



India Skills Report 2022

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The ninth edition of India Skills Report highlights the structural changes required in the education sector and the need for skilling to build strong foundations for the future workforce. With immediate implications of the study, the long-term goal is to establish a sustainable ecosystem for the nation. The report asserts that, with the world's largest youth working population, rapid industrialization, and with the development of industry relevant skill sets India can be positioned as a world leader in employability and reformative action to direct the economy from the recession towards sustainable growth over the years. The report also states that an increasing trend can be seen in hiring across demographics owing to improved access to the global talent pool.

Key Highlights:

- The report highlights that since advanced computers can handle immense workload, automation and smart machines will replace 20 million jobs by 2030. At the same time, it will also be responsible for the creation of 133 million new jobs which are focused more on strategic roles by 2030. AI and emerging technologies are reframing our understanding of technology and modern workplace processes.
 - The use of data sciences and analytics in the modern business environment requires qualified professionals and analytical thinkers with a pragmatic mindset.
- According to the report, future enterprises will be data driven and dependent on crucial business insights with a focus on sustainable growth.
- There has been an increased demand for art and design professionals to improve the business visibility.
 - There has also been a rise in the need of professionals with skills to sustain e-commerce operations.
- Companies in India after realizing the potential of remote work during the pandemic are considering shifting to a hybrid work model (a fusion of remote and on-site work) in the coming year.
- Harnessing the power of digital revolution would be imperative to the skill gap in the Indian workforce. According to the report, 15 million people are expected to enter India's working population annually during the next decade. Thus, highlighting the need for major infrastructural changes and skilling measures.
- The report suggests dissatisfactory infrastructure, income, and opportunity available in India as the main reasons behind brain drain from India.
- The survey conducted for ISR 2022 records a steady climb in overall youth employability and commends the efforts of the Indian skilling ecosystem out of which many organizations were partners in this report.
- Indian universities have partnered with tech giants such as Google, Amazon, and Microsoft to provide tailored industry relevant certification courses.
- The report indicated that the rise in FDI by \$2.235 billion in July 2021, was due to the renewed interest of tech giants in the employability of the Indian workforce.
 - The report also suggests initiation of several international partnerships to re-engineer the skilling ecosystem in the future.
- The report highlights the government initiatives to set up National Data Centers, and State-Wide Area Network Infrastructure in varying parts of the nation.
- The nation is empowering home-grown IT development by reducing the dependency on foreign companies for technology and service's needs.
- The government of India plans to address 231 distinct global indicators of sustainable development goals.
- The WNET test showed that 46.2 per cent of the overall test takers (youth) are highly employable.
 - Out of which 51.44 per cent are females and 45.97 per cent are males. Also there has been a fall in the gender pay gap.

- The highest employable age group was identified between 22-25 years of age
- The data collected for the report shows a long run relationship between the demand and supply of talent in India, in relation to the initiatives taken to build the same.
- The report suggests that the success of COVID-19 vaccine in India highlights the country's scientific prowess and public emergency response system.
- The steady increase in the employability of India's youth is deeply influence by the structural, economic changes and the dramatic focus on "being employed vs self-employed,"
- The survey also reported that students have the access to right career guidance and resources and 88.42 per cent of students are looking for internships to kick start their career.
- There has been a rise in opportunities in the creator economy with the rise in use of social media for promoting businesses.
- 75 per cent of the respondents from 150 corporates highlighted the existence of a skill gap in their workforce.
- In soft skills, the ability to handle personal and professional situations with a pragmatic mindset is considered most important by respondents.
- Candidates from Maharashtra, Karnataka, Tamil Nadu, Kerala, and Delhi are most favored by employers.
- The report suggests that the percentage of tasks performed by robots, AI, and algorithms will cross 52 per cent by 2025.
- There has been a rise in the trend called "digital nomadism" which refers to rise in remote working environments.
- The 6 key drivers of work are as follows:
 - Increased Human Lifespan Globally
 - Rise of Smart System and Machines
 - Unmatched Computing Power
 - The Evolution of Media Ecology
 - Super Structured Organizations and Value Systems
 - Global Connectivity and Interconnected Demographics
- The report suggests to embrace modernism and adapt to the changing environment by pushing the future generation to focus on gaining industry relevant skills.

Read more: [Skill India Report 2022](#)

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