



EMPLOYABILITY & THE NEW GENERATION



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university

AUTOMATION & ASPIRATION

IT & ITeS, that contributed \$181 billion (7.7%) to the nation's GDP in 2018-19

Despite a million engineers graduating every year, corporate India struggles to identify 'employable' talent.

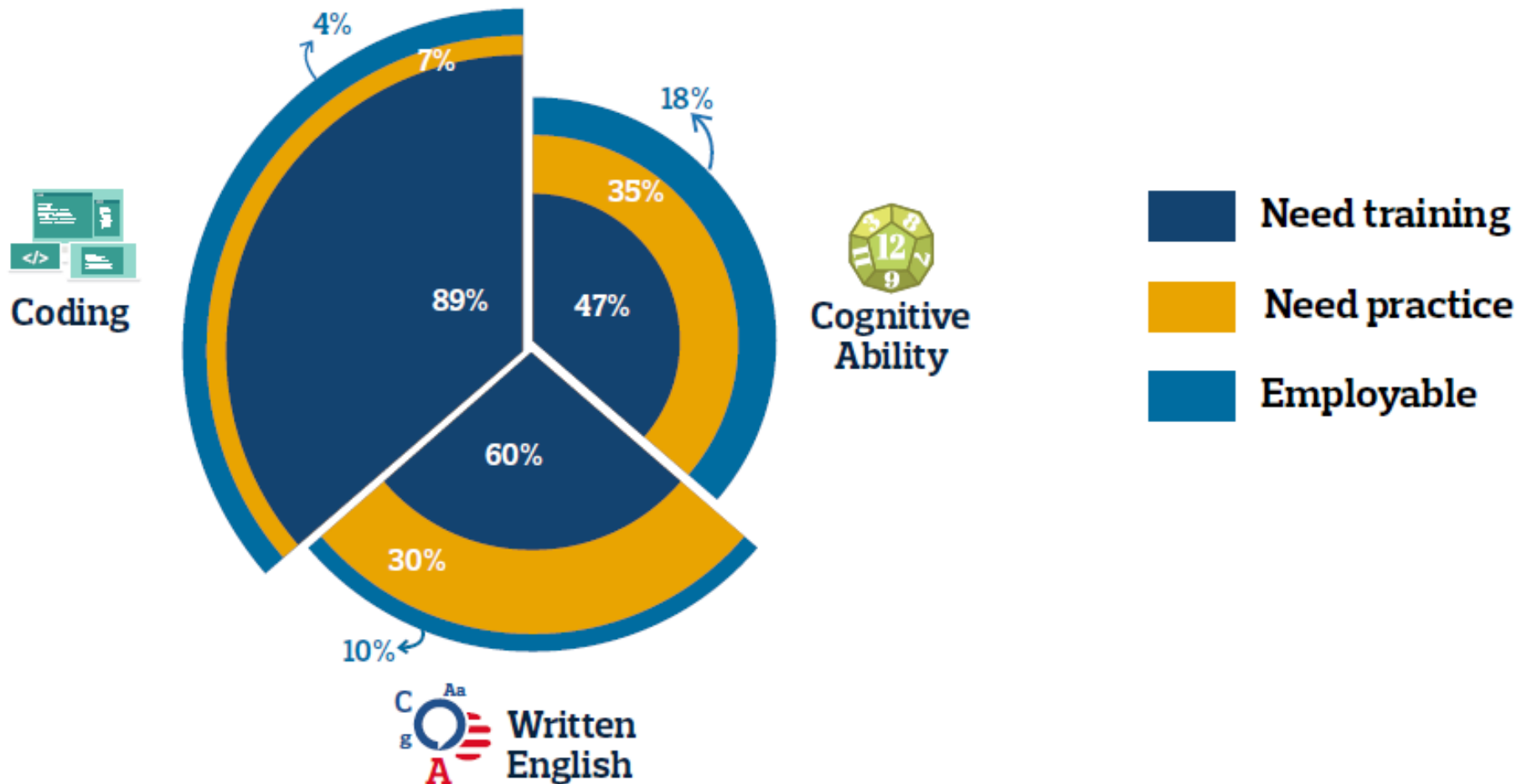
Automation of jobs and role of Machine Learning encouraged the World Economic Forum (WEF) to profess that by 2022,

42% of jobs across industries will be performed by machines.

WEF confirmed robots will displace 75 million jobs globally by 2022, but that 133 million new jobs will be created - a net positive of 58 million.

These jobs will demand a different set of skills. Is today's talent ready to make this leap?

CURRENT SKILL LEVELS WHEN BENCHMARKED WITH INDUSTRY REQUIREMENT

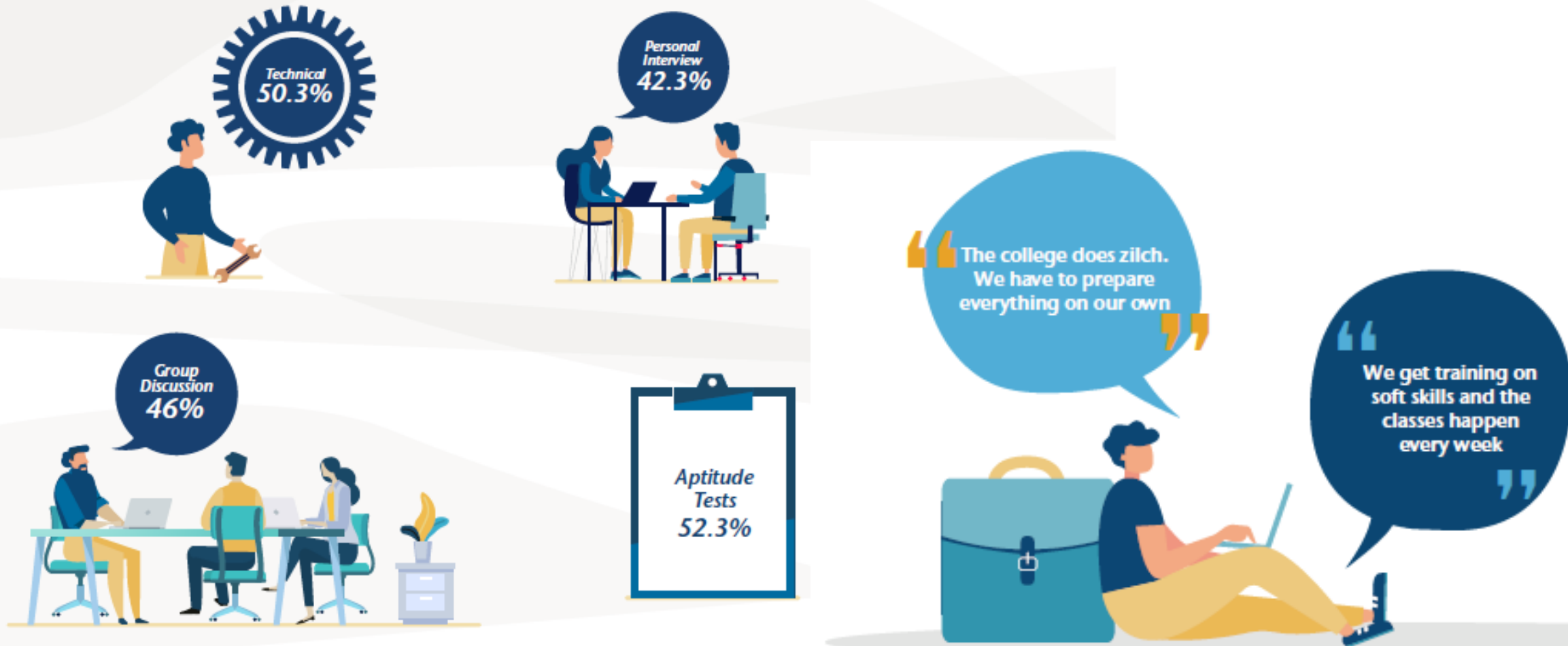


LAST 3 YEAR ANALYSIS



The Tier wise constitution of data for above charts is as follows: Tier 1- 5%, Tier 2- 12%, Tier 3- 83%. Sample size - 3.75 Lakh students over 3 years.

WHAT ARE INSTITUTES FOCUSED ON



'LIFE' SKILLS, NOT JUST SKILLS



BE THE TORCHBEARER

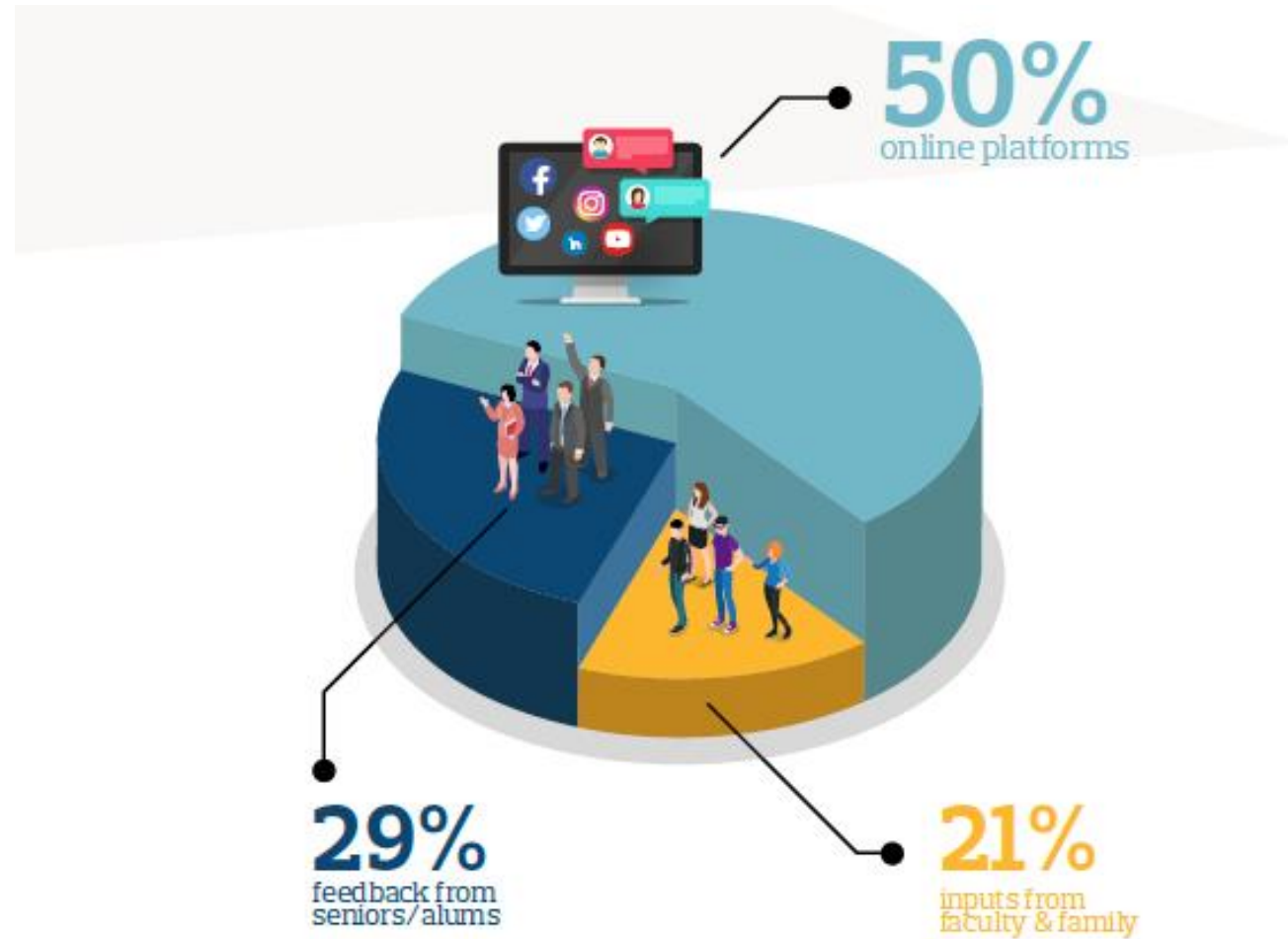
As per a national daily report on 5th December 2019, 50 suicides were witnessed at IIT campuses in the last 5 years.

The committee investigating the causes reported that many students are unable to cope with the academic pressure.

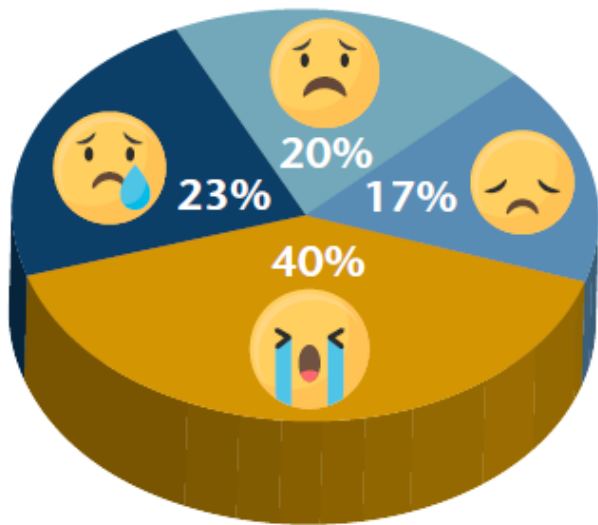
Today, there is abundance of options within every stream, and the new generation is willing to experiment

One of the important recommendations was to strengthen the counselling services for the students

INCLUSIVE BRAND



THEIR EXPERIENCE, NOT YOUR PROCESS

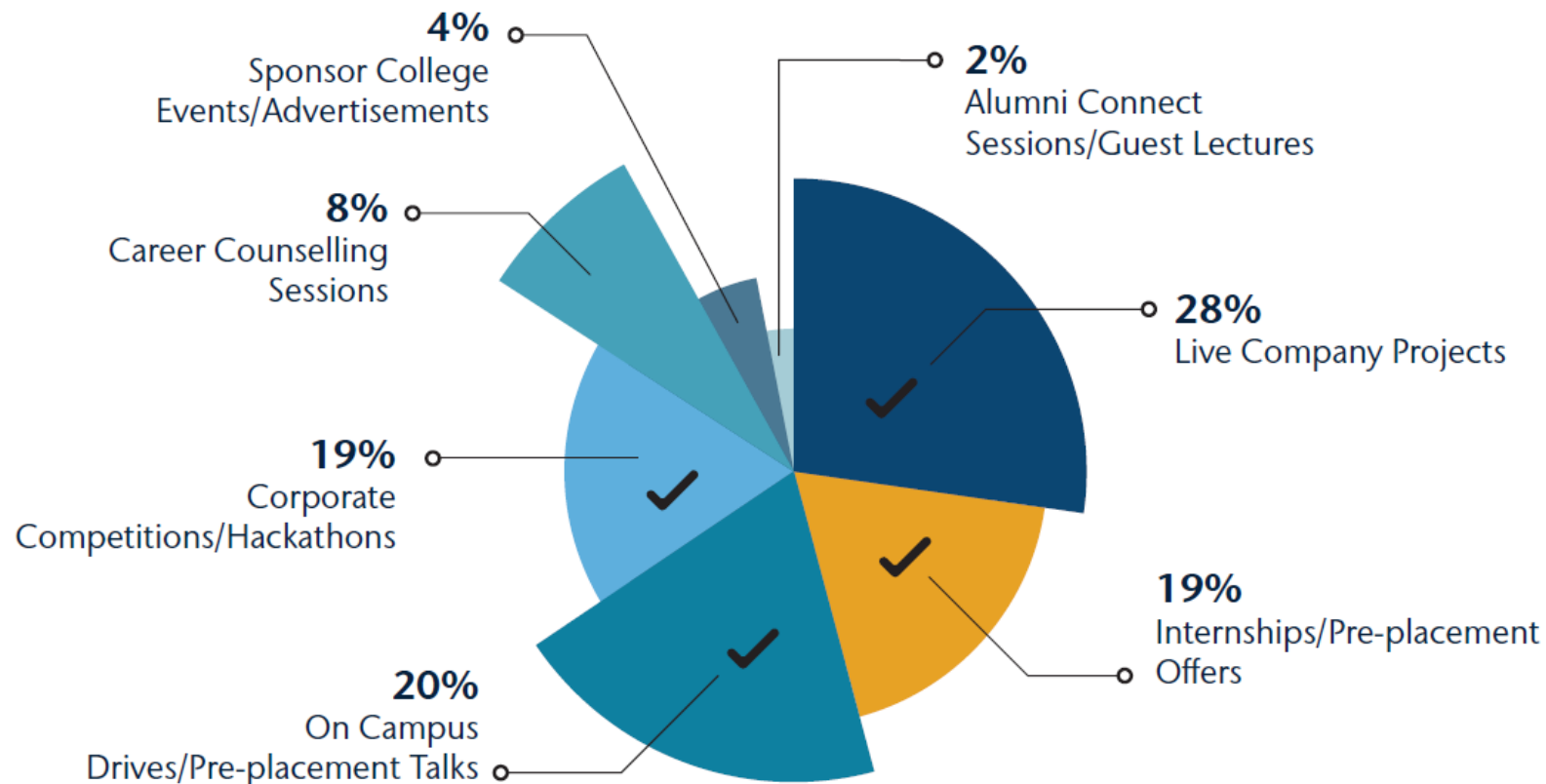


- Duration of the process
- Odd interview timings
- Expenses incurred
- Others



WHAT SETS RECRUITERS APART

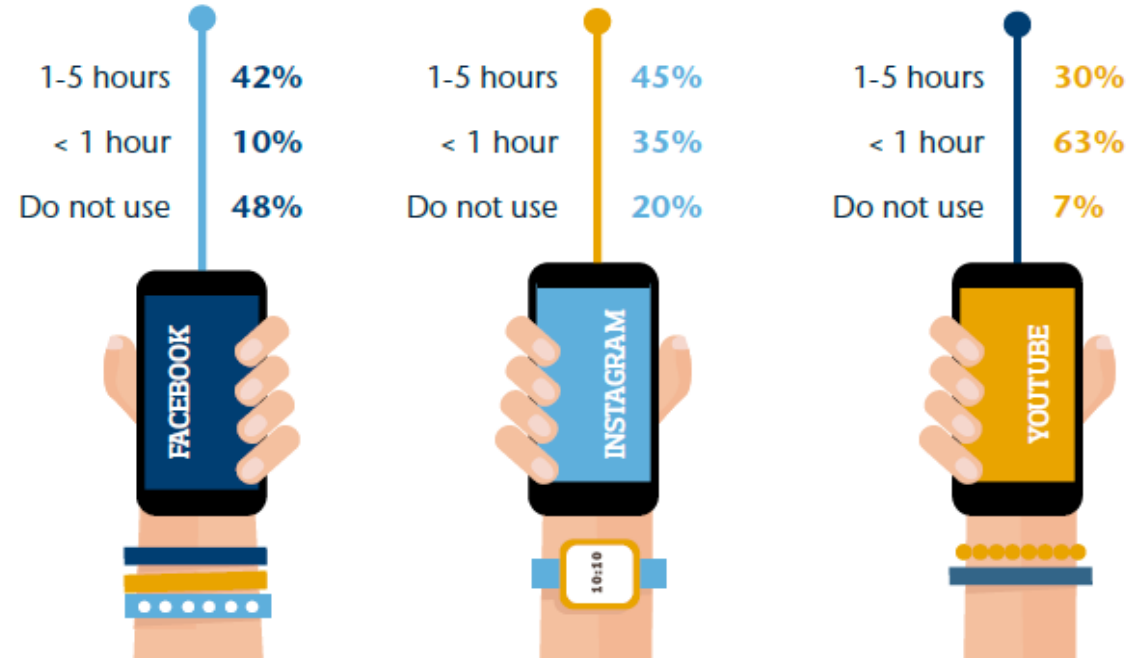
Gen Z have a clear preference for companies, when their engagement is 'deeper'. Live projects, internships, on-campus drives, and hackathons are key differentiators for the top recruiters at campus.



CREATE LEARNING ECOSYSTEM

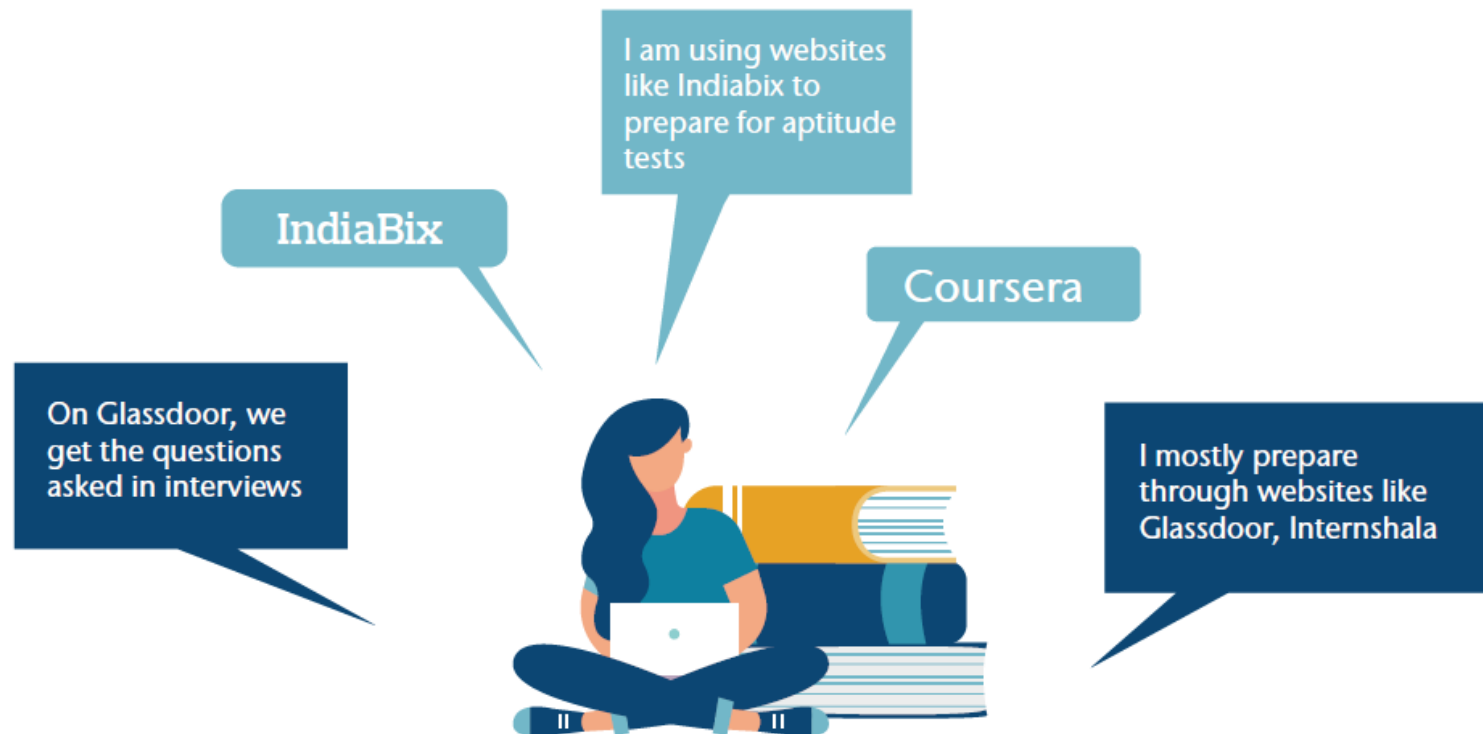
Generation Z spends an inordinate amount of time online is not front-page news. It is however interesting to note that these online platforms are being increasingly used to consume 'learning' content.

Learning Online



ONLINE EDUCATIONAL INSTITUTES

Students' propensity to be online is also being leveraged by educators. Educational institutes are embracing online platforms such as NPTEL, Coursera, Edx and others for their immense product offering.



Adoption of 'learning online' and creating systems around this will go a long way in improving student engagement and employability.

MIND THE EMPLOYABILITY GAP

Institute **Corporate**





2004:
Only interviews



2007:
Group discussions
followed by interviews



2009:
Cognitive ability tests



2012:
Domain assessments



2013:
Coding assessments



2016:
Personality
assessments



2017:
Gamified
assessments
Hackathons



2019:
Video interviews

KEY JOB ROLES WITH THEIR REQUIRED SKILLS



IT Services

- Cognitive Ability
- Communication Skills
- Computer Fundamentals



IT Product

- Cognitive Ability
- Programming Skills



Core Engineering

- Cognitive Ability
- Domain Knowledge
- Communication Skills



Analytics

- Cognitive Ability
- Programming Basics
- Communication Skills