Experis IT Employment Outlook Survey
April - September 2019

Executive Summary

Overview of the India Market

India's rank in The Global Talent Competitiveness Index 2019 (GTCI) has come up to 80 by 1 point from that in 2018 out of 119 countries. With legislative and regulatory changes, India made a jump of 23 points in World Bank's Doing Business report, and is now ranked at 77 out of 190 economies in 2019 report.

Although new technologies are creating jobs and upskilling is the key to be relevant now, talent shortage is a persistent issue. And there's been a dip in job creation as well, according to the EPFO (Employees' Provident Fund Organization), the only gauge to measure formal job creation.

Digitalization, automation and the overall technological disruption across sectors has resulted in an agile workforce becoming the basic necessity in today's workplace. Jobs are being created. Demand of the customers are changing and the requirement of a more adaptable workforce is not only restricted to IT but has become a norm for the non-IT sectors as well. A combination of right skills and strong learnability quotient is the passport to success for job seekers.

Stakeholders have started planning upskilling and reskilling programs to promote the culture of learning and provide career guidance as and when needed. Short focused upskilling programs are the best solution to fill the gap. It is not only the employers but the academia are also coming a step forward to collaborate with the corporates to include career development as part of the syllabus.

About the Survey

Experis IT Employment Outlook Survey (EITEOS) is a forward looking survey that reflects hiring sentiment of Indian IT and non-IT employers. The analysis of the survey data is based on certain parameters such as geography, level of experience, type and size of organization, IT skills and practice areas, etc. IT, Retail, Manufacturing, BFSI are the sectors that have been broadly covered in this survey. Companies have been classified as small (less than 200 employees), medium (201-500 employees) and large (500+ employees).

Survey Methodology

A sample population of 513 Indian employers (both IT and non-IT) were surveyed through direct calling, a primary research method.

Objective of the Survey

→ Measure Employment Outlook trends across location, level of experience, type and size of organization, skills and practice areas ☑

☑

→ Highlight the drift of culture towards upskilling

→ Derive the trend by comparing the current scores with the historical data ☑

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India IT Employment Outlook

Hiring intentions in Indian IT job market remain stable with a marginal increase from the last report (+53%).
Experis IT half-yearly survey results show a Net Employment Outlook of 53.41% for the months April – September 2019.
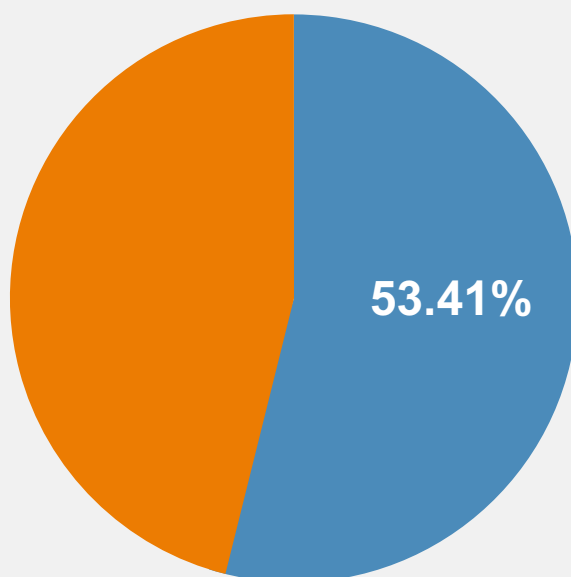

Figure 1: Representation of hiring intentions of IT Employers in India

Technological upgradation is the key driver both in terms of hiring and landing a job. The best talents will be sought after to serve the top Practice areas such as Software Product Development, Application Support / Maintenance, and Cloud Computing.

An agile workforce that is focused on and adapting advanced technologies (Internet of Things, Artificial Intelligence, Virtual and Augmented Reality) is in demand. The ones skilled in Product Development, .Net and other allied tools, Testing, Java Spring will get precedence.
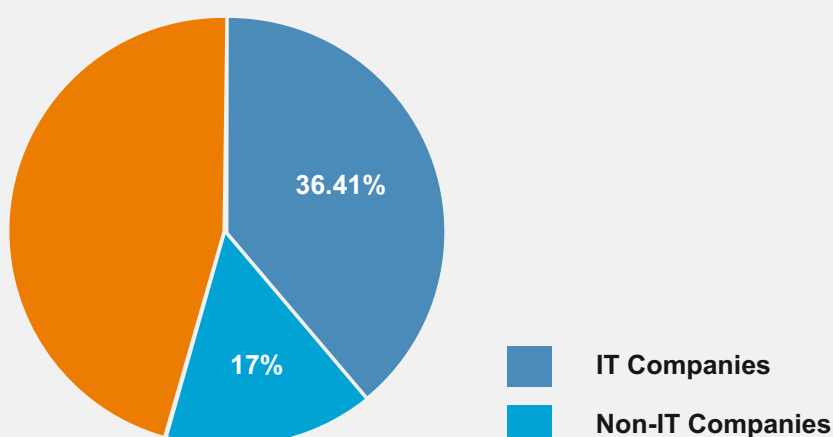

IT Companies
Non-IT Companies

Figure 2: Distribution of the Net IT Employment Outlook across IT and Non-IT employers

While the big players in the IT domain continue to be positive about their hiring intentions, the non-IT companies are also catching up on their plans of getting techies onboard.

Hiring Intention

By Geography

The strongest labor market is expected in the Southern region, with an Employment Outlook of *24%.*
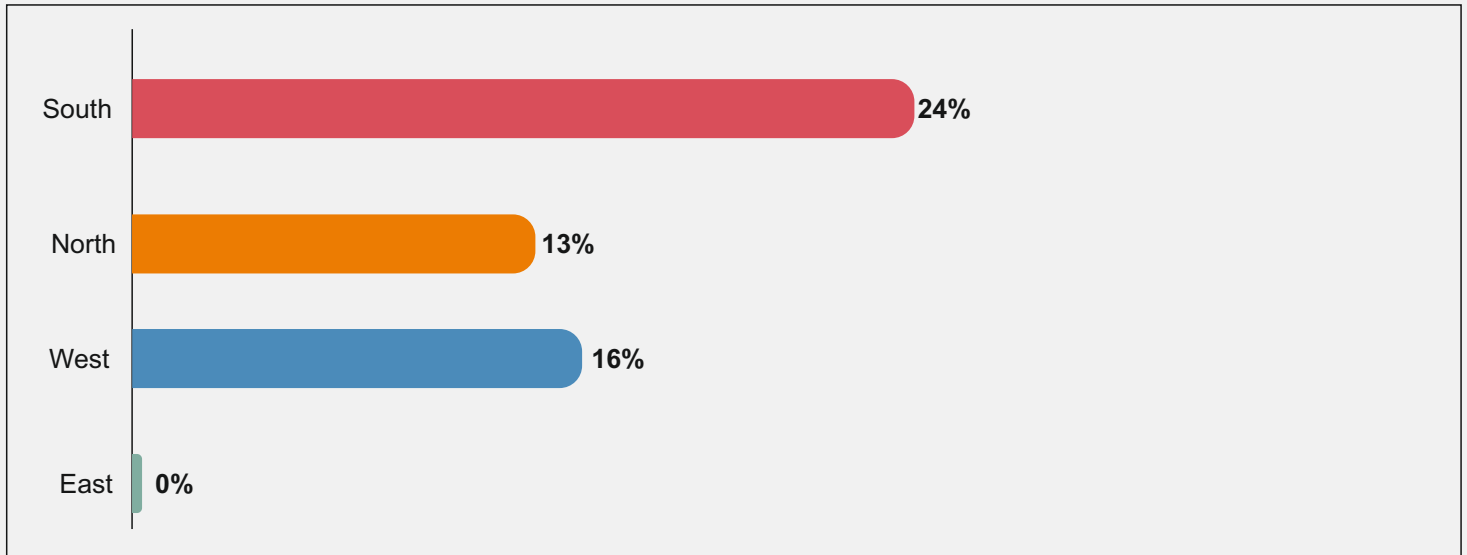

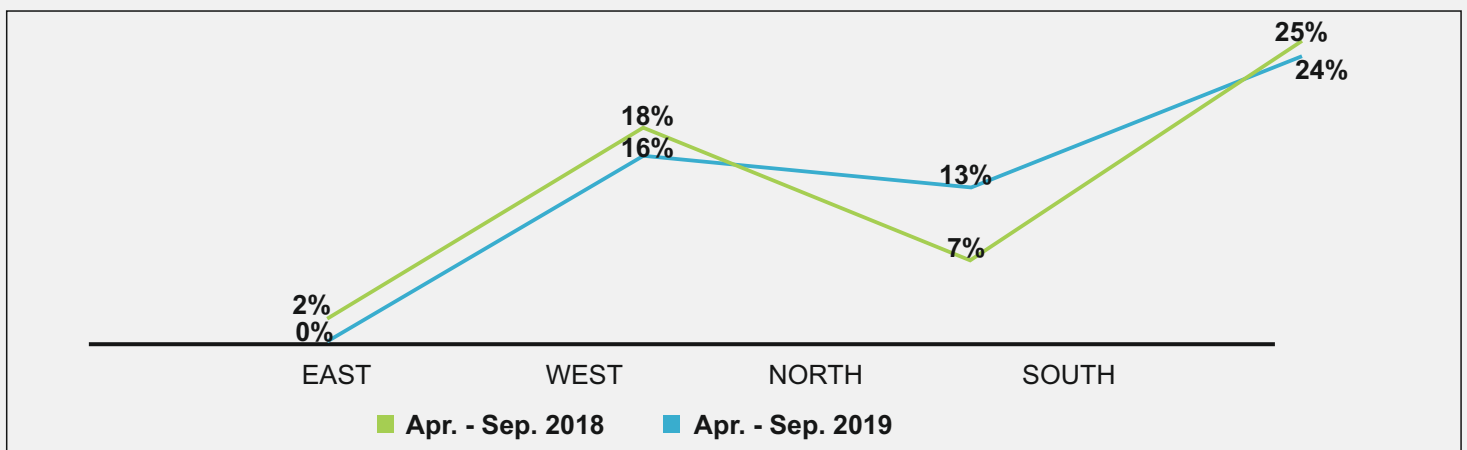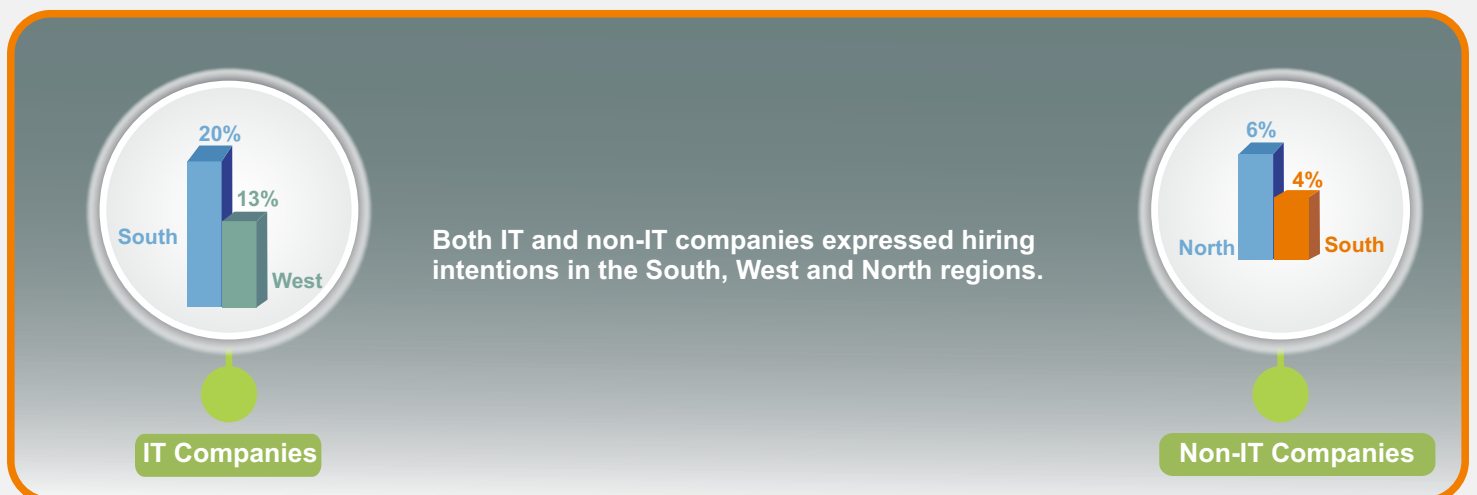Figure 3: Representation of hiring intentions of the 4 regions in India

Figure 4: Comparison of Employment Outlook across regions: Apr- Sep 2018 v/s Apr-Sep 2019

Both IT and non-IT companies expressed hiring intentions in the South, West and North regions.

By Level of Experience

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

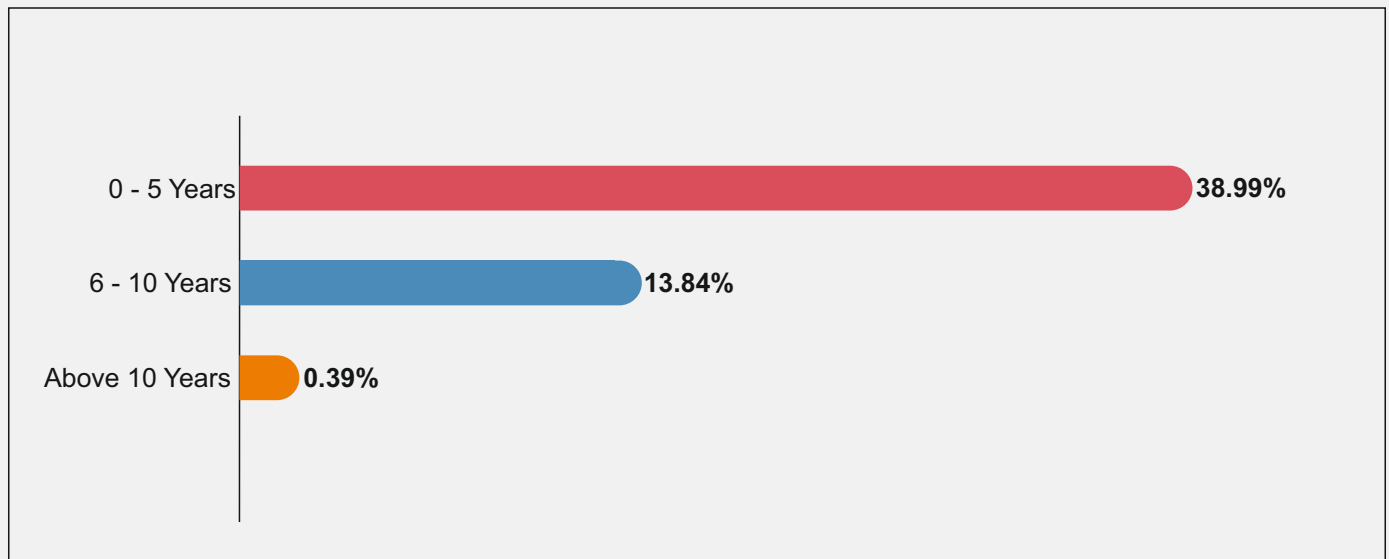Figure 5: Representation of hiring intentions across experience levels

.NET and New Product Development skills will be in-demand when companies look for fresh talent .

IT Companies **30%**

Non-IT Companies **9%**

Companies with 201-500 employee size show strong demand for the young tech talent .

Medium **17%**

14% Small

Large **8%**

Young techies (0-5 years)
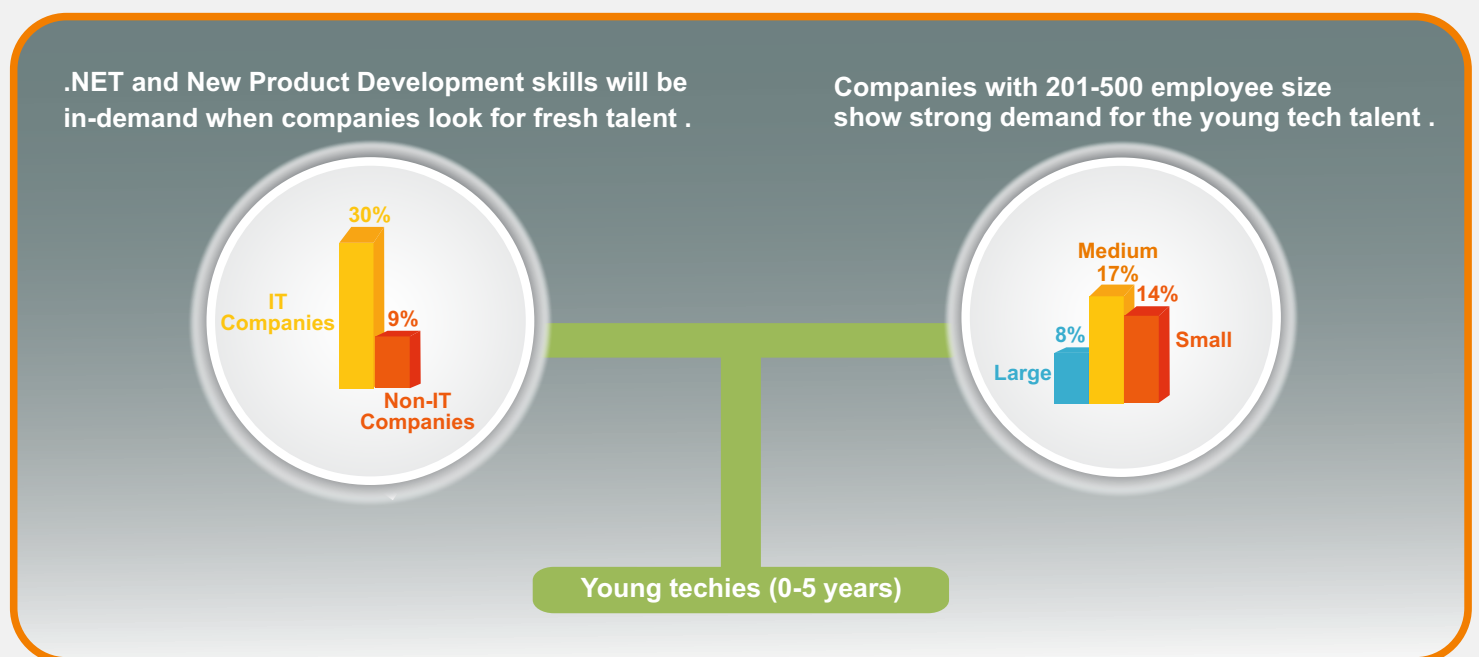
By Type of Organization

IT services companies will continue to be the major hirers for the rest of 2019. A lot of non-tech firms expressed high intentions of adding headcount to their teams as they realize the potential that digitization offers in driving efficiency and customer convenience to the next level.
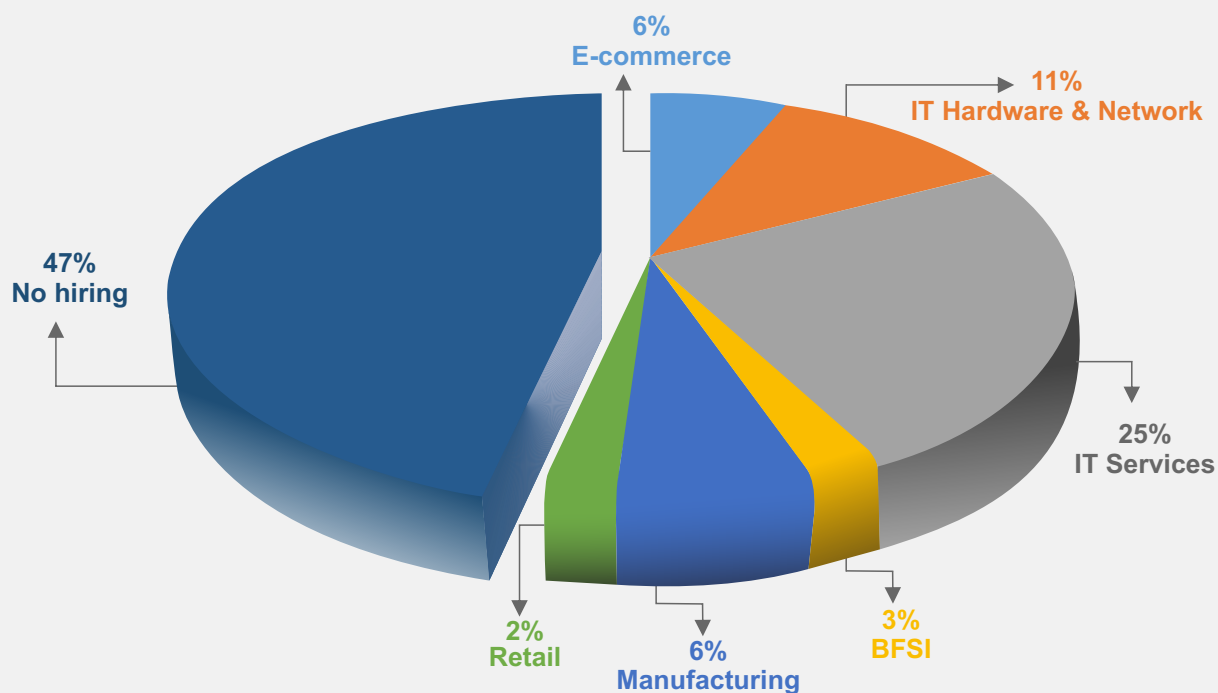

Figure 6: Representation of hiring intentions across types of organization

IT Services companies will be the biggest employers of IT talent with an employment outlook of +25%.

The non-IT captives expressed hiring intentions with an employment outlook of +17%.

By Size of Organization

19%
Small (<200)

24%
Medium (201 - 500)
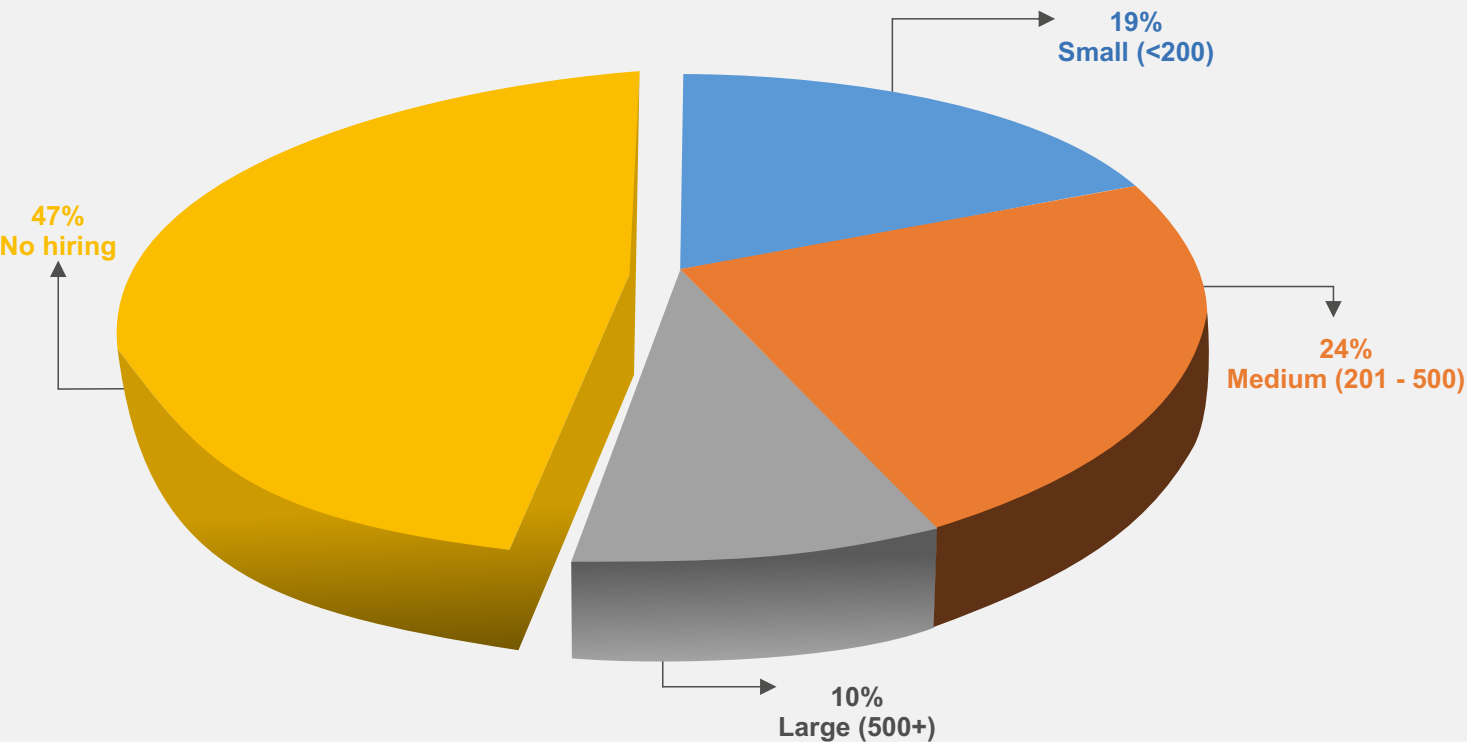
10%
Large (500+)

47%
No hiring

Figure 7: Representation of hiring intentions across size of organization

Top IT Skills & Practice Areas

Skills in Demand

New Product & Process Development is the hot IT skill that is expected to add headcount to the IT workforce this year. Employers also expressed their interest in hiring techies for .Net and React & Angular JS.

Testing & Quality Assurance (Manual or Automation-Selenium Testing) is also in demand.
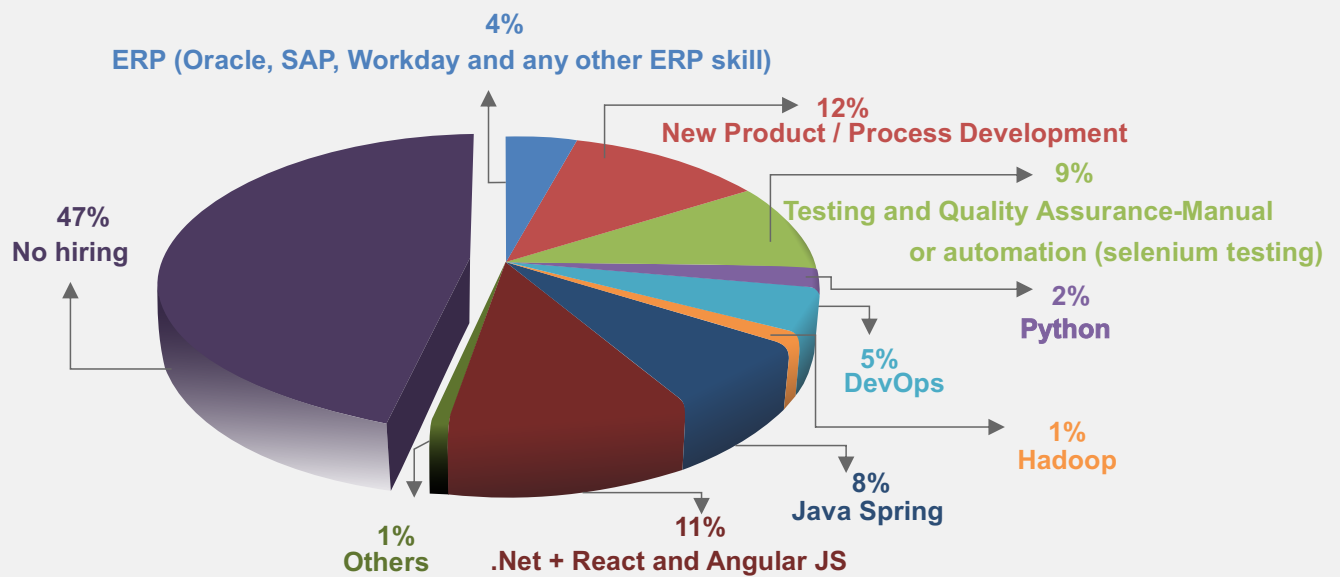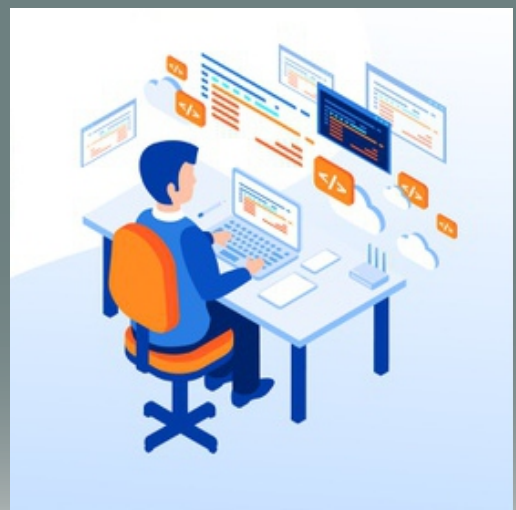

Figure 8: Representation of hiring intentions across IT skills

→ Product Development and .Net skills will be in high demand in both IT and non-IT companies.

→ Testing and Quality Assurance-Manual or automation (selenium testing) and Java Spring will be next in demand.

Practice Areas in Demand

Software Product Development and Application Support and Maintenance will lead the demand.

18% of the Indian employers expressed their interest in hiring techies in the 'Software Product Development" practice area. 11% of them would want to hire IT professionals for "Application Support Functions".Other practice areas mentioned by the prospective employers as in-demand are **Cloud Computing, Big Data, Hardware and Networking Management and Cyber Security.**

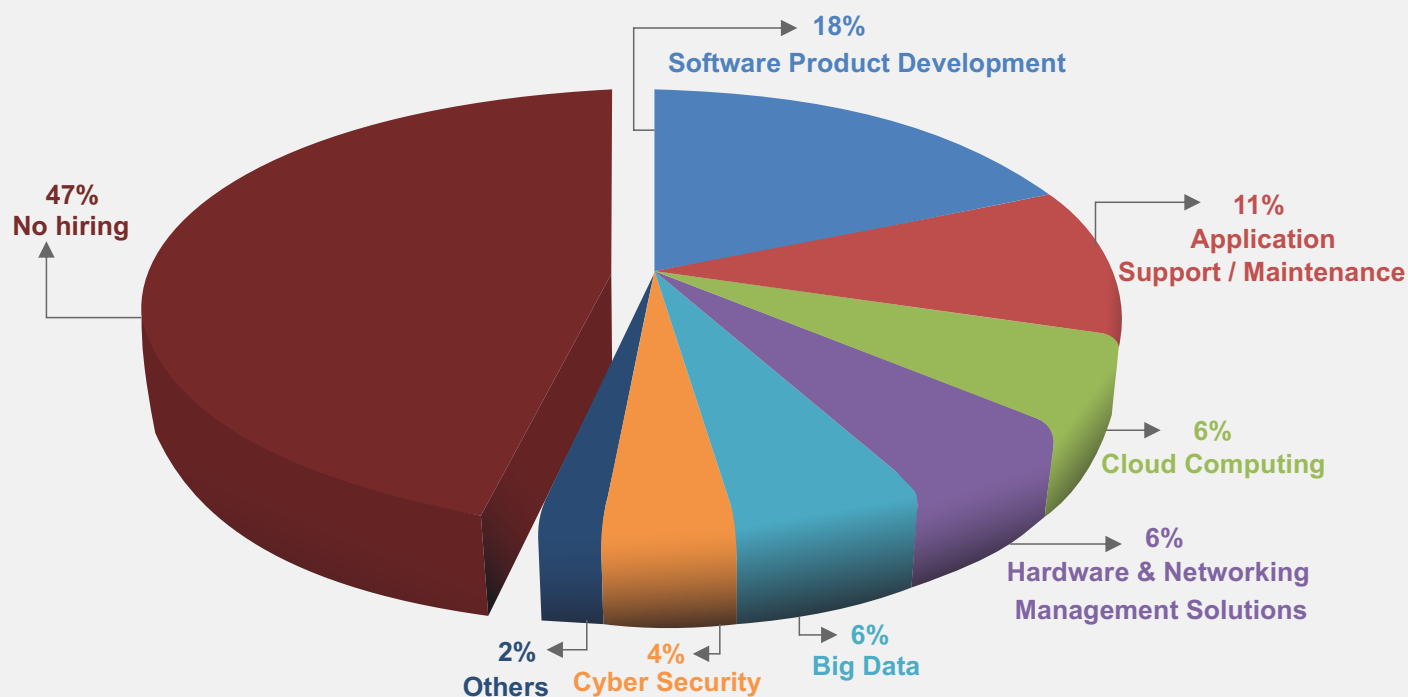Figure 9: Representation of employers' hiring intentions across practice areas

- Software Product Development will be the leading practice area with employment outlook of +18%.

- Application Support and Maintenance will be next in demand at an employment outlook of +11%.

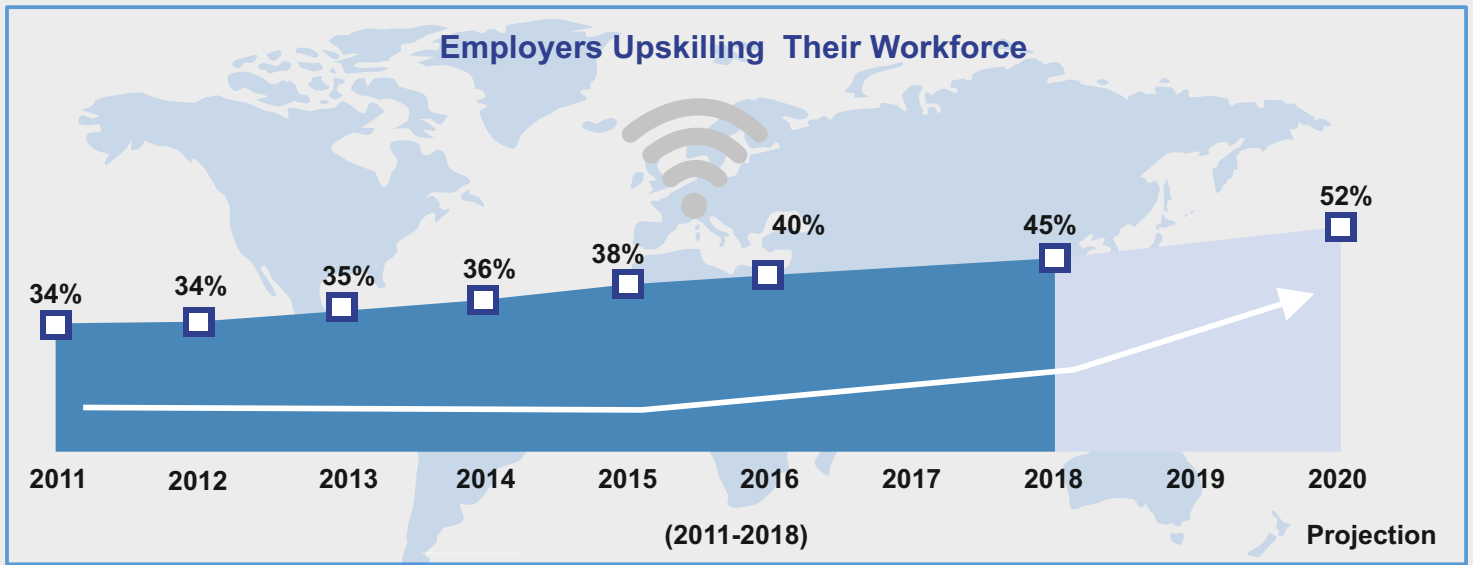- Hardware and Networking Management, Cloud Computing and Big Data will also add headcounts.

Training & Development

Demand for tech and digital skills is growing across all functions yet employers place increasing value on soft skills as machines prove better at routine tasks. Companies are focused on upskilling their existing employees and 15% of them say it is difficult to train the staff with in-demand technical skills, 29% said it is even harder to teach the soft skills they need such as analytical thinking and communication.

Candidates who can demonstrate higher cognitive skills, creativity and the ability to process complex information, together with adaptability and likeability, can expect greater success throughout their careers.

With talent shortages at a 12-year high and new skills appearing as quickly as old ones disappear, more companies are planning to build talent. And this is projected to increase.

Employers Upskilling Their Workforce

2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
34%	34%	35%	36%	38%	40%		45%		52%

(2011-2018)   Projection

Source: MPG_WEFSkills Revolution 4.0.India

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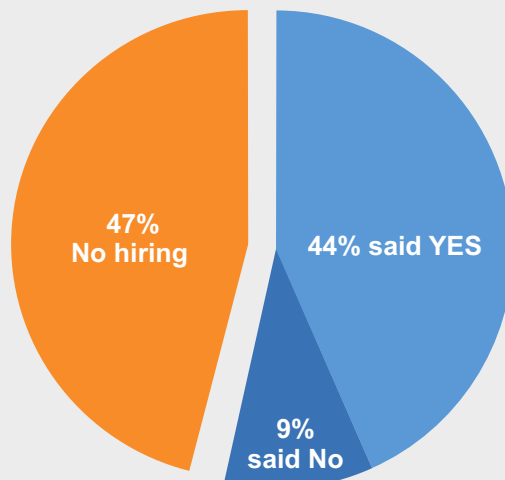

47%
No hiring

44% said YES

9%
said No

Figure 10: Representation of employers' hiring intentions for trained IT grads

- Companies are now looking for fresh talent in the market, upskilled with the latest technologies and ready to work on live projects.

- Most of the employers intend to hire at least 5-10% trained IT grads.

- Companies are also looking at lateral talent who are working on latest technologies.

44%
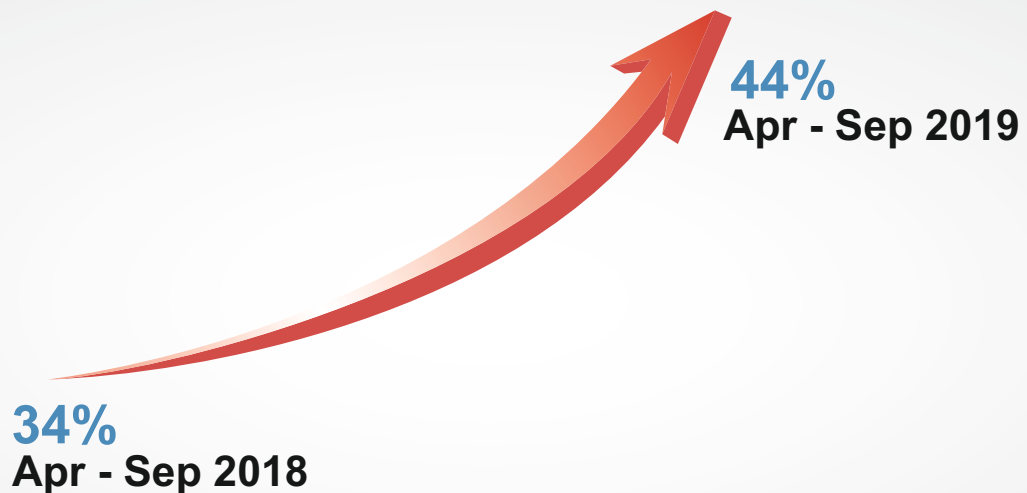**Apr - Sep 2019**

34%
Apr - Sep 2018

Figure 11: Comparison of employers' hiring intention for trained IT grads: Apr- Sep 2018 v/s Apr-Sep 2019

Comparative Analysis

Bi-annual Comparison

When compared to the previous report, hiring intentions increased marginally. When compared with this time last year, hiring intentions increase by a one and a fraction of a percentage point.
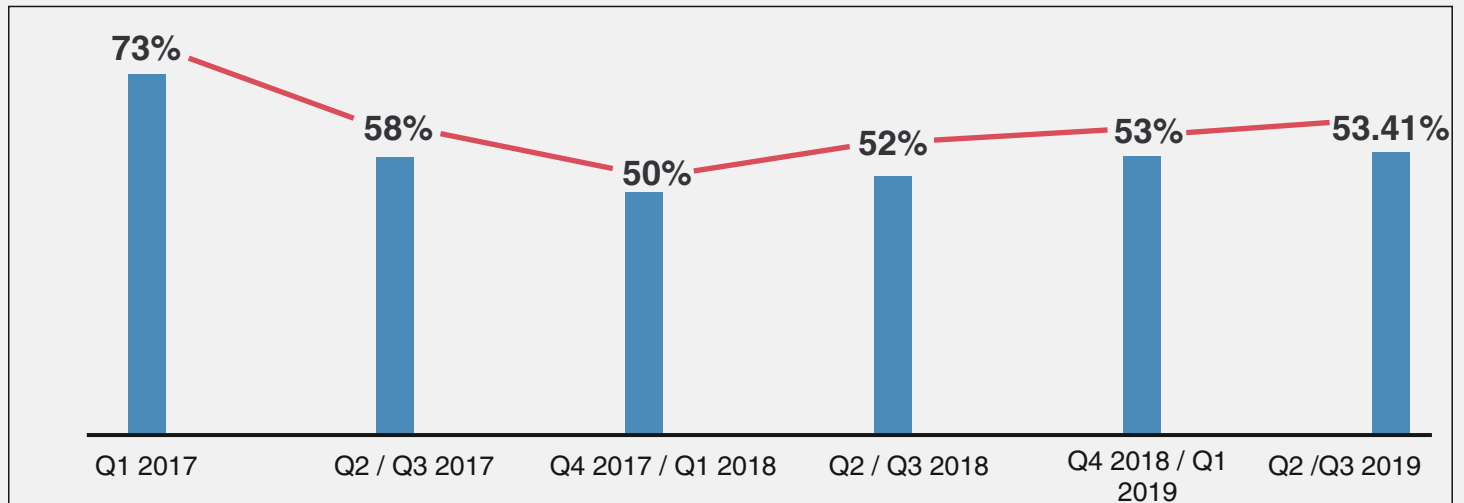

Figure 12: Representation of quarter on quarter comparison (NEO)

Experis IT Employment Outlook Survey: April-September 2019

What our Global reports say

The 'tech'tonic movement in the business landscape all over the world, has led to a paradigm leap entering into a new world of work with new challenges, new expectations and possibilities. Talent is the fulcrum of success and technology is the driver. Entrepreneurial talent is the one that every employer is looking for in its workforce as this is the type that shows the hunger and ability for innovation and adaptability. And, to nurture innovation, companies MUST invest in technology.

A research conducted by ManpowerGroup and supported by the "Digital Transformation Initiative" launched by the World Economic Forum, shows that industry leaders achieve a 70% increase in productivity from investment in new technology against 30% from just being followers of new technology. And to maximize return on digital investments, one needs to identify the key enablers, such as digital savvy leadership, forward looking skills agenda, technology infrastructure readiness, etc.

Companies embracing change and innovation are building a Culture of Innovation and in times of transformation, culture is a primary enabler of growth.

The diagram below shows the 9 indicators that determine a company's cultural readiness for innovation, and provide a roadmap for which behaviors should be nurtured.

Leaders MUST be ready to 'effectively' lead the digital shift, which has a positive impact on human motivation and commitment. Technology disruption has resulted in a chain reaction that has set the world of work on a roller coaster ride. Skilled workers are a MUST TO HAVE to run the show, and companies are seeking unconventional ways to meet their business goals.

About Experis IT

Experis IT, a ManpowerGroup company is a leading provider of innovative IT solutions offering an advanced portfolio of matching the top IT talent to jobs with the most respected IT organizations, and providing end to end solution including transition, operating and transforming an IT portfolio.

Our Offshore Development Center in India is the hub of technical knowledge, manpower and the infrastructure to drive mission-critical initiatives with proven methodologies and innovative approaches.

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

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

Most Innovative Recruiting and Staff program of the year and the most Innovative Recruiting and Staffing Program of the year at World HRD Congress 2017

ManpowerGroup Named Best Company to Work for Women in the U.S.

No 1 in the industry on fortune magazine's 2018 list of the world's most admired companies

Named one of the world's most ethical companies for the ninth consecutive year.