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Experis IT Employment Outlook Survey
Apr. 2018 - Sep. 2018 India.

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Executive Summary

Experis IT Employment Outlook Survey for the period Apr 2018 – Sep 2018 was conducted by interviewing IT employers across India. Hiring intentions are slightly higher as businesses strive to keep up effectively with the pace of evolving technologies. Outlook for employment, is better, with a lot of opportunities. Executives of the Indian IT companies are quite surefooted about hiring and budgets.

In this era of AI permeation, data overload, digital centralization and 5G preparation, employers need people who can program manage the execution of the digitization and this needs special skills and analytical minds. Training programs are being conducted by institutes and companies to groom the just out graduates to perform such roles. This is one strong reason why majority of the employers are keen to hire candidates with a higher learnability quotient, especially in the 0-5 years' experience slab.

Hiring, thus, will be focused on talent that is job ready to deliver digital engagements, globally. IT companies are setting up innovation labs and design centers to further digital processes and operations. (Ref: Nasscom Strategic Review 2018).

The Indian IT industry will continue to be a net hirer, majorly governed by thorough job transformations around next generation UI, gadgets and infrastructure.

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

[Contents]

India IT Employment Outlook

Indian IT Employers express an upturn in their hiring intentions as they turn the corner post last year's relaxed phase. Survey has reported a positive Net Employment Outlook of *+52%* for the period "April – September 2018".
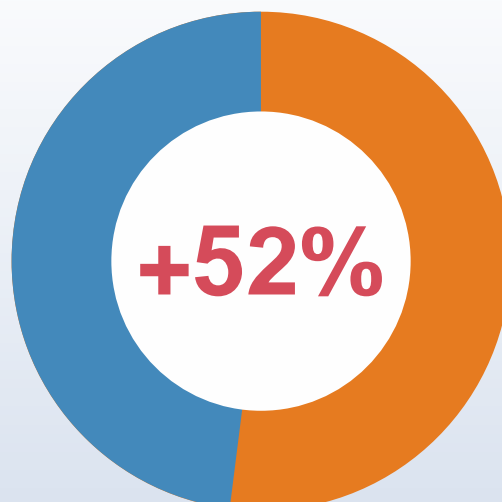
While digitization and automation set the tone for the job postings quite highly, big players sound more bullish on their employment prospects than the newer and smaller players.

While new technology trends such as AI, blockchain, cyber security sweep the market off the conventional skills, AI, that seems to be becoming more or less a mainstay in almost all forms of technology is going to pop up in all the new platforms, devices or apps more and more through 2018. 50% + firms will be implementing AI into their products, says a survey by Nasscom.

Therefore, to hire resources in demand this season, recruitment and talent acquisition have gone through rapid disruption and adapted various alternate talent acquisition strategies. These alternate talent acquisitions strategies include liquid workforce, temp, on-demand hiring, increasing contract resources and implementing up-skilling / reskilling of internal staff to cater to complex / niche resources.

Major hiring is expected to happen for the junior and mid-level while contemplating minimal jobs in the senior slab.

With bullish hiring sentiments for the upcoming 2 quarters, the Indian IT companies are changing their core strategy with the vision to get new blood and fresh ideas in the technology ecosystem.
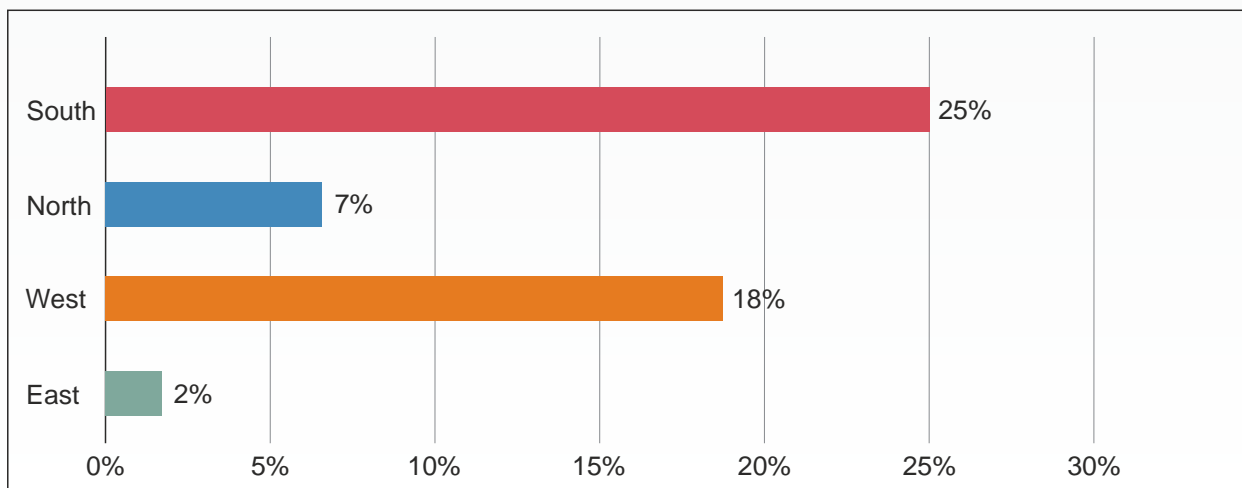

+52%

Net Employment Outlook

Representation of hiring intentions of IT Employers in India
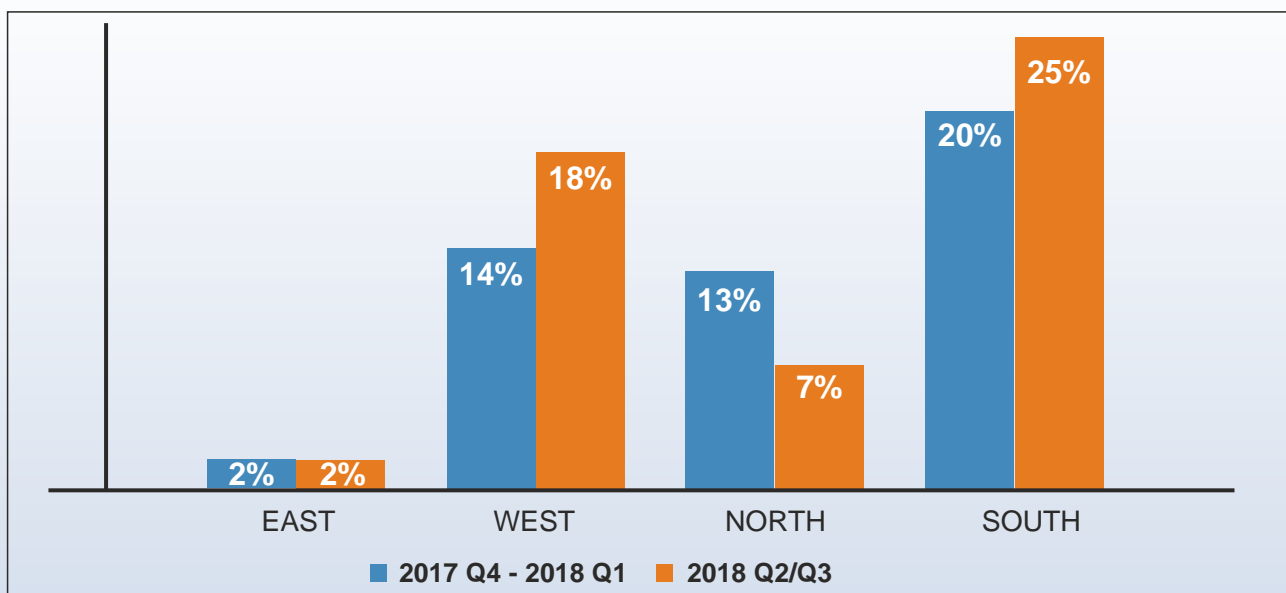
Hiring Intention

By Geography

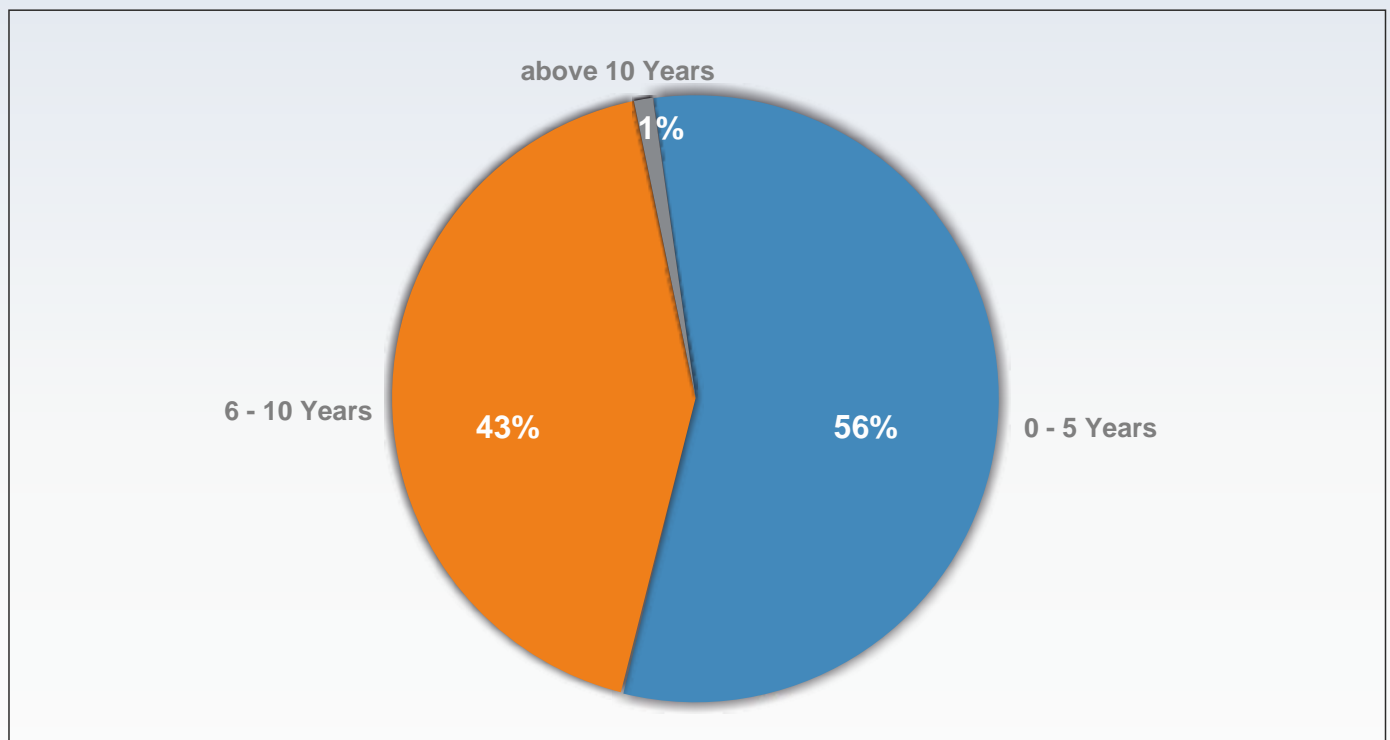The strongest labor market is expected in the Southern region, with an Employment Outlook of *25%.*

Representation of hiring intentions of the 4 regions in India
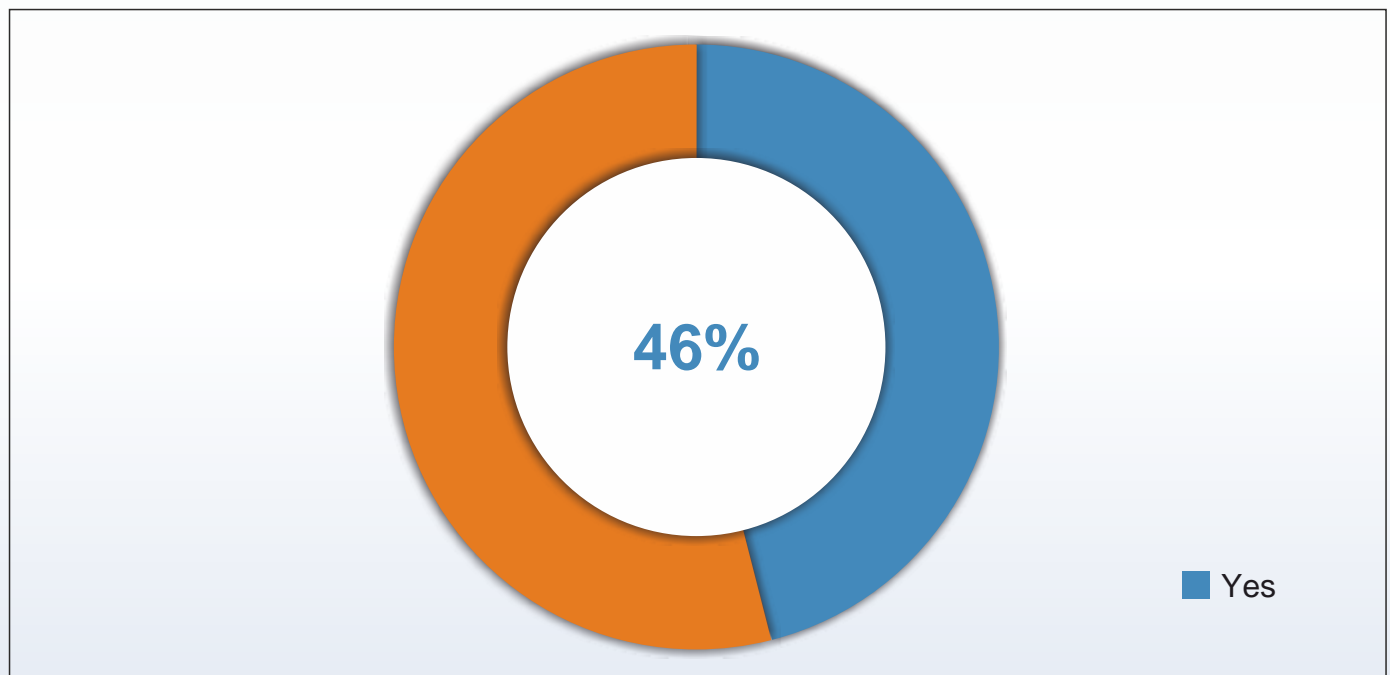

EAST — 2% (2017 Q4 - 2018 Q1), 2% (2018 Q2/Q3)
WEST — 14% (2017 Q4 - 2018 Q1), 18% (2018 Q2/Q3)
NORTH — 13% (2017 Q4 - 2018 Q1), 7% (2018 Q2/Q3)
SOUTH — 20% (2017 Q4 - 2018 Q1), 25% (2018 Q2/Q3)

■ **2017 Q4 - 2018 Q1**   ■ **2018 Q2/Q3**

By Level of Experience

Highest hiring intention was reported for candidates in the *0-5 years' experience slab*.

above 10 Years

1%

6 - 10 Years

43%

56%

0 - 5 Years

Representation of hiring intentions across experience levels

We asked employers if they plan to hire trained IT graduates in the next **2 quarters.**
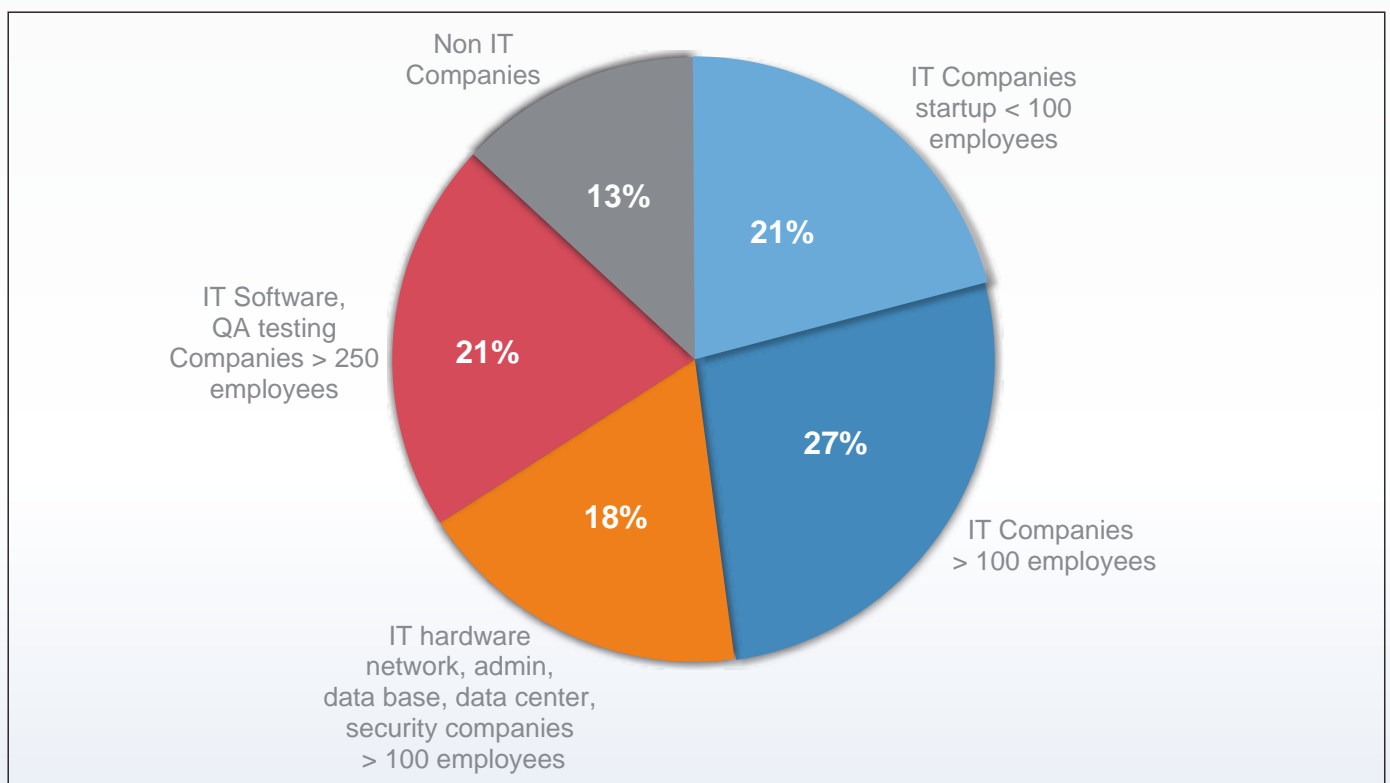
46%

Yes

Representation of employers' intentions of hiring trained IT graduates

Majority of the employers said they want trained freshers in the system, most companies will secure at least 5% of their jobs for trained IT grads. While most of the companies are now looking for that fresh talent in the market that is up-skilled already with the latest technologies and is ready to hit the ground, a lot of companies still want candidates with 1-2 years of experience.

By Type of Organization

The IT companies with more than 100 employees reported highest hiring intention for the upcoming 6 months with a Net Employment Outlook of **+27%.** 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.

Representation of hiring intentions across types of Organizations

Start-ups will contribute substantially to the IT employment in India as the industry has an ever growing set of start-ups (5000-5200) and many of these are working on very niche technologies – AI, blockchain, robotics etc. (Reference: Nasscom Report)
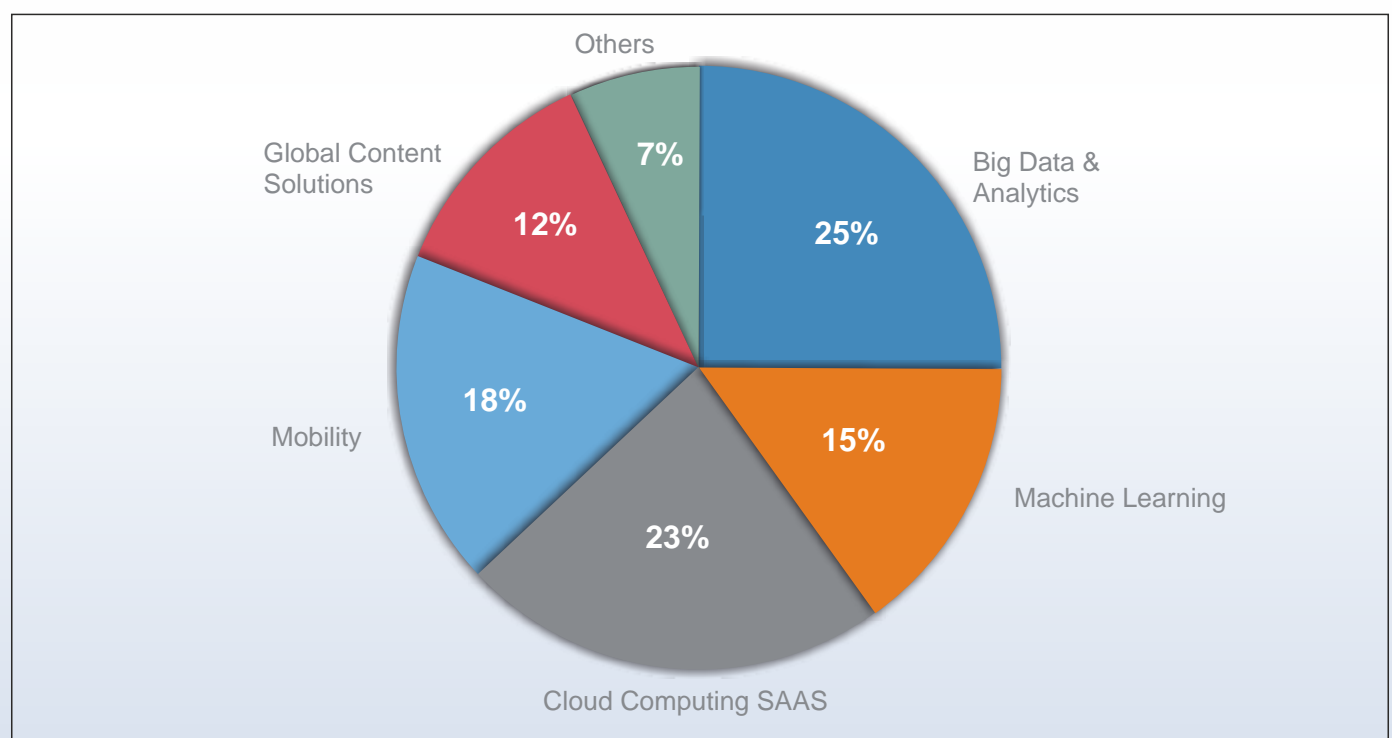
A lot of non tech firms are going digital as they realize the potential digitization offers in driving efficiency and customer convenience to the next level. Therefore, hiring in these companies will be significant especially for data analytics and machine learning experts. Health Tech and Fintech are the fastest growing segments.
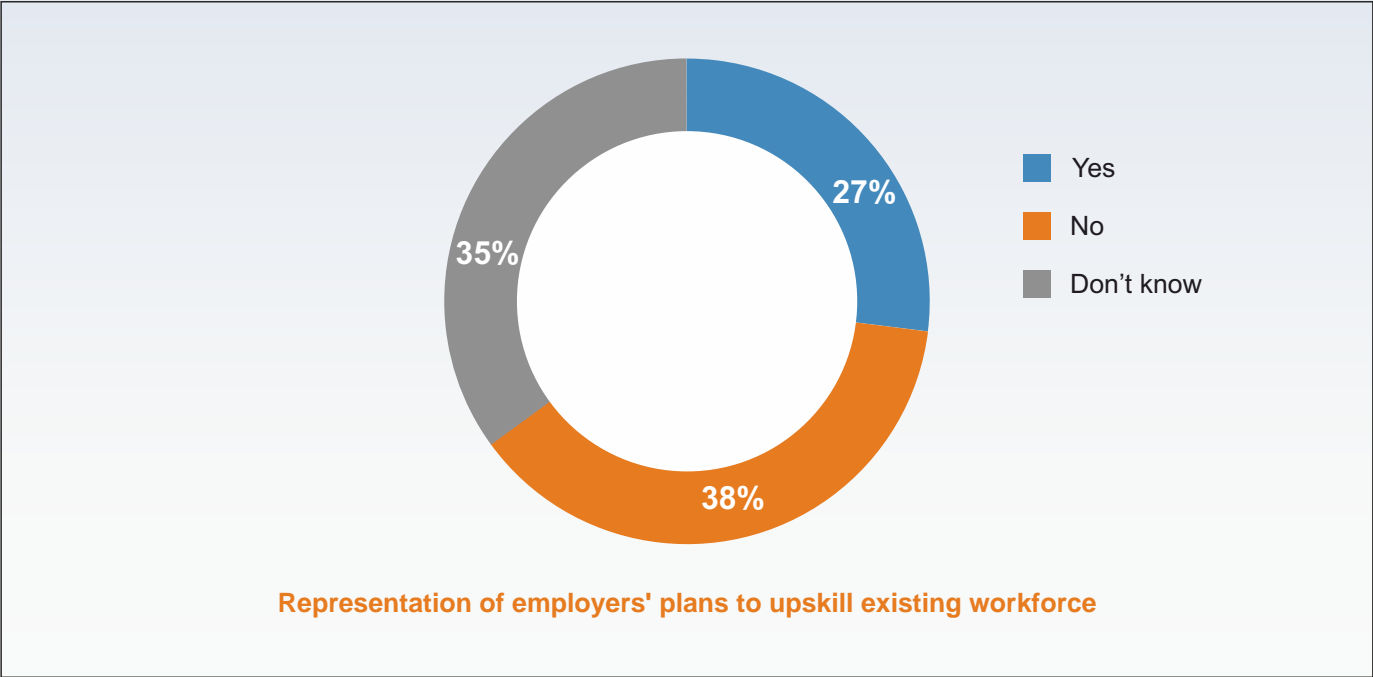
Practice Areas in demand

Top Practice Areas

"Big Data analytics" leads the demand with a Net Employment Outlook of *25%.*

Others

Global Content Solutions

7%

Big Data & Analytics

12%

25%

Mobility

18%

15%

Machine Learning

23%

Cloud Computing SAAS

Representation of hiring intentions across practice areas

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

27% — Yes
38% — No
35% — Don't know

Representation of employers' plans to upskill existing workforce
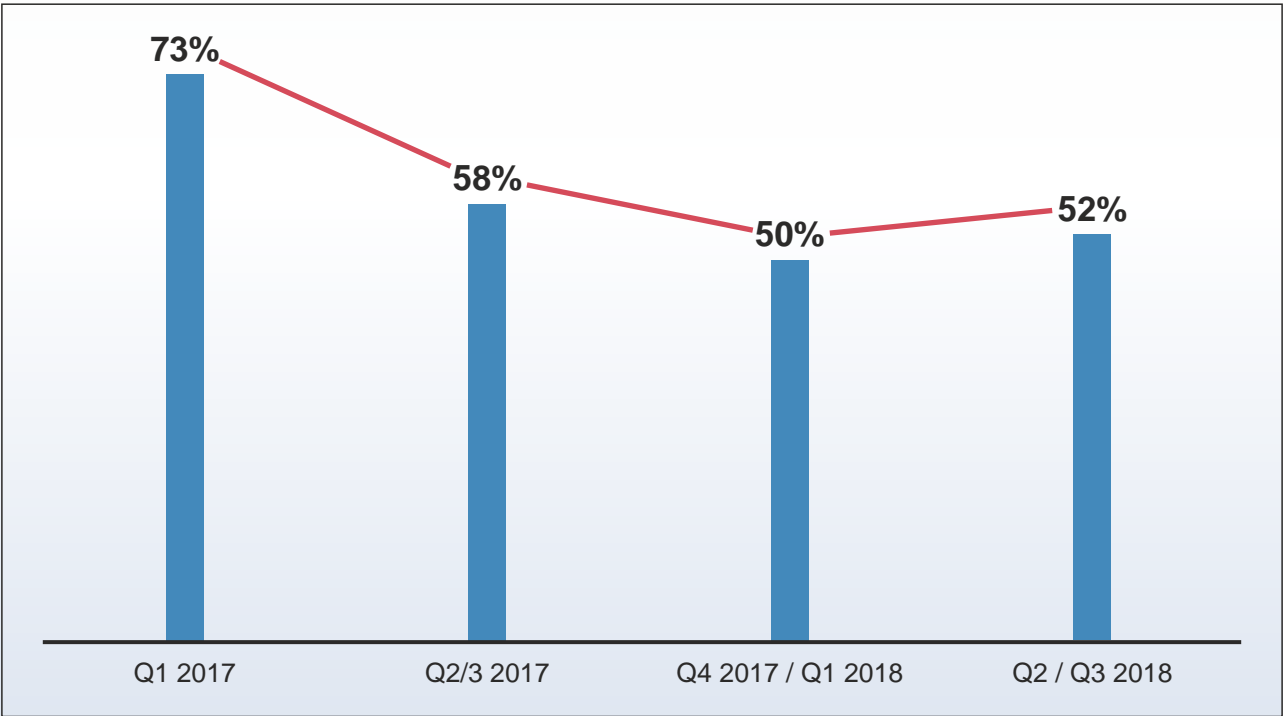
Very few Indian IT employers have, till now realised the need and are investing in upskilling their existing resources while many of them have implemented internal training sessions already.

Continued focus on reskilling and academic partnerships is what is imperative in the FY 2019, says a Nasscom report.

Quarter on Quarter Comparison

When compared to the previous quarter, hiring intentions improved by 2 percentage points.

73%	58%	50%	52%
Q1 2017	Q2/3 2017	Q4 2017 / Q1 2018	Q2 / Q3 2018

Representation of quarter on quarter comparison (NEO)

What our Global reports say?

ManpowerGroup's Annual Talent Shortage Survey identified 40% of employers globally who report difficulty filling positions in their organization, the highest level since 2007. IT roles are the second toughest positions to be filled globally after the Skilled trades roles. Lack of available applicants and hard skills are the top reasons employers can't fill positions.

Globally, employers are looking inside their organizations for solutions, **with more than half choosing to develop and train their own people.**

The number of employers **TRAINING AND DEVELOPING EXISTING EMPLOYEES** to fill open positions **HAS DOUBLED** from 1 in 5 to over half

53% Offer training and development to existing staff

36% Recruit outside the talent pool

28% Explore alternative sourcing strategies

27% Provide additional perks / benefits to recruits

26% Pay higher salary packages to recruits

19% Outsource the work

19% Change existing work models

Source: ManpowerGroup Talent Shortage Survey

Reskilling and upskilling existing staff is a challenge faced by companies globally. ManpowerGroup's Workforce insights highlight human solutions for a skills revolution.

Steps employers can take to boost their workforce strategy to prepare for digital transformation, changing business models and shifting skill needs.

1. HIRE FOR LEARNABILITY
Employers can no longer rely on a spot market for talent. We need people with learnability – the desire and ability to develop in-demand skills to be employable for the long-term. Employability today is less about what you already know and more about your capacity to learn.

2. IDENTIFY SKILLS ADJACENCIES
Set people up to succeed. Map out skill needs, then assess and identify candidates with adjacent skills sets – those skills that are closely connected and can be adapted to new roles. Build on proven talents and equip people to shift from traditional to digital skillsets.

3. DEVELOP DIGITAL LEADERS

While 80% of leadership capabilities remain the same – adaptability, drive, endurance and brightness – a new style of leadership is required for the digital age. What got you here, won't get you there. Leaders today must be able to dare to lead and be prepared to fail fast. They need to nurture learnability, accelerate performance and foster entrepreneurialism. And of course, they must unleash potential in others.
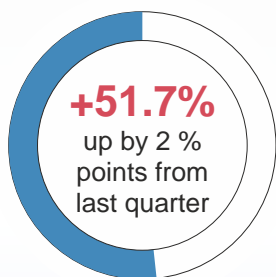
Helping people upskill and future-proof themselves in a fast-changing world of work will be the defining challenge of our time.

Identifying in-demand skills and providing access to employment will be the solution to the Skills Revolution.

Source: Skills Revolution 2.0 Report

Key Take-aways of the Survey

+51.7%
up by 2 % points from last quarter

Net employment outlook for IT workforce in India:

+25

Highest labor market in the **Southern India**

Upskilling and reskilling existing workforce is of paramount importance

Highest Hiring intention anticipated for **0 – 5 years' experience slab**

Practice Area in demand:
Big Data & Analytics

Type of Organization who plan to hire the most:
IT companies with more than 100 employees

Trained fresh graduates will be in demand

11

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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