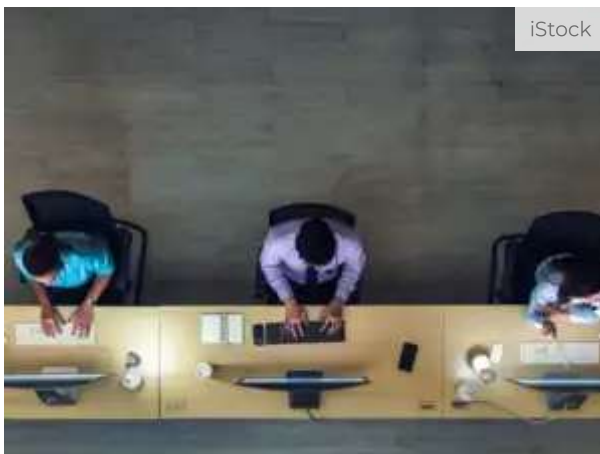


Less than half of India's new graduates are job-ready: Report

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Synopsis

The hiring landscape for engineering graduates is expected to fall short of pre-pandemic levels, with an estimated 1.6 lakh freshers finding employment, compared to the 2.3 lakh recruited in FY23. This decline is attributed to a shift in employer preferences towards mid-level employees with seven to 12 years of experience. The rationale behind this trend is companies' inclination to bypass the training period required for freshers, which typically spans six months.



Just 10% of the 15 lakh engineers graduating this fiscal year will be able to find a job, a new report by Teamlease has shown, reflecting the impact of the global economic downturn. The IT sector, in particular, has cut back on fresh [hiring](#) by 35-40% compared to the previous fiscal, exacerbating the challenges for recent graduates.

According to the report by TeamLease Digital, the hiring landscape for engineering graduates is expected to fall short of pre-pandemic levels, with an estimated 1.6

lakh [freshers](#) finding employment, compared to the 2.3 lakh recruited in FY23. This decline is attributed to a shift in employer preferences towards mid-level employees with seven to 12 years of experience. The rationale behind this trend is companies' inclination to bypass the training period required for freshers, which typically spans six months.

During FY22, as businesses embraced digital transformation initiatives across sectors, fresher hiring peaked at 4 lakh, and attrition rates soared to over 30%. However, the attrition levels have since subsided to an average of 16-18%. Notably, the domestic talent pool has witnessed an influx of US-based tech professionals following mass layoffs by global giants earlier this year.

While challenges persist, there is a silver lining as demand is burgeoning in alternate sectors such as global capability centers (GCCs) and non-tech domains like banking, financial services and insurance (BFSI), media, retail, consumer business, life sciences & healthcare, engineering R&D, and energy, all of which are expanding entry-level hiring.

However, the report emphasizes that skills proficiency is paramount, as only around 45% of this year's engineering graduates meet industry requirements. Companies are increasingly seeking talent that possesses a blend of soft skills—such as communication, problem-solving, teamwork, and emotional intelligence—along with technical proficiency in programming languages, software development methodologies, cloud computing, and data analytics.

Krishna Vij, the business head at TeamLease Digital, advises freshers to enhance their employability by focusing on continuous learning and upskilling in areas like data science, AI & machine learning, and cybersecurity to align with evolving job dynamics in a competitive market.

Lessons from the Grandmasters



