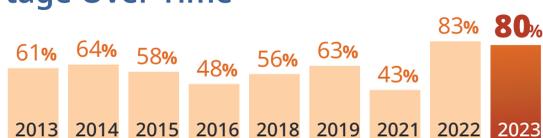


2023 India Talent Shortage

India Talent Shortage Over Time

80% of employers report difficulty finding the skilled talent they need in 2023.



Skillsets Employers are Seeking Most

Human strengths stand out in the digital age.

Top 5 Soft Skills

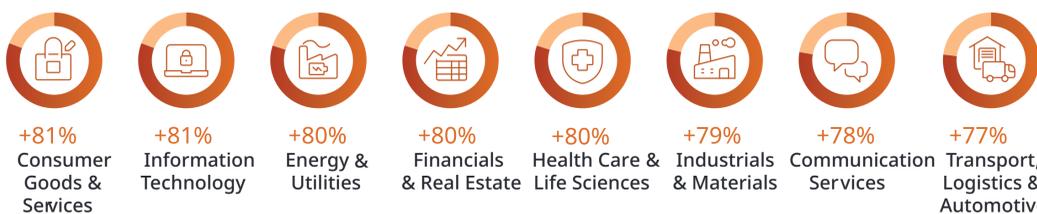
- 1 | Creativity & Originality 37%
- 2 | Critical thinking & Analysis 35%
- 3 | Leadership & Social Influence 32%
- 4 | Reasoning & Problem-Solving 30%
- 5 | Active Learning & Curiosity 30%

Top 5 Technical Skills

- 1 | IT & Data 37%
- 2 | Sales & Marketing 30%
- 3 | Engineering 29%
- 4 | Operations & Logistics 22%
- 5 | Manufacturing & Production 22%

Talent Shortages Across Industries

From Health Care & Life Sciences to Communication Services, employers cannot find the skilled talent they need.



How Employers are Addressing the Skills Gap

Organizations are planning to invest in their people more than ever before.

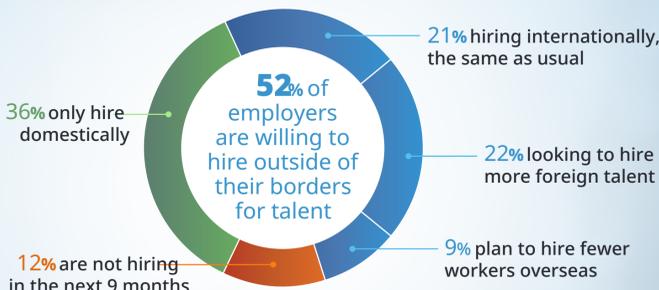
Overcoming Talent Shortages

70% of employers plan to offer more flexibility in when or where to work as talent scarcity grows.



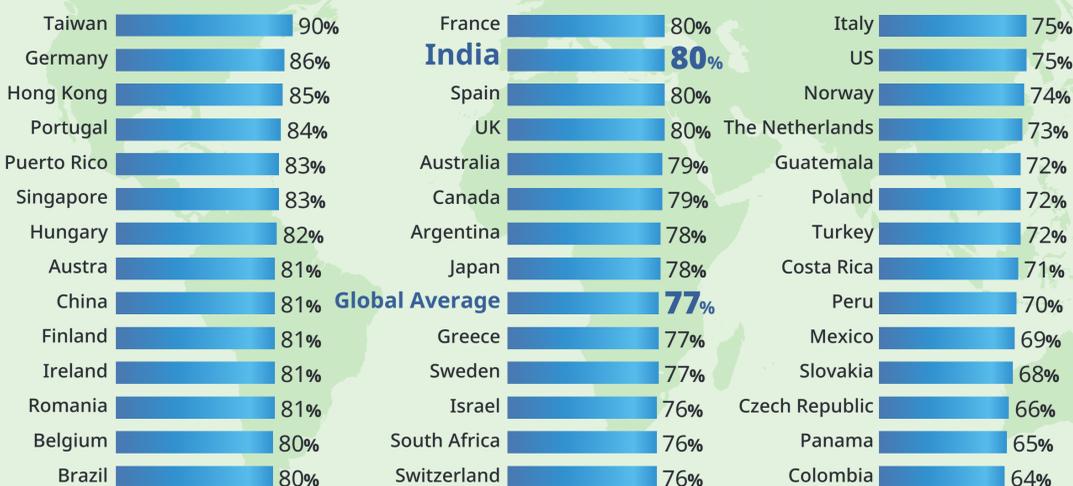
Cross-Border Teams Bridging Talent Gaps

As hiring demand continues despite growing talent scarcity, 52% of employers are willing to hire internationally, although 9% are not planning to accelerate this.



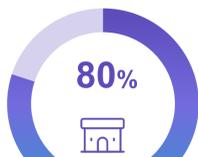
Global Talent Shortage Reaches a 17-Year-High

Nearly 4 in 5 employers globally report difficulty filling open roles with the biggest impacts being felt in Taiwan, Germany, and Hong Kong.



Bigger Companies, Bigger Challenges

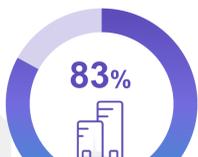
Difficulty Filling Roles by Company Size



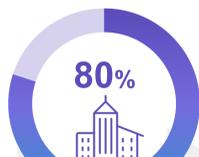
Micro: <10 Employees



Small: 10 - 49 Employees



Medium: 50 - 249 Employees



Large: 250+ Employees

A Holistic Talent Strategy

To keep pace, an effective talent strategy should comprise a mix of four key elements

Build
Invest in learning and development to grow your talent pipeline

Buy
Go to the external market to attract talent that can't be built in-house

Borrow
Cultivate communities of talent outside the organization

Bridge
Help people move on or move up to new roles within the organization