



Key Insights into the Post-Covid Landscape of Talent demand and Supply in India

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Introduction

This edition of the India Skills Report sheds light on the changing employability landscape of the nation, post the COVID pandemic. The workforce of India has been changing gradually, to meet the growing demands of modern industrialization through digitization. The pandemic revealed the increasing reliance on technology in every sector. The study aims to give insights on the skill gaps that exist in the employable population across India specifically when the Demand and Supply of talent is hugely impacted due to the pandemic. The report captures the skill levels of the supply side and needs of the demand side in the talent supply chain.



Key Highlights

- Sectors like Banking & Financial Services & Insurance, Software/Hardware, IT and Internet businesses have been the major recruiters for 2021.
- Delhi – NCR, Karnataka, Maharashtra have been marked as the states with maximum hiring activities whereas Delhi – NCR, Orissa and Uttar Pradesh have been addressed as the states with maximum supply of employable talent.
- From the data collected during the Employability test for aspiring professionals, it was revealed that 45.9% of the youth were considered highly employable resources. This is far less than the previous years, indicating a skill gap in education. The percentage of highest employable talent in the age group of 18-21 years old stood at 40%.
- From the data collected from employability scores among men and women, it was identified that the percentage of women scoring a higher employability score, was more than men. While 46.8% of the women nationwide were considered employable, a much lower percentage of 45.91% of male employable resources were uncovered. However, the contrasting statistic is the ratio of workers being 64% males and 36% females across all industries.
- B. Tech/B. E students were found the most employable with 46.82% employable talent in this domain. MBA students are slightly behind with 46.59% employable talent, followed by BA students with 42.72% employable talent.
- Most Employable age group was found to be between 18-21 years old, indicating a structural change in the employability landscape of the future.
- Kerala, acclaimed for its high literacy rate, did not make it to the list of top 10 states in terms of employability. Kerala has the highest employability for ages 26-29 who are lacking in job opportunities for aspiring professionals. The lack of corporate infrastructure and job opportunities in the state of Kerala and Rajasthan is evident, owing to the poor representation within the states to offer employment for its urban and suburban residents.
- 47% of the Industry employers in the 2021 survey, reported a positive hiring intent while 36% are looking comfortable with their existing infrastructure. 17% of employers expressed a negative hiring intent, stating that they are not looking to hire at all. These figures are significantly lower than the 56% positive hiring intent recorded in the year 2020.
- The industries expected to hire most are Pharma & Healthcare with an upward trend of 37%, followed by Engineering & manufacturing with an uptrend of 33% and then the Core & Energy sector with 30% increment in hiring. The Automotive industry expressed the least in terms of hiring more employees with only a 10% uptrend expected in 2021.
- Candidates with 1-5 years of work experience are in higher demand, sought after by over 40% of employers across industries. Freshers form only 16% of the demand pool.
- Some of the top skills that employers were looking for in terms of soft skills are
- Problem solving, communication, active learning, resilience, flexibility, digital dexterity, analytical and critical thinking.

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Author: