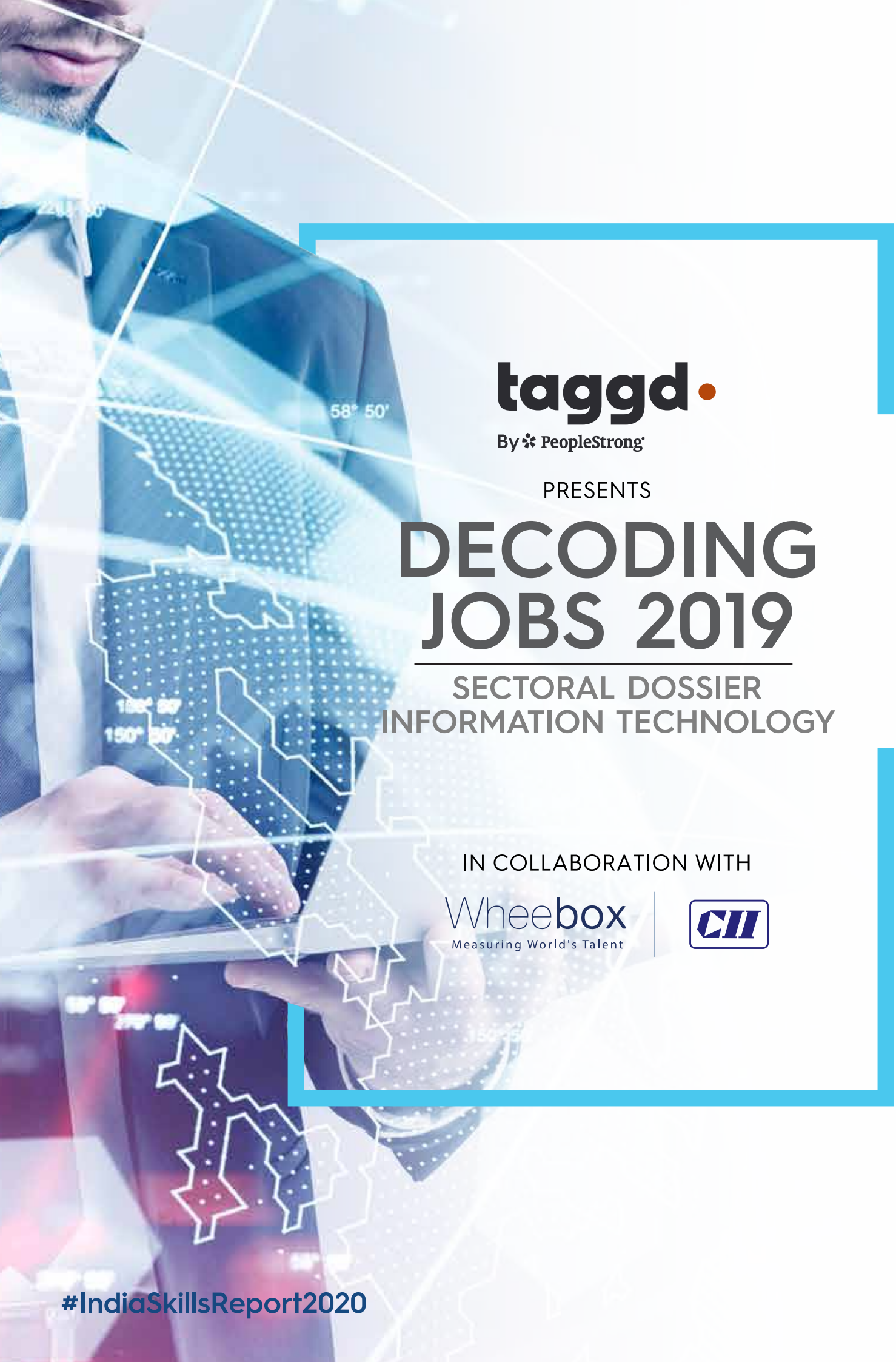


taggd
By PeopleStrong

PRESENTS

# DECODING JOBS 2019

## SECTORAL DOSSIER
## INFORMATION TECHNOLOGY

IN COLLABORATION WITH

Wheebox
Measuring World's Talent

CII

#IndiaSkillsReport2020

# INTRODUCTION

The only constant in the technology space is CHANGE. However clichéd this phrase maybe, it is abundantly true of the IT and IT-enabled Services (ItеS) industry in India. Valued at USD 177 billion (2019) and providing employment to around 4 million people across India, the sector is facing a formidable challenge keeping with the fast pace of technology disruptions. While the sector is expected to reach USD 350 billion in value and create 2.5-3 million additional jobs by 2025, it will have to double up on skilling the principle asset of the industry – its workforce.

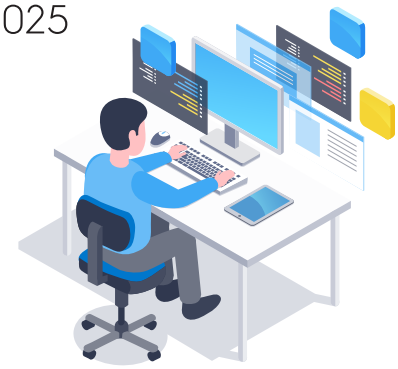
IT SECTOR IS EXPECTED TO REACH USD

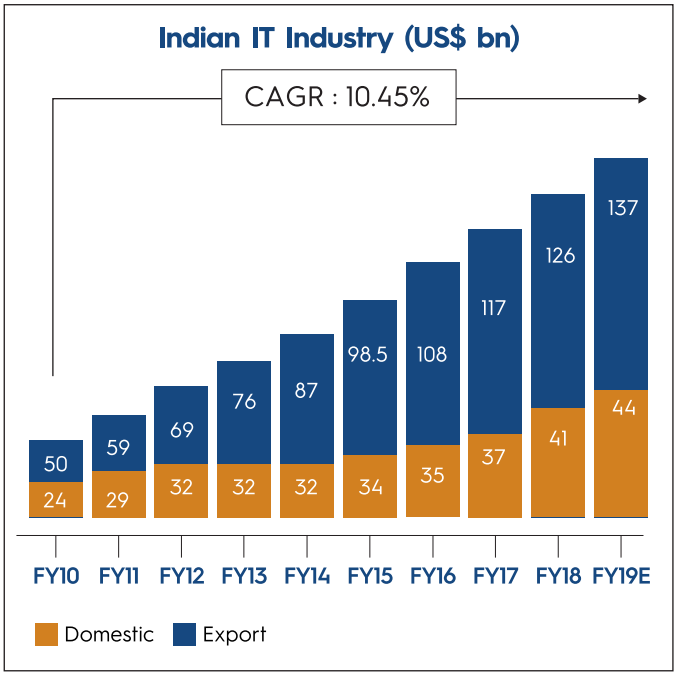
**350 BILLION**

IN VALUE UPTO

**3 MILLION**

ADDITIONAL JOBS TO BE CREATED BY 2025



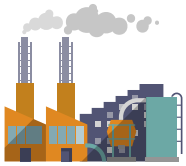



## GOVERNMENT'S INCREASING FOCUS ON INCLUSION OF YOUTH IN WORKFORCE

Given its important contribution to the economy, the IT sector has been one of the top priorities for the Government of India. Various initiatives and schemes have been launched by the central government to help the industry sustain its growth, such as Business Process Outsourcing (BPO) promotion scheme, approved under the Digital India programme. The scheme aims to create employment opportunities for the youth and promote investments in the IT and ITeS industry. Over 10,000 people have availed employment benefits under this initiative.

### GOVERNMENT INITIATIVES


MAKE IN INDIA



PHASED MANUFACTURING PROGRAMME (PMP)

एसटीपीआई
STPI

SOFTWARE TECHNOLOGY PARKS OF INDIA

Further, NASSCOM has launched an online platform with the vision of enabling up-skilling for over 2 million technology professionals and skilling for another 2 million potential employees and students. It has been observed that tier-II and tier-III cities are increasingly gaining traction among IT companies for employment opportunities. Availability of cheap labour, affordable real estate, favourable government regulations, tax relaxations and Special Economic Zone (SEZ) schemes are major forces contributing to this trend. This shall enable inclusion of more youth in workforce from smaller cities of India.

## GROWING TECHNOLOGY ADOPTION ACROSS INDUSTRIES IN INDIA AND RISING GLOBAL DEMAND

With due credits to government and non-government / industry-focused initiatives, there is a growing emphasis on building capabilities in India for emerging technologies including Big Data, Artificial Intelligence, Blockchain and Cloud Computing. The IT industry has also been witnessing incessant growth with rapid integration of IT into other sectors such as telecom, BFSI, and telemedicine among many others.

Further, low cost of operations and strong demand for both, on-shore and off-shore services among global clients are also winning India Inc. a lot of IT and ITeS projects, leading to development of many new avenues for the industry.

## SO WHERE IS THE DEMAND COMING FROM?

Over and above the technology focused hiring in the corporations, Central and State Governments in India have a lot of focus on Digital India. States including Gujarat, Rajasthan, Karnataka and Tamil Nadu have started hiring for building digital backbone infrastructures. The challenge for them is in attracting the right talent for talent mobility to Tier 2 and Tier 3 cities. Therefore, this has increased the demand for local talent. Startups solving simple demand supply problems in Agriculture, Food, ride share, Banking Financial Institutions, Insurance, Real estate, Education, medicines, ecommerce – all of these are hiring premium local talent at exorbitant prices.

## IS THE TALENT AVAILABLE? INTERESTED? AFFORDABLE? CAN WE RETAIN AND TRAIN THEM EASILY?

Attracting talent in today's scenario has become a daunting task, though more sophisticated tools are available in the market. Back in 2012 one person could be possibly hired after screening 28 candidates, but now one person is hired after screening 47 candidates. Reasons for such an increase in the hiring ratio are:

- 50% candidates are not available due to varied aspirations such as Global jobs aspirations, preferences over some employers than other ones, locational preferences etc.
- 20% out of them are not affordable for the organization
- 20% who are interested do not have the adequate skill for the job

**2012:**

**28 candidates need to be contacted to hire 1 candidate**

**2019:**

**47 candidates need to be contacted to hire 1 candidate**

Interestingly, this problem of the Right Fit Talent Supply for a country of 130 crore population is huge and very pertinent. Even if you found the talent, it will take 90 days of time for the hired candidate to start. 30 to 34% of this talent may not come forward, as they got another opportunity. For the same talent, industry increase average of 30% may not work. For the right ones, the compensation increases can be 50% which can go beyond 100% of CTC. Don't be surprised that the candidate we wanted already has 4 offers and he is still looking for one. Roughly 8 to 10% of the talent with the right skill is lost to countries including Australia, Singapore, US and Germany.

## Skills including Angular, Cloud (AWS), SFDC, Liferay and J2EE and other new age technologies


Talent Attraction and Talent Retention continues to be a big concern. The skilled candidates are very much in need and may be available to get hired after 90 days to 120 days. To cope up with business demand, contract roles also have picked up. 33% of open demand is therefore for contract workforce.

## EVOLVING JOB ROLES NECESSITATE PERPETUALLY EVOLVING SKILLS

With fast adoption of technologies like AI, machine learning, IoT data analytics, the companies are going digital and automation is increasingly taking the lead. Consequently, the requirement of employees to work on these new-age technologies is growing. Presently, many employment opportunities in these roles are available. However, the required proficiency and skills are not enough to fill these positions.

This year, the sector has opened doors for about 2.5 lakh job roles, but the country is faced with a deficit in the number of engineers with the right talent to meet the demands. The rapid evolution of technology has left many techies not skilled enough to do the high-end work that the companies want.

**Reskilling Talent**

**Improved academic curriculum**

**Readiness for new jobs**

## RESKILLING TO BE UTMOST IMPORTANT FOR SURVIVAL

As increasing number of companies shift their operations to cloud. The country is expected to add about 8 to 10 lakh employees in the field of cloud computing alone, in the next 5 years. According to NASSCOM, there is a need to re-skill about half of the IT workforce in India, as demand for professionals for the up and coming technologies remains unmet.

At the back of this fast-paced transformation, the industry is witnessing skills becoming obsolete very fast. The issue is aggravated by slow pace of reskilling at organizations. Further, due to H-1B visa restrictions and resurgence in US business, there has been an adverse impact on Indian IT organizations in terms of loss of business opportunities and on employees in the form of lack of global knowledge and skills building prospects.

## OLD SCHOOL APPROACH TO SKILLING POSING A THREAT

One of the main reasons for the demand and supply gap for skills is that schools and specialization colleges largely follow dated curriculum and not what the industry needs. In today's world, where 90% of the tech jobs are skill-based, less than 5% Indian students opt for vocational training and learning programs in comparison to 60-80% students worldwide. The mismatch between skill, academic training and employment has broadened to an extent where on one hand, employers are unable to discover amply proficient people, and on the other, the youth is unable to find the jobs they aspire for.

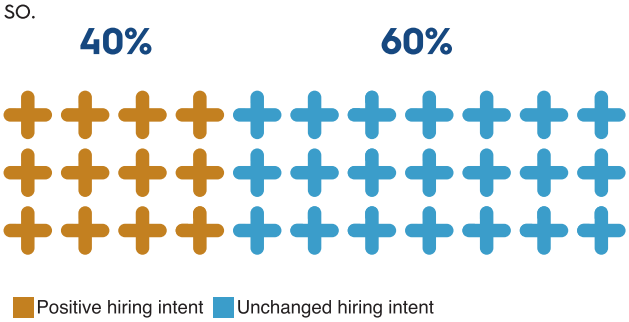
Further, a recent survey has found that 9 out of 10 technology sector employees feel there is a huge gap between academic knowledge versus on ground skill requirement, highlighting the widening skill gap in Indian IT industry. To address to the skill deficiency, there is a necessity for educational institutions to change their course syllabus, as well as for companies to train their employees on developing new digital skills, while on the job.

## THE JOBS AND SKILLS OF TOMORROW

There are several new and potentially strong areas where job opportunities will be in plenty. These areas include Data analytics, Cloud computing, Machine Learning, Mobility, Network Engineering and Cyber Security. As design thinking gains traction across the sector, more IT companies are opening doors for people with multi-disciplinary backgrounds including design skills, liberal arts and other non-engineering degrees to work on new digital applications where user experience is the key to solving business problems. The skills needed for such business challenges are as much art as they are of science. Also, note that the importance of soft skills, which help us communicate, comprehend, collaborate, create and connect are unlikely to run short of demand.

# IT
# HIRING INTENT & TRENDS 2020

The hiring intent survey of the India Skills Report 2020 was taken by over 150 employers, out of which 9% constituted leaders from the IT industry. With the Indian core industry going through a rough phase and the global outlook also showing a slowdown, India's IT industry is also impacted. There is a neutral sentiment in the hiring outlook for 2020, as 60% of IT recruiters says they do not intend to increase their hiring numbers. Though the first half of 2019 had shown a good hiring trend, the next 6 months are not going to show a similar growth. Low demand in other industries and automation of non-core jobs is going to impact, causing lower hiring trends for the next year or so.




**60%** respondents expressed no change in hiring intent for 2020

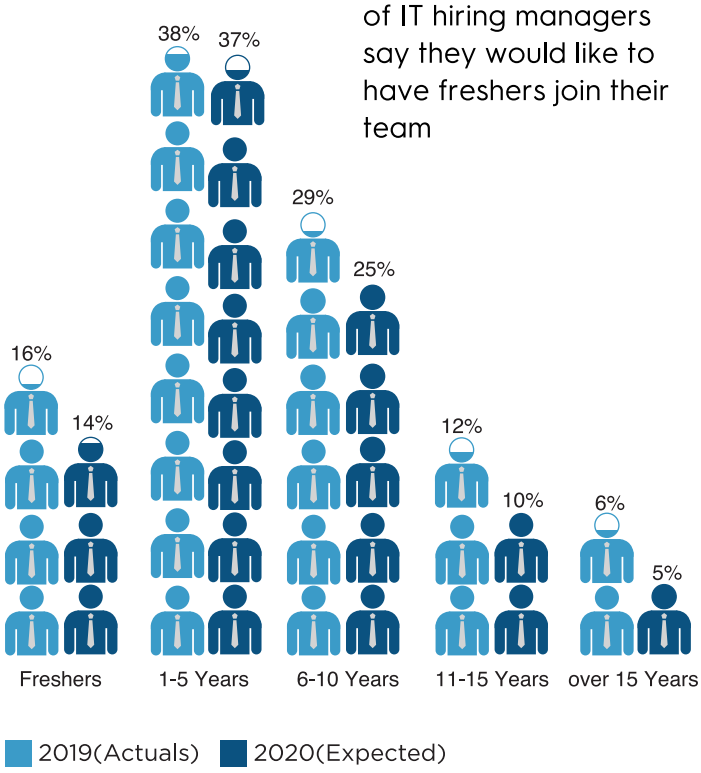
## HIRING INTENT BY WORK EXPERIENCE

Only 14% of IT hiring managers say they would like to have freshers join their team. The hiring shows similar trends for 2019 and 2020 for the 1 to 5 years and 6 to 10 years of experience brackets. A majority of this is around hiring of new skills. IT companies are seeing higher attrition in this segment and therefore replacement hiring is observed to continue.

40% of IT recruiters would like to hire people who have 1 to 5 years and 6 to 10 years of experience brackets

**14%**

of IT hiring managers say they would like to have freshers join their team



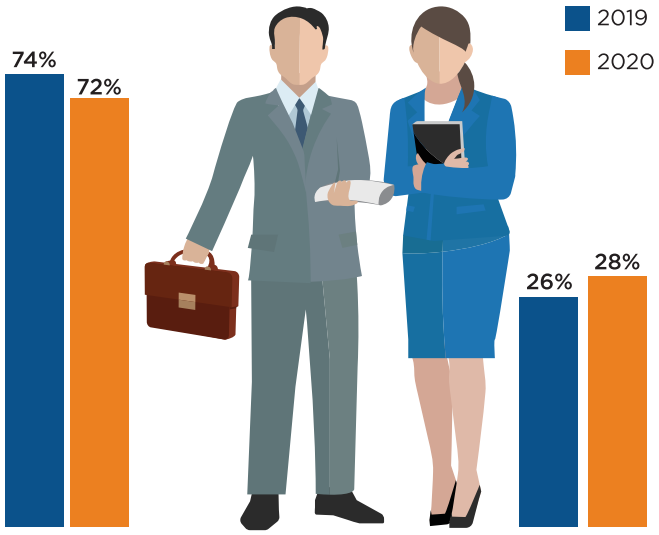

## HIRING INTENT BY GENDER DIVERSITY

There is only a marginal increase in hiring of Female employees from 26% in 2019 to 28% in year 2020. This is because even the new skills such as IoT, Analytics, AI and Machine learning have similar propositions for Female candidates even though more efforts are being made towards hiring more female candidates. The IT sector continues to be dominated by male employees, as male candidates are inadvertently shown preference ~70% of the time by hiring managers. We see a similar trend continuing to next year.

## Gender parity remains a big concern at

# 72:28

**(M:F ratio)**




## HIRING INTENT BY SKILLS

Hiring practices have evolved around aptitude and attitude, with the industry showing similar hiring assessment in 2020. However, learnability and adaptability have picked up relevance in the recent time and will continue for assessment, as it gets ready for open and real time data exchanges.

IT leaders mentioned top

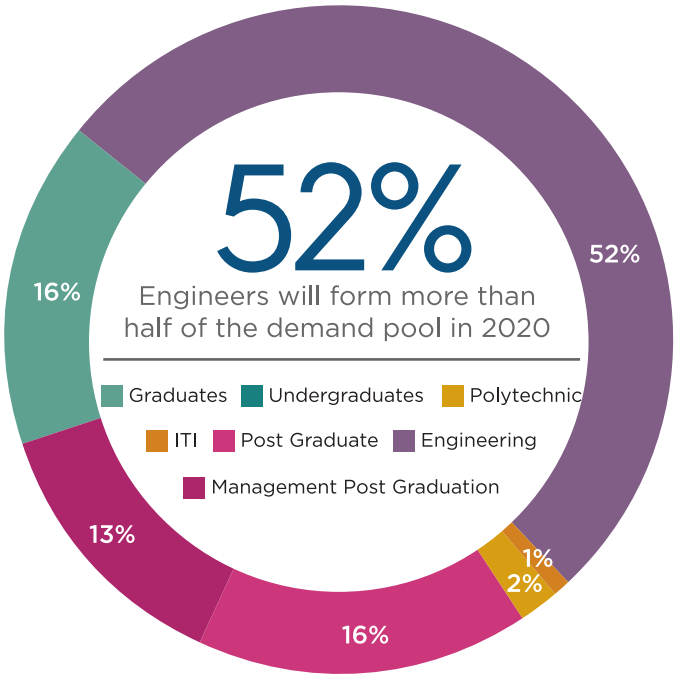
# 5 SKILLS

that they look for in a candidate while hiring

- Domain Expertise
- Numerical and Logical ability, (IQ)
- Positive Attitude
- Adaptability and Ability to work well with others
- Learning Agility

## HIRING INTENT BY EDUCATION DOMAIN

With an overall lower demand in the IT sector, this demand is more skewed towards hiring of new skills, with hiring of engineers at 50% of the overall hiring. B.Sc, BCA and other Bachelors in IT programs will add to 16% of the overall hiring; MCA and M.SC and other master programs will account to 16% again. 14% of the remaining hiring will come from Engineering and Management Post Graduation programs.




## HIRING INTENT BY JOBS

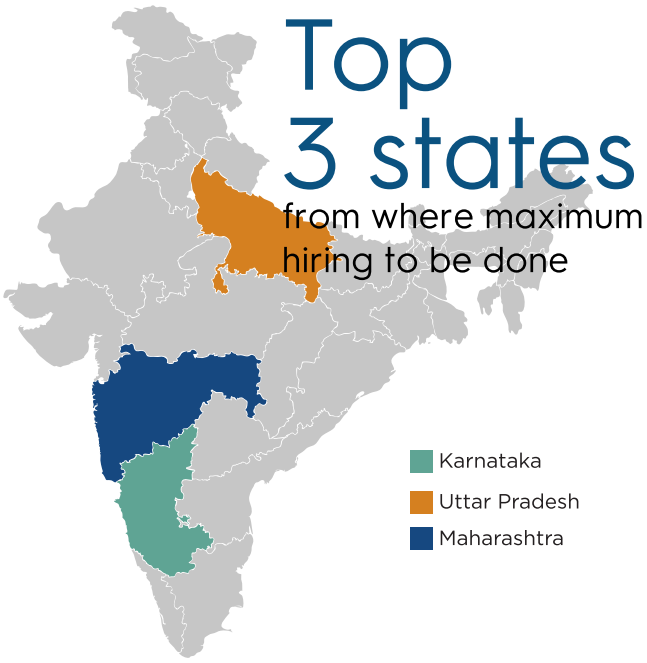
Projected technological advancement will give rise to new jobs, thereby requiring new job areas in the next 5 years. Coding, RPA and data scientist roles will see a greater pace in hiring, while Human Centered Design, soft skills are seen to continue to pick up more for 2020.

### Upcoming Job areas in next 5 years

- Data Analyst
- Cloud Computing
- Machine Learning, Mobility
- Network Engineering
- Cyber Security

## HIRING INTENT BY GEOGRAPHY

With Bengaluru (Karnataka) continuing at the top of the charts, Pune (Maharashtra) and Noida (Uttar Pradesh) have the maximum hiring in the IT space, making these the three states with the maximum number of job opportunities in the IT sector. With this trend, Karnataka will continue to top the chart in IT hiring next year too.




## HIRING INTENT BY SOURCING CHANNEL

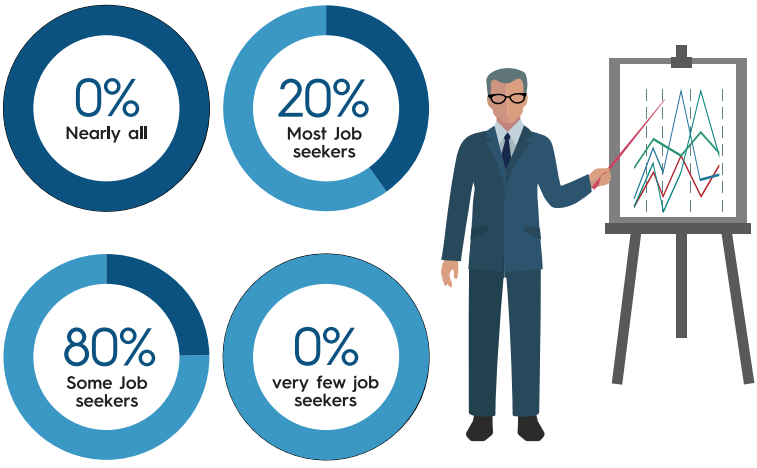
Social media hiring and referral hiring have picked up and this trend will continue to increase, with recruiters having natural connections over the social networks. Skilled and current employees of companies have started recommending candidates against open positions shown on modern day cloud and mobile based HR Apps.

### Top 5 Sourcing Channels


## SOME KEY HIRING METRICS OBSERVED IN INDIA'S INFORMATION TECHNOLOGY SECTOR

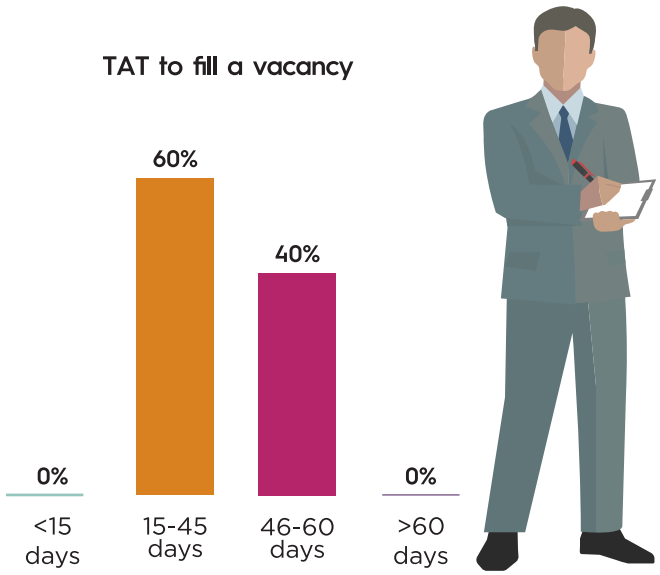
**8 ON 10** IT corporates feel only some job seekers meet their skill requirement

While there are no perfect candidates, the expectations of the industry continues to be high, thanks to evolving and fast emerging new technologies that most of the hiring managers still feel that there is a void in the available talent. The survey responses too echo the same sentiment.While there are no perfect candidates, the expectations of the industry continues to be high, thanks to evolving and fast emerging new technologies that most of the hiring managers still feel that there is a void in the available talent. The survey responses too echo the same sentiment.




**It takes about 15-60 to fill a vacancy in IT sector**

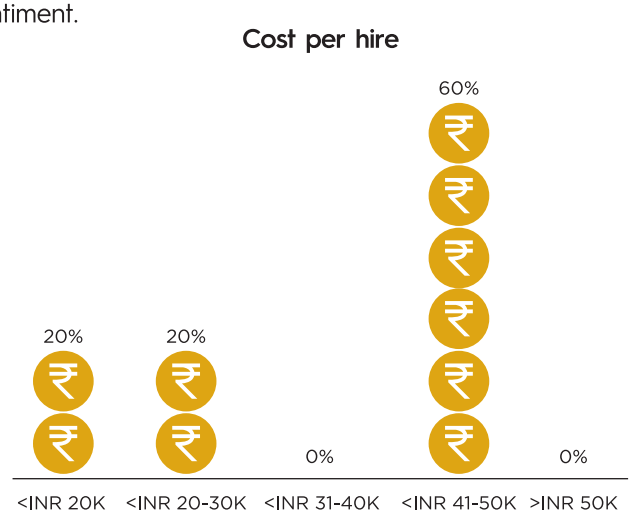
A majority of the hiring in the junior segment is roughly between 1 year to 5 years of experience. The turnaround time (TAT) to fill a vacancy in this sector is 15-60 days seems to be in control. Most IT players are offering Notice period buy outs, joining bonuses on early start to cope up with business demands of a very short TAT to fill a vacancy, which on average stands between 50 to 60 days.



## More than half of respondents cite average Hiring cost per hire may vary between

# INR 41-50K

While there are no perfect candidates, the expectations of the industry continues to be high, thanks to evolving and fast emerging new technologies that most of the hiring managers still feel that there is a void in the available talent. The survey responses too echo the same sentiment.




## Overall Gig workforce in IT sector is 6-8%

While the current portion of GIG talent in the IT sector might seem marginal, however, the next few years are going to see a significant shift with most IT players including GIG in their manpower planning strategy. This especially will hold true for GIG talent who specialize in very niche IT skills. Employers will want to spend less by not hiring permanent staff on their rolls, and the GIG worker will have the option of working on multiple GIG employment contracts and make more money than she / he would have if on a permanent employment contract.

The IT industry is plagued with the "job-jumping" "noncommittal" culture where either a candidate drops offers as he / she is playing between a few offers just for miniscule amounts of money, or employees jump between jobs without even serving their notice period. This leaking bucket is what is the cause of the overall attrition in the IT industry hovering between 15 and 20%.

## Overall Attrition Rate observed across the IT Industry is about 15-20%

# WAY FORWARD

The IT and BPM sector has been the business vertical most impacted by the rise of exponential technologies such as Big data Analytics, Artificial Intelligence & Machine Learning, Cloud computing & Blockchain. There is, thus, an enormous drive for adoption of these technologies and revamping business models in these arenas, creating the need for skilled professionals who can develop new capabilities quickly.

## RENEWED FOCUS ON RESEARCH & DEVELOPMENT

The industry should additionally collaborate with academic institutes and specialization colleges to set up research and development centers on their campuses. This will deliver a dual advantage opportunity for both the institute and the company, as students can get exposure to real-world issues and technology applications and the company can explore the best talent available, while also learning about novel solutions from research.

## MODERNIZE CURRICULUM TO MATCH THE EVER-CHANGING TECHNOLOGY LANDSCAPE

As for the educational institutions, they must take the ownership of keeping pace with the rapidly evolving technologies to enable the students to reduce obsolescence and to become future-ready for the industry. For this, the institutes may need to reach out to more and more industry experts who can be empaneled as guest faculty. This would help students develop an understanding of the actual job challenges in the industry and be able to connect the course curriculum to the work in the industry.

## UPSKILL LAID OFF WORKFORCE TO KEEP THEM FUTURE READY

Government and Companies should set up counselling, mentoring and reskilling mechanisms to support laid off workforce to help them evolve them into freelancers, gig workers or entrepreneurs. Skilling programmes must be conducted on an ongoing basis and opportunities for purposeful apprenticeship and internship should be focused upon.

# LEADERS SPEAK

"The challenges being faced in IT industry's talent landscape today are the dynamic nature of business – every six months there is a new technology in the market hence upskilling and adaptability of current talent to new business needs is a challenge. Also, there is limited talent pool available in Tier 2 and Tier 3 locations - limited people mobility due to the affiliation to their native location. Only 40% of the IT talent available meet the skill expectation, while for remaining 60% we need to invest in upskilling with experience.

New skills coming up in IT industry are Digital Analytics, Artificial Intelligence, Automation and Machine learning are new upcoming skills in IT industry. Roles like Data Scientists are coming up.

Wipro Academia of software excellence hires non-tech background people and enrolls them in MS program with BITS – which in turn helps the organization to meet the talent demand. An internal talent transformation teams runs the Centre Of Excellence to train people in batches on niche skills.

The IT industry desperately needs the upskilling of candidates on future technology. We need to ear mark key institutions with specialized programs of relevant skills – For example VLSI may be an elective in certain colleges."

**Gautam Kar, Head- Talent Acquisition, Wipro Limited**

"The future clearly lies in jobs that add value to an organization's growth amidst a dynamic environment. So, skills in the area of Artificial Intelligence, Machine Learning, Data Analytics, Cyber-security, Cloud and Mobility will continue to be in high demand. Repeatable tasks or processes will be taken over by technology, like Robotic Process Automation.
Automation to succeed in any organization also requires skills of a different kind. Apart from technical skills, employees also need to have an innovative mindset, problem solving skills and change management sensitivity to leverage automation and unlock its true value for the organization.
There is an urgent need for employees to learn new skills, even unlearn earlier skills. While we see that fresh graduates generally have the new age skills, it is the experienced set of employees that need to learn new skills as per their role. For this set of employees, it is also important to imbibe new ways of working such as flatter hierarchies, employee entrepreneurship, self-management and design thinking."

**Kannika Sagar,** Chief People Officer, HCL Infosystems Ltd

"The wave of digitalization is catching momentum and has consequently opened the doorway to a pool of opportunity with immense potential to generate revenue, create more jobs and boost GDP. Both public and private sectors are turning toward smart automated solutions to improve customer experience, optimize costs and add efficiency to the various business processes and operations. HBR posted that India recently jumped 65 places in the World Bank's Ease of Doing Business Index and is one of the 10 economies that improved the most in the past two years. With the right skills, effective strategy and infrastructure, we can reinvent the Indian IT landscape to cater to the surge in demand and deliver on the government's economic goals.

Demand for technological, social and emotional, and higher cognitive skills will rise by 2030 as per a report by McKinsey. The change we are going through is called the fourth Industrial Revolution. The adoption of automation and AI technologies will continue to increase at the fastest pace ever. Organizations, individuals and governments need to be prepared for several possibilities, even seemingly unlikely, outcomes.

One immediate challenge is to stay relevant- fresh graduates need to gain industry experience required to thrive and mid-level professionals need to upskill themselves to survive the disruptive technology trends. A good way to accomplish this objective is through reverse mentoring. We do this at Mastek through an initiative called Project Deep Blue.

With Natural Language Processing, Artificial Intelligence and Robots that can mimic humans, the focus is shifting towards recruiting people who can bring more to the table with their leadership skills, emotional intelligence and design-thinking."

**Maninder Kapoor Puri,** Group Chief People Officer, Mastek Ltd.

"The ITES industry flourished in India till the recent past mostly on account of cost arbitrage, which is no more the case. The business model has come of age by moving from mere process efficiency to innovation and redefining consumer experience. To support it, the college education curriculum must create advanced skills in AI, Analytics etc. The bigger thrust, however, must be on reskilling and up-skilling mid-career professionals in new age technology so that we have enough trained resources for the value-added roles that the Industry requires.

There is a need for political will to move from mere employment generation to allowing industry the elbow room to realign their talent strategy towards adopting disruptive technologies. The industry needs to invest in up-skilling their resources in new technology without being concerned about immediate returns. The industry and investment ecosystem have already started to foster new age enterprises and this momentum must be sustained by supporting entrepreneurial risk-taking culture in the country. All these require a synergy between the Political System, Industry and Academia."

**Pradipta Sahoo,** Chief Human Resources Officer, Karvy Fintech Private Limited

"Technology impacts all aspects of life; in future it will become more precise and pervasive. The IT industry will remain a prominent employer for talent. Major trends as I see it – As technology keeps progressing, skills will need to change at a much faster pace. For talent in the industry, it will be important to keep learning newer and different skills to keep oneself employed. The other trend which is emerging is of gig economy. This means talent will have no geographical boundaries and will have to compete globally. By 2020, we expect 40% of workers to be part of the gig economy. Wipro also has our own platform - Topcoder with 1.5 Mn community members doing gig work.

There are two main challenges we must address to be ready:

**1.** Making Skills Relevant – Improved partnership of industry and institutes, we need to ensure one semester is developed based on industry inputs. I will also suggest a year of work with the industry to be encouraged, many countries offer tax break for companies who engage with recently graduated workforce. We should evaluate something similar.

**2.** Beyond Technology, building Soft Skills – Communication skills, a problem-solving mindset, working in ambiguity and learning agility. These skills will be equally or more important than technology skills. This needs to be inculcated through training and more internships focussed on learning these skills."

**Saurabh Govil,** President & Chief Human Resources Officer, Wipro Ltd.

"The exploding and ever-changing technology landscape has put premium on new age skills which are radically different from what it was a few years back, thereby creating a demand supply gap.

Skills like multi / hybrid cloud ecosystem, data and cognitive science, user interfaces, mobility, IOT and blockchain, to name a few, have created what is popularly referred to as full and mean stack developers working on different methodologies of software development like agile dev ops in a cloud environment. Enterprise, solution and data architects in the digital era also demand a completely different skill set as opposed to Web 2.0 world.

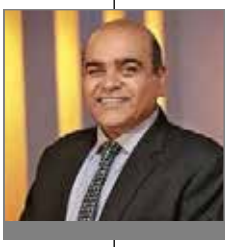
At Mphasis, we have created a personalised and gamified training platform which curates the new age skills and personalizes the training to suit the individual context. This helps in speedy reskilling, certification and quick deployment of our employees. In short, we call it our Netflix of learning. Can this be done at a national level?"

**Srikanth Karra,** Chief Human Resources Officer, Mphasis

The fourth industrial revolution is changing how people work and is transforming the skill landscape across industry segments. An accelerated adoption of user and big data analytics will allow for expanded adoption of technologies. Machine learning and augmented and virtual reality will receive attention. Trends in automation, robotization will require shifts in skill sets to augment the human potential in order to drive higher efficiency, effectiveness and enhance experience. Human oriented skills – soft skills will continue to gain prominence and will be in demand.

In our organization, augmenting the human potential at work through use of technology is a driving factor to align our HR policies, processes and system changes. We have defined 9 moments of Truth from an employee lens perspective and it acts as a validation point/measure of relevance in a work environment that thrives on agility and accountability. As an example, our candidate connect program through use of technology is aimed to provide relevant information and build human connects and establish relationships with the organization and candidates before they join us.

**Suchismita Burman,** Chief Human Resources Officer, ITC Infotech



According to a Bloomberg analysis, India will have the world's largest workforce by 2027. Fifty percent of the population is under the age of 25, while two-thirds are under 35. Considering that a majority of this young population is growing up in a digital environment, India has a strong competitive edge in terms of offering relevant skills to the IT-BPM industry. A majority of IT-BPM companies are also grooming their talent for a digital future with skills that will enable them to stay relevant in the face of continuous disruptions. All of this is underpinned by innovation. Hence, India is going to be the hub for new-age skills in areas such as data science, Artificial Intelligence, Robotic Process Automation and Internet of Things.

The vast majority of this young population are from the less developed parts of India where the infrastructure is poor. They are growing up in areas where the education they are being offered is not on par with what is available in the more developed parts of the country. While the government is taking steps to improve this situation, there is still the fear that the reforms being implemented may not fully take off. However, there is a chance that in case the reforms fail, this segment might still be able to pull itself up as a result of digital penetration. But the onus is both on government and industry bodies to collaborate and build the required infrastructure to groom this talent pool.

**Swaminathan R,** Chief People Officer, WNS Global Services

# ABOUT TEAM

taggd.
By PeopleStrong

Taggd, a PeopleStrong recruitment solutions brand, is the largest Recruitment Process Outsourcing (RPO) provider from India with 100+ clients across 14+ sectors and is managing permanent recruitment for over half a million jobs. It combines the power of data and human knowledge to bring advanced talent acquisition and digital hiring solutions that change how businesses work and deliver. Over the last 13 years, Taggd has developed a deep industry understanding, digital recruitment expertise, talent network access, data intelligence and access to a robust tech stack to deliver business gains. Some of the leading enterprise customers of Taggd include Pfizer, Wipro, Honeywell, Mahindra, BirlaSoft, Tata Motors, Renault Nissan, Aditya Birla Health Insurance, Citi, IndiaMART, Swiggy, Oyo and Quikr, amongst other national and multinational brands. Nelson Hall, one of the leading global analyst firms, has rated Taggd amongst leaders in the RPO NEAT Matrix.

Taggd is the knowledge partner for the India Skills Report and conducts the "India Hiring Intent Survey (IHIS)" and the "Decoding Jobs : The Think Tank Series" across all major metros to take quantitative and qualitative insights from the academia and industry thought leaders on their views on the talent demand side.

Wheebox
Measuring World's Talent

Wheebox is India's leading online talent assessment company that partners with corporations for finding and retaining the best talent using validated, reliable and standardized tests for pre-hiring and learning needs. Wheebox benchmarks over 3 million users annually across the globe. In line with its vision to "Measure the World's Talent", Wheebox partners with many Fortune 500 corporations and hundreds of large and medium enterprises to power their hiring and competency development assessment needs. Wheebox also partners with thousands of higher and vocational educational institutions for conducting its proprietary "Wheebox National Employability Test (WNET)" for final year graduates and postgraduates to benchmark competencies that matter the most for being employable in corporations. Wheebox also powers the "India Skills Report" on the skill supply side and complements thousands of colleges across all Indian states and UTs to identify, benchmark and spot areas of competencies. It supplements institution wide candidate reports for developing competencies for employment by partnering with Confederation of Indian Industry, PeopleStrong, LinkedIn, Association of Indian Universities, United Nations Development Program and All India Council for Technical Education. Wheebox also partners with many Indian states to design and deploy State Skills Reports and with the Ministry of Labour and Employment with its proprietary BARO Career Interest Report by helping candidates make right career choices on the 'National Career Service' and across 'Model Career Centers' in India.

CII
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, playing a proactive role in India's development process. Founded in 1895, India's premier business association has more than 9100 members, from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 300,000 enterprises from 291 national and regional sectoral industry bodies.

CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues. Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, healthcare, education, livelihood, diversity management, skill development, empowerment of women, and water, to name a few.

India is now set to become a US$ 5 trillion economy in the next five years and Indian industry will remain the principal growth engine for achieving this target. With the theme for 2019-20 as 'Competitiveness of India Inc - India@75: Forging Ahead', CII will focus on five priority areas which would enable the country to stay on a solid growth track. These are - employment generation, rural-urban connect, energy security, environmental sustainability and governance. With 68 offices, including 9 Centres of Excellence, in India, and 11 overseas offices in Australia, China, Egypt, France, Germany, Indonesia, Singapore, South Africa, UAE, UK, and USA, as well as institutional partnerships with 394 counterpart organizations in 133 countries, CII serves as a reference point for Indian industry and the international business community

taggd.

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