

## **India Skill Report 2018**

### **Why in news?**

India Skill report 2019 states that the employability in the country is at a new high of 47%.

### **Who prepared the India Skills Report 2019?**

- India Skills Report is a joint initiative of Wheebox, a Global Talent Assessment Company, PeopleStrong, a leading HR Tech Company and Confederation of Indian Industry (CII).
- IT is supported and backed by renowned partners like United Nations Development Programme (UNDP), All India Council for Technical Education (AICTE) and Association of Indian Universities (AIU).

### **What does the term Employability means?**

- Employability refers to a person's capability for gaining and maintaining employment.
- In simple words employability means the state or quality of being employed.
- For individuals, employability depends on the knowledge, skills and abilities they possess, the way they present those assets to employers, and the context within which they seek work.
- It is an ongoing developmental process that benefits from active reflection.

### **What are the key takeaways?**

- Employability continues to rise thus reaching a new high of 47% this year.
- Andhra Pradesh tops the state with highest in employability followed by Rajasthan and Haryana.
- Engineers continue to be the most employable whereas MBA courses lose its shine.
- India needs to go a long way and entire ecosystem should focus on bridging the employability gaps.
- Enhance the talent pool by taking measures from school level to professional level focusing on learning.
- There has been increasing presence of employable talent in tier 2 and tier 3 cities thus not limiting to metro cities.
- This trend is visible despite of lack of big institutions such as IITs/IIMs or any

other renowned institutes in tier 2 and 3 cities.

- The key job areas which the companies would be hiring the most in future are:

1. Artificial Intelligence
2. Design
3. Analytics
4. Research and Development.

- This is a common thread across industries - Hospitality, travel, Software, mobile companies are looking for seamless
- Almost 40-50% of existing jobs which are transaction heavy would get automated.
- The key sectors are IT, financial services, manufacturing, transportation, packaging, and shipping, etc.

### **Is there a gender gap in terms of employability?**

- Female employability increased this year as compared to last year.
- It has increased from 38% last year to 46% in current year.
- Male employability score has grown from 47% last year to 48% in current year.
- Though there is a positive growth with respect to the female employability, the gap between the male and female employability still persists.

**Source: The Business Line, Business Standard**