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# 83% of engineering graduates remain jobless or without internship offers, report reveals

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A recent report reveals alarming statistics about the employability of young graduates, with 83% of E-school graduates and 46% of B-school graduates still without a job or internship offer. Despite the high demand for skilled professionals, the findings suggest that the gap between graduate expectations and the job market remains vast, leaving many struggling to secure their first position.

According to the Unstop Talent Report 2025, released at the Unstop Talent Meet in Bangalore, the challenges faced by young professionals are compounded by other significant shifts in the hiring landscape. Among the more striking revelations is the rising preference for multiple income streams, with over half of GenZ professionals—51%—seeking opportunities for freelancing and side hustles. Among B-school graduates, this figure climbs to 59%, underscoring a growing shift in how the next generation views career paths.

## Gender Pay Gaps and Talent-Based Hiring Trends

The report also highlights a troubling gender pay gap in certain fields. Two in three female Arts & Science graduates earn below Rs 6 LPA, while their male counterparts often earn considerably more. However, the study shows a more promising picture in E-schools and B-schools, where pay parity seems to be maintained regardless of gender. In a significant shift in hiring practices, 73% of recruiters are now prioritising talent over the traditional

prestige of premier college tags. This move towards skill-based hiring is seen as a response to the evolving demands of the workforce, with many companies now seeking candidates with practical abilities rather than relying solely on academic background.

GenZ's Changing Expectations in the Workplace

As GenZ professionals enter the workforce, their expectations from employers are also evolving. A notable 77% of them now favour monthly or project-based reviews over traditional annual evaluations. This preference for more frequent and detailed feedback signals a demand for more dynamic and responsive work environments.

Moreover, 70% of GenZ candidates engage in innovative hiring processes such as case studies, ideathons, and simulations. However, just 25% of recruiters currently consider these methods central to their hiring strategies, indicating a disconnect between talent and recruiters in how performance is assessed and hired for.

### Dream Employers for GenZ: The Rise of Next-Gen Companies

Tech giants such as Google, Microsoft, and Amazon continue to dominate the rankings as the most desired employers for both E-school and B-school graduates. However, a growing trend among GenZ professionals is their preference for next-generation companies, with Zomato and Meesho emerging as top choices. These companies, which offer dynamic and skill-based roles, are appealing to young professionals who prioritise growth and flexibility over traditional corporate structures.

### Key findings from the report

The Unstop Talent Report 2025 reveals several important insights into the current job market:

Key Findings	Percentage
Recruiters prioritising talent over college tags	73%
E-school graduates still jobless	83%

B-school graduates still jobless	46%
GenZ professionals seeking multiple income streams	51%
Female Arts & Science graduates earning below ₹6 LPA	66%
GenZ professionals preferring monthly/project-based reviews	77%
Job offers from e-commerce, startups, and product companies	25%

Looking ahead: A skills-first approach

The report paints a clear picture of the future of recruitment. As employers increasingly embrace a skills-first approach, we are likely to see more inclusive hiring practices that focus on what candidates can do rather than where they come from. This shift not only reflects the changing values of GenZ professionals but also represents a strategic move for companies looking to stay competitive in a fast-evolving job market.

As the report indicates, organisations that adapt to these trends—by emphasising skills, offering frequent feedback, and embracing emerging industries—will have a competitive edge in attracting and retaining top talent.