



Experis® IT
ManpowerGroup

Experis IT Employment Outlook Survey

Apr. 2017 - Sep. 2017

India



[Executive Summary]

Experis IT Employment Outlook Survey for the 2nd & 3rd quarters 2017 was conducted by interviewing IT employers across India. In the face of automation and effects post Brexit and US Presidential elections, hiring intentions of Indian IT employers for the upcoming 2 quarters have dropped down significantly from that of the previous quarter.

Hiring intentions will be at an all time low in the coming months as this finding resonates with that of the ManpowerGroup Employment Outlook Survey that reports the weakest forecast since the survey began in 2005.

In spite of the significant decline of 15 percentage points in the Employment Outlook of Indian IT industry, hiring intentions will remain positive and will be ruled majorly by on-demand hiring.



[Contents]

India IT
Employment
Outlook

4

Hiring
Intention

5-7

Practice Areas
& Skills in
demand

8-10

Comparative
Analysis

11

MEOS
Q2 2017
&
Skills Revolution

12

Key Take-aways
of the Survey

13

About the
Survey

14

About
Experis IT/
ManpowerGroup

15



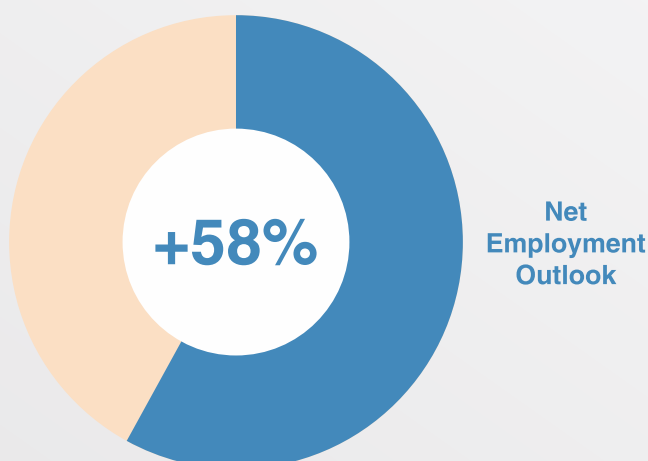
India IT Employment Outlook

Indian IT Employers report a decline in their hiring intentions by 15 percentage points as compared to the last quarter. Survey has reported a positive Net Employment Outlook of **+58%** for the period “Apr – Sep 2017”.

Industry seems to be in a wait and watch mode to understand the impact of the recent political changes and macro-economical conditions. Employers are adopting alternate talent acquisition strategies to hire resources on demand this season. These alternate talent acquisitions strategies include increasing contract resources and implementing up-skilling / reskilling of internal staff to cater to complex / niche IT skill requirement.

The hiring outlook will move at a slow but steady pace as the Indian IT companies gauge the impact of the ongoing global slowdown compounded by automation in the IT sector and talent scarcity for niche skills.

In the current scenario, companies do realize the need to embrace digital transformation and it is important for Indian IT employers to redefine their workforce strategies and adopt innovative ways to leverage the strength of people and stay competitive.



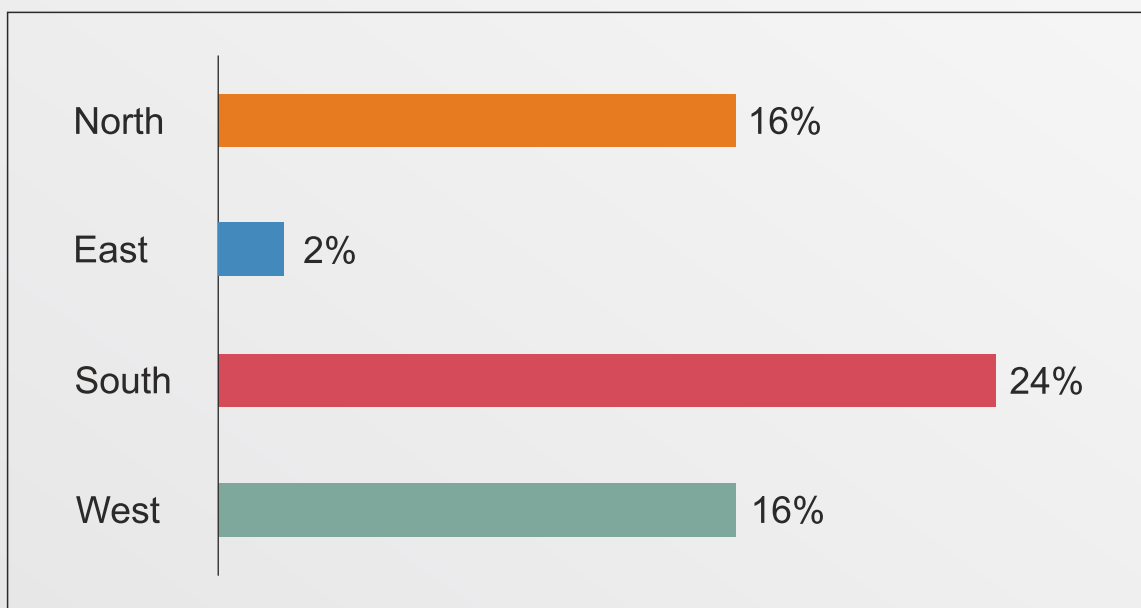
Representation of hiring intentions of IT Employers in India

Hiring Intention



By Geography

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

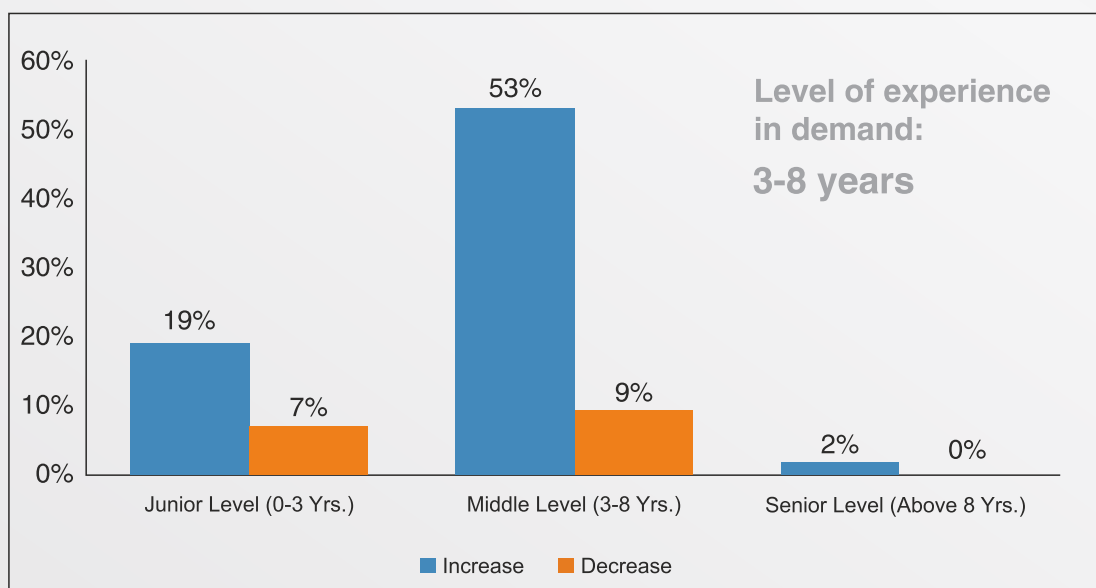


Representation of hiring intentions of the 4 regions in India



By Level of Experience

Highest hiring intention was reported for candidates in the **mid-level experience slab**.

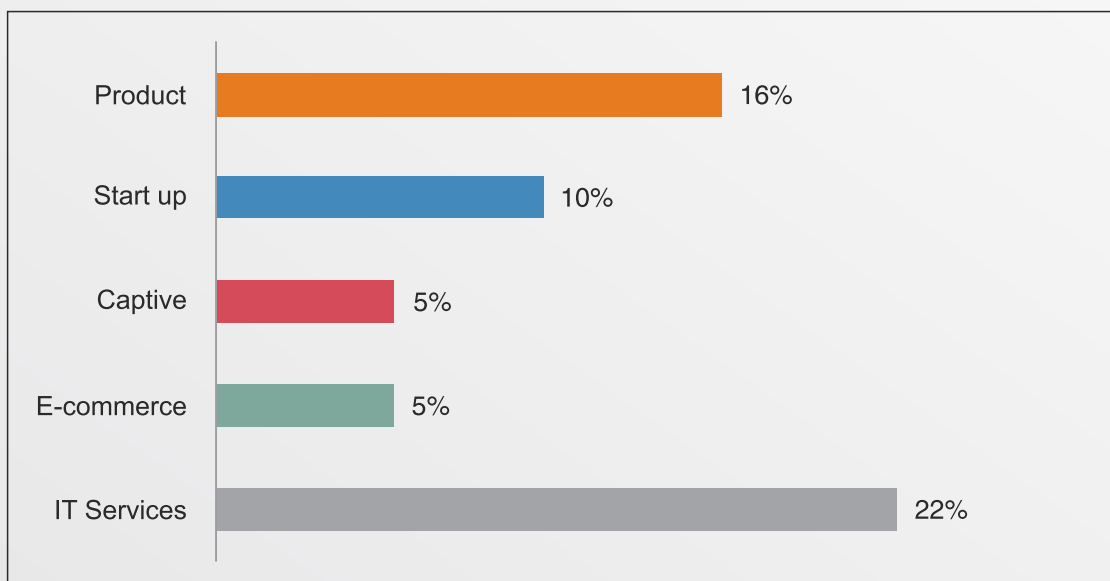


Representation of hiring intentions across experience levels



By Type of Organization

The IT services companies reported highest hiring intention for the upcoming 6 months with a Net Employment Outlook of **+22%**. 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.



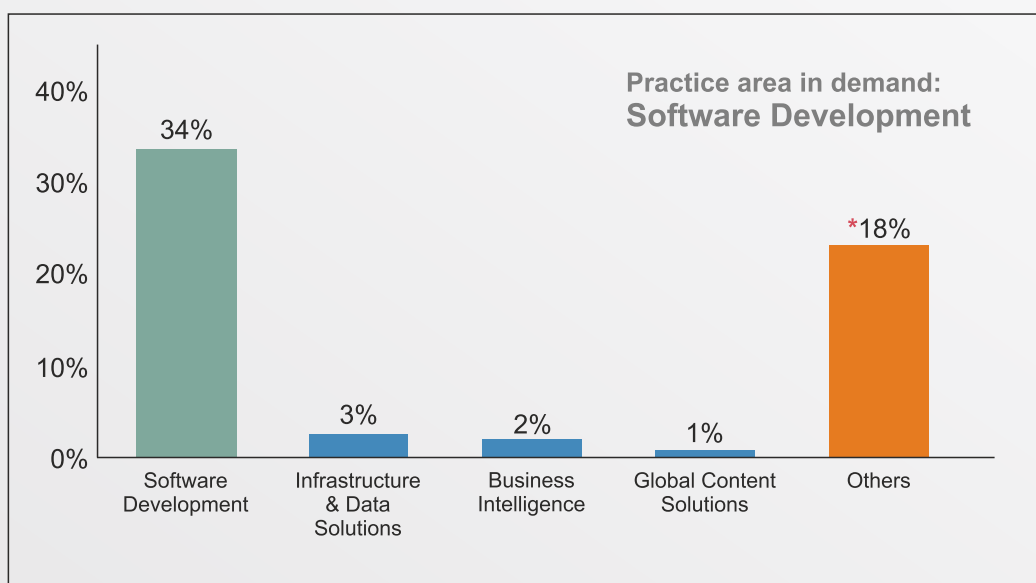
Representation of hiring intentions across types of organizations



Practice Areas & Skills in demand

Top Practice Areas

“Software Development” leads the demand with a Net Employment Outlook of **+34%**.

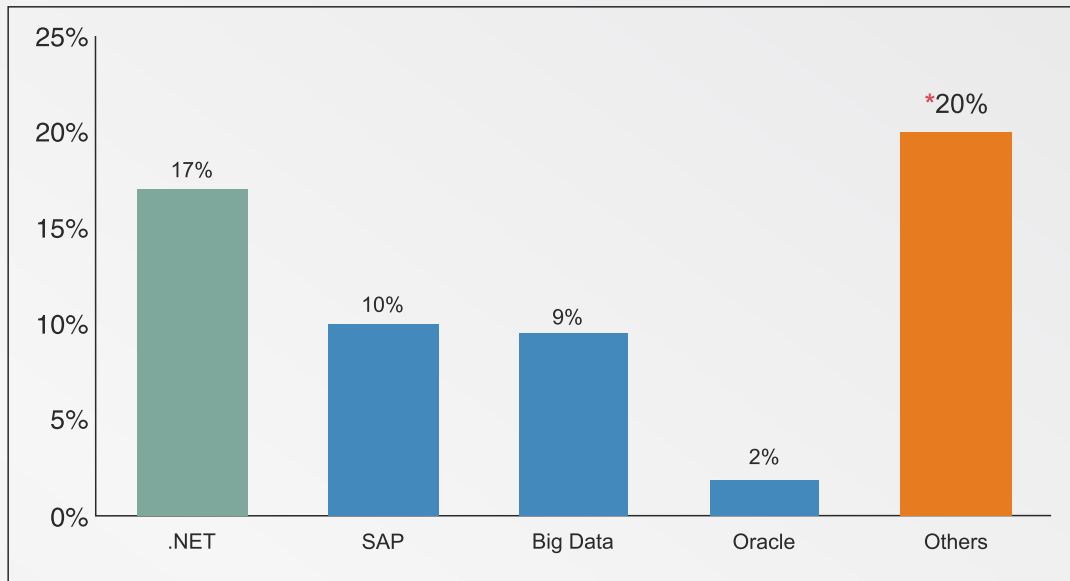


Representation of hiring intentions across practice areas

*Job seekers adept at **Programming, Digital Media, Cloud based technology, CRM, CSI ADM** can expect a decent hiring in the upcoming 2 quarters. An Employment Outlook of 18% anticipates workforce gains including these practice areas.

Top Skills

+20% of the total respondents stated that combination of complex and niche IT skills will lead the demand in the coming months.



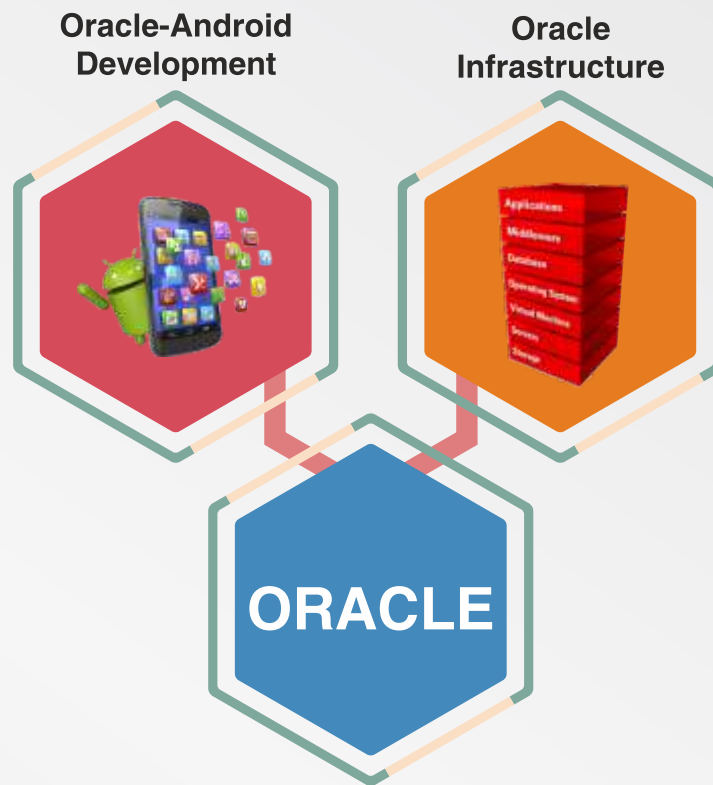
Representation of hiring intentions across IT skills

* The finding that the demand for “Other” skills has gone up further emphasizes the fact that continuous up-skilling and re-skilling will result in a greater employability of candidates. The demand of combination of complex and niche IT skills is going up. Candidates, however, should not limit up-skilling themselves to just these combinations. Any combination of niche & complex IT skills will be in demand.

IT Skill / Language & Combinations in demand this season

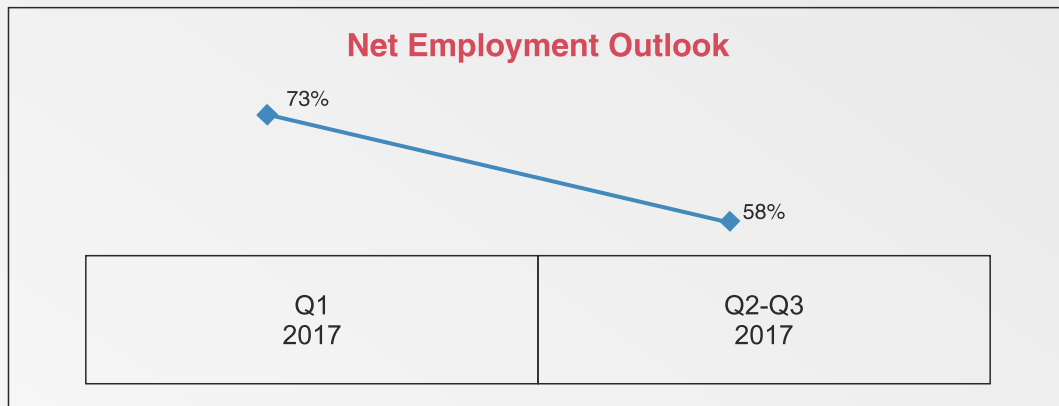


IT Skill / Language & Combinations in demand this season



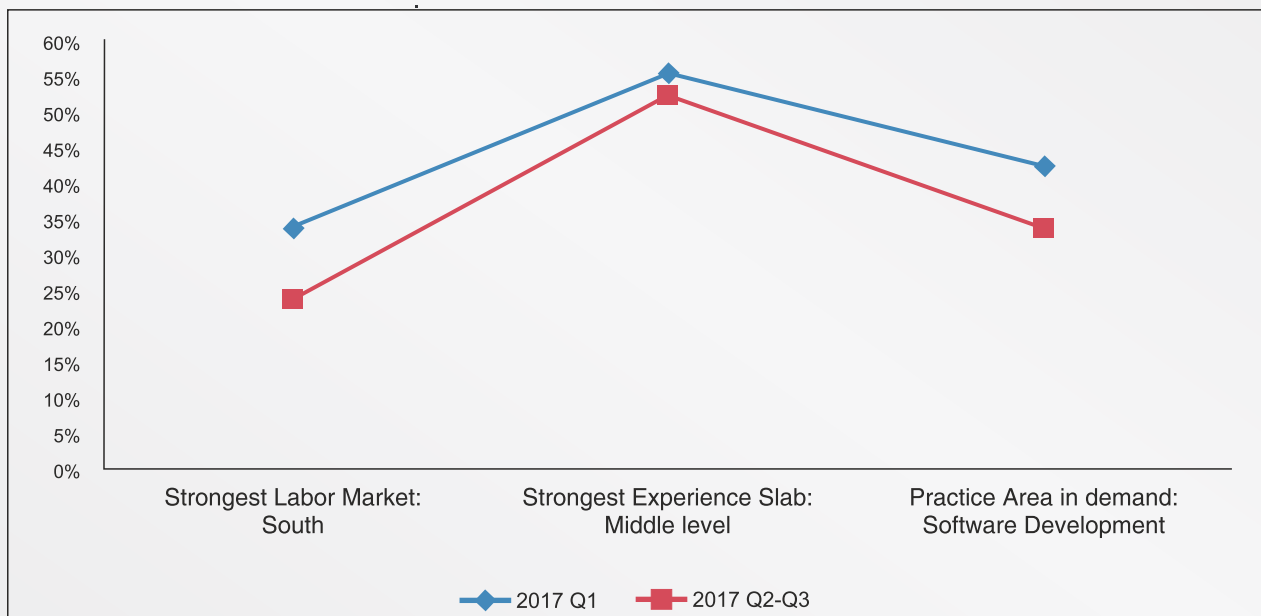
Quarter on Quarter Comparison

When compared to the previous quarter, hiring intentions weaken in almost all the categories. The Net Employment Outlook declined by 15 percentage points.



Representation of quarter on quarter comparison (NEO)

The strongest labor market remains the same in terms of region, experience level and practice area. However, upcoming 2 quarters show an overall decline in the hiring intention across all these categories when compared to the last quarter.



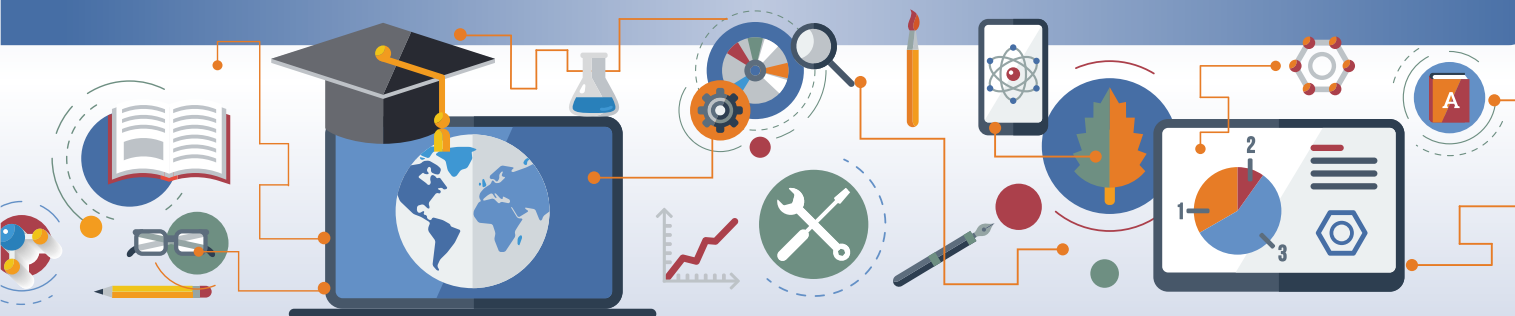
Representation of quarter on quarter comparison (strongest labor market)



Source: ManpowerGroup Employment Outlook Survey

Learnability — having the desire and ability to learn new skills to become and stay employable throughout long career journeys — will be crucial.

Employability — the ability to gain and maintain a desired job — no longer depends on what you already know, but on what you are likely to learn.



Source: A Skills Revolution: From Consumers of Work to builders of Talent

Key Take-aways of the Survey

01

Net employment outlook for IT workforce in India: **+58%**,
dropped by 15 percentage points from last quarter

02

Highest labor market in the Southern India:
+24%, employment outlook dropped
by 10 percentage points from last
quarter

03

Highest Hiring intention anticipated for **3 – 8 years
experience slab**, employment outlook dropped
by 10 percentage points from last quarter

04

Practice Area in demand: **Software
Development**, employment outlook
dropped by 9 percentage points
from last quarter

05

Top skill that will lead the demand: **Combination of
Niche & complex IT skills**

06

Type of Organization who plan to **hire
the most: IT Services Companies**

07

Learnability will determine a candidate's
employability



[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.

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 Custom Application Development, Custom & Packaged ERP, 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
- Top supplier to more than 81 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
- 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



The Best Overall Recruiting & Staffing Organization of the Year
The Most Innovative Recruiting and Staffing Program / Initiative
The Best Leadership Development Program for Top Management





Corporate office:

ManpowerGroup Services India Pvt. Ltd.
1st Floor, DLF Building No. 10 - B,
DLF Cyber City, Gurgaon - 122002
Board No: +91 124 679 5400

www.manpowergroup.co.in



ManpowerGroup India



ManpowerGroup India



@ManpowerGroupIn



ManpowerGroup India



Disclaimer: This report is the representation of an internal research based on a survey conducted by Experis IT Pvt. Ltd. The report has been prepared for general guidance only, and does not constitute professional advice. One should not act upon the information provided in this report without obtaining specific professional advice. Experis IT does not give any warranty to the accuracy or completeness of the information provided in this report, nor does it accept any liability for any consequences of one acting in reliance on the information provided in the report or even for any decision that is based on this report.

© Copyright 2017 ManpowerGroup India, all rights reserved.

