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ManpowerGroup



Experis IT Employment Outlook Survey Oct. 2017 - Mar. 2018 India.



Executive Summary

Experis IT Employment Outlook Survey for the period October 2017 – March 2018 was conducted by interviewing IT employers across India. In the age of automation and digitization when traditional roles are disrupted across sectors, hiring intentions of Indian IT employers for the upcoming 2 quarters remain conservative.

Hiring intentions will be slackened as the Indian IT industry is still speculative about automation that is affecting layoffs in the industry. In spite of the immediate effects of cloud and automation such as technological advancement in financial services and rapid digital technology improvement and also the increasing investments in these domains, IT industry is unsure about the job market and its impending crisis.

Indian IT employment outlook will, however be fairly positive, the focus shifting albeit from scale to skill. And this finding exactly echoes with that of the ManpowerGroup Employment Outlook Survey that reports a Net Employment Outlook of 19%, slightly higher than that of last quarter.

Therefore, hiring intentions will remain fairly positive and will be ruled majorly by alternative hiring strategies.

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India IT Employment Outlook

Indian IT Employers express a status quo in their hiring intentions that is less by 8 percentage points as compared to the last quarter. Survey has reported a positive Net Employment Outlook of **+50%** for the period “Oct 2017 – Mar 2018”.

The current trend in technology shift is apparently dissuading as digitization and automation become the new normal and our available talent haven't kept up with the pace at which the industry was evolving. In fact, the role of IT services and product companies will be significant in lowering the overall hiring sentiment of the Indian IT industry.

IT industry is looking at adjusting its talent pool considering major hiring in the junior and mid-level while contemplating layoffs in the senior slab. The collective no. of layoffs that the IT giants are contemplating is way higher than what the Indian IT industry has ever witnessed and this trend is likely to continue for the next 6-12 months, a time period which the IT professionals must utilize in order to upskill themselves to get into the cutting-edge technologies where demand will be huge.

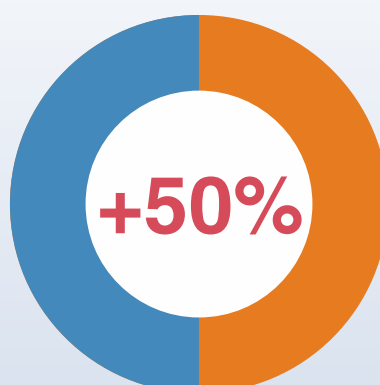
Industry seems to be reinventing itself as its typical inclination towards traditional jobs is decreasing with automation, artificial intelligence (AI) and machine learning leading the drift.

In fact, the struggles the IT industry had been inflicted with in the last few months as a result of Brexit and US Presidential elections, seem to continue thanks to the US Visa reforms, rise in automation and also failure to match the pace of the emerging technologies.

To hire resources in demand this season, recruitment and talent acquisition are undergoing rapid disruption and adapting various alternate talent acquisition strategies. These alternate talent acquisition strategies include temp, on-demand hiring, increasing contract resources and implementing up-skilling / reskilling of internal staff to cater to complex / niche resources.

With optimistic hiring sentiments for the upcoming 2 quarters, the Indian IT employers are changing their core strategy with the vision to recruit fresh blood in the system.

Therefore, it is important for Indian IT companies to redefine their workforce strategies and adopt innovative ways to leverage the strength of people and stay competitive.



**Net
Employment
Outlook**

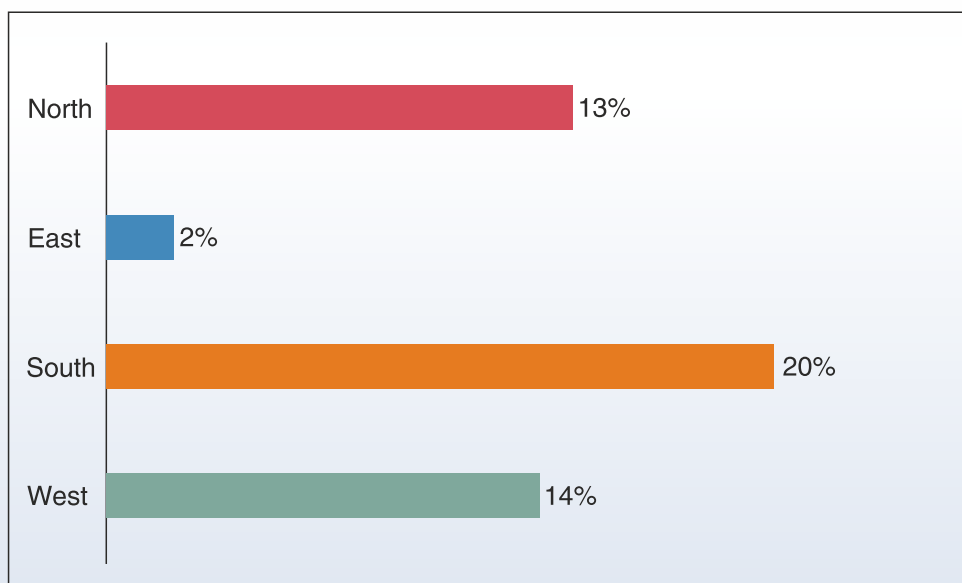
Representation of hiring intentions of IT Employers in India

Hiring Intention



By Geography

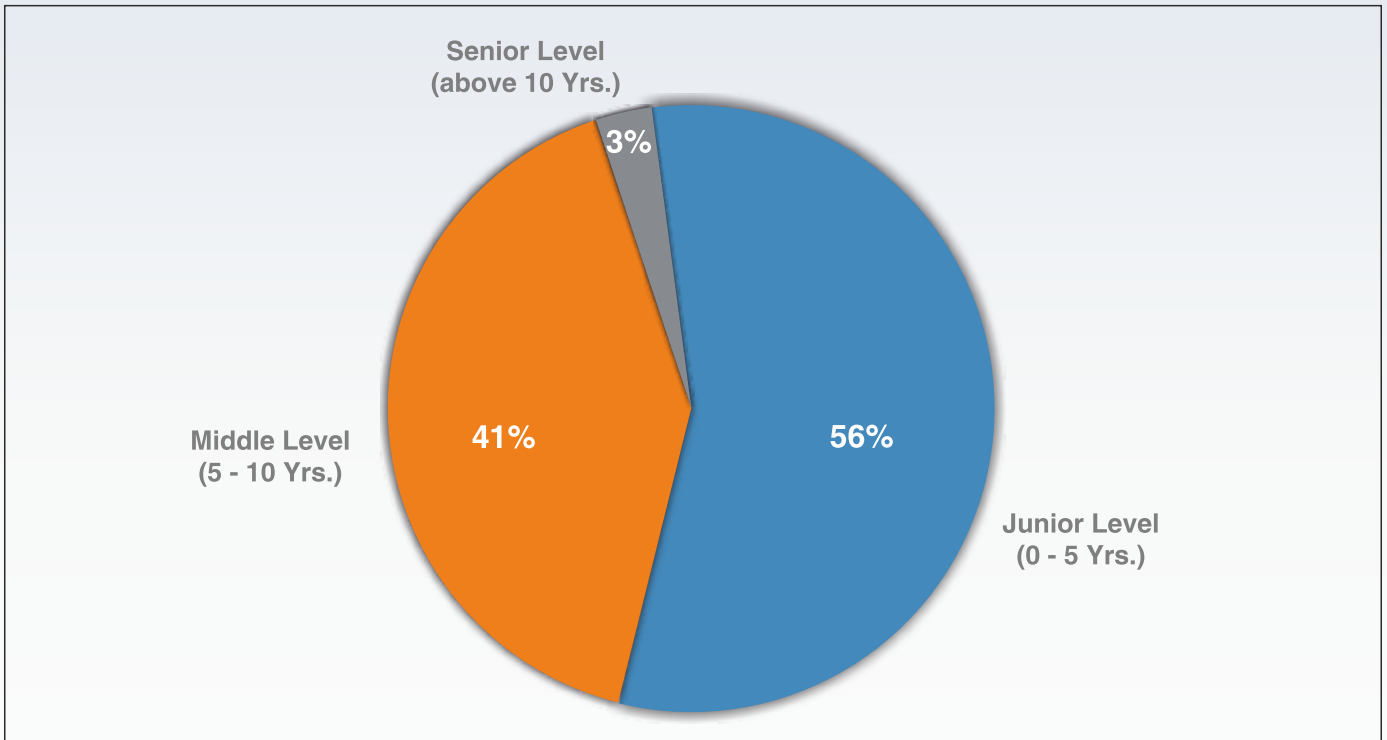
The strongest labor market is expected in the Southern region, with an Employment Outlook of **20%**.



Representation of hiring intentions of the 4 regions in India

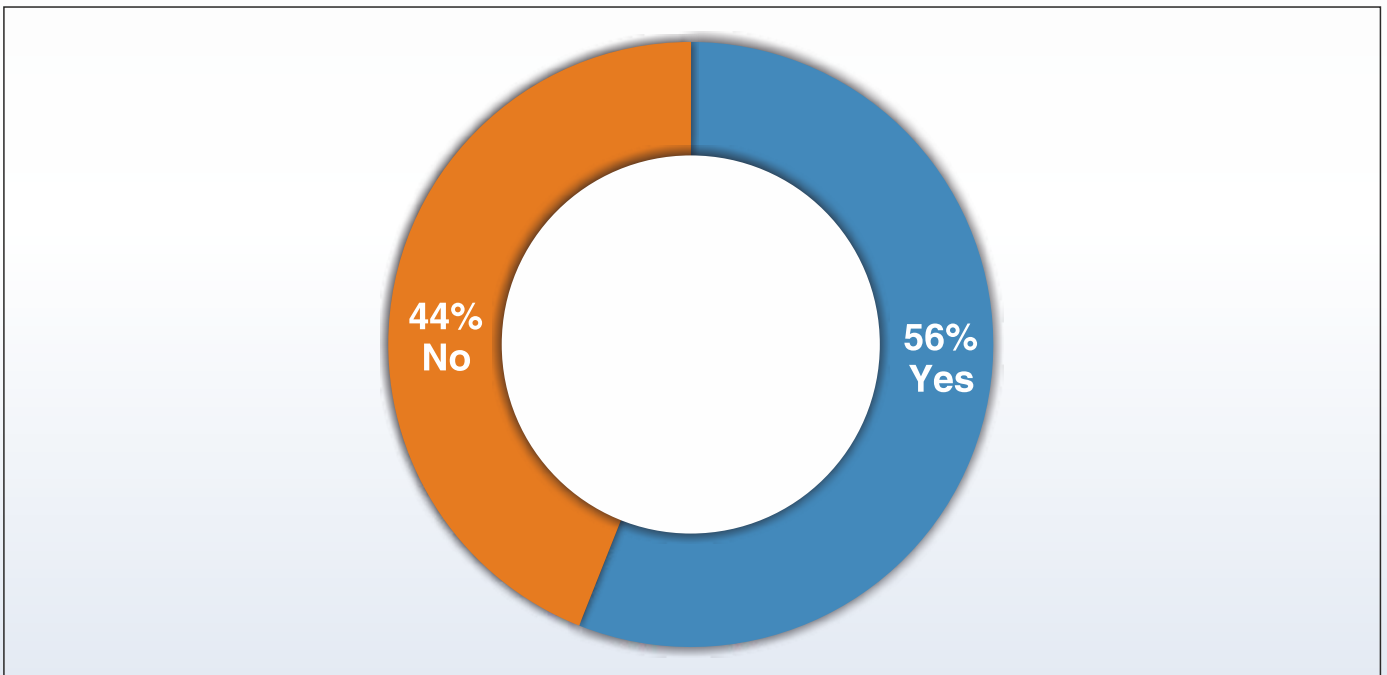
By Level of Experience

Highest hiring intention was reported for candidates in the *0-10 years' experience slab*.



Representation of hiring intentions across experience levels

We asked employers if they plan to hire trained IT graduates in the next 2 quarters ?



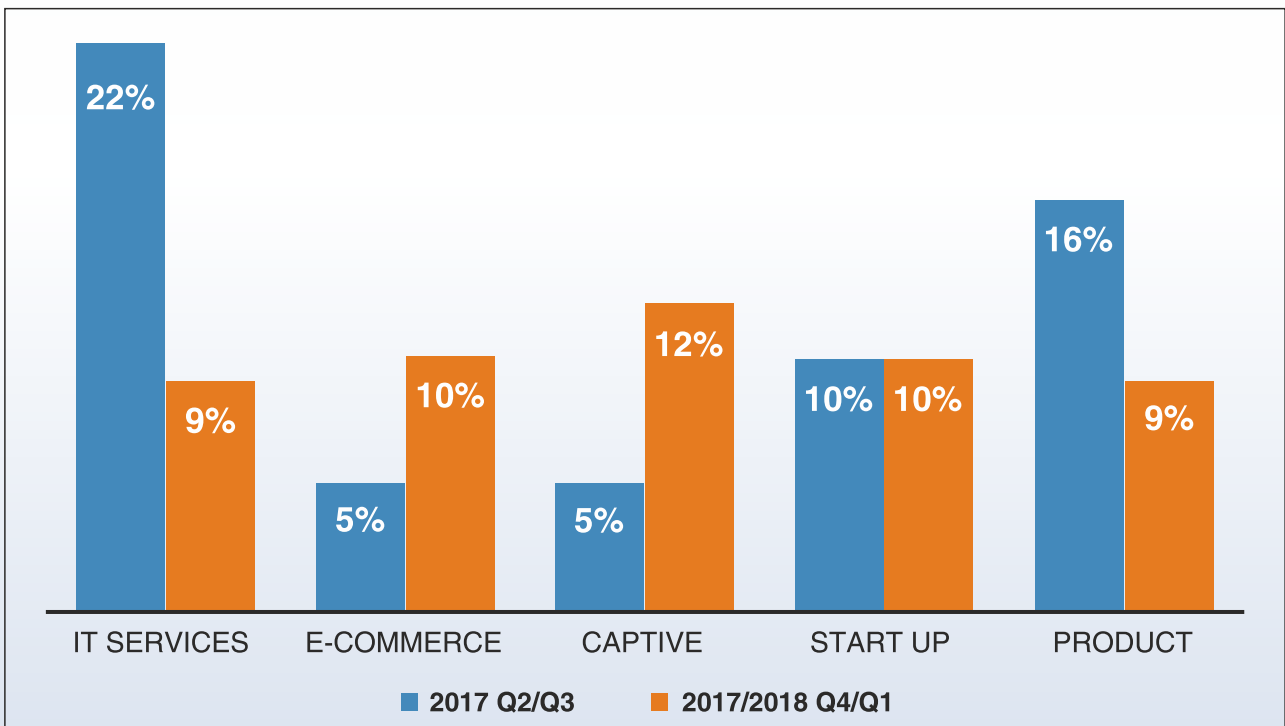
Representation of employers' intentions of hiring trained IT graduates

Majority of the employers said they want trained freshers in the system. Companies are now looking for that fresh talent in the market that is upskilled already with the latest technologies and is ready to hit the ground. Preponing of probation is going to be the new normal of the industry so as to reduce the learning curve.



By Type of Organization

The captive organizations reported highest hiring intention for the upcoming 6 months with a Net Employment Outlook of **12%**. With focus on replacement and on-demand niche and complex skills, hiring alternate sources of talent such as IT contractors are also being considered due to uncertainty and various other macro economic conditions. A comparative analysis shows hiring intentions of the IT services companies have gone down drastically while that of the captives have come up.



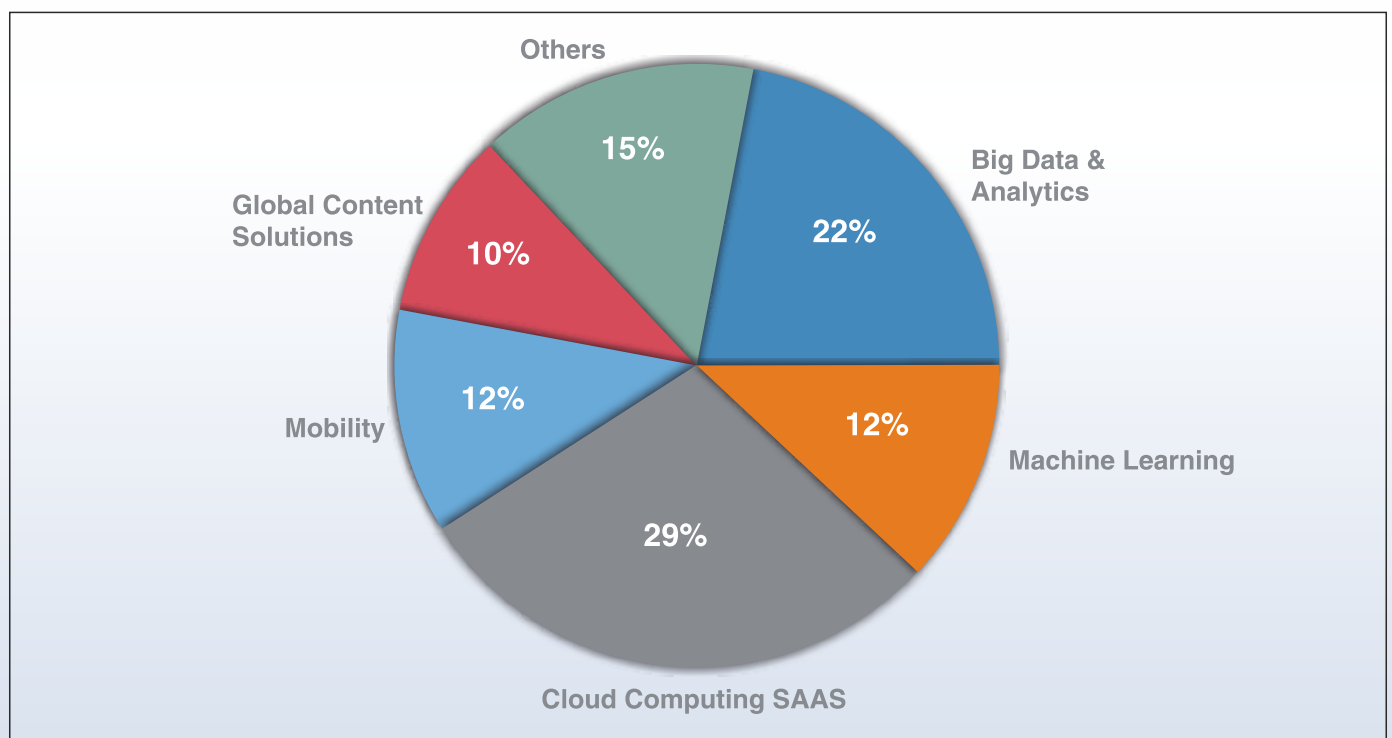
Representation of hiring intentions across types of organizations



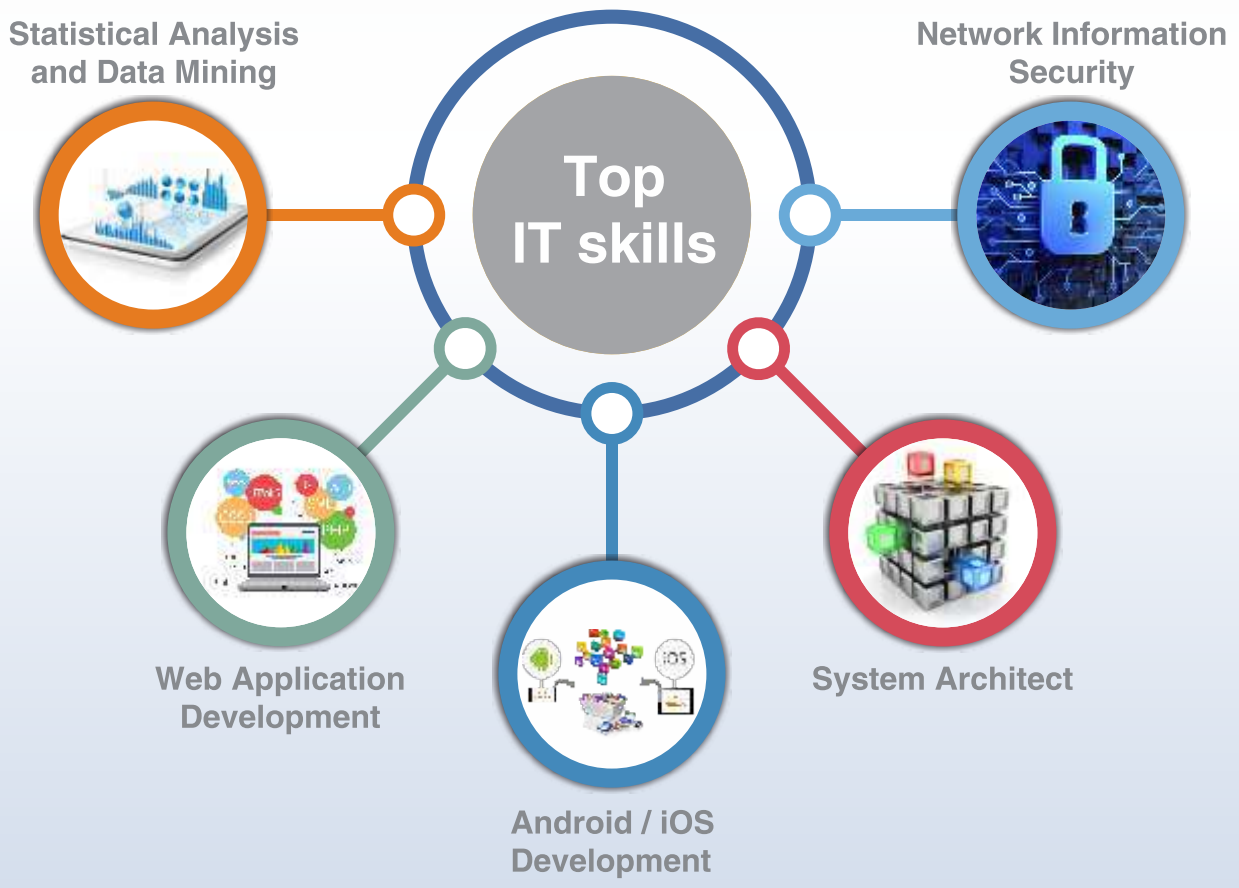
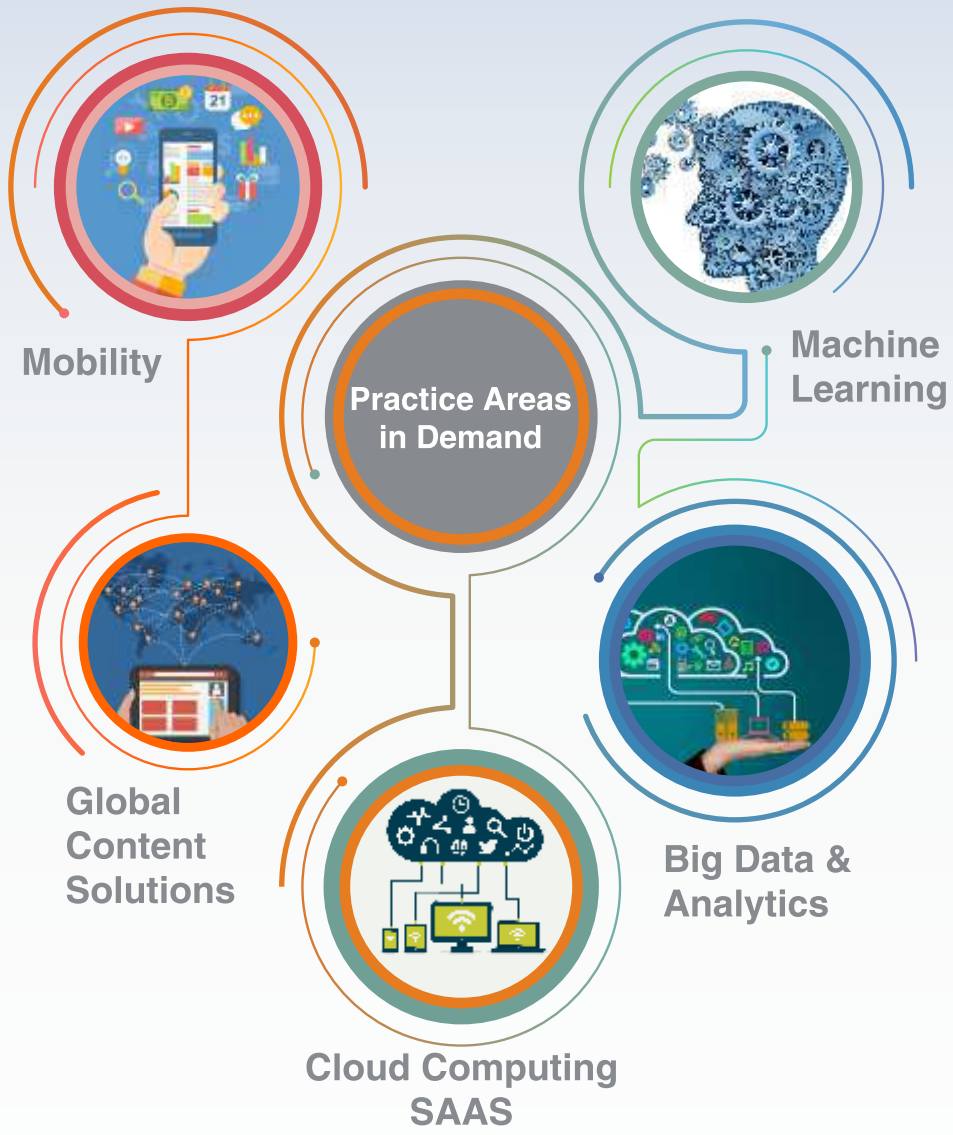
Practice Areas & Skills in demand

Top Practice Areas

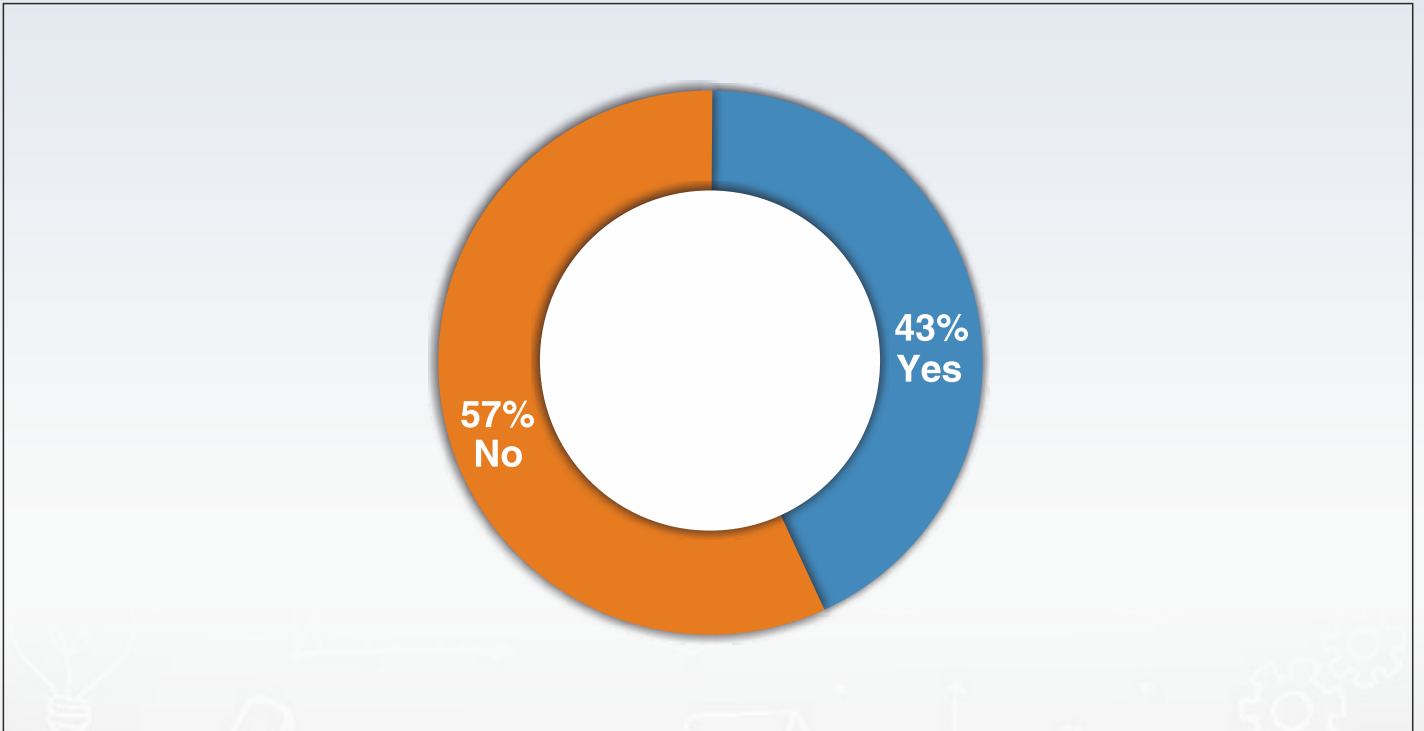
“Cloud Computing and SAAS” leads the demand with a Net Employment Outlook of **29%**.



Representation of hiring intentions across practice areas



We asked employers if they plan to up-skill their existing staff on certain niche and / or sought-after technology skills?

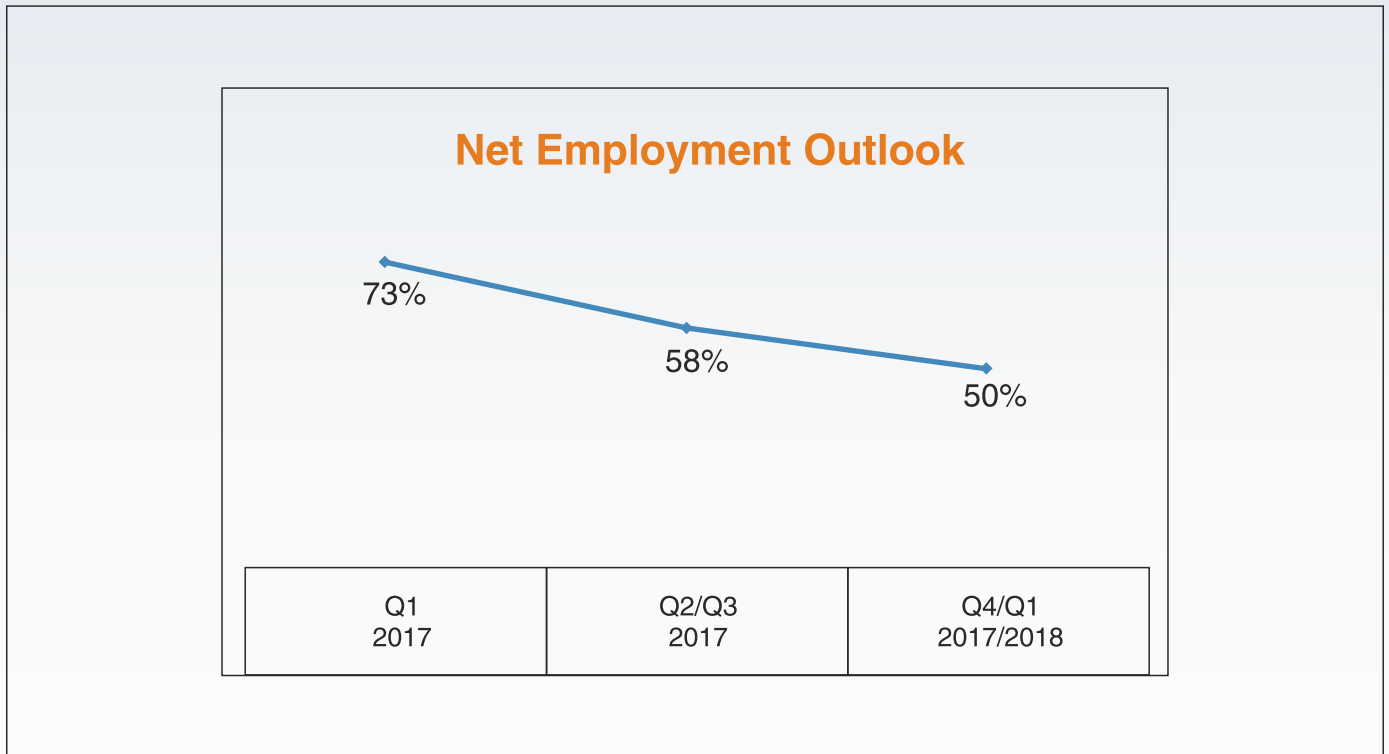


Most of the Indian IT employers have realised the need for up-skilling their existing resources and many of them have implemented internal training sessions already.



Quarter on Quarter Comparison

When compared to the previous quarter, hiring intentions lowered in almost all the categories. The Net Employment Outlook went down by 8 percentage points.



Representation of quarter on quarter comparison (NEO)



India Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
Oct-Dec 2017	24	4	56	16	20	19
Jul-Sep 2017	16	1	61	22	15	15
Apr-Jun 2017	19	1	68	12	18	17
Jan-Mar 2017	22	1	59	18	21	24
Oct-Dec 2016	31	0	62	7	31	30

Source: ManpowerGroup Employment Outlook Survey

Indian employers report hopeful hiring intentions for the final quarter of 2017. **While 24% of employers forecast** an increase in staffing levels, **4% anticipate a decrease** and **56% expect no change**, resulting in a Net Employment Outlook of **+20%**, which after seasonal adjustment stands at **+19%**.

Learnability is the hot ticket to success

The key to a sustainable career today is learnability — the desire and ability to develop in-demand skills to be employable for the long-term.

Our research shows that high learnability is strongly tied to career success: being more educated, better prepared for employment and higher paid.

Learnability — having the desire and ability to learn new skills to become and stay employable throughout long career journeys — will be crucial



Source: A Skills Revolution: From Consumers of Work to builders of Talent

“It’s time to take a fresh look at how we motivate, develop and retain employees. In this environment, learnability is the hot ticket to success for employers and individuals alike.” - Mara Swan, Executive Vice President, Global Strategy and Talent, ManpowerGroup

Key Take-aways of the Survey

Net employment outlook for IT workforce in India:

+50%, dropped by 8 percentage points from last quarter

Highest labor market in the Southern India:

+20%, employment outlook dropped by 4 percentage points from last quarter

Highest hiring intention anticipated for:

0 – 10 years experience slab

Practice area in demand:

Cloud Computing/ SAAS

Type of organization who plan to hire the most:

Captive organizations

Level of IT Professionals:

Instilling trained fresh graduates into the system is the need of the hour

Skill Development:

Upskilling and reskilling existing workforce is the trend setter

About the Survey

Experis IT Employment Outlook Survey (EITEOS) is a one of its kind exercise executed for the first time in the Indian IT domain. For this survey, Experis IT surveyed IT employers across India. This survey will be conducted every 6 months to measure IT employers' hiring intentions to increase or decrease the number of employees in their workforce.

Indian IT employers across India were surveyed with the focus on their hiring intentions of employment trends pertaining to the regions, type of organizations, practice areas, skills, and experience levels.

About Experis IT

Experis IT, a ManpowerGroup company is a leading provider of innovative IT solutions offering IT Staffing Innovative Hiring Solutions, Borderless Talent Solutions, Custom Application Development, Collaborative Computing Practices, Web & Portal Development, Security & Storage Solutions for various industries, including Banking & Financial Services, Consumer & Retail, IT, Telecom, ITES, Manufacturing & Healthcare.

Company Snapshot

- Over 4500 associates at any given time
- Offshore Development Centers in Kolkata and Bangalore
- Serving 100+ clients across IT sector
- Market-leading University recruiting program and resource development program, giving ManpowerGroup a large stream of top talent
- 200+ specialist IT recruiters
- Hire Train Deploy program of Experis IT won the “Most Innovative Recruiting & Staffing Program” award at the 25th World HRD Congress, 2017

About ManpowerGroup India

ManpowerGroup, the world leader in innovative workforce solutions, has been helping clients and candidates win in India since 1997. ManpowerGroup India provides unique value to clients and candidates through a comprehensive suite of innovative solutions, which cover an entire range of talent-driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. This is the Human Age, where access to talent has replaced access to capital as the key competitive differentiator. ManpowerGroup India creates powerful connections between organizations and the talent they need to enhance their competitiveness and unleash their workforce potential.

Industry Recognition



Recognized for 7th Consecutive Year as a Top Performer in RPO by Everest Group



One of the World's Most Ethical Companies for 7 consecutive years - more than any organization in the industry



Named one of Fortune's World's Most Admired Companies for 14 consecutive years



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