



डा० ए०पी०जे० अब्दुल कलाम प्राविधिक विश्वविद्यालय, उत्तर प्रदेश, लखनऊ  
Dr. A.P.J. Abdul Kalam Technical University, Uttar Pradesh, Lucknow  
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# Employability Trends

Outlook 2020



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## The Good News

- Overall Employability Skills have improved at a National level
- Job Creation and Hiring Intent is positive
- Technology will continue to be amongst the top 3 in demand skills
- Campus Hiring will be one of the prime methods of hiring

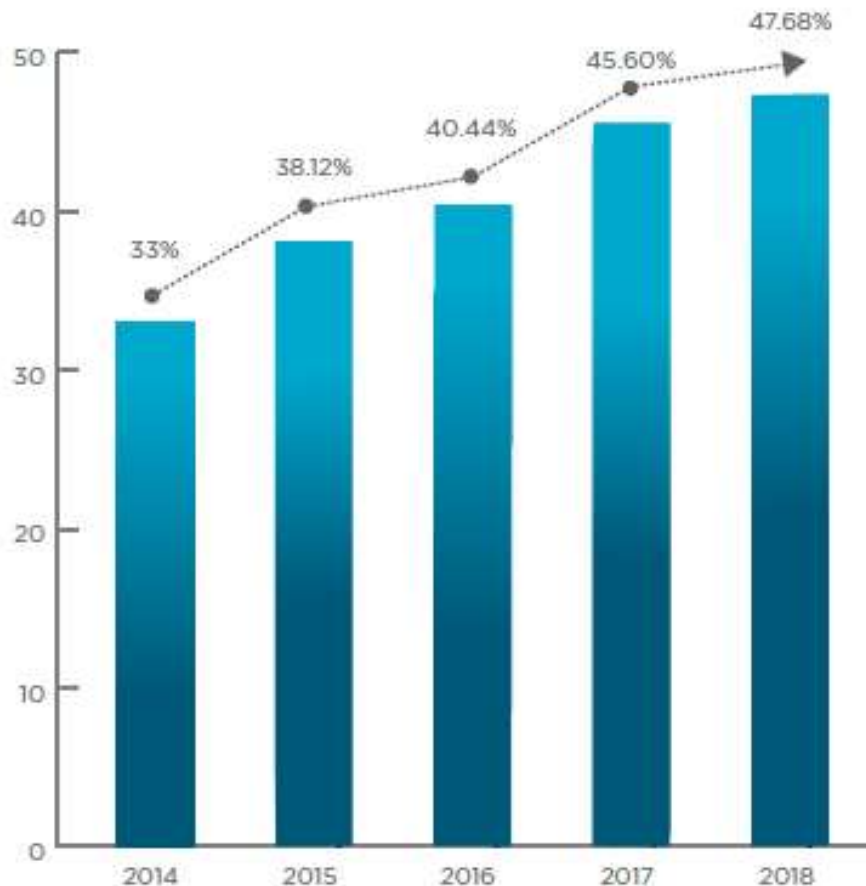


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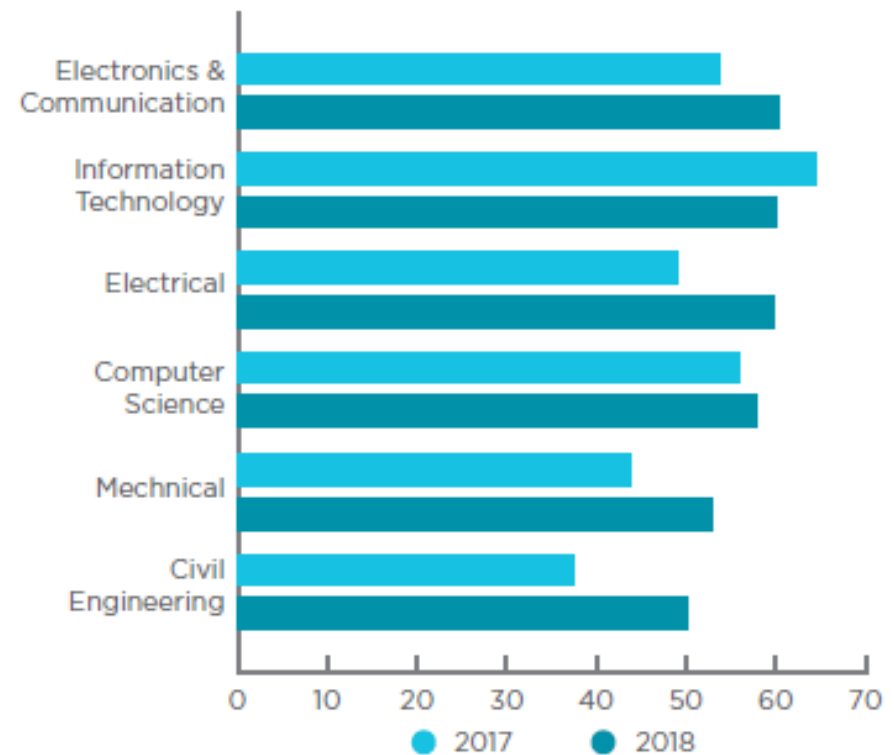
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### OVERALL EMPLOYABILITY



### ENGINEERING COURSES WISE EMPLOYABILITY



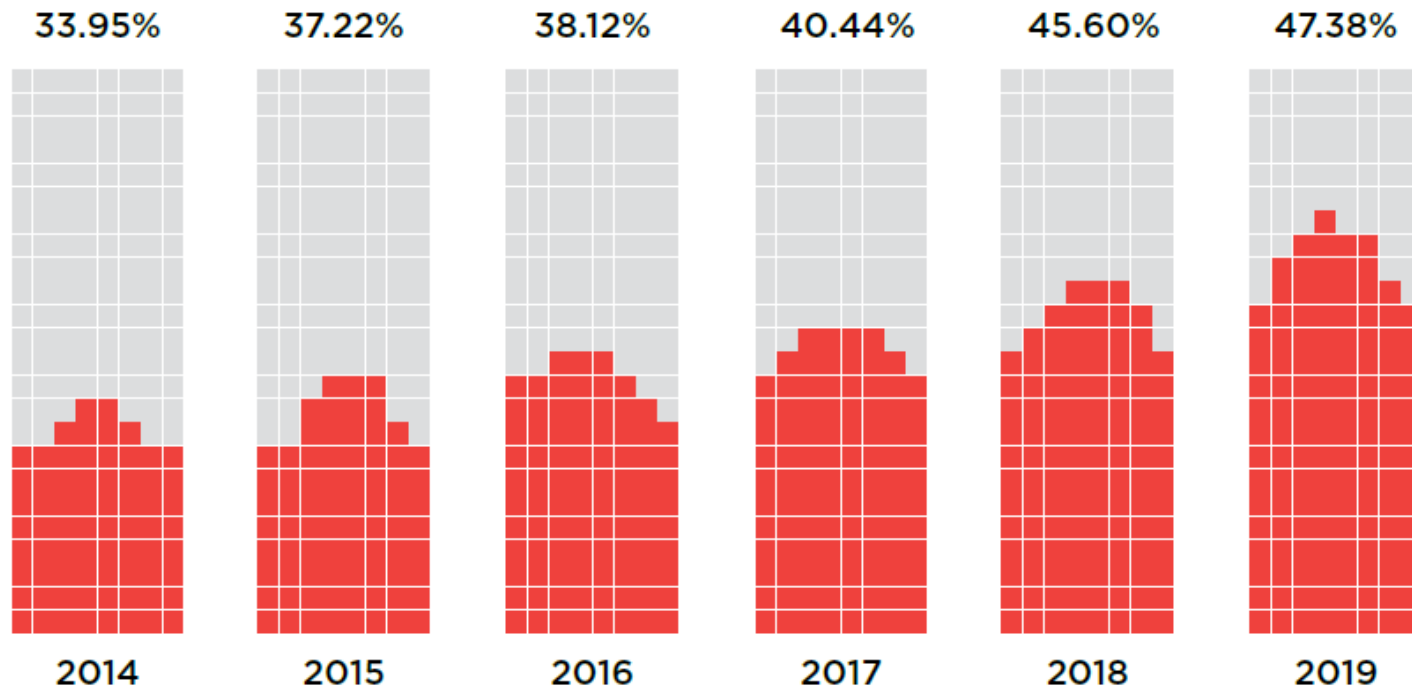
Source: India Skills Report 2019



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## HOW HAS AVAILABILITY OF EMPLOYABLE TALENT CHANGED?

YEAR EMPLOYABILITY PERCENTAGE SINCE 2014



Source: India Skills Report 2019



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## WHICH SECTORS HAVE HIRED THE MOST?

YEAR	TOP SECTORS
2014	BFSI, Pharma & Healthcare, Telecom
2015	Hospitality (including Aviation , Tour Travels), BFSI, Core Sector (Oil, Gas, Steel etc.)
2016	Retail ,E-commerce & Transport, Pharma & Healthcare
2017	Core Sector(Oil & Gas, Steel Minerals), Software/Hardware, Auto Ancilliary
2018	BFSI, Retail
2019	BFSI, Software/Hardware, Manufacturing

Source: India Skills Report 2019



## CANDIDATES FROM WHICH DOMAIN HAVE HIRED THE MOST?



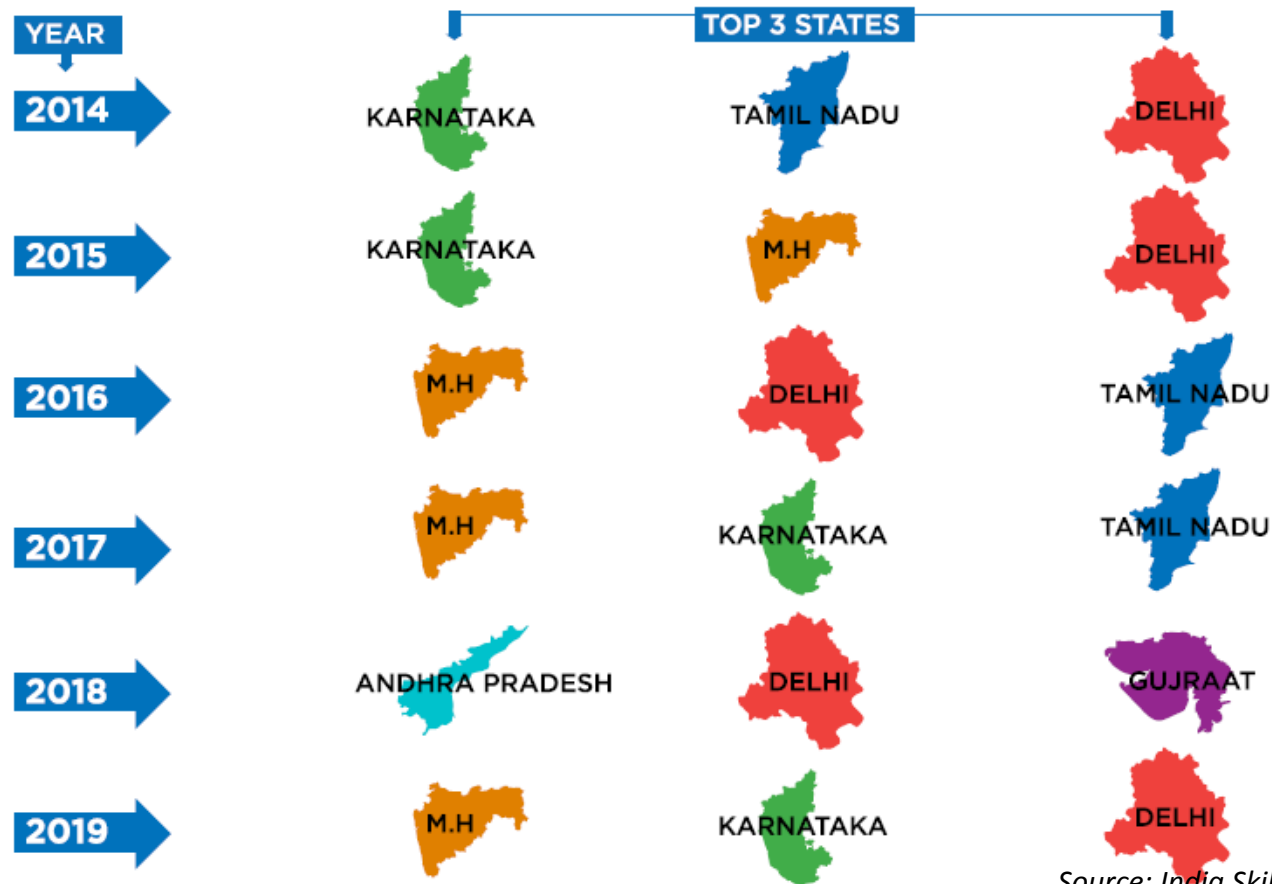
DOMAIN WISE PERCENTAGE						
	2014	2015	2016	2017	2018	2019
Undergraduate or Equivalent	6	6	8	6	14	12
ITI	6	7	14	13	7	12
Polytechnic	8	4	7	11	4	7
PG Or Equivalent (MCA/MSC/MA/M.com/CA/M.Tech)	6	8	8	6	10	11
Management or Equivalent -MBA, PGDM	22	22	16	16	19	13
Graduates - BCA/BBA/B.Com/BSc.etc	24	23	23	23	24	22
Engineers (BE/B.Tech)	28	29	25	25	22	23

Source: India Skills Report 2019



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### WHICH WERE THE STATES WITH MAXIMUM HIRING ACTIVITY?



Source: India Skills Report 2019





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# Challenges





## Challenges

- **Overall Employability Skills have improved at a National level**
- However its more evident in Urban Colleges
- 57% of employers complaint of poor skills (Mettl Report)
- Technical Skills are evolving
- Student aspirations are changing
- **Threats:**
- Market challenges are driving innovative approaches in the industry



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## Challenges

- **Job Creation and Hiring Intent is positive**
- **Campus Hiring will be one of the prime methods of hiring**
- Hiring is becoming democratic
- Majorly focused on Urban areas
- Job absorption in UP is sub par
- Diversity drives
- **Threats**
- Stressed revenue
- Economic policies



## Challenges

- **Technology will continue to be amongst the top 3 in demand skills**
- Most IT/Software job aspirants are struggling with lack of programing skills
- Exposure to nascent technologies is deficient
- Unaware of career paths
- Large fake job market in segment
- **Threats**
- **Employability vs Deploy ability**



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# Are we doing enough to address the challenges?

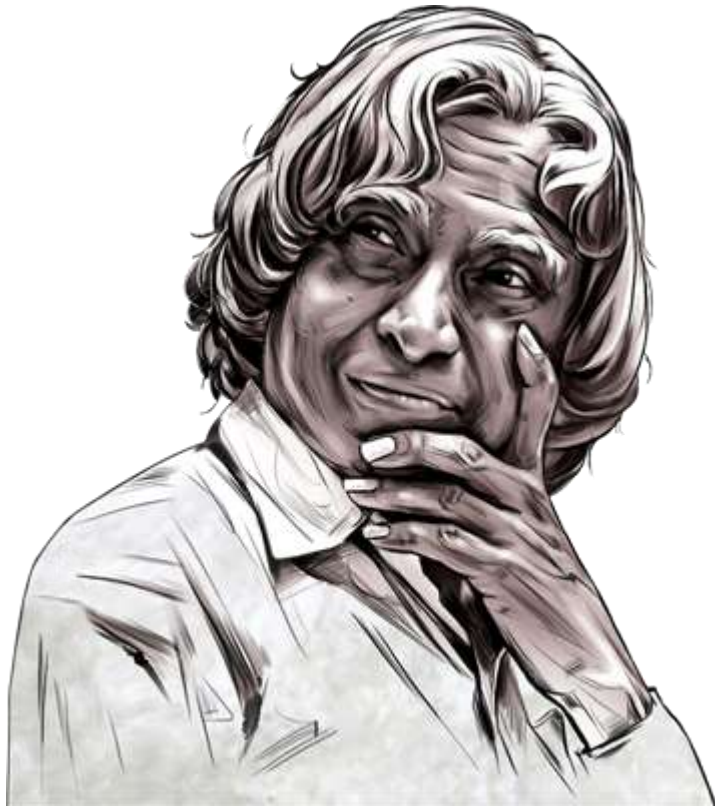
Even a small step but 'Together' can make a BIG difference



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**“Nations consist of people. And with their effort, a nation can accomplish all it could ever want”**

**Dr.A.P. J. Abdul Kalam**



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Thank You