)

- **Industry Partnerships:** Established an industry partner for each institute to enhance placement support.

- **In-House Training:** Developed internal training capabilities, including infrastructure and human resources.

- **Stakeholder Collaboration:** Fostering collaboration with various stakeholder departments.

- **Wide Beneficiary Coverage:** Training programs cater to school dropouts, SLLC graduates, and postgraduates.

- **Global Collaborations:** Partnerships with the Government of India (GOI) and international agencies for overseas placements.

B. Academic Initiatives

- CM Skill Excellence Centres in 100 Engg. Colleges

- Employability Skill Centres in 498 Degree Colleges

Key Highlights (Academic)

- **Blended Training Modes:** Combination of online and offline training.

- **Industry Certification:** Courses in emerging technologies.

- **Soft Skills Development:** Focused on employability skills, life skills, and soft skills.

- **Extensive Coordinator Network:** A vast network of in-house coordinators and trainers for effective program implementation.

- **Student Impact:** 22,55,716 students trained through academic programs.

- **Industry Collaborations:** Partnerships with organizations like Dassault Systems, UiPath Academy, Samsung PRISM, Oracle Academy, C-DAC, Microsoft-SAP Labs, AWS Academy, and Wadhwani Foundation.

C. Central Government Skill Development Initiatives

Implementation of flagship skill development schemes from various GOI departments, including:

- Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

- Pradhan Mantri Vishwakarma (PM Vishwakarma)

- Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP)

- Jal Jeevan Mission (JJM) Key Highlights (Central Government)

- A total of 205,714 candidates trained under various central government-sponsored schemes.

D. Skill Universe Application

A comprehensive web portal serving as a one-stop solution for aspirants and industries, featuring real-time analytics on skill training and employment opportunities.

Key Highlights (Skill Universe Application)

- **Single Platform:** Consolidation of all skill initiatives in the state.

- **Lifecycle Management:** Ensures tracking of the student lifecycle.

- **Innovative Technology:** Features like facial recognition attendance and digital certificates.

- **Departmental Convergence:** Integration with line departments for enhanced coordination.

- **Mapping and Tracking:** Continuous placement tracking and industry-aspirant mapping.

- **GOI Integration:** Seamless integration with GOI portals such as Skill India and Apprenticeship programs.

TRIPURA

The state of Tripura has demonstrated a visionary approach to skilling and employability through a series of groundbreaking initiatives aimed at empowering its youth and fostering economic diversification. At the forefront is the Mukhya Mantri Dakshyata Unnayan Prakalpa (MMDUP), launched in 2023-24 with an outlay of ₹50 crores over five years. This ambitious program leverages public-private partnerships to provide advanced, market-demand-based skill training, upgrade the capabilities of workers in traditional sectors, and facilitate international placements. A major highlight is the establishment of a Drone Technology Centre at Tripura Institute of Technology (TIT), Narsingarh, equipping youth with future-ready skills in drone operation, maintenance, and design.

In a significant stride, the state unveiled the Tripura Skill and Entrepreneurship Policy 2024, aimed at positioning Tripura as the skilling hub of Northeast India. The policy focuses on empowering individuals aged 15-45, with a strong emphasis on gender balance in non-traditional sectors. It addresses critical challenges such as low vocational training coverage and high unemployment by aligning training programs with industry demands in priority sectors like rubber, bamboo, logistics, and green jobs. The policy also aims to establish five Centres of Excellence, improve labor market information systems, and encourage inclusivity, particularly in women's workforce participation. Importantly, it adopts a dynamic approach, with provisions for periodic revisions every five years to remain responsive to industry trends and technological advancements.

Tripura's collaboration with NASSCOM, formalized through an MoU, integrates the Future Skills Prime program into the state's academic curriculum, offering specialized training in artificial intelligence, machine learning, blockchain, and other emerging technologies. This initiative aligns with the Ministry of Electronics and Information Technology's vision to digitally empower the workforce and prepare them for global opportunities.

The state has also prioritized comprehensive skill



development through its Directorate of Skill Development (DSD), which works to align training with market needs and improve employability. A unique initiative under the DSD involves career guidance for female students in 983 schools, providing them with tools to navigate opportunities in higher education, competitive exams, and skill training. These efforts underscore Tripura's commitment to fostering an inclusive and informed workforce.

Recognizing the importance of IT and digital skills, Tripura has made significant advancements in education and training infrastructure. Institutions like Tripura University, NIELIT Agartala, and NIT Tripura collectively contribute to over 1,770 annual intakes, offering diverse courses such as M.Tech, MCA, BCA, and specialized diplomas. The state has further bolstered digital literacy through capacity-building initiatives under the Digital India mission. This includes advanced e-Governance training for policymakers and state officials, ensuring effective implementation of technology-driven solutions.

Tripura's holistic approach extends to creating economic opportunities by targeting high-growth sectors such as tourism, bamboo, and rubber processing. With policies aligned to national programs like "Make in India" and "Atmanirbhar Bharat," the state is fostering inclusive growth and positioning itself as a model for workforce transformation. Tripura's progressive skilling ecosystem not only addresses the current market demands but also prepares its youth to excel in future-ready industries, solidifying its role as a strategic partner in India's journey toward economic empowerment.

APPENDIX

Survey Methodology and Data Collection

The **India Skills Report 2025** integrates two complementary studies: the **Wheebox Global Employability Test (G.E.T)** and the **India Hiring Intent Survey - Early Career Edition 2025**. Together, these studies provide a comprehensive analysis of employability trends and hiring intentions within India's dynamic labor market.

Wheebox Global Employability Test (G.E.T)

The **Wheebox Global Employability Test (G.E.T)** serves as a tool for assessing the employability of young individuals in India, with a focus on evaluating their preparedness for the evolving job market. The G.E.T was conducted as an extensive online skill evaluation, engaging over **650,000 students** from diverse educational backgrounds across India and select regions globally. The survey was designed to capture a wide range of demographic and skill-related data, which were analyzed to generate valuable insights on employability levels.

To ensure accuracy and representativeness, **statistical methodologies** were applied to ensure unbiased results and prevent data polarization. The evaluation included a range of parameters, such as:

- **Educational Domains:** Identifying the specific fields of study that align with employability.

Skill-Oriented Employability: Assessing the technical and non-technical skills necessary for the workforce.

State-Specific Employability: Highlighting the top-performing states in terms of employability readiness.

City-Specific Employability: Ranking cities based on employability prospects.

Gender-Specific Employability: Understanding employability trends across different genders.

Expected Salary Ranges: Gaining insight into salary expectations across various sectors.

Interest in Internship Opportunities: Gauging the demand for internships and work experience.

Psychometric Evaluations: Evaluating personality traits and cognitive abilities.

The structured survey format ensured robust data collection, capturing both **qualitative and quantitative insights**. By analyzing demographic factors such as age, gender, and region, the study ensured that the results were reflective of the broader student population, thus preventing any potential bias in the findings.

India Hiring Intent Survey - Early Career Edition 2025

The **India Hiring Intent Survey - Early Career Edition 2025** focused on the hiring trends and preferences of more than **1,000 corporate entities** spanning **15 diverse industries**. This survey was conducted between **September and November 2024**, leveraging online platforms to gather comprehensive responses from industry leaders and human resources professionals across multiple sectors. The survey aimed to provide forward-looking insights into hiring expectations for 2025, capturing both quantitative and qualitative data related to hiring patterns, recruitment strategies, and talent demand.

The survey was a collaborative initiative between **Taggd** and **PeopleStrong**, ensuring a diverse and representative sample of respondents from various industries. The survey covered key topics such as:

Industry-Specific Hiring Trends: Assessing recruitment needs across multiple sectors, including **Automotive, IT, BFSI, Pharmaceuticals**, and others.

Regional Hiring Intent: Understanding the regional focus of employers, including hiring in **Tier 1, Tier 2, and Tier 3** cities.

Experience Bracket Focus: Gaining insights into preferred experience levels (Freshers, 1-5 years, 6-10 years) for recruitment.

Emerging Skills Demand: Identifying in-demand skills and competencies that employers expect from early-career professionals.

The survey methodology involved extensive **data cleaning** and **statistical analysis** to ensure high-quality, reliable results. Responses were anonymized and aggregated to adhere to **national and international privacy regulations**, maintaining confidentiality and the integrity of the data collection process. The results provide a clear picture of the evolving recruitment landscape in India, offering organizations valuable insights into the talent demand and workforce expectations for 2025.

Data Analysis and Reporting

The combined insights from the GET and the India Hiring Intent Survey were analyzed using advanced statistical techniques, ensuring a **robust and comprehensive report**. By blending quantitative data from large-scale surveys with **qualitative insights**, the report provides a nuanced understanding of both employability and hiring trends in India.

In summary, the **India Skills Report 2025** offers an in-depth analysis of India's current and future talent landscape, built on a foundation of rigorous data collection and analysis that adheres to relevant regulations. The insights from this report aim to facilitate informed decision-making among employers, educators, and policymakers, helping to shape the future of India's workforce.

Thank you for your continued interest in the **India Skills Report 2025**. We trust the findings and insights presented in this report will contribute to your understanding of the current hiring trends and employability challenges in India.

Invitation to Explore Additional Resources

Dear Readers,

In our ongoing commitment to transparency and providing comprehensive information, we are pleased to invite you to explore the extensive resources accompanying the **India Skills Report (ISR)**. This report represents a significant effort to provide actionable insights into India's talent landscape, and we believe that further exploration of the materials behind it will offer you a deeper understanding of the research methodologies, findings, and analysis.

The following key points outline the materials available to help you verify and expand upon the research conducted for the ISR, ensuring you have a thorough understanding of the data and insights provided:

1. Extended Information

We encourage you to delve deeper into the specific details and supporting data sets featured throughout the report. These supplementary materials provide an expanded view of the ISR's findings, offering a more granular breakdown of the data, trends, and analyses. This extended information will help you gain a clearer and more comprehensive understanding of the report's key insights, especially when it comes to industry-specific trends, regional differences, and skills gaps.

2. Enhanced Understanding

To enrich your experience and enhance your understanding of the report's primary content, we have included a variety of supplementary resources throughout. These

resources include **additional context, visual aids, and detailed data sets** designed to provide clarity and further elucidate the findings of the ISR. Visual representations of trends, comparisons, and regional variations have been strategically placed to allow you to better interpret and internalize the key takeaways from the report.

3. Reader's Discretion

These resources are available at your discretion, allowing you to explore them as needed. While the ISR is designed to be accessible and concise in its main content, we understand that some readers may wish to dive deeper into certain aspects of the research. The inclusion of these supplementary materials does not disrupt the report's flow but provides an avenue for those seeking more in-depth insights and additional details. You are free to engage with these resources as you see fit, enabling you to tailor your experience based on your specific interests and needs.

4. Comprehensive Documentation

The appended materials in the report include a comprehensive set of **raw data sets, technical specifications, survey instruments, reference links, and sources**. These documents provide further transparency into the research process and methodologies, ensuring the rigor and reliability of the findings presented. Whether you are looking for the exact survey questionnaires used, specific statistical methods applied, or access to the original data, these resources are designed to give you all the tools needed to evaluate and verify the findings of the ISR independently.

5. Research Methodology Transparency

For those interested in the methodology behind the data collection, we have included detailed documentation on the **survey design, sampling techniques, statistical analyses, and data validation procedures**. This ensures that the report's conclusions are based on sound, well-supported data and aligns with best practices in research transparency and integrity.

We trust that these additional resources will provide valuable context and help you gain a deeper, more nuanced understanding of the **India Skills Report 2025**. Should you wish to explore any specific areas of the report further, these materials will guide you in your investigation.

Thank you once again for your interest in the **India Skills Report 2025**. We hope that these supplementary resources empower you to make informed decisions based on the insights shared and contribute to advancing discussions on India's workforce development and future growth.

Sincerely,

India Skills Report 2025 Team

India Skills Report

2025 Team



Praveen Dwivedi
SVP Government Business
Wheebox ETS



Amit Mathur
VP Prod Innovation
Wheebox ETS



Rishabh Lakhotia
GM Brand & Digital Sales
Wheebox ETS



Muskan Gupta
AM - Intellectual Property
Wheebox ETS



Kabir Krishna
Deputy Director - Skill Development
& Livelihood, Confederation
of Indian Industry



Kamakshi Pant
Chief Business Officer
Taggd

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