

# Career Outlook Report



JULY - DECEMBER  
2022

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# Preface

The world is seeing a new normal; the disruption initiated by automation and digitalisation saw rapid acceleration during the pandemic. Most businesses are in the process of tuning their strategies for the new world of organisations. The economy seems to be getting stronger by the day and employers exude confidence in their businesses. However, most CEOs complain that they are unable to fill up the open positions in their organisations. Finding lateral talents is becoming both expensive and ineffective. Hence, organisations are exploring new ways to 'manufacture' their own employees.

The world is waking up to new possibilities in most areas and that includes education. Both employers and academia are exploring new partnership opportunities that would benefit from the research orientation of the university and the innovation driven culture of the industry. New programs and courses are being created to pave new pathways for the learners. Employability/employment linked programs are becoming the new norm. Apprenticeships and internships are being institutionalized and are helping improve the signaling value of courses offered by universities.

This half-yearly report from TeamLease EdTech provides interesting insights into the freshers hiring sentiments of the industry – it would help universities craft appropriate programs for the learners to equip them with the skills that are in demand. It would also help them decide their batch sizes for different programs based on the hiring trends in specific geographies. Higher education is expected to work as a pathway leading people to build their careers; the students trust us with their careers and depend on our guidance; we must tread carefully!

**Shantanu Rooj**  
**Founder & CEO**  
**TeamLease EdTech**



# Introduction

TeamLease EdTech, its quest for Making India Employable, has commissioned the Forecast Report to track the dynamics of the job market for Freshers. Our endeavour is to analyse job market trends and produce insights that will keep first-time job seekers informed about upcoming changes in the job market. Following the precedent set by the TeamLease Group, we have mined employer sentiment, jobs and course intelligence data to help job seekers navigate the job market.

Hiring Intent for Freshers has marginally improved to 59% for the current half year (July–December 2022) – a 12% increase over the January–June 2022 half year. The Hiring Intent across all categories of jobseekers in India – fresh or with experience – has risen to 61% from 50% over the same duration. This steady growth in job market will create enormous opportunities for freshers.

This report is intended to guide freshers and provide information on what to expect during the July–December 2022 period from a job search perspective. It highlights the in-demand job roles in the market and the essential skills (core and associated) required for those roles. The report also highlights the top skill-enhancing courses that can act as an employability booster for these roles. The report is intended to be a source of market information that helps freshers acquaint themselves with current market trends. With the knowledge of the right skills they can equip themselves to gain fruitful employment. It shall also help Higher Educational Institutions understand the expectations of the industry and modify their curriculum accordingly.





# Glossary of Terms

**Freshers:** are first-time jobseekers whose educational qualifications range from 10th/12th standard through Postgraduate Diploma and Doctoral candidates.

**Intent to Hire / Hiring Intent:** is a measure which represents the percentage of employers likely to hire fresh graduates during the six-month time period that is in consideration.

**Core skills:** are the critical set of skills that enable a candidate to carry out a given job role. It is comprised of the functional and technical skills that the given job role demands.

**Associated skills:** are the additional – mostly soft skills that complete the entirety of skills a candidate must possess in order to perform satisfactorily in a given job role.

**Domain skills:** are skills that are specific to the technical domain within which a given job role exists. They could be a combination of functional and soft skills relevant for a given domain.

**Tech skills:** are technological skills that are relevant for a given domain and/or a given function, and are a subset of a broader, universal set of technical skills.

**Employability:** is the measure of a candidate to possess the skills and abilities to obtain a job, to perform satisfactorily in a job, and to make consistent progress in one's career.

**Hiring sentiment:** is the likelihood that an employer will hire people for their organization during a specified time period.

A group of young people are gathered around a laptop, looking at the screen with interest. A man in a black leather jacket is pointing at the screen, smiling. A woman with long dark hair is looking at the screen. Another woman with dark hair and bangs is also looking at the screen. The background is blurred, showing an indoor setting.

# Executive Summary

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# Executive Summary

## Hiring Intent for freshers

Employer intent to hire freshers during July-December, 2022:

- 59% of all employers across India intend to hire freshers during July-December, 2022.

## Job roles and skills in demand for freshers

**Top job roles** in demand during July-December, 2022:

- Top job roles freshers can expect to be employed in are: Affiliate Marketing Specialist, Data Scientist, Molecular Biologist, Wellness Specialist and User Experience Researcher.

**Key domain skills** in demand during July-December, 2022:

- Top domain skills employers expect freshers to possess are: Product Management, Cybersecurity & Ethical Hacking, Blockchain, Biotechnology and Business Analytics.

**Key soft skills** in demand during July-December, 2022:

- Top soft skills employers expect freshers to possess are: Teamwork, Self-Confidence, Leadership Qualities, Emotional Intelligence and Creativity.



# Executive Summary

## In-Demand courses by Industry

- ❑ In-demand courses freshers can undertake to improve their employability: various courses in Blockchain, Biotechnology, Cyber Security, Cloud Computing and Business Analytics

## Hiring Sentiment across Sectors and Cities (Percentages represent the proportion of employers within the respective sector/city)

The following are the **top 3 sectors** that intend to hire freshers during July-December, 2022

- ❑ Information Technology: 65% (proportion of all Information Technology employers)
- ❑ E-commerce & Technology Start-ups: 48% (proportion of all E-commerce & Technology Start-ups employers)
- ❑ Telecommunications: 47% (proportion of all Telecommunications employers)

The following are the **top 3 cities** that intend to hire freshers during July-December, 2022

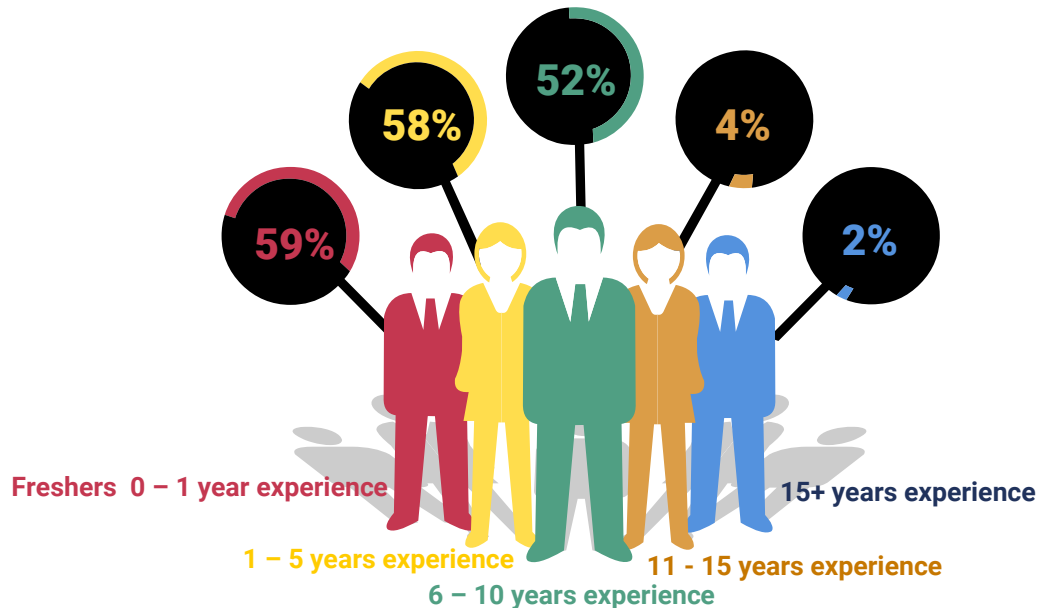
- ❑ Bangalore: 68% (proportion of all employers in Bangalore)
- ❑ Mumbai: 50% (proportion of all employers in Mumbai)
- ❑ Delhi: 45% (proportion of all employers in Delhi)





## EMPLOYER INTENT TO HIRE FRESHERS

# Overview of Hiring Intent in India



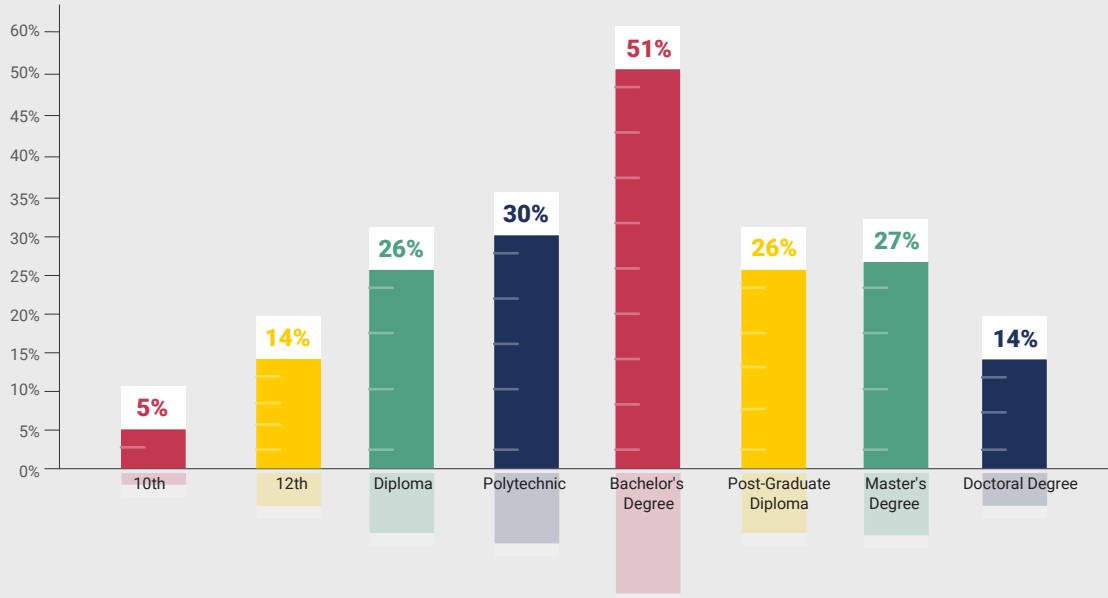
## Overall Intent to Hire: 61%

The Intent to Hire freshers for the current HY [July-December, 2022] sees a **12%** increase to **59%** from the level seen in January–July, 2022. The overall Intent to Hire (averaged across all categories put together) is **61%**.

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Percentages represent proportion of employers who are intending to hire Freshers.

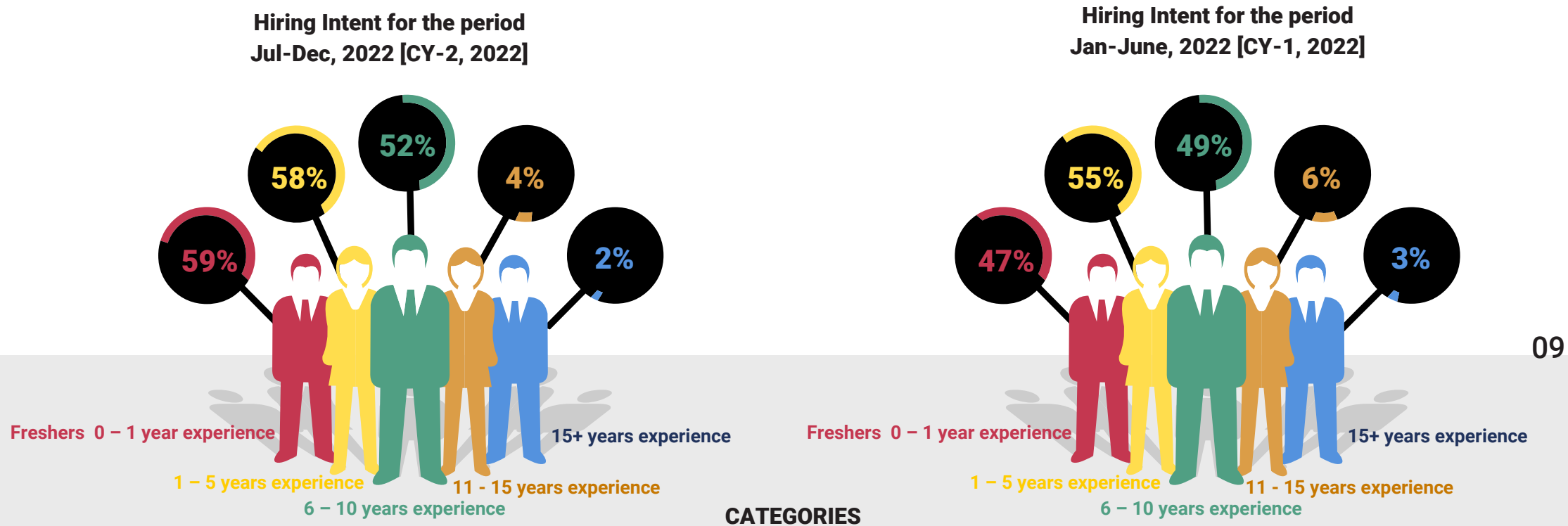
**Intent to Hire / Hiring Intent** is a measure which represents the percentage of employers likely to hire during the six-month period that is in consideration.



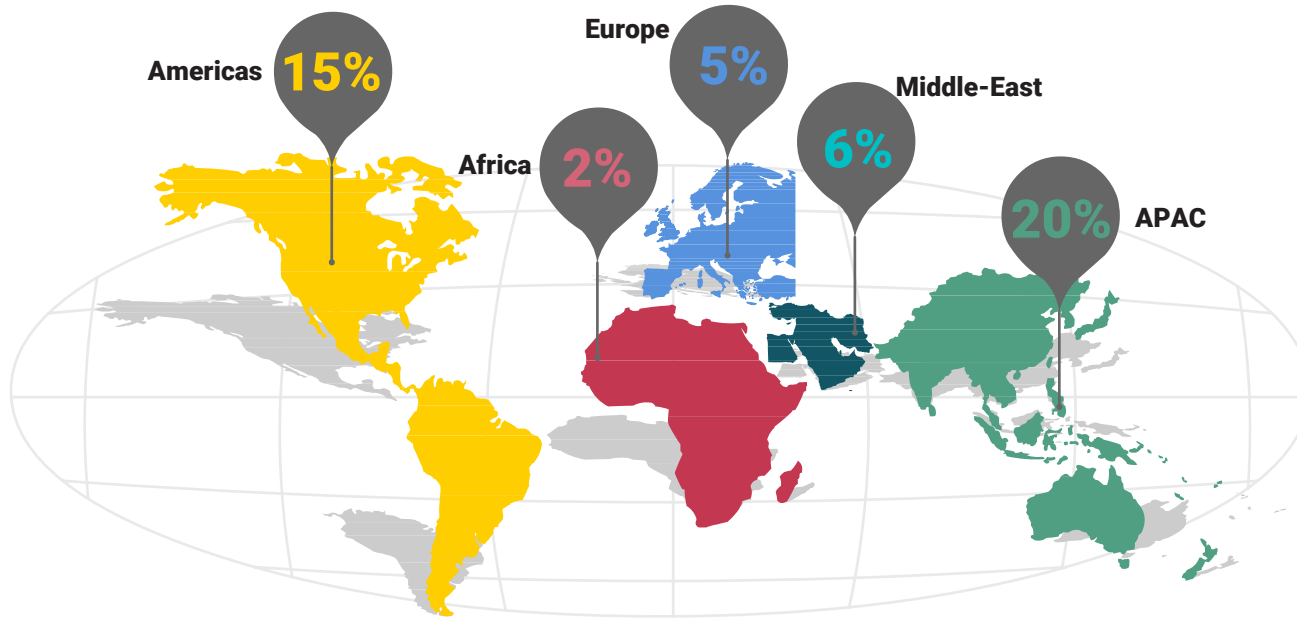
Source : TeamLease employer surveys administered during April and May, 2022

# Overview of Hiring Intent in India [CY2, 2022]

A Comparison with CY1, Jan 2022 – June 2022 – Across all Categories



## Overview of the Global Hiring Intent



## Global Intent to Hire Freshers: 11%

India outperforms all geographic regions across the world by a large margin for the current HY [July-December, 2022].

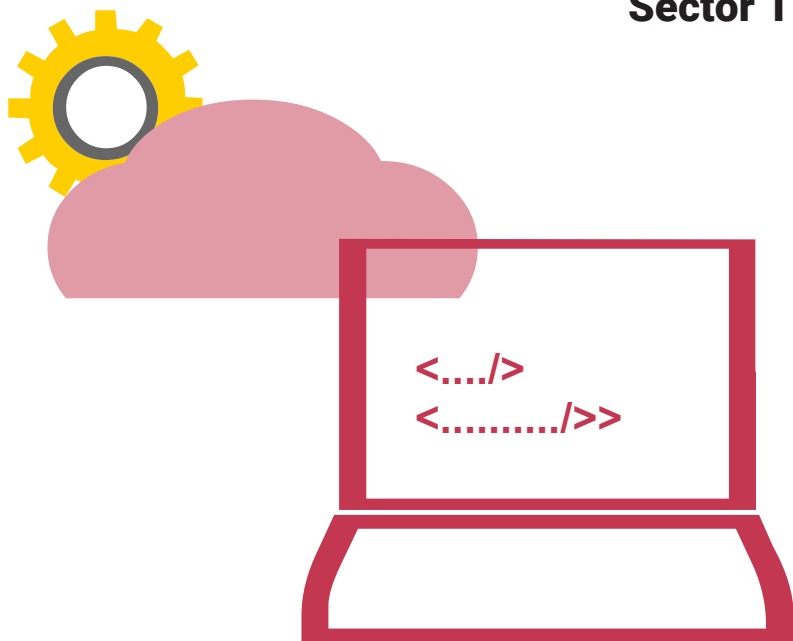
Globally, Employers are gaining confidence in hiring, as there is an uptrend in Intent to Hire compared to previous HY [January-June, 2022].

Percentages represent proportion of employers who are intending to hire Freshers.

**Intent to Hire / Hiring Intent** is a measure which represents the percentage of employers likely to hire during the six-month period that is in consideration.







## Sector Trends Driving Growth and Jobs

### Information Technology

IT spending in India was forecasted to be **USD 81.89 billion** in 2021 and further increase to **USD 101.8 billion** in 2022, with a **24.31%** YoY increase.

IT sector exports to witness **8-10%** growth in FY 2022-23.

Indian software product industry is expected to reach **USD 100 billion** in the coming years.

Under the Union Budget 2022-23, the government allocated **INR 88,567.57 crore (USD 11.58 billion)** for IT and telecom sector.

IT sector will hire nearly **100,000** Freshers this year to meet rising demand arising out of robust deal pipelines.

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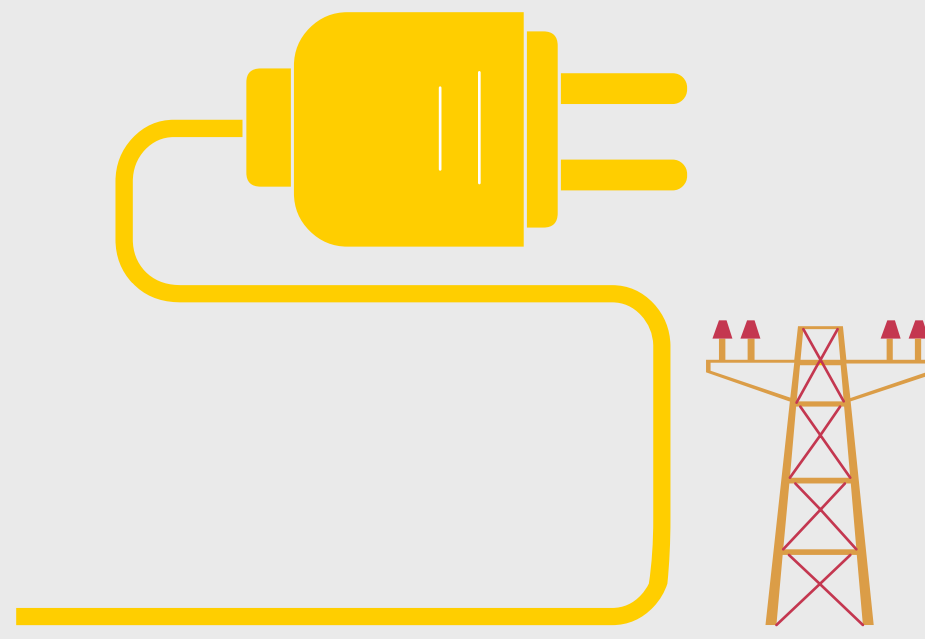
### Power & Energy

The Government has allocated **INR 19,500 crore (USD 2.57 billion)** for a PLI scheme to boost the manufacturing of high-efficiency solar modules.

The Government targets to set up 12 Commercial Scale 2G Bio-Ethanol Projects with Viability Gap Funding of up to **INR 150 Cr** per project.

Power and energy sector is expect to investment **USD 60 billion** in the Natural Gas Infrastructure of the country by 2024.

Indian Renewable energy space investments likely to cross **USD 15 billion** in 2022. These investments and expansions would create huge job opportunities for freshers.



## Sector Trends Driving Growth and Jobs



### Construction & Real Estate

In 2022, private equity investment in Indian real estate is estimated to reach **USD 6.9 billion**.

The construction industry in India is expected to grow by **16.5%** to reach **INR 42,127 billion** in 2022.

The Ministry of Road Transport and Highways of India, announced investment worth **INR 7 trillion (USD 92.4 billion)** for infrastructure projects to be spent over the next 2-3 years.

The Construction industry is expected the growth by increased government investment in transport, health, energy, and housing infrastructure sector under the budget for 2022/2023, which will facilitate new public and private partnerships to develop large-scale projects in these sectors.

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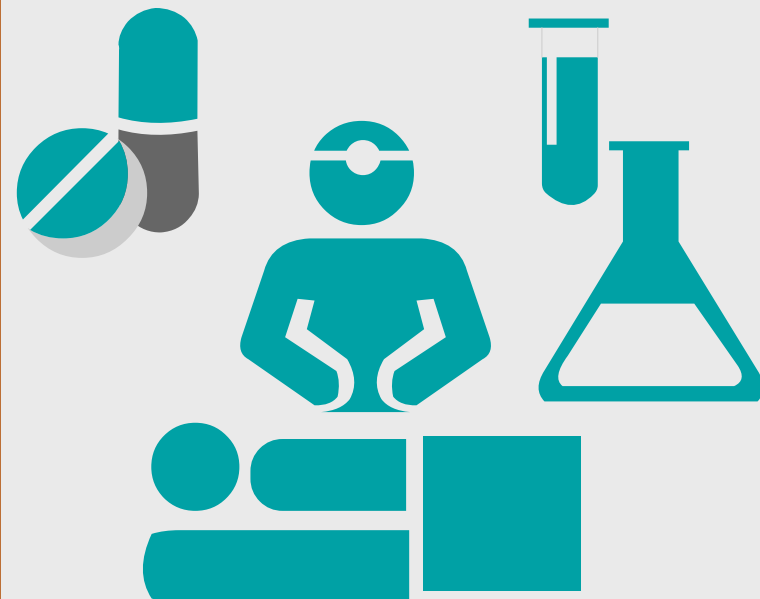
### Healthcare & Pharmaceuticals

The Indian Hospital Industry accounting for **80%** of the total healthcare market is expected to touch **USD 132 billion** by 2023.

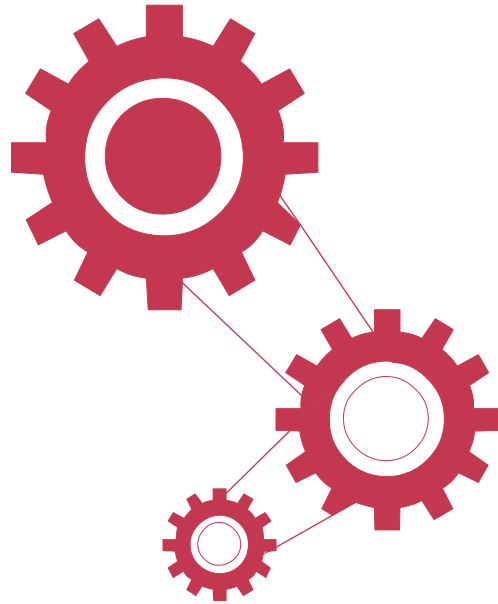
The Indian Health Tech industry was valued at **USD 1.9 billion** in 2020. By 2023, it is expected to reach **USD 5 billion** at a CGAR of **39%**.

The Telemedicine market is the maximum potential eHealth segment in India, which is expected to touch **USD 5.4 billion** in coming years, growing at a compound annual growth rate CAGR of **31%**.

India's Biotechnology market is expected to grow at an average growth rate of around **30%** per year and will be a **USD 100 billion** market by 2025. As the Biotechnology industry grow, the number of opportunities will increase for fresh graduates.



## Sector Trends Driving Growth and Jobs



### Engineering

International semiconductor consortium ISMC investing **USD 3 billion (Rs 22,900 crore)** to set up a chip-making plant in Karnataka. This would generate good jobs for freshers.

In the Union Budget 22-23, the government has given a massive push to the infrastructure sector by allocating **INR 199,107 crore (USD 26.52 billion)** to enhance the transport infrastructure.

As Electric Vehicle sector is seeing upwards trend in India, private electronics companies are investing in semiconductor manufacturing units. This growth in investment leads to enormous opportunity for freshers.

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### Agriculture

India has planned to invest worth **INR 8,500 crore (USD 1.19 billion)** for ethanol production.

The total allocation for the Ministry of Agriculture and Farmers' Welfare for 2022-23 is **INR 1.32 lakh crore**.

A Leading Conglomerate company will invest **INR 70,000 crore** in a Agriculture Project, resulting in the creation of huge opportunity for freshers in agriculture and allied sector.

Agri-tech startups are raising funds from investors for growth and expanding their operations. This growth would create opportunities for freshers.



## Sector Trends Driving Growth and Jobs



### Telecommunication

In Union Budget 2022-23, the Department of Telecommunications was allocated **INR 84,587 crore (USD 11.11 billion)**.

Telecom companies are expected to invest **INR 3345 crores**, which can generate a greater amount of jobs for freshers.

Telecom companies are expanding their data centres across cities in India, as they plan to hire for the major job roles like analytics, machine learning, DevOps and tech ops.

There is a huge demand for job roles across 5G-centric technologies such as Internet of Things (IoT), Artificial Intelligence (AI), Robotics and Cloud Computing in the Telecom sector.

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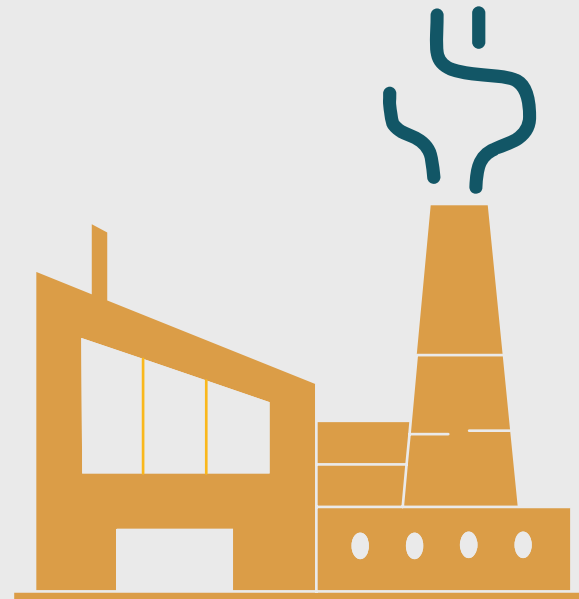
### Manufacturing

Automobile Manufacturing companies are planning to expand their Manufacturing unit across cities, which has a greater potential to generate employment for freshers.

The Government of India expects automobile sector to attract **USD 8-10 billion** in local and foreign investments by 2023.

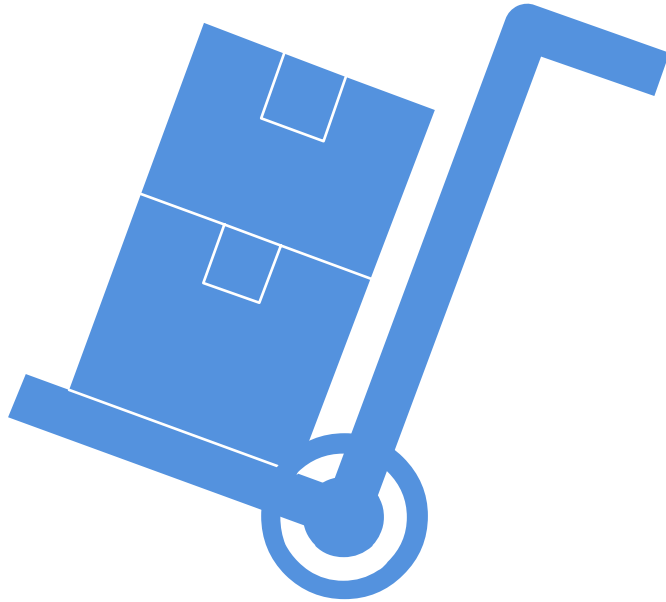
As there is a growth in renewable energy, Solar powered companies are investing on solar cell manufacturing units, by creating job opportunities for freshers.

The appliances and consumer electronics (ACE) market in India is expected to grow to **USD 21.18 billion** by 2025 from **USD 10.93 billion** in 2019.





## Sector Trends Driving Growth and Jobs



### Logistics

The Indian Logistics Sector has been growing at a rapid pace and is expected to reach **USD 380 billion** mark by 2025.

Organizations are adopting robotic technologies to automate logistic processes, which reduces operational costs. Growth in associated industries like E-commerce has also been fueling the logistics sector.

Artificial Intelligence, Augmented Reality, Warehouse Automation, Adoption of Cloud-Based Systems, Last-Mile Delivery, Data Analytics and IOT are key technology trends in Logistic sectors in the year 2022.

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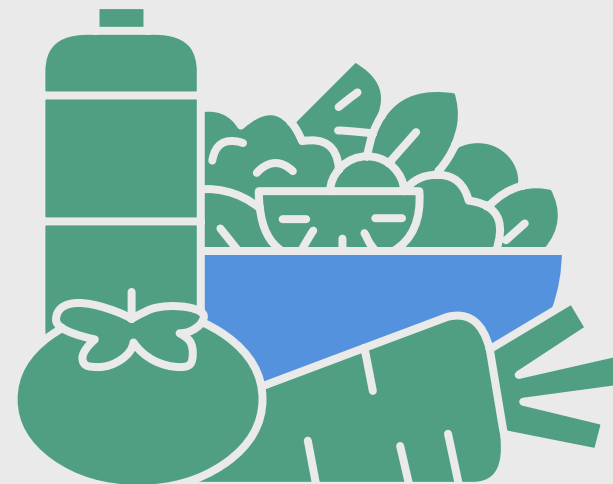
### Fast Moving Consumer Goods

The FMCG market in India is expected to increase at a CAGR of **14.9%** to reach **USD 220 billion** by 2025, from **USD 110 billion** in 2020.

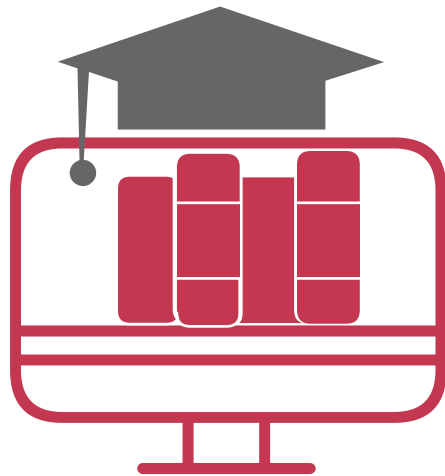
An up capex of **35.4%** from **INR 5.54 lakh** crore to **INR 7.5 lakh** crore will boost direct and indirect employment in FMCG sector.

Indian packaged food market is expected to double to **USD 70 billion** in coming years.

The top trends in 2022 which are likely to lead to job growth for freshers:  
Adopting omnichannel strategy, accelerating digitization, investing in building capability in E-commerce and raising digital connectivity in urban and rural areas.



## Sector Trends Driving Growth and Jobs



### Educational Services

The present market valuation of the Indian Edtech industry is **USD 2.8 billion** and is expected to reach **USD 10.4 billion** by 2025.

Majority of Edtech companies are investing in expanding their team across different levels including freshers, as they are increasing their business operations.

Popular job roles include in the areas like content, marketing, learning and development (L&D), business development, UI/UX, and operations.

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### E-commerce & Technology Start-ups

India's social commerce has the potential to expand to **USD 16–20 billion** in FY25, growing at a CAGR of **55-60%**.

India will have a **214 million** hyperlocal E-commerce shoppers by the end of calendar 2022, up from the estimated 141 million as of now.

Indian Hyperlocal utility services are expected to gain more traction and this can be primarily attributed to growing disposable income, working population and a greater need for convenience.



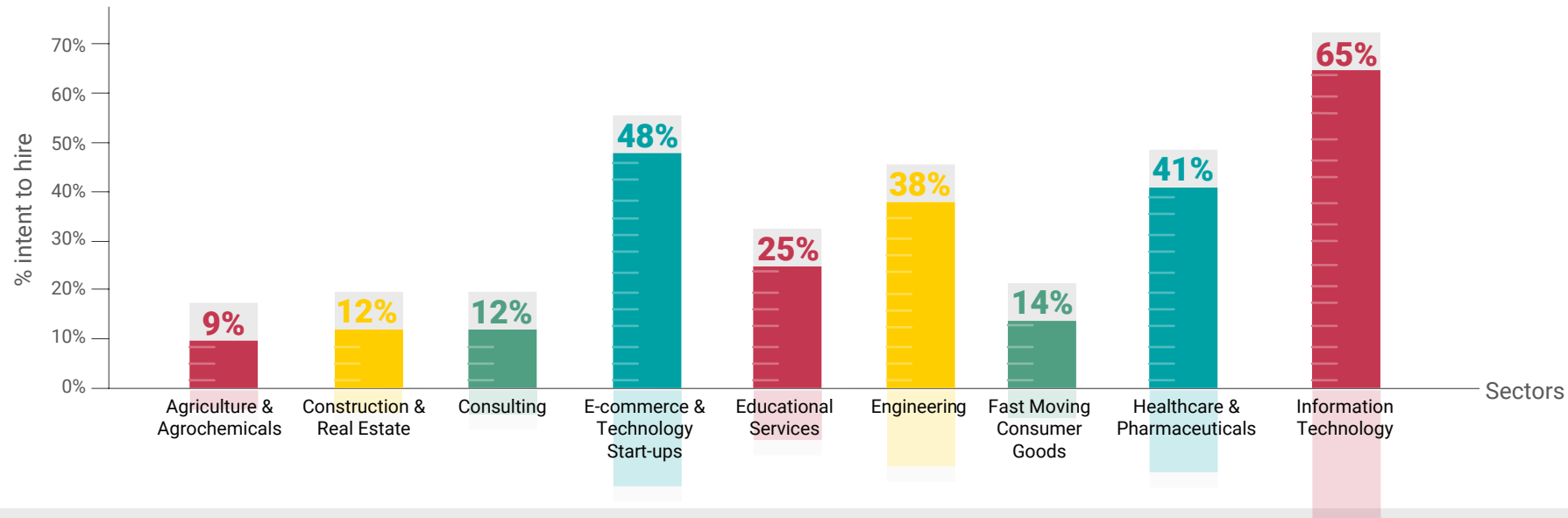


## FRESHER HIRING SENTIMENT

By sector and by city

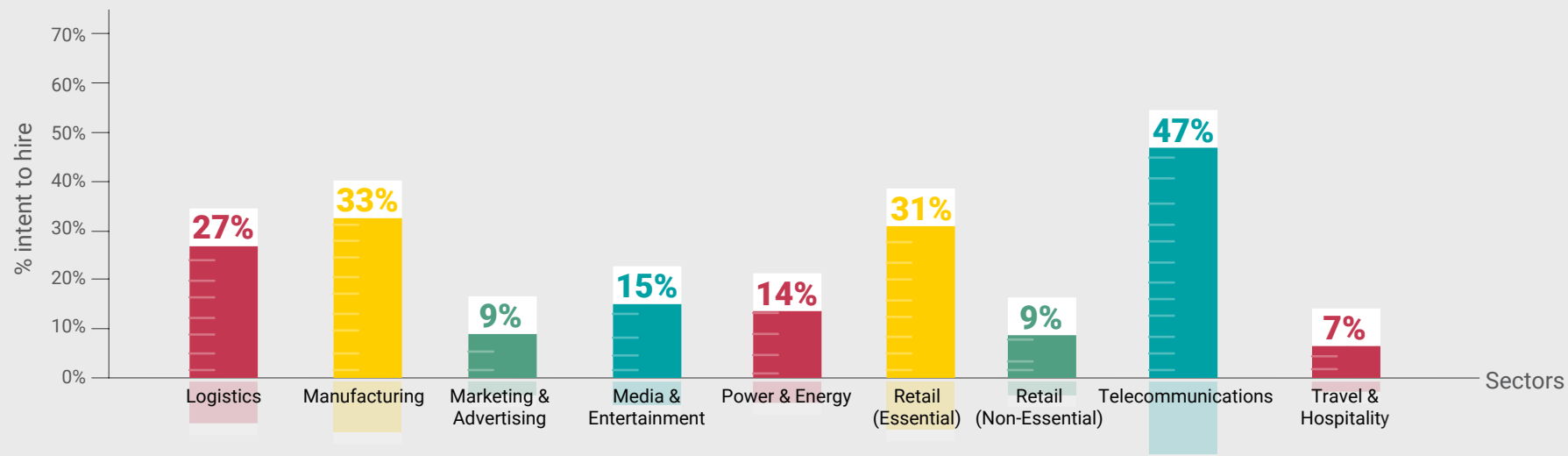
## Fresher Hiring Sentiment

### Across Sectors



Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to hire.

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Information Technology (65%) followed by E-commerce & Technology start-ups (48%) and Telecommunications (47%) are the top three sectors intending to hire freshers in the current HY [July–December 2022].

Source : TeamLease employer surveys administered during April and May, 2022

Note: Hiring period – Jul-Dec, 2022  
Percentages indicate Intent to Hire



# Fresher Hiring Sentiment [CY2, 2022]

## A Comparison with CY-1, Jan 2022 – June 2022 - Sectors

Hiring Intent for the period  
Jul-Dec, 2022 [HY-2, 2022]

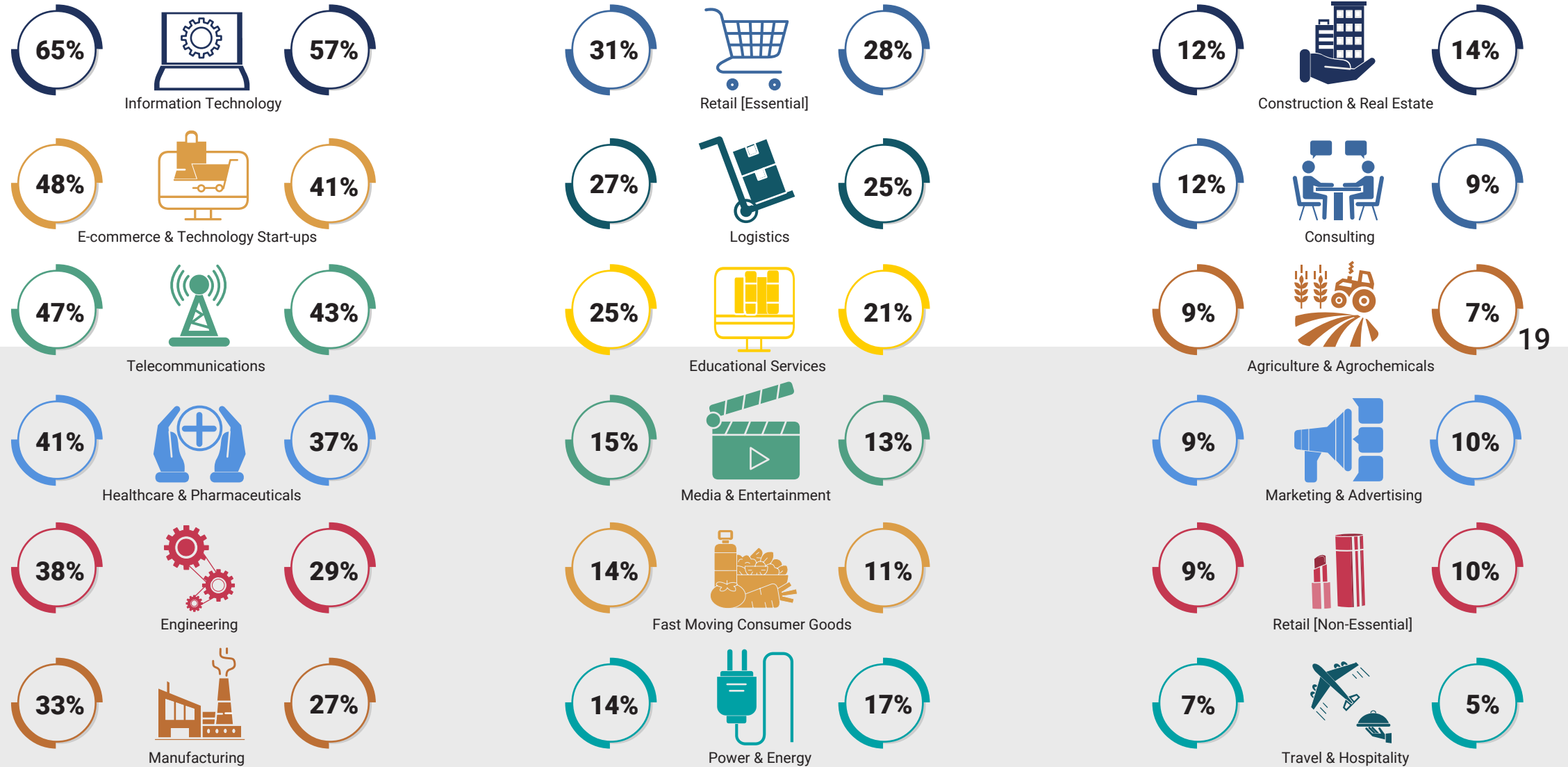
Hiring Intent for the period  
Jan-June, 2022 [HY-1, 2022]

Hiring Intent for the period  
Jul-Dec, 2022 [HY-2, 2022]

Hiring Intent for the period  
Jan-June, 2022 [HY-1, 2022]

Hiring Intent for the period  
Jul-Dec, 2022 [HY-2, 2022]

Hiring Intent for the period  
Jan-June, 2022 [HY-1, 2022]

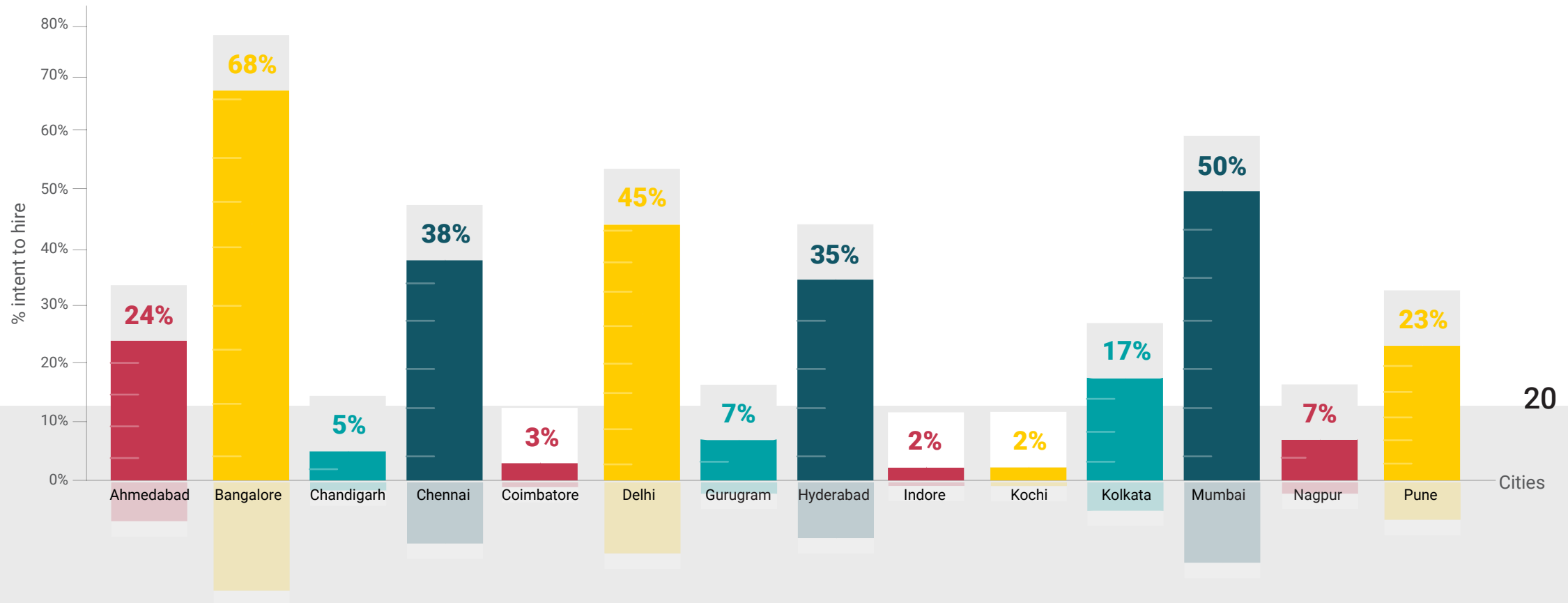


Source : TeamLease employer surveys administered during April and May, 2022

Note: Sectors listed in the descending order of the Intent to Hire

## Fresher Hiring Sentiment

### Across Cities



Percentages are specific to each city, and represent the proportion of employers within each city who intend to hire.

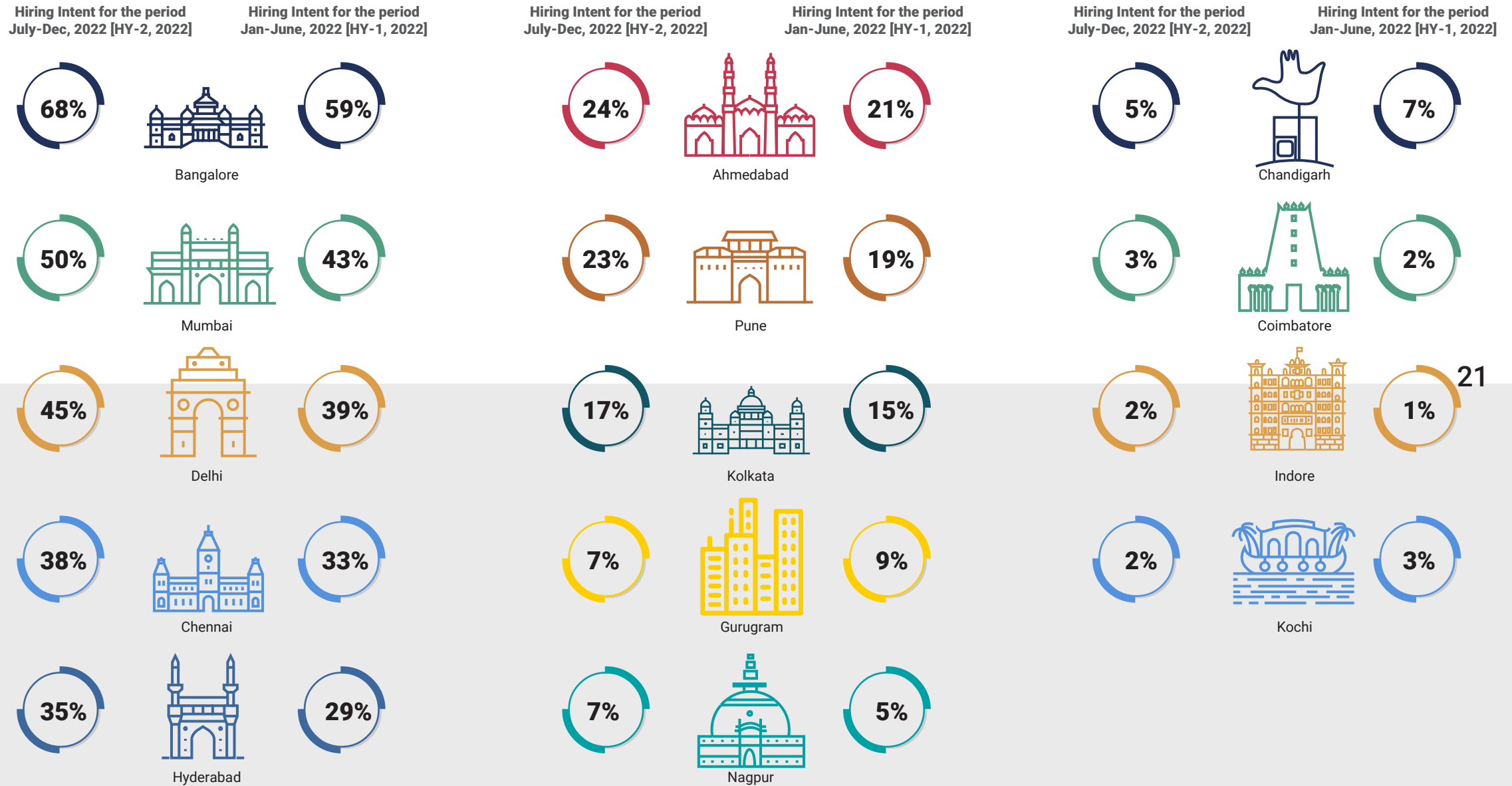
Bangalore (68%) followed by Mumbai (50%) and Delhi (45%) are the top three cities intending to hire freshers in the current HY [July–December 2022].

Source : TeamLease employer surveys administered during April and May, 2022

Note: Hiring period – Jul-Dec, 2022  
Percentages indicate Intent to Hire

# Fresher Hiring Sentiment [CY2, 2022]

## A Comparison with CY1, Jan 2022 – June 2022 - Cities



Source : TeamLease employer surveys administered during April and May, 2022

Note: Cities listed in the descending order of the Intent to Hire

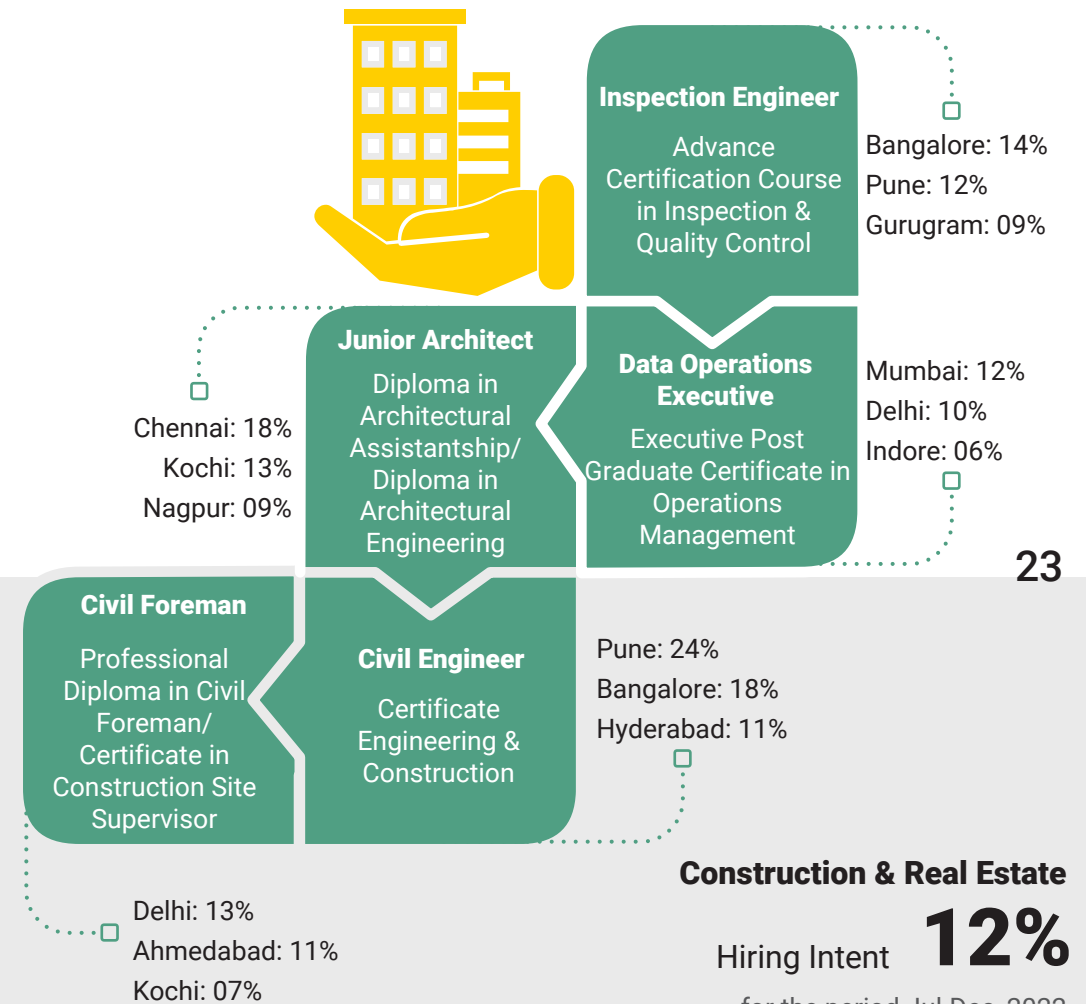
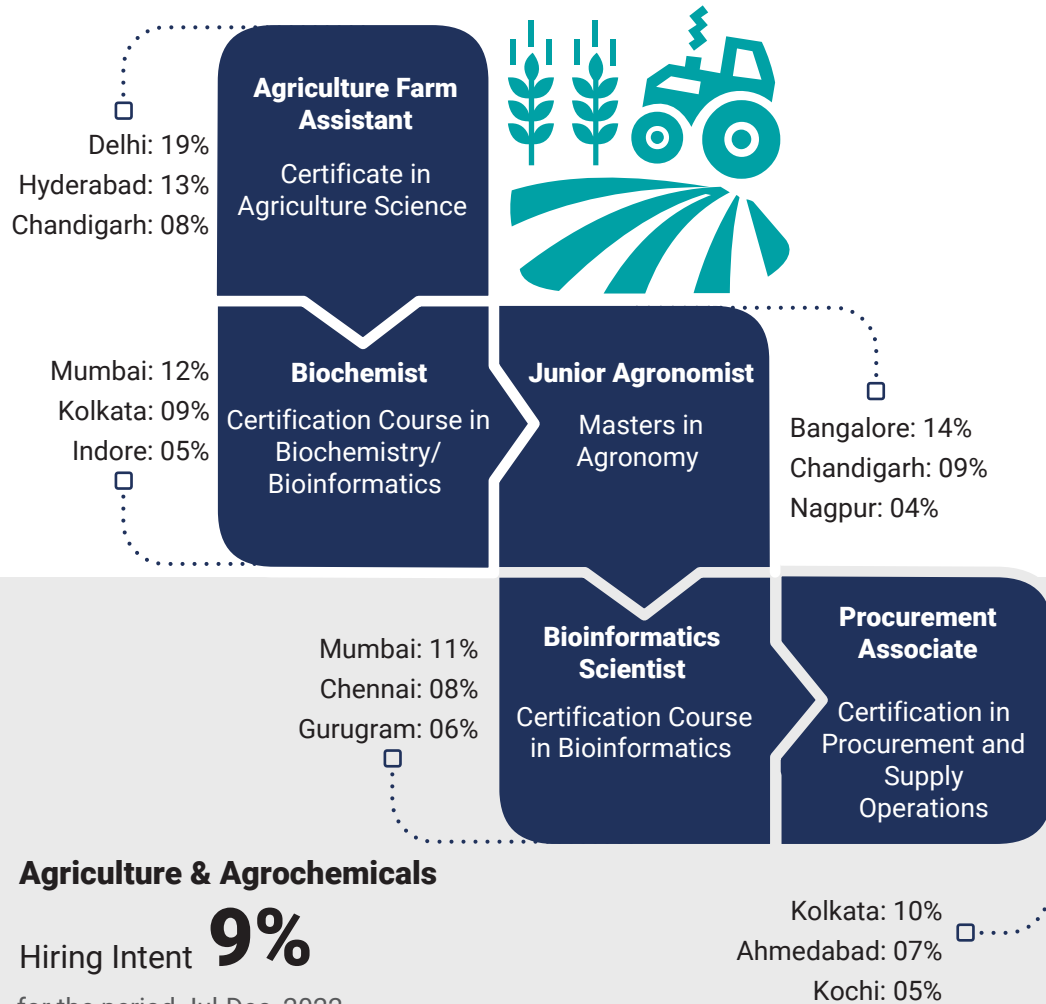


## HIRING TRENDS

By Top roles,  
In-Demand Courses &  
Cities across sectors



## Hiring Trends - Job roles vs. Cities



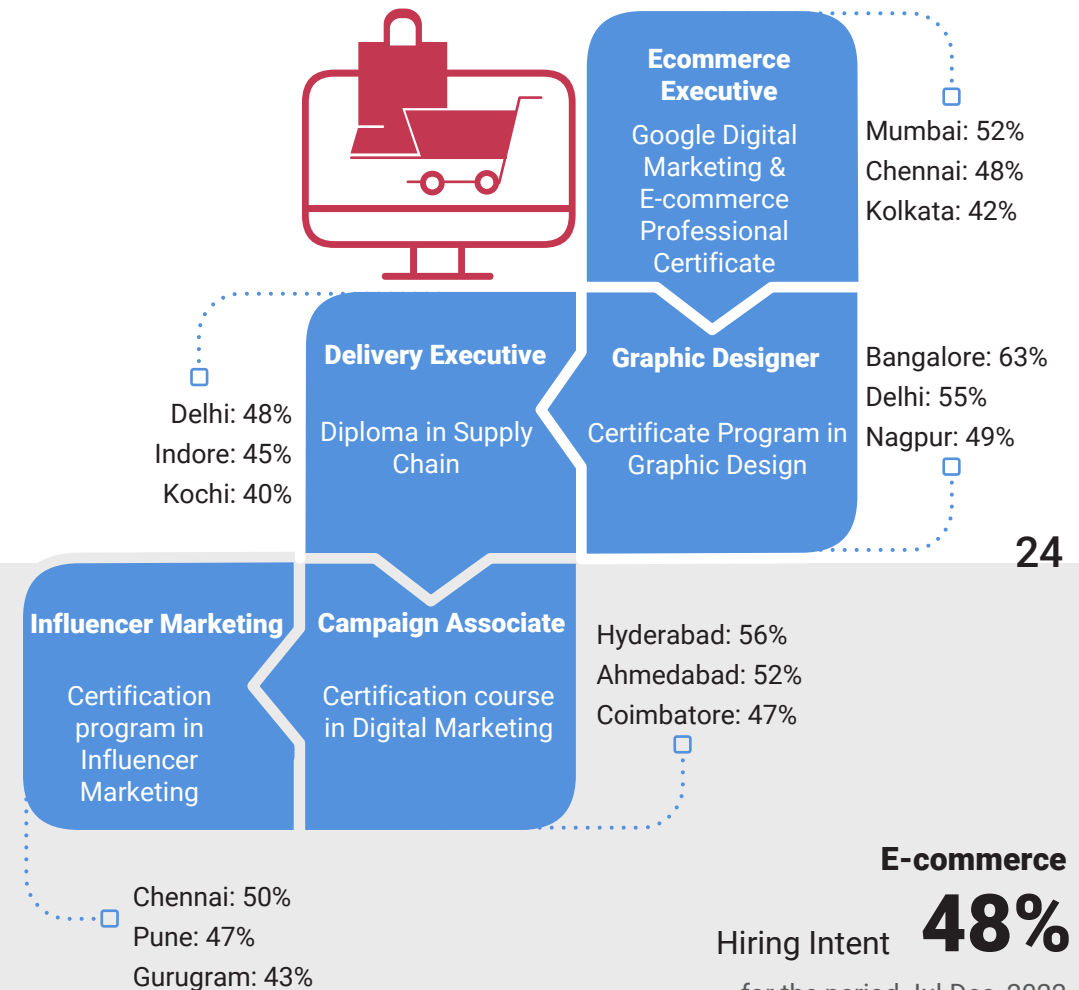
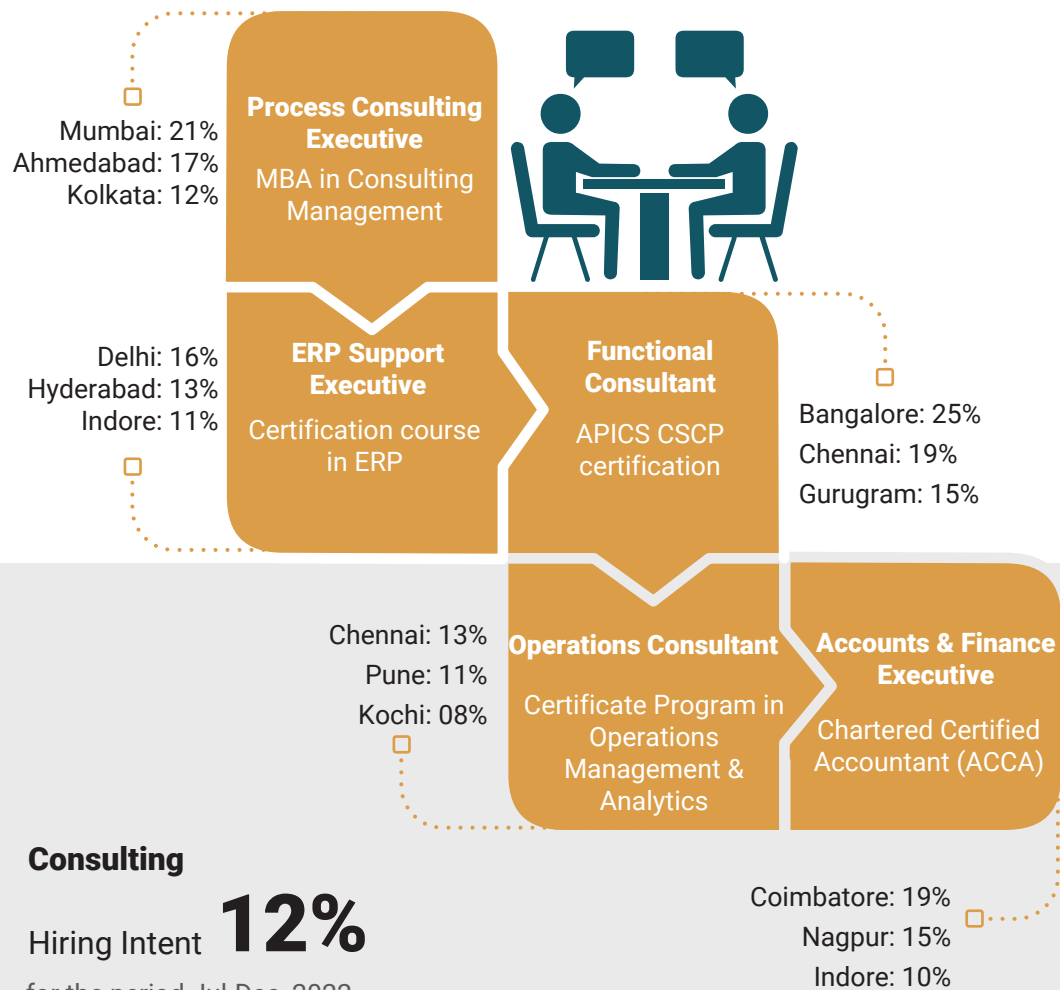
Highest Demand for **Agriculture Farm Assistant in Delhi (19%)** and **Junior Agronomist in Bangalore (14%)**

Highest Demand for **Civil Engineer in Pune (24%)** and **Junior Architect in Chennai (18%)**

Source : TeamLease employer surveys administered during April and May, 2022

Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to Hire.  
Note: Percentages alongside cities refer to Intent to Hire

## Hiring Trends - Job roles vs. Cities



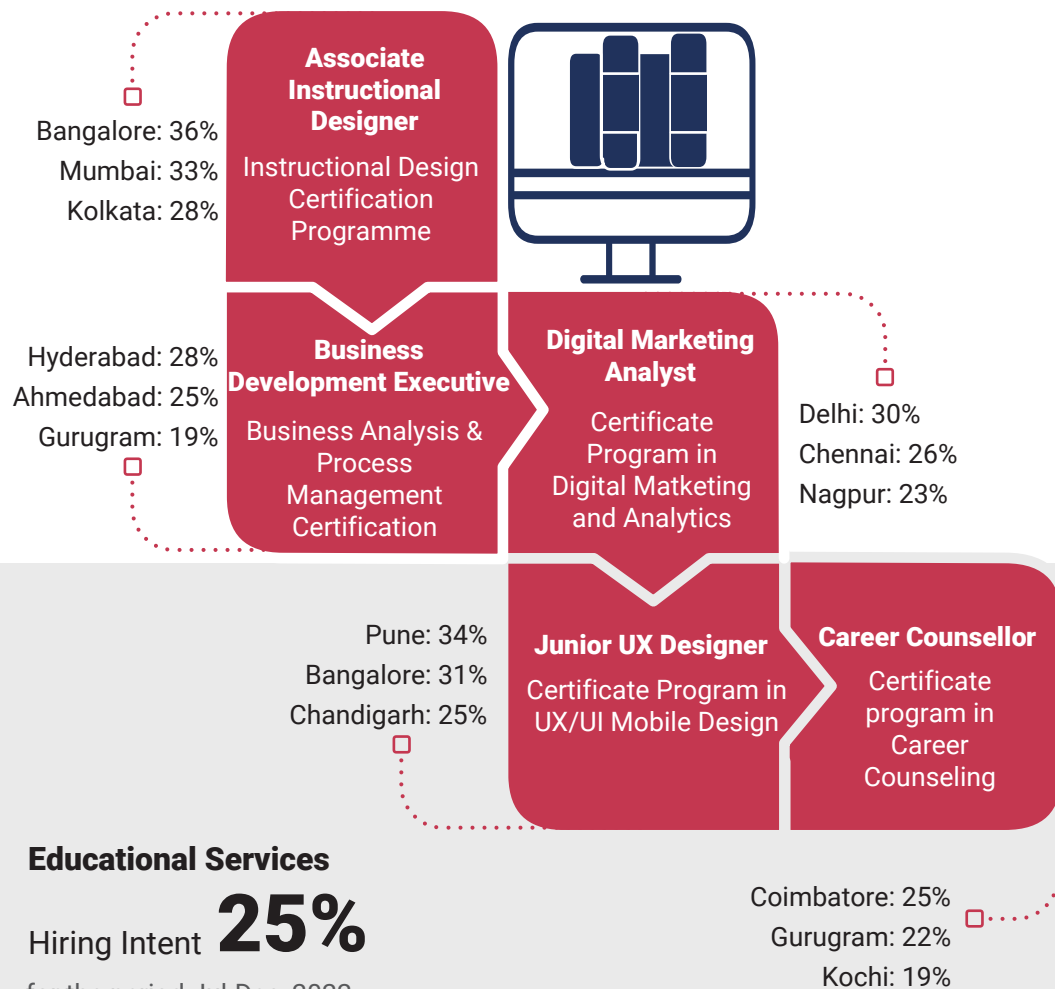
Highest Demand for **Functional Consultant in Bangalore (25%)** and **Process Consulting Executive in Mumbai (21%)**

Highest Demand for **Graphic Designer in Bangalore (63%)** and **Campaign Associate in Hyderabad (56%)**

Source : TeamLease employer surveys administered during April and May, 2022

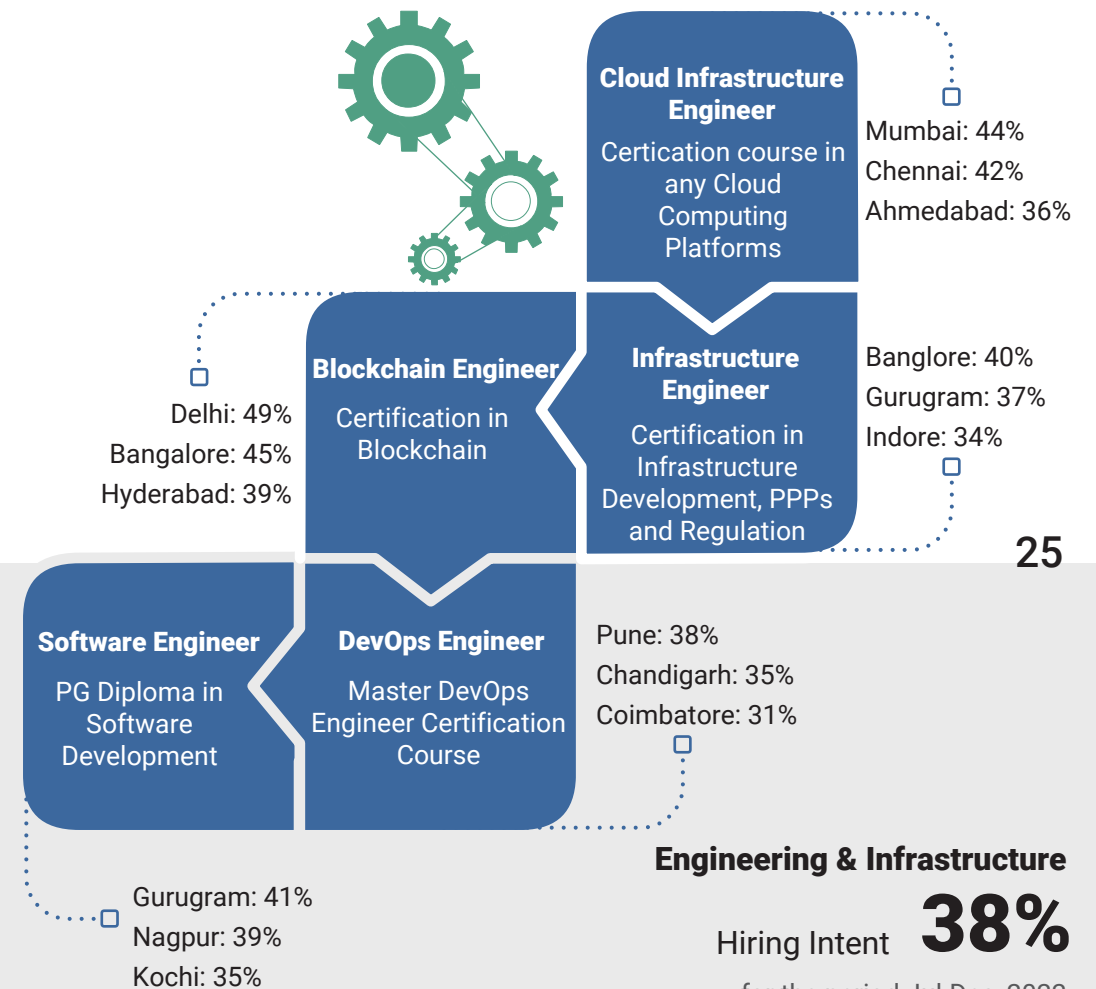
Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to Hire.  
Note: Percentages alongside cities refer to Intent to Hire

## Hiring Trends - Job roles vs. Cities



Highest Demand for **Associate Instructional Designer in Bangalore (36%)** and **Junior UX Designer in Pune (34%)**

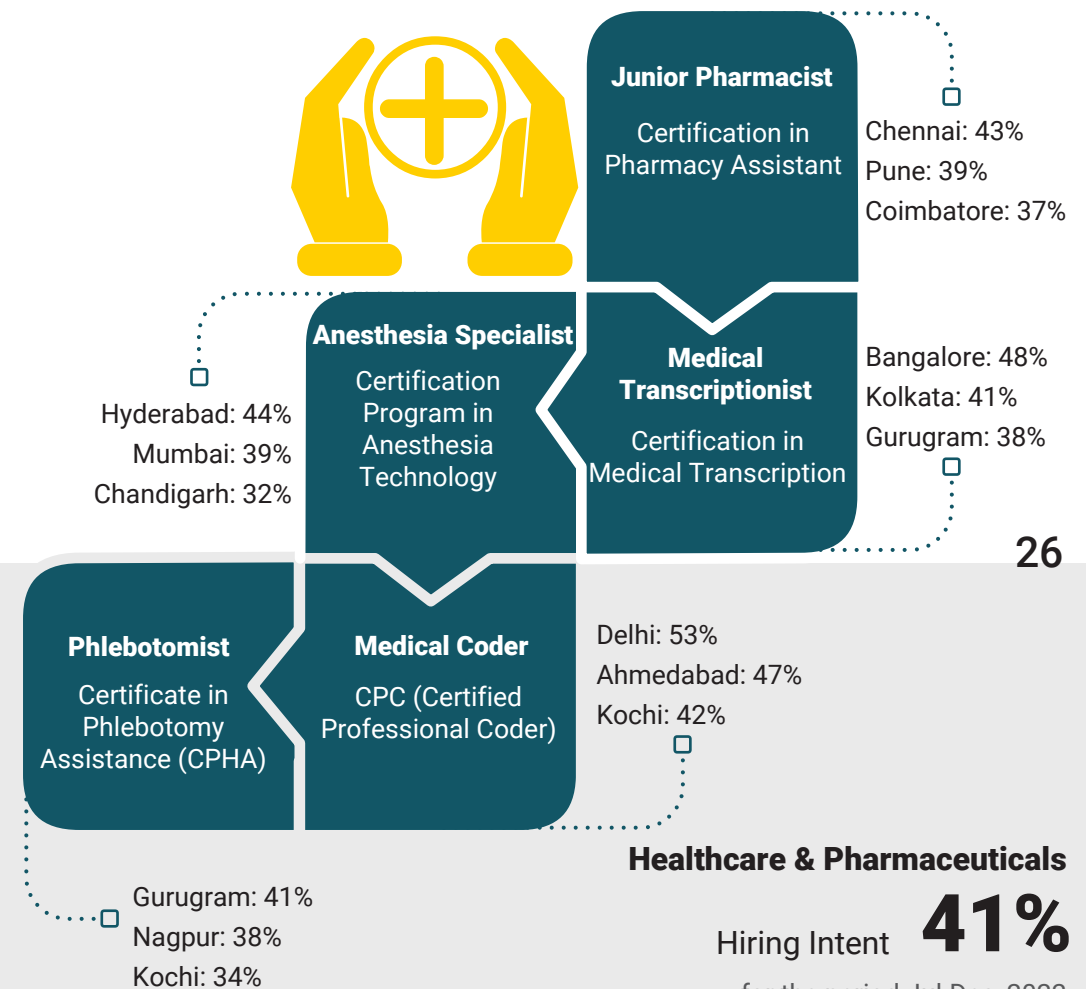
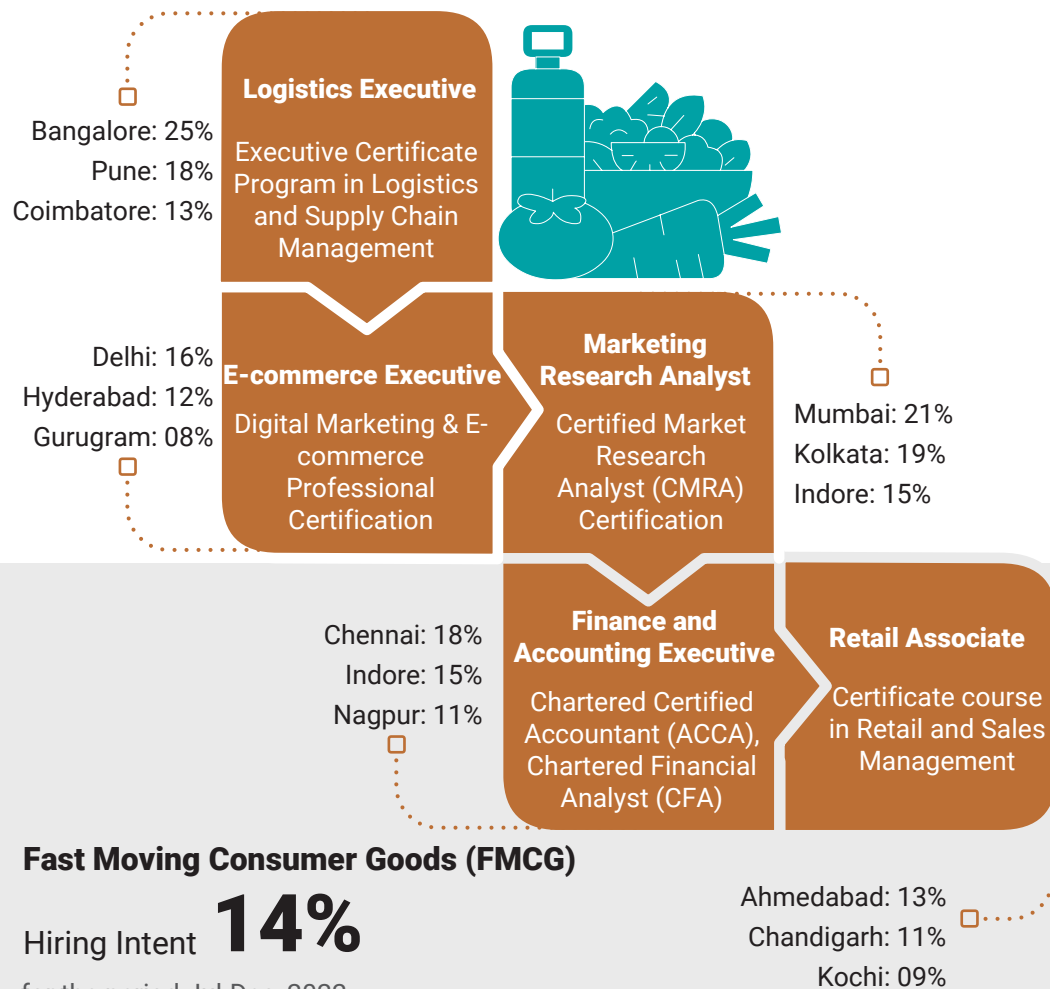
Source : TeamLease employer surveys administered during April and May, 2022



Highest Demand for **Blockchain Engineer in Delhi (49%)** and **Blockchain Engineer in Bangalore (45%)**

Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to Hire.  
Note: Percentages alongside cities refer to Intent to Hire

## Hiring Trends - Job roles vs. Cities



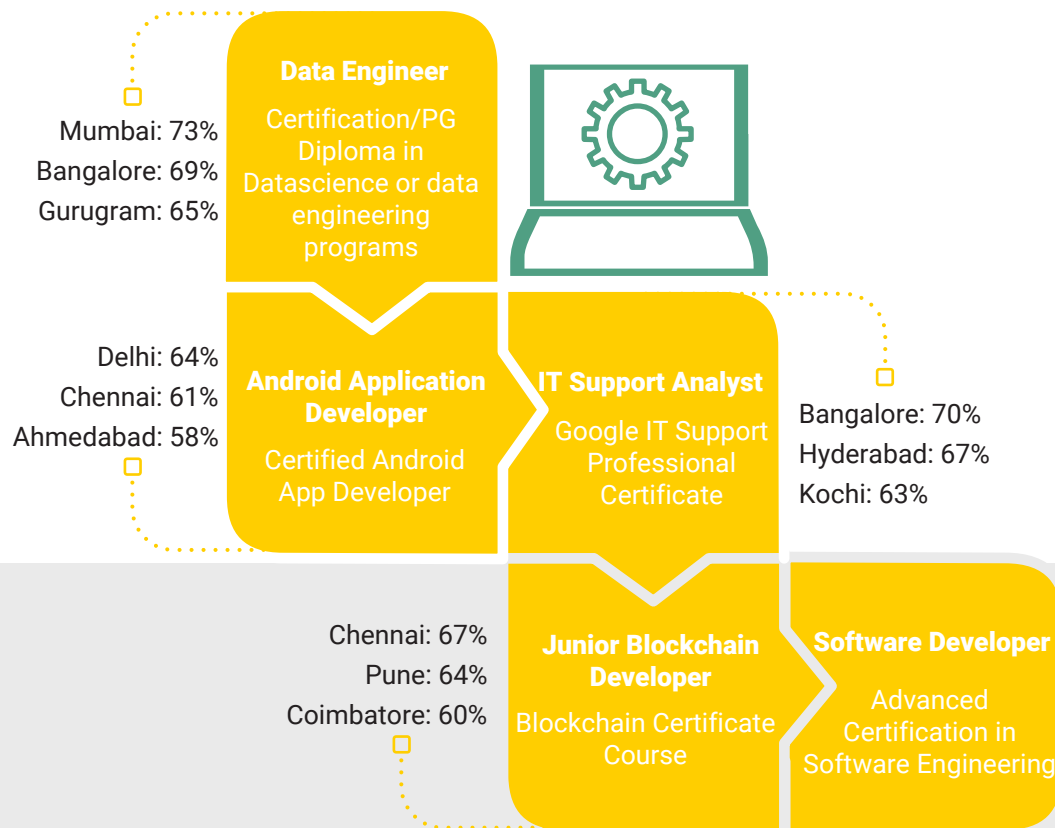
Highest Demand for **Logistics Executive in Bangalore (25%)** and **Marketing research Analyst in Mumbai (21%)**

Highest Demand for **Medical Coder in Delhi (53%)** and **Medical Transcriptionist in Bangalore (48%)**

Source : TeamLease employer surveys administered during April and May, 2022

Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to Hire.  
Note: Percentages alongside cities refer to Intent to Hire

## Hiring Trends - Job roles vs. Cities



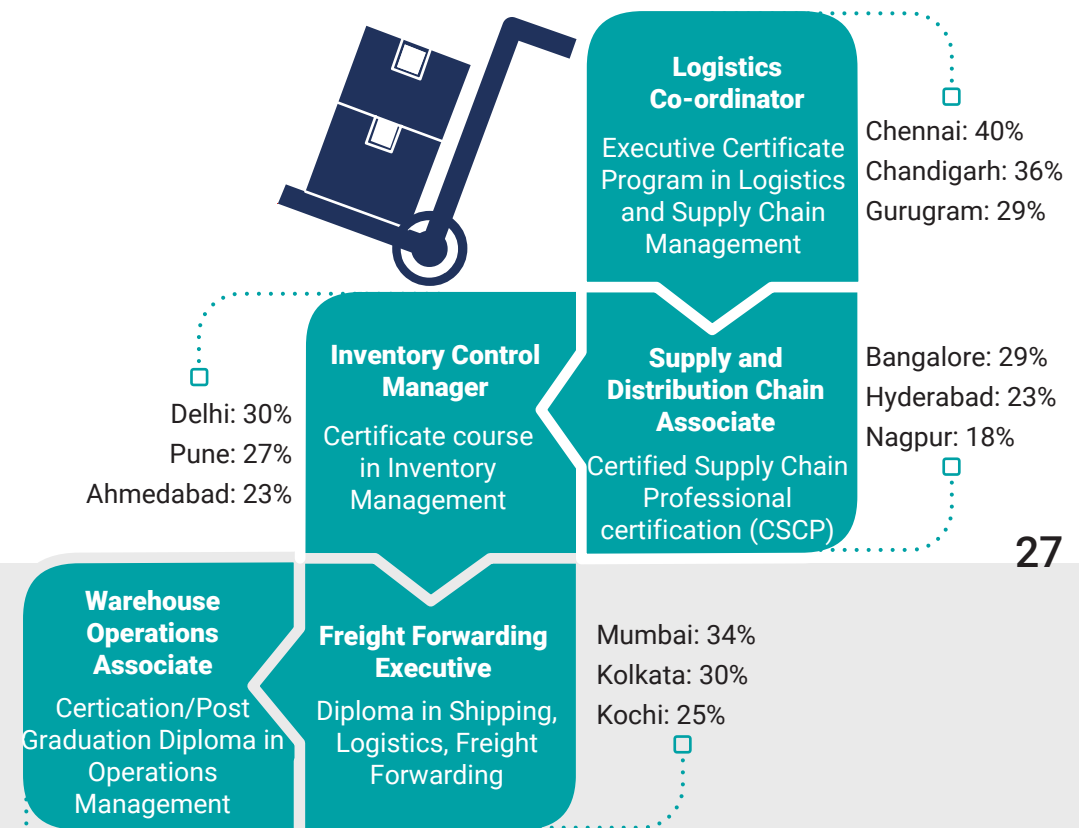
### Information Technology

Hiring Intent **65%**

for the period Jul-Dec, 2022

Hiring Intent for the period Jan-June 2022: 57%

Highest Demand for **Software Developer in Bangalore (78%)** and **Data Engineer in Mumbai (73%)**



### Logistics

Hiring Intent **27%**

for the period Jul-Dec, 2022

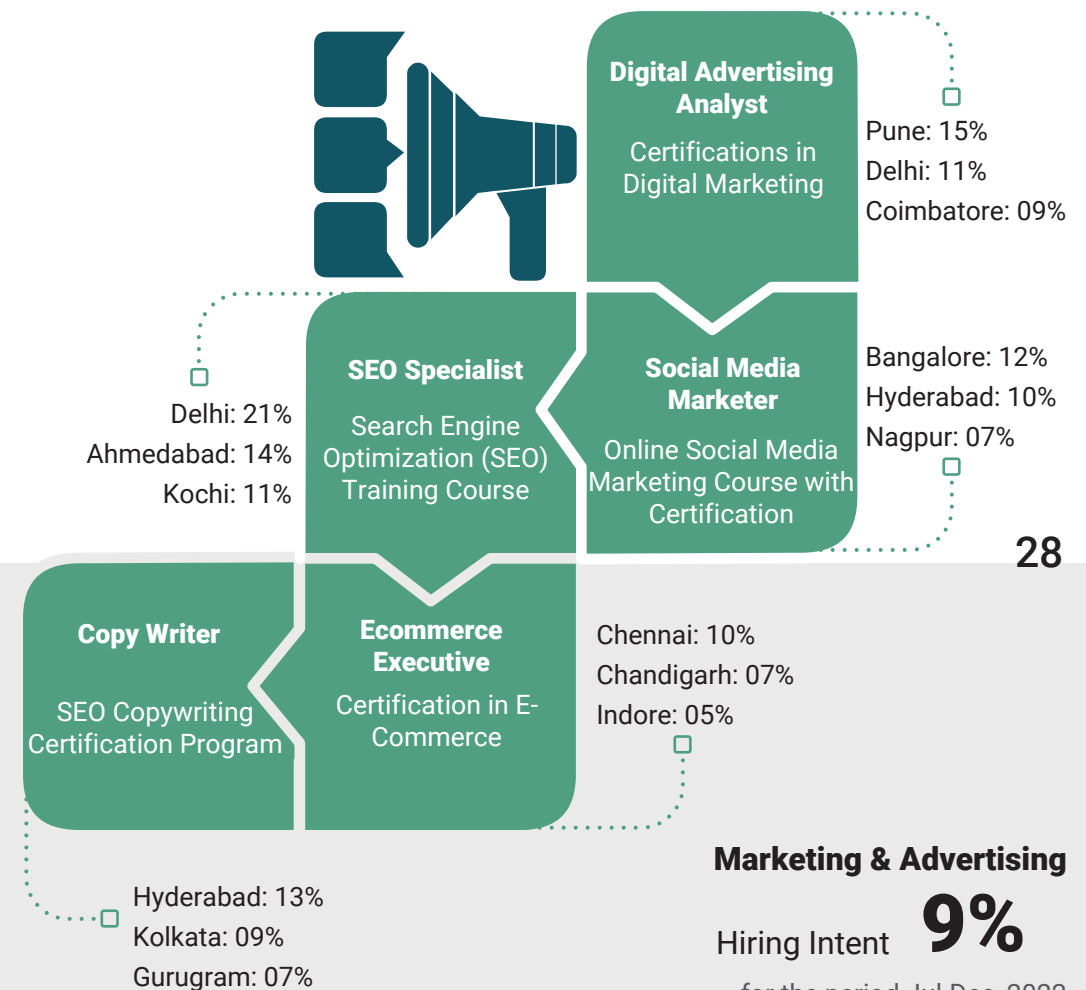
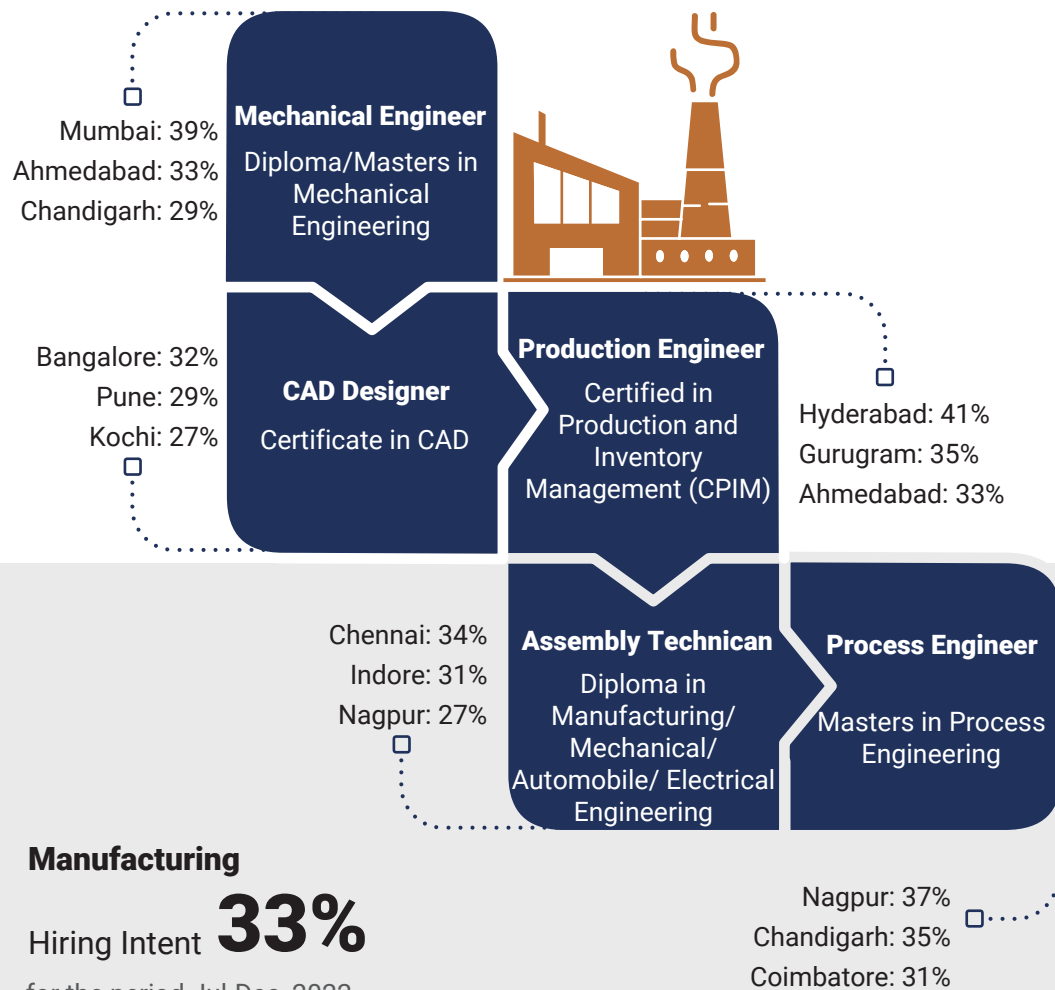
Hiring intent for the period Jul-Dec, 2021: 25%

Highest Demand for **Logistics Co-ordinator in Chennai (40%)** and **Logistics Co-ordinator in Chandigarh (36%)**

Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to Hire.  
Note: Percentages alongside cities refer to Intent to Hire

Source : TeamLease employer surveys administered during April and May, 2022

## Hiring Trends - Job roles vs. Cities



Highest Demand for **Production Engineer in Hyderabad (41%)** and **Mechanical Engineer in Mumbai (39%)**

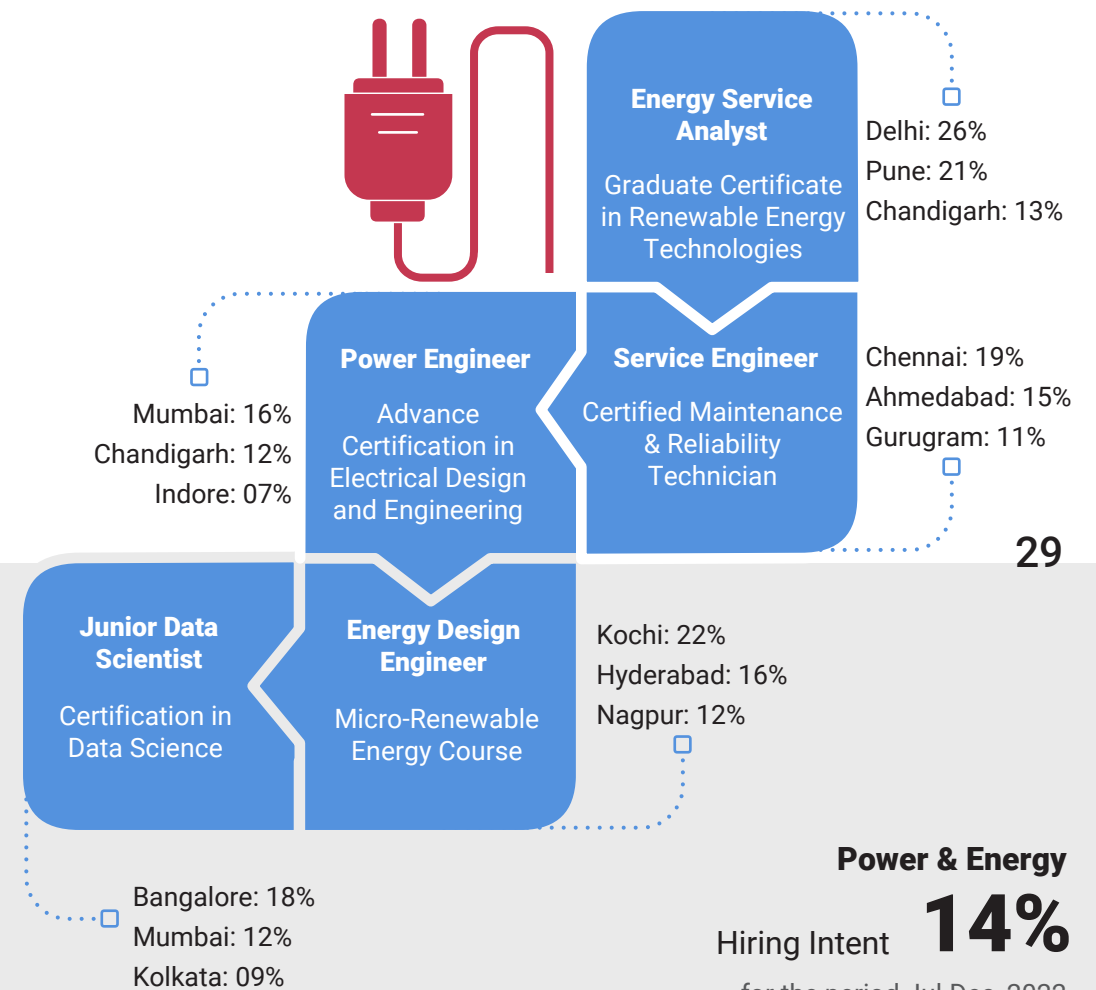
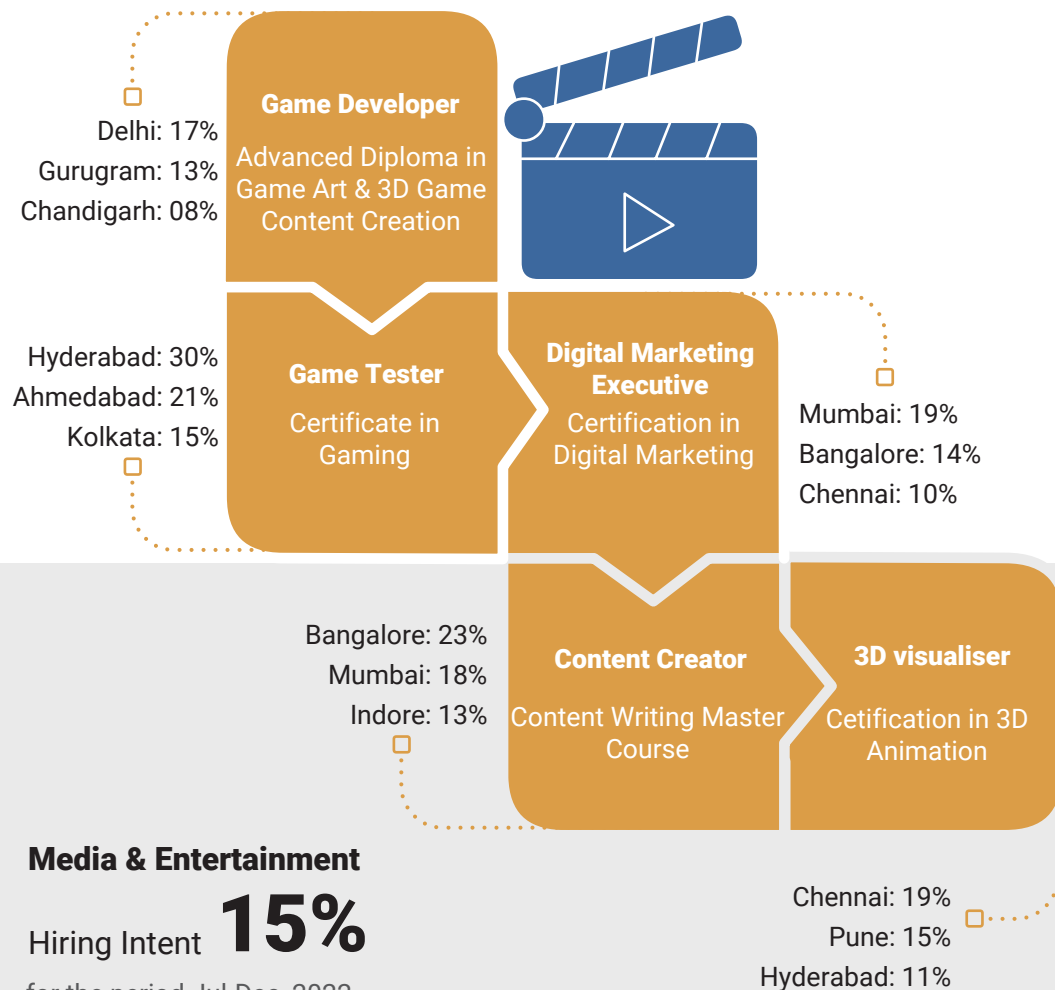
Highest Demand for **SEO Specialist in Delhi (21%)** and **Digital Advertising Analyst in Pune (15%)**

Source : TeamLease employer surveys administered during April and May, 2022

Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to Hire.  
Note: Percentages alongside cities refer to Intent to Hire



## Hiring Trends - Job roles vs. Cities



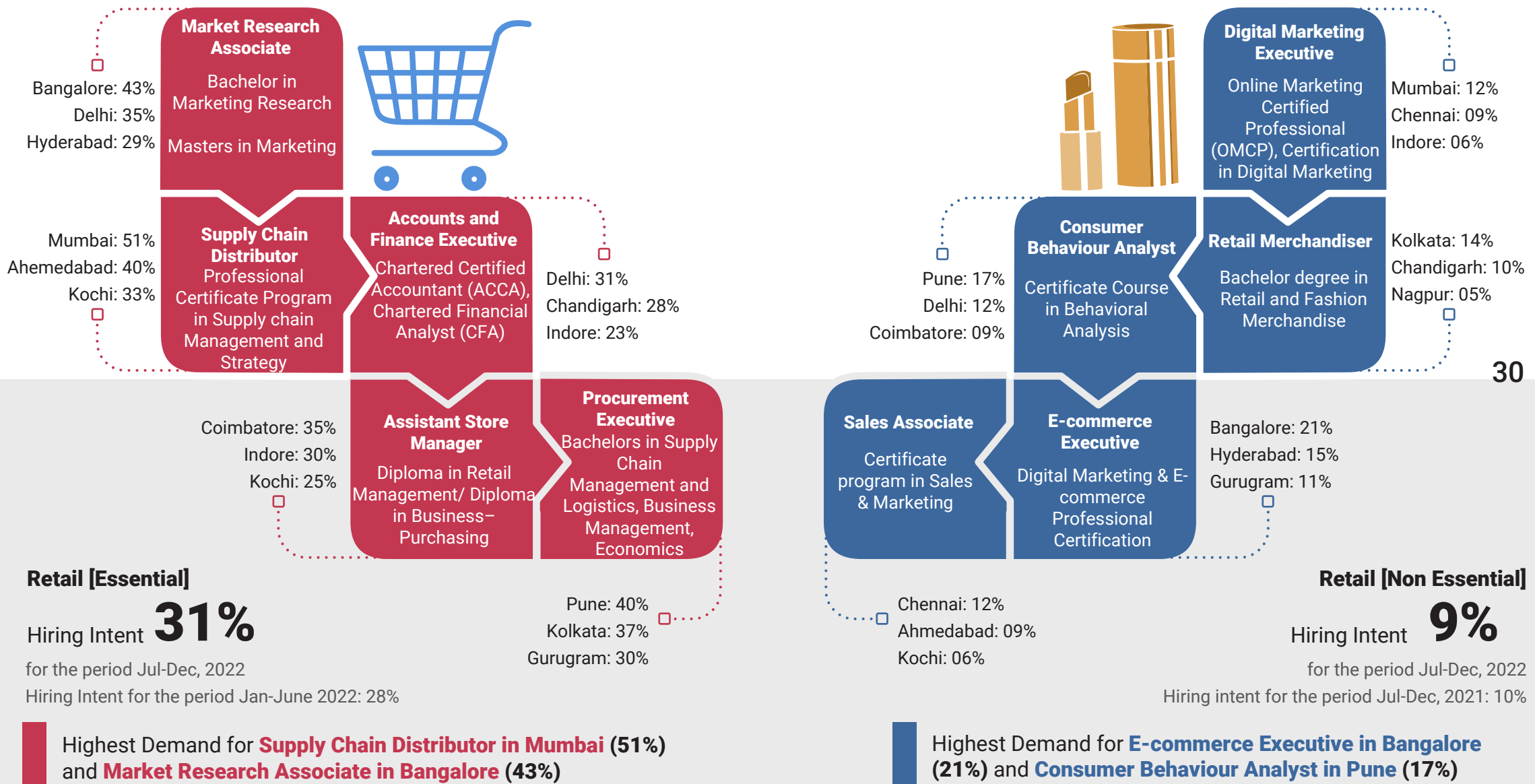
Highest Demand for **Game Tester in Hyderabad (30%)** and **Content Creator in Bangalore (23%)**

Highest Demand for **Energy Service Analyst in Delhi (26%)** and **Energy Design Engineer in Kochi (22%)**

Source : TeamLease employer surveys administered during April and May, 2022

Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to Hire.  
Note: Percentages alongside cities refer to Intent to Hire

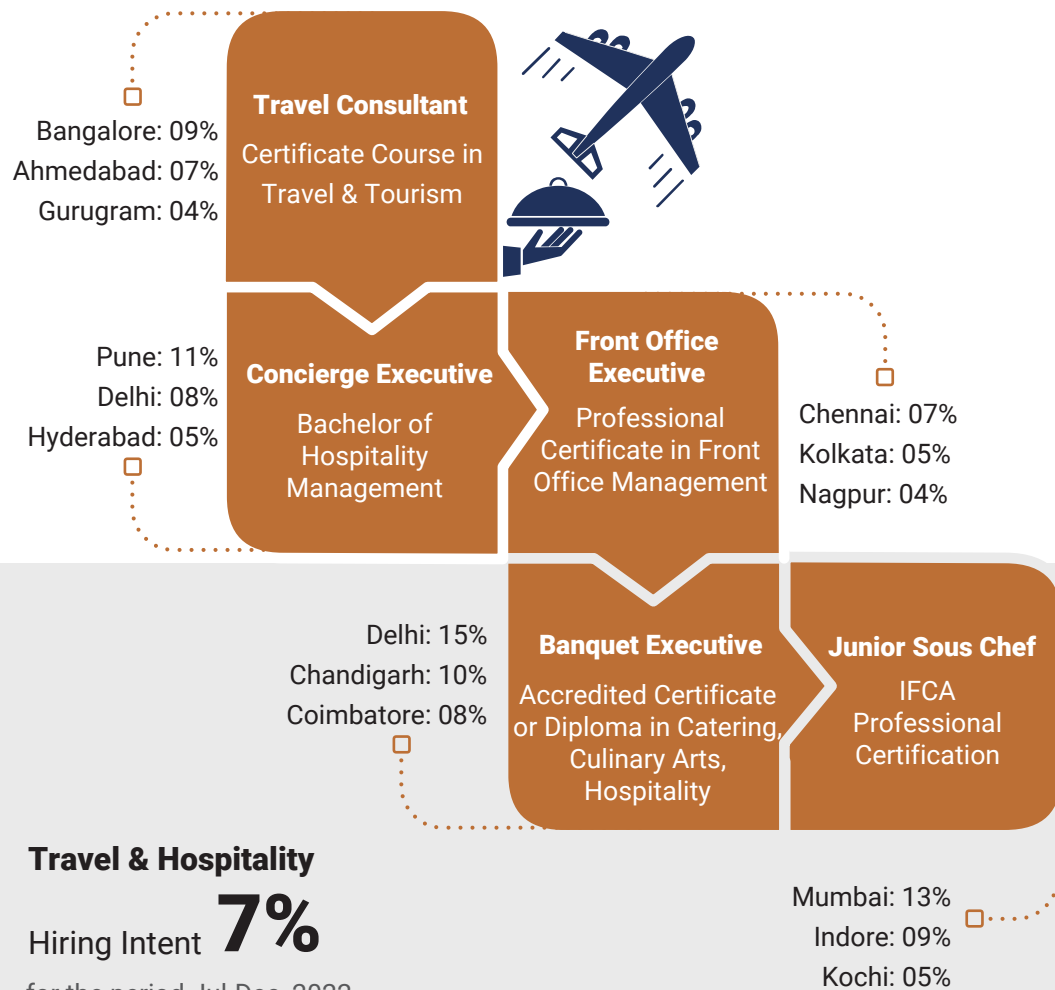
## Hiring Trends - Job roles vs. Cities



Source : TeamLease employer surveys administered during April and May, 2022

Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to Hire.  
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## Hiring Trends - Job roles vs. Cities



### Travel & Hospitality

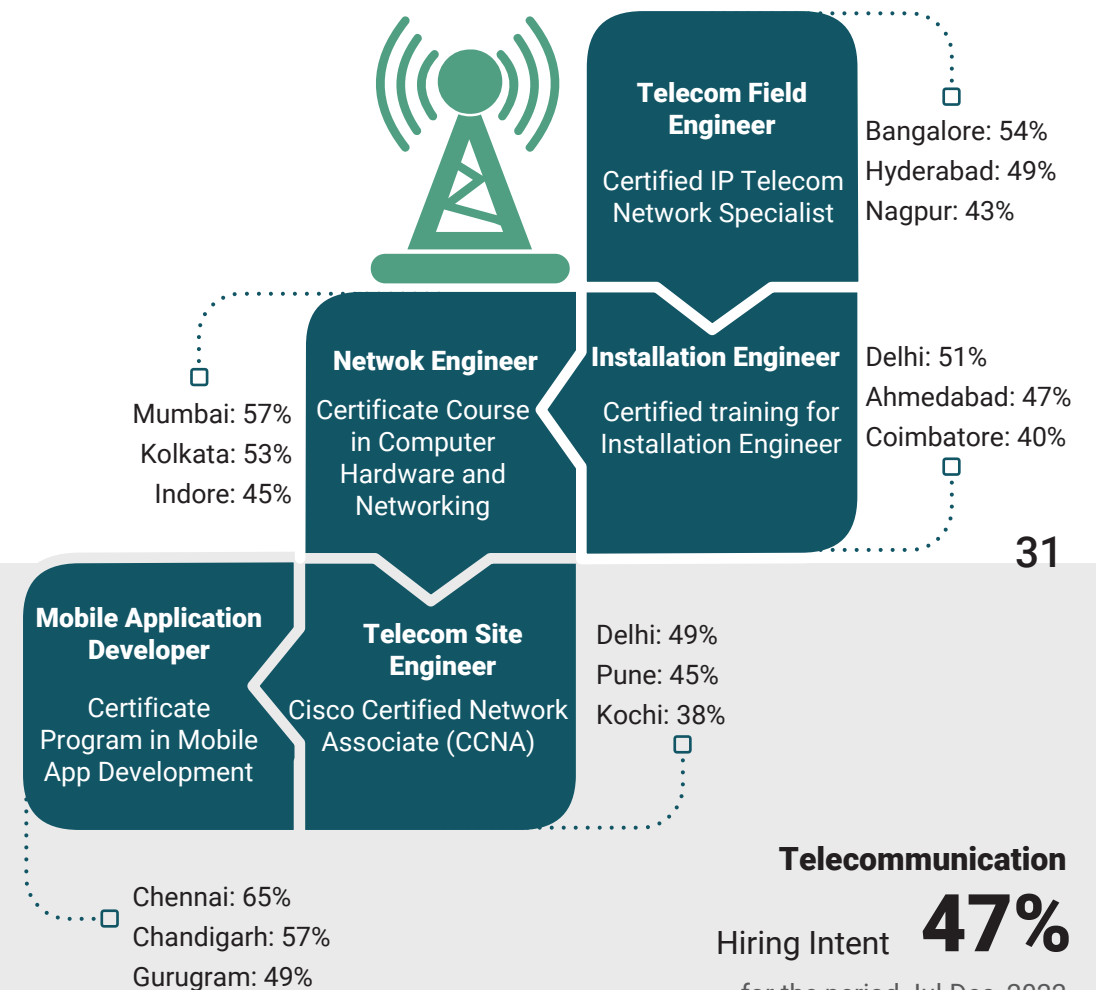
Hiring Intent **7%**

for the period Jul-Dec, 2022

Hiring Intent for the period Jan-June 2022: 5%

Highest Demand for **Banquet Executive in Delhi (15%)** and **Junior Sous Chef in Mumbai (13%)**

Source : TeamLease employer surveys administered during April and May, 2022



### Telecommunication

Hiring Intent **47%**

for the period Jul-Dec, 2022

Hiring intent for the period Jul-Dec, 2021: 43%

Highest Demand for **Mobile Application Developer in Chennai (65%)** and **Network Engineer in Mumbai (57%)**

Percentages are specific to each sector, and represent the proportion of employers within each sector who intend to Hire.  
Note: Percentages alongside cities refer to Intent to Hire



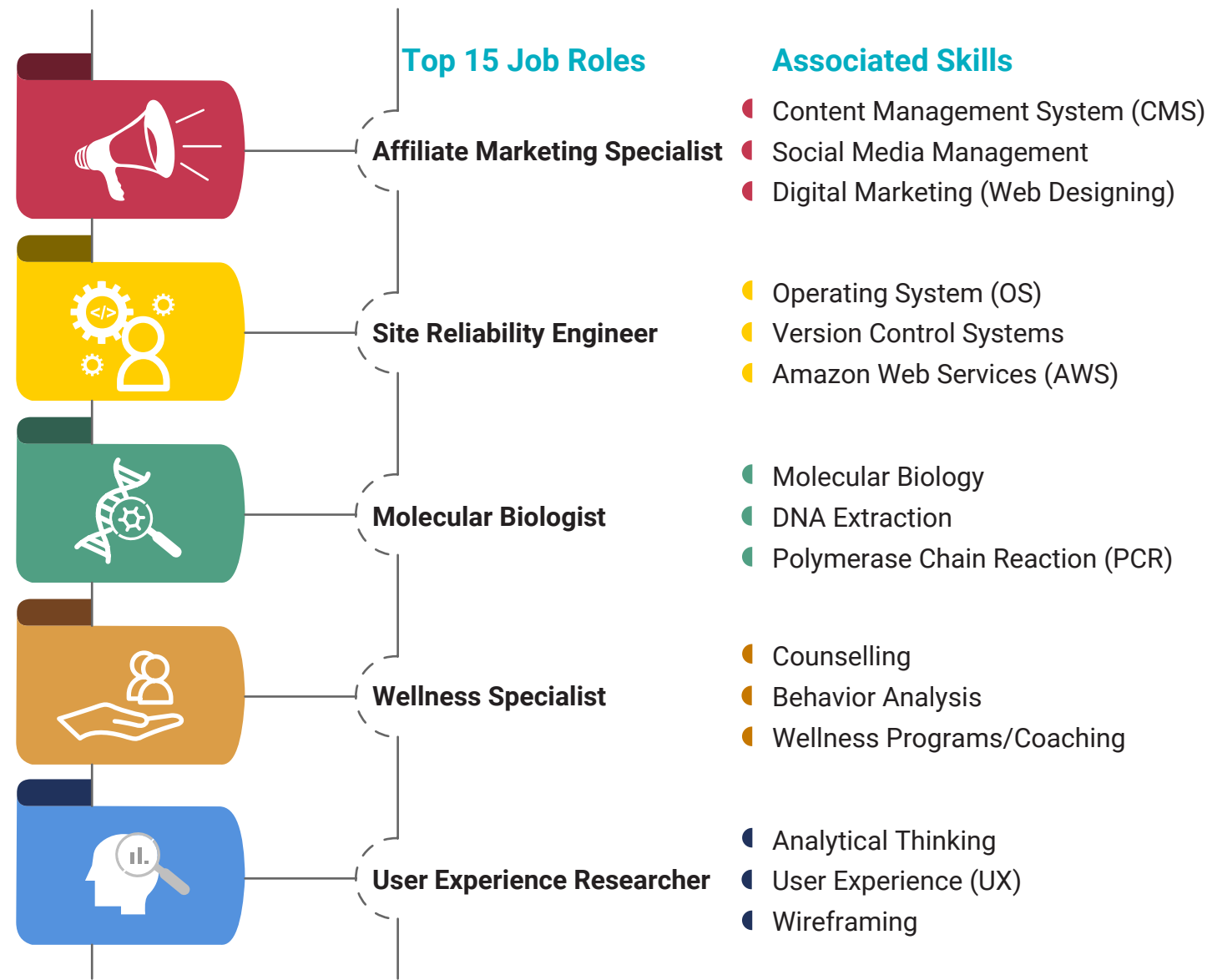
## WHAT DO EMPLOYERS LOOK FOR IN FRESHERS?

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Key Job roles,  
Domain skills,  
Soft skills and  
In-Demand Courses

# What do Employers look for in Freshers?

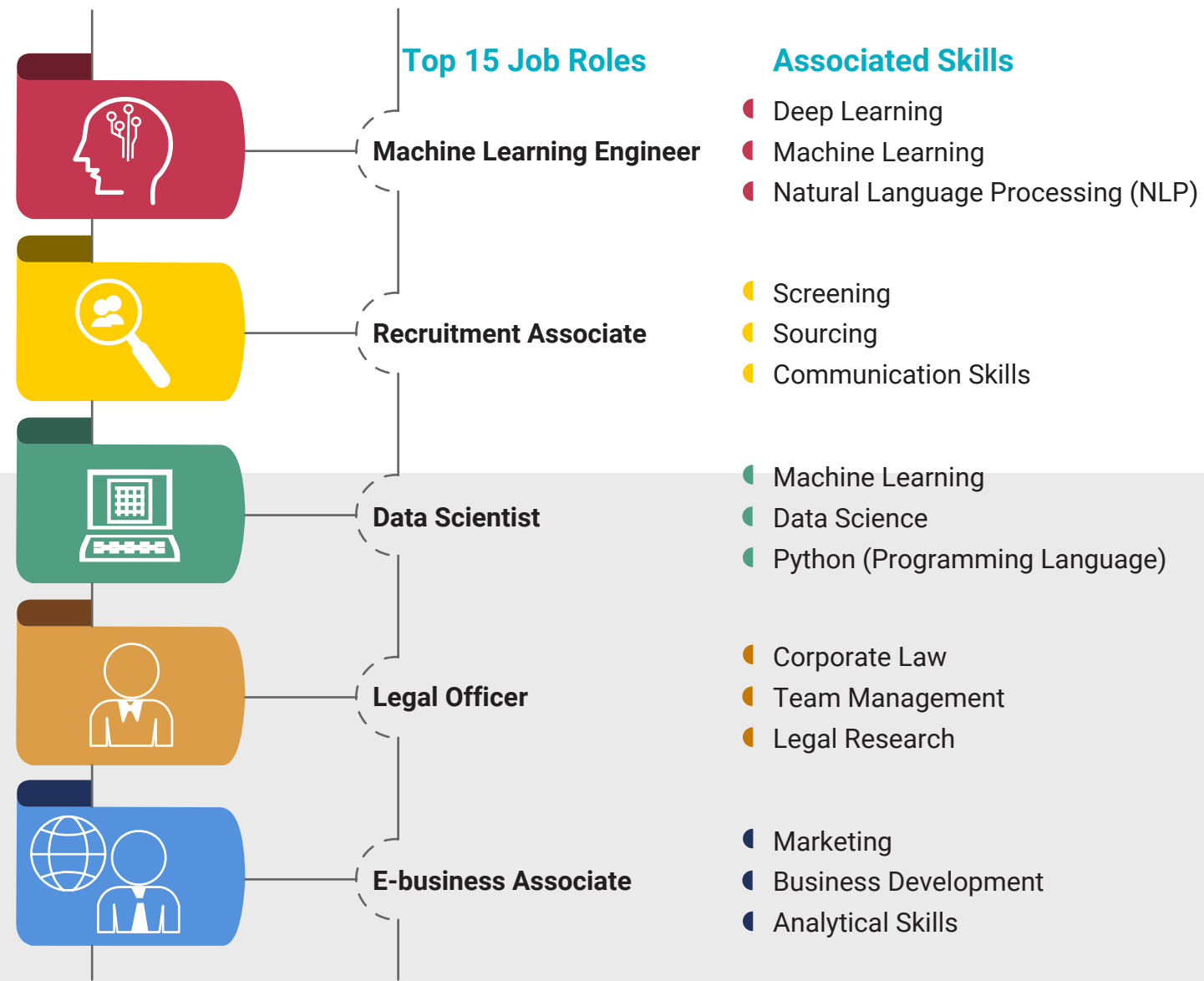
## Top 15 job roles in demand for freshers - Across Cities & Sectors



Source: TeamLease employer surveys administered during April and May, 2022

# What do Employers look for in Freshers?

Top 15 job roles in demand for freshers - Across Cities & Sectors

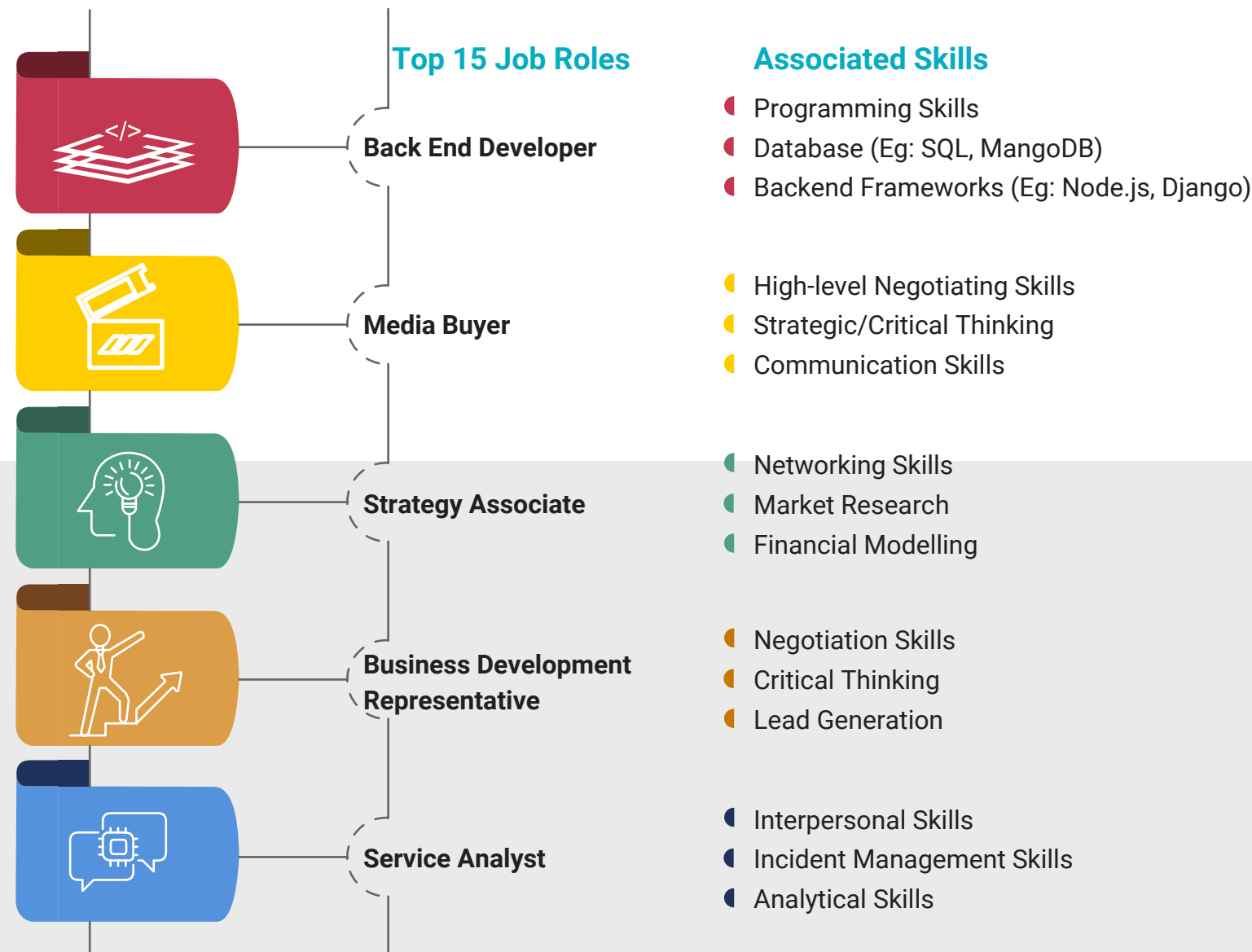


Source: TeamLease employer surveys administered during April and May, 2022



# What do Employers look for in Freshers?

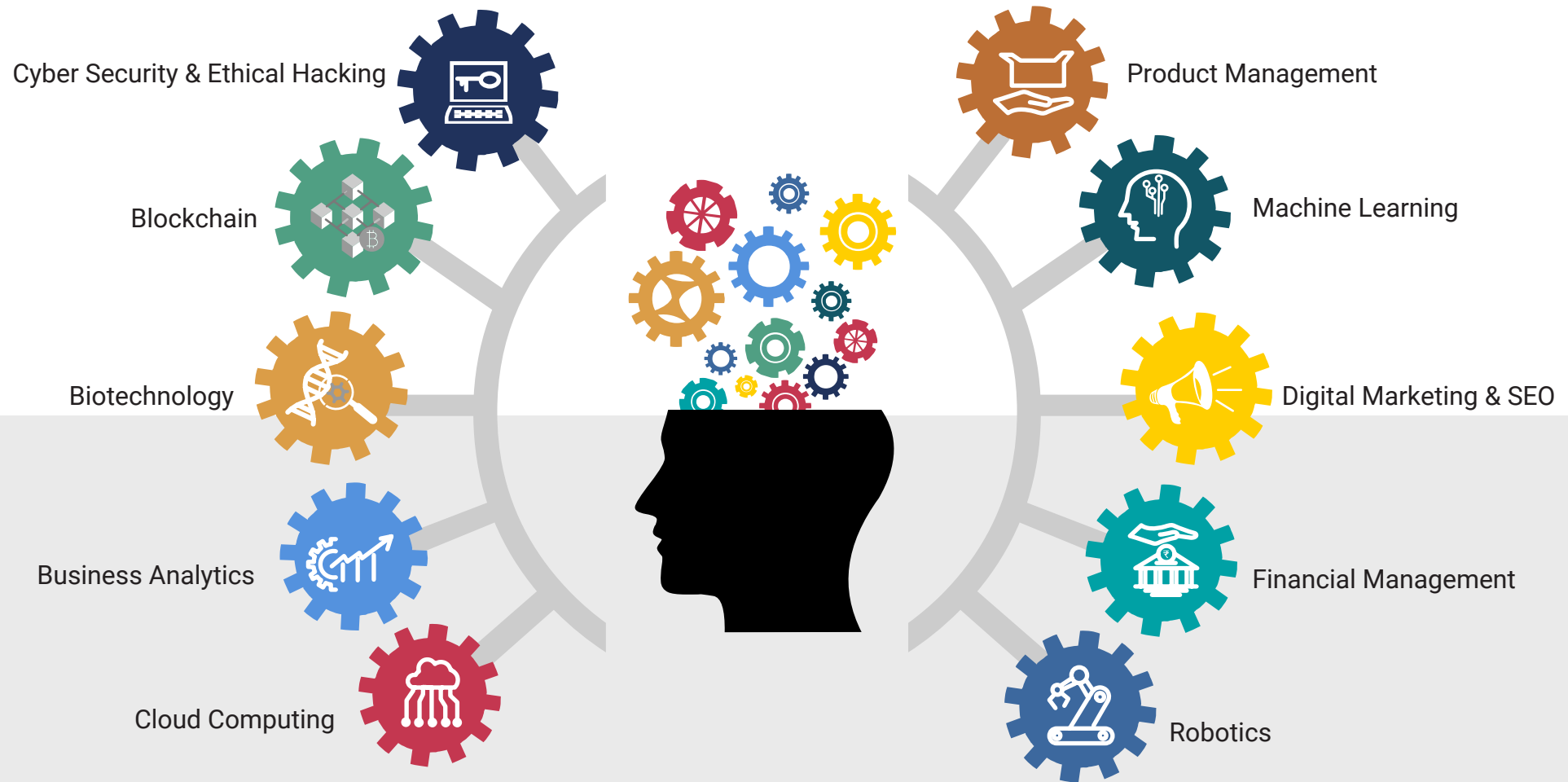
## Top 15 job roles in demand for freshers - Across Cities & Sectors



Source: TeamLease employer surveys administered during April and May, 2022

## What do Employers look for in Freshers?

Top 10 domain skills in demand for freshers - Across Cities & Sectors

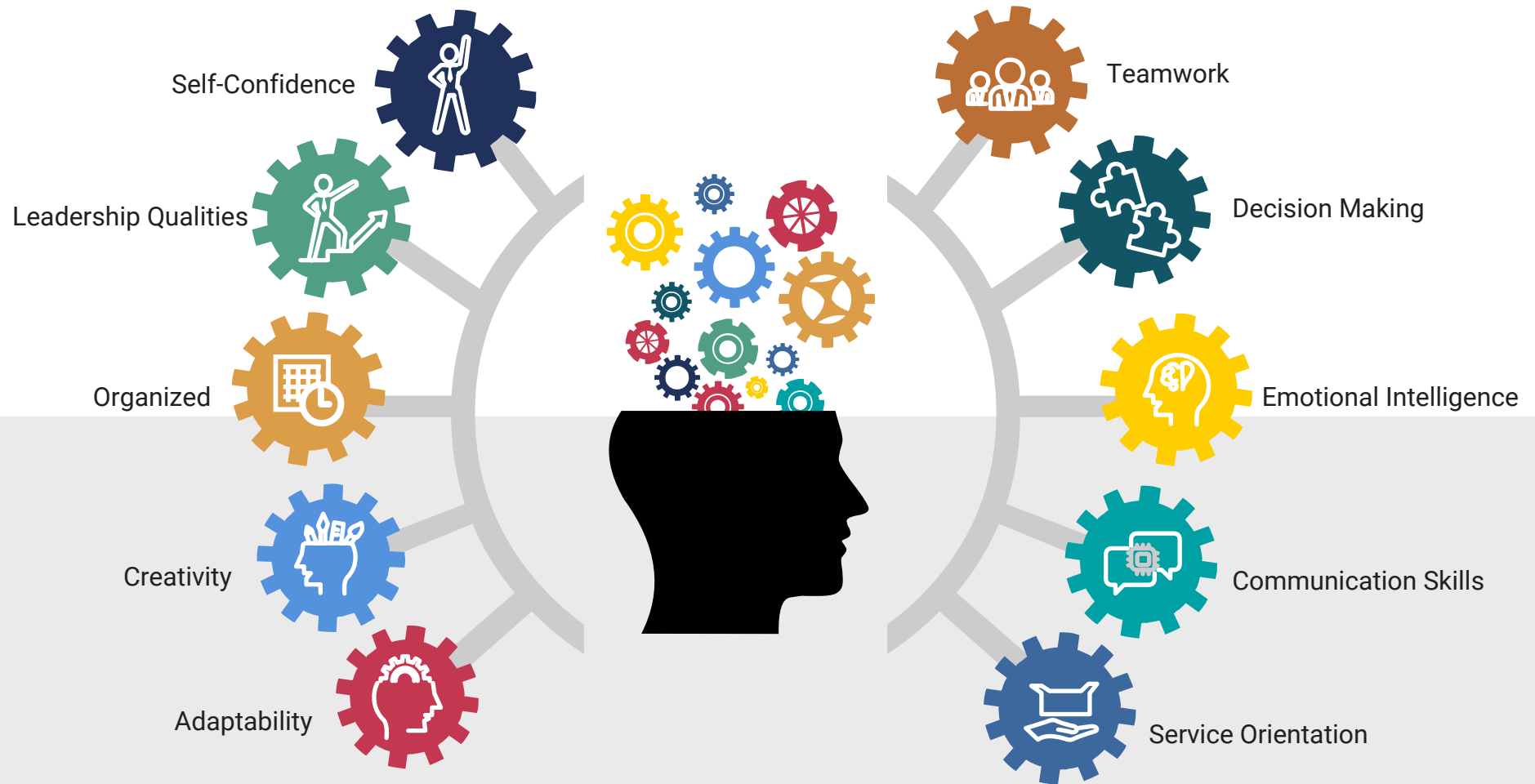


36

Source: TeamLease employer surveys administered during April and May, 2022

# What do Employers look for in Freshers?

Top 10 soft skills in demand for freshers - Across Cities & Sectors



37

Source: TeamLease employer surveys administered during April and May, 2022

## In-Demand Courses to Increase Employability

### MOST POPULAR IN-DEMAND COURSES

PG Program in Product Management/Diploma in Product Management

Cyber Security Certification Course/Penetration Testing and Ethical Hacking

Certification in Blockchain/Blockchain Certification Training

Professional Graduate Program in BioTechnology

Executive Certificate Program in Business Analytics/PGP in Business Analytics and Big Data

Certification course in any of the Cloud Computing platforms

Graduate Certificates in Robotics Specialization/Automation/Mechatronics/Industrial Robotics/Robotics Specialization

Chartered Certified Accountant (ACCA),Chartered Financial Analyst (CFA)

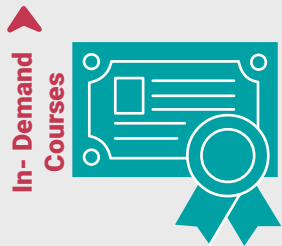
Online Marketing Certified Professional (OMCP), Certification in Digital Marketing

Advanced Certification Program in AI/ML or Advanced Programme in Artificial Intelligence-Powered Marketing (APAIPM)

Build Self Esteem and Gain Self Confidence: Theory to Action

Effective Business Communication

Soft Skills & Personality Development/Soft Skill Trainer



These are the most popular In-Demand courses, aligned to the skills that the employers expect candidates to possess, that can help boost a fresh candidate's chances of landing a job during the current half year.



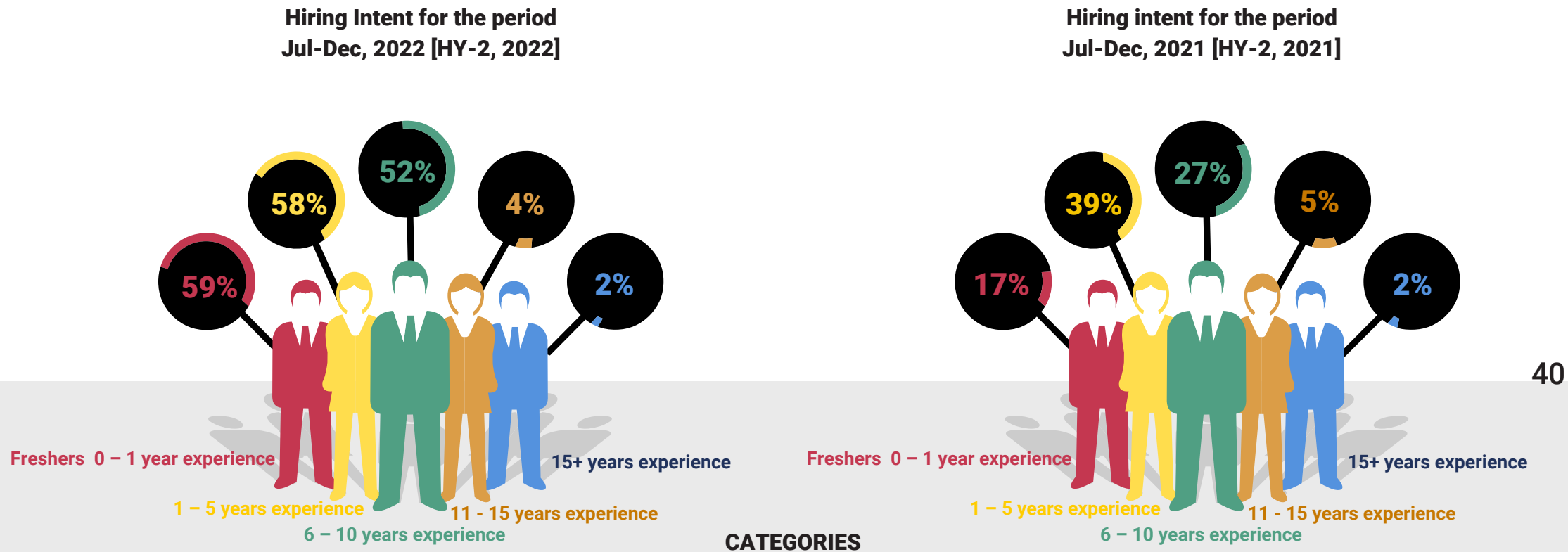
## COMPARISON OF HIRING INTENT

HY2, July to Dec 2022 with HY2, July to Dec 2021

Across Sectors and Cities

# A Comparison of HY2, July-Dec 2022 with HY2, July-Dec 2021

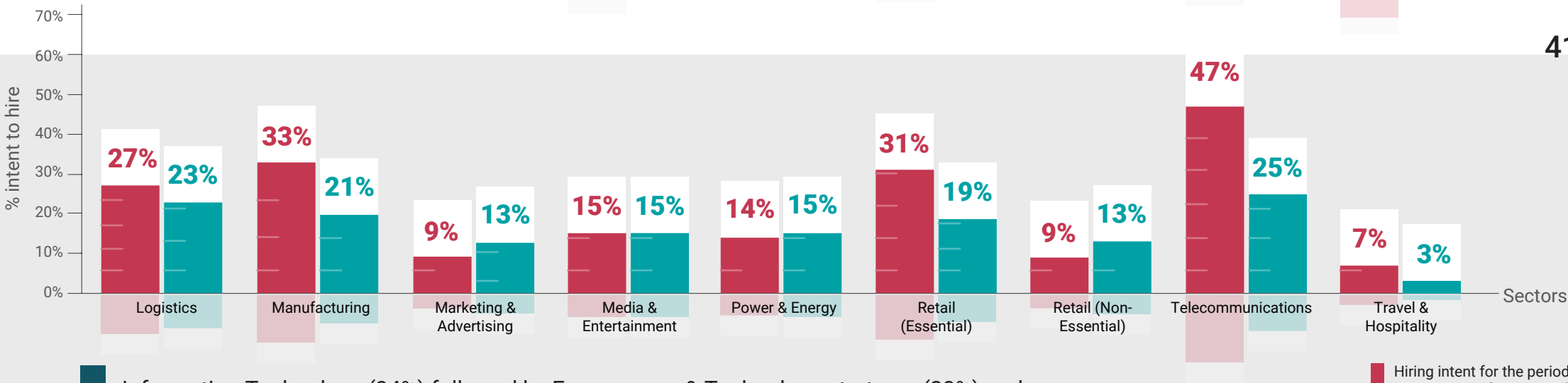
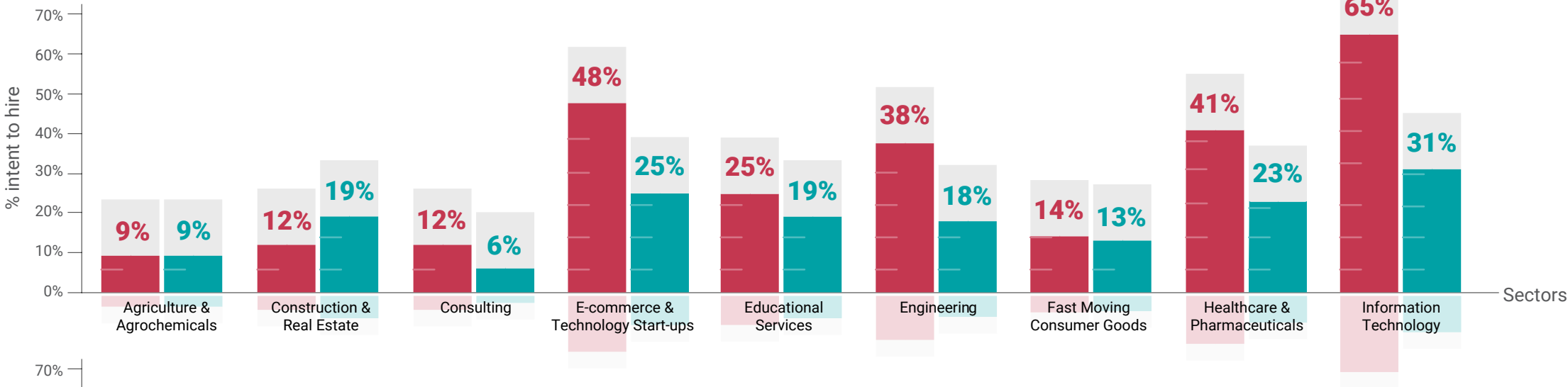
## Overall Hiring Intent





# A Comparison of HY2, July-Dec 2022 with HY2, July-Dec 2021

## Across Sectors



Information Technology (34%) followed by E-commerce & Technology start-ups (23%) and Telecommunication (22%) are the top three sectors which have seen the maximum growth in the intent to hire for the current HY when compared to the same period of last HY.

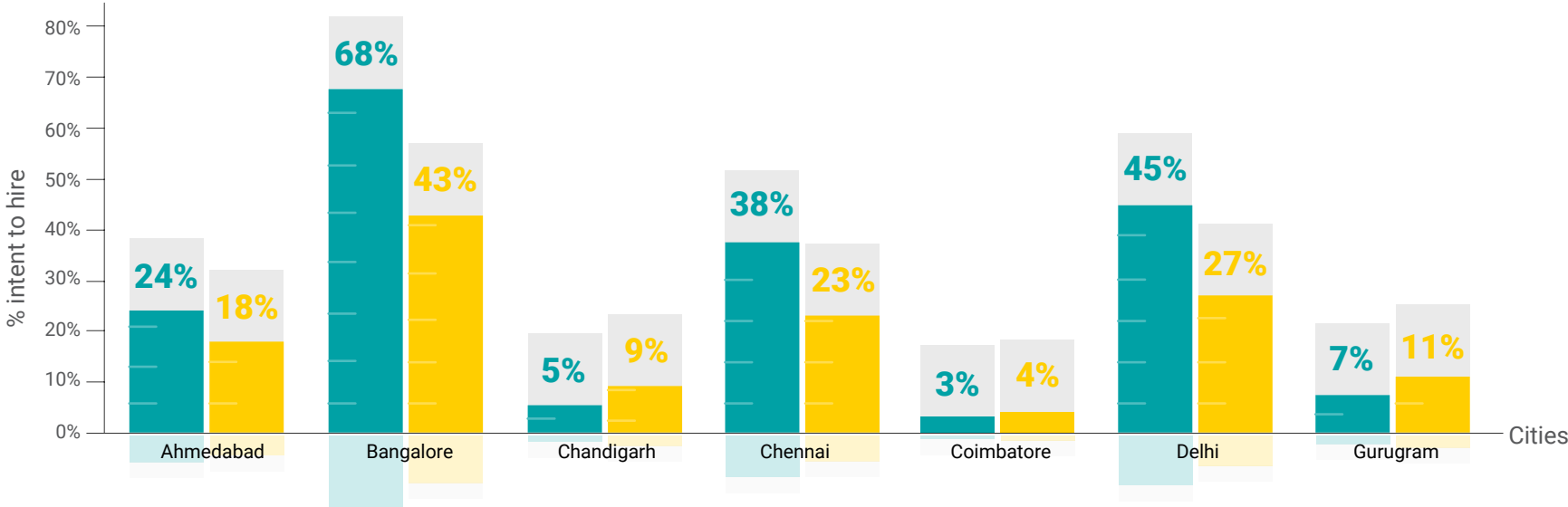
Hiring intent for the period Jul-Dec, 2022 [HY-2, 2022]  
Hiring intent for the period Jul-Dec, 2021 [HY-2, 2021]

Source: TeamLease employer surveys administered during April and May, 2022

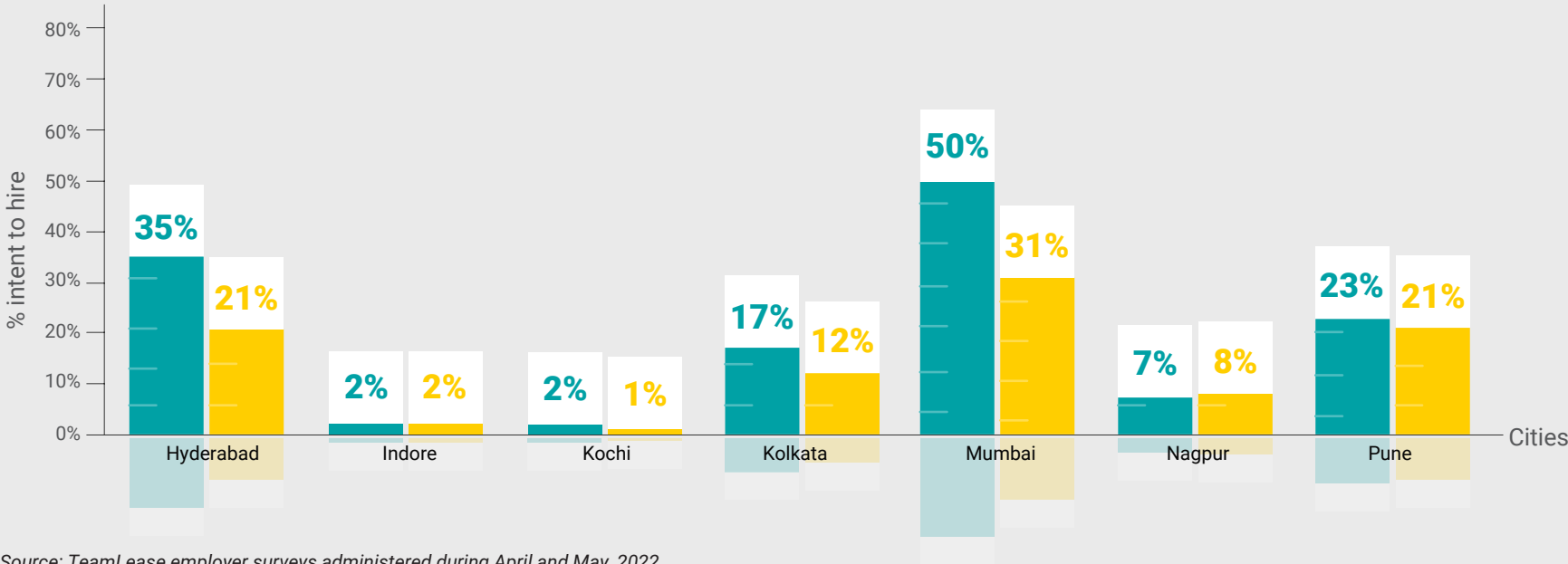
Percentages indicate Intent to Hire

# A Comparison of HY2, July-Dec 2022 with HY2, July-Dec 2021

## Across Cities



Likewise, Bangalore (25%) followed by Mumbai (19%) and Delhi (18%)– are the top three cities which have seen the maximum growth in the intent to hire for the current HY when compared to the same period of last HY.



Hiring Intent for the period  
Jan-June, 2022 [HY-2, 2022]

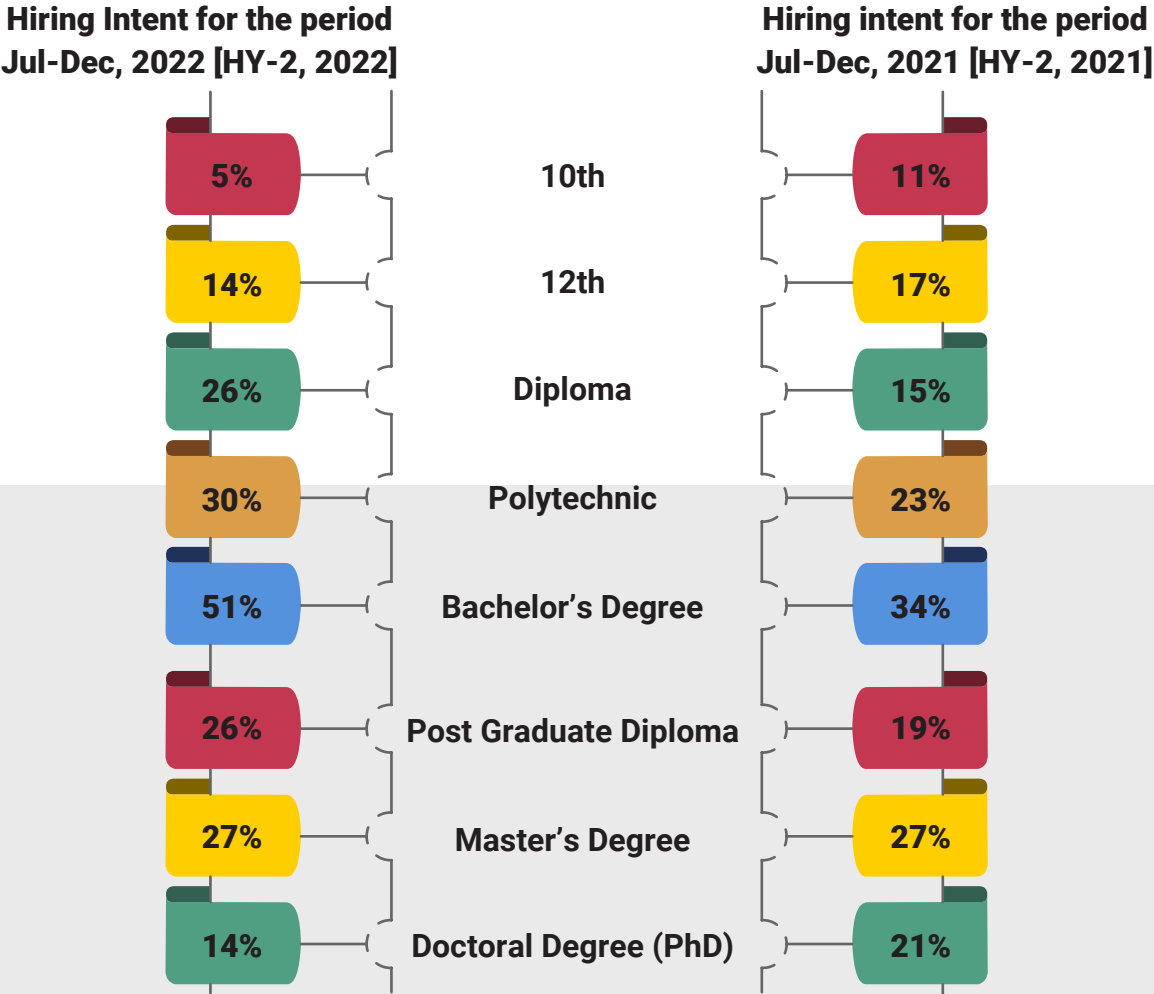
Hiring intent for the period  
Jul-Dec, 2021 [HY-2, 2021]

Source: TeamLease employer surveys administered during April and May, 2022

Percentages indicate Intent to Hire

# A Comparison of HY2, July-Dec 2022 with HY2, July-Dec 2021

## Degree-wise Hiring Intent



Bachelor's Degree with 17% and Diploma with 11% Intent to hire are the Degrees that have seen the maximum growth in the current HY when compared to the same period of last HY.

Percentages indicate Intent to Hire  
Source: TeamLease employer surveys administered during April and May, 2022

## Quotes from Higher Education Leaders

**Dr. (Mrs.) Pankaj Mittal: Hon'ble Secretary General, Association of Indian Universities (AIU)**

Identifying the skill gaps and developing employability skills among students needs to be an immediate priority. As stated in the Career Outlook Report, the hiring intent towards freshers has increased significantly. Students shouldn't miss out on these opportunities for the want of specific skill sets. The future work space will require skills like higher-order problem-solving, decision-making, good communication, collaborative working & quick adaptation to technology etc. Existing curriculum, pedagogies and evaluation methodologies have to be redesigned to focus on preparing Atmanirbhar graduates with the capacity to be a good global citizen.

**Prof. B.P Veerabhadrappe: Vice Chancellor, Kuvempu University**

There's a strong rebound in India's job market post-pandemic. Sectors affected by the second wave are back in action, resulting in a substantial increase in job openings. Understanding this trend is necessary for choosing the right career path for students. Career Outlook Report by TeamLease EdTech provides significant insights that help students and job seekers alike.

**Dr.(Mrs.) Manjula Chaudhary: Dean, Academic Affairs, Kurukshetra University**

Career Outlook Report by TeamLease EdTech has well-researched data on popular in-demand courses that increase employability. Students must develop domain skills that are in demand, as these skills provide the ability to thrive in a unique domain environment once they begin their professional journey. These skills give them the confidence to make sound judgments and swift decisions while empowering them to deal with complex business situations.



## KEY TAKEAWAYS

## Key Takeaways

**Demand for fresher talent has increased** for the current half year (July–Dec 2022), and the Indian job market is more stable compared with markets around the world.



The **Information Technology and E-commerce sectors** consistently hire freshers and lead the sectors on hiring intent for the period July-December, 2022.



**Bangalore, Mumbai, Delhi, Chennai and Hyderabad** offer the most employment opportunities amongst the cities covered.



**Indian freshers job market has seen a massive growth** from July–Dec 2021 to July-Dec 2022.



Roles such as **Affiliate Marketing Specialist, Molecular Biologist and Back End Developer** are high in demand across sectors.







## ANNEXURE

Interpretations,  
Sample Design,  
Methodology &  
Bibliography

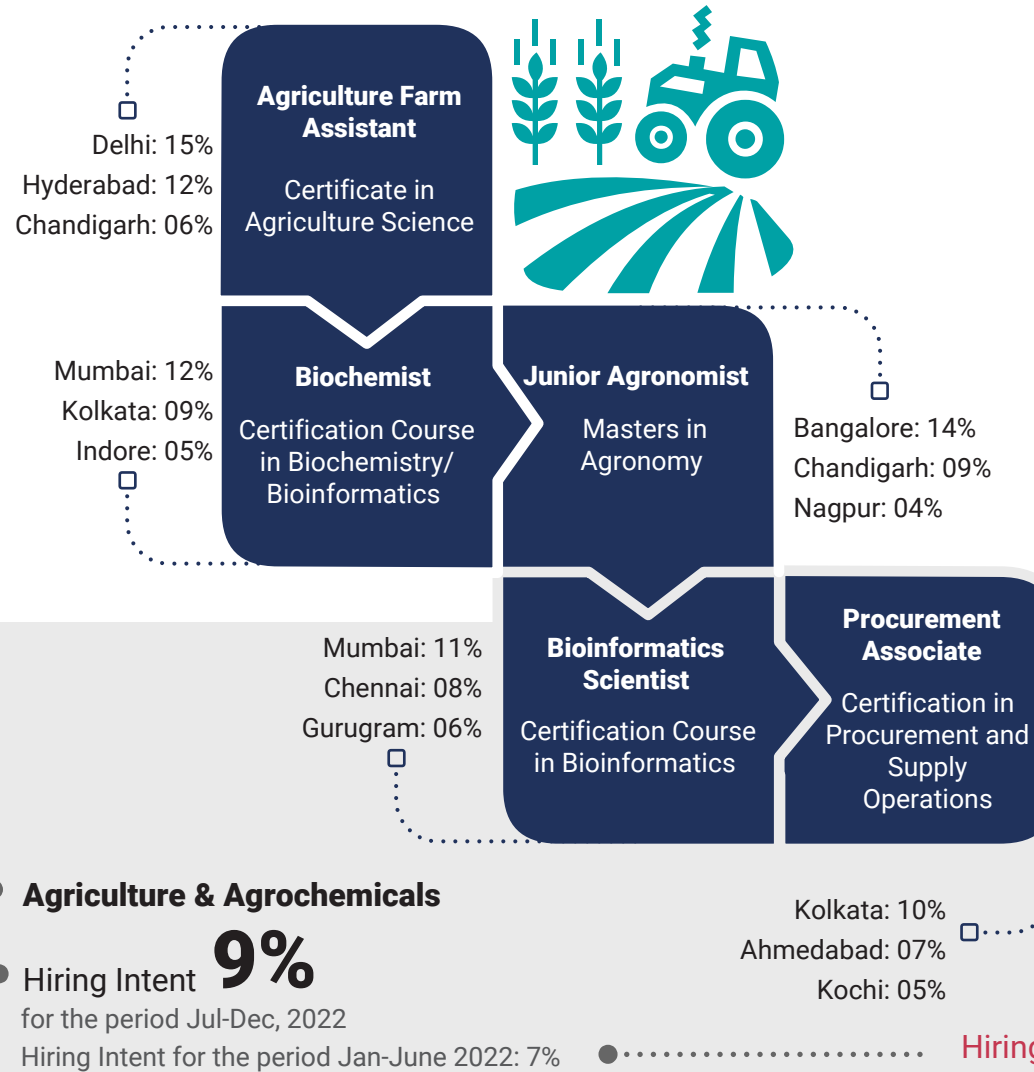
## Interpretations – Sector Trends

How to read the data table

Top 3 Cities in demand  
[listed in descending  
order of Intent to Hire]

Name of the sector

Hiring Intent for the  
current period



Highest Demand for **Agriculture Farm Assistant in Delhi (15%)**  
and **Junior Agronomist in Bangalore (14%)**

Name of the top job  
role and top 3 core  
skills

Takeaway from each sector  
[Job in demand, in which  
city and % intent to hire]

Percentages indicates the related intent to hire for the role

# Sample Design, Methodology & Bibliography

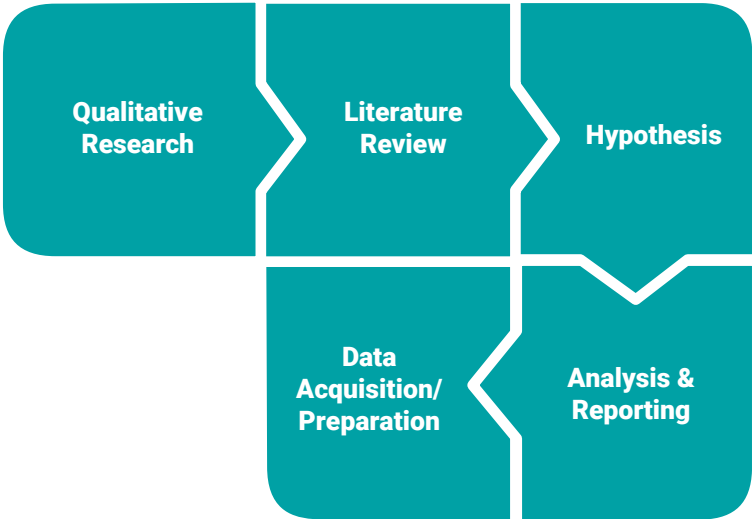
## Sample Design

India			
Business Size	Small [Up to 249 employees]	Medium [250 – 999 employees]	Large [1,000+ employees]
No. of Businesses	389	295	181

Sectors	Manufacturing [Up to 249 employees]	Services [250 – 999 employees]	Technology [1,000+ employees]
No. of Businesses	259	411	195

Global	Sectors	Manufacturing	Services	Technology
	Africa	3	2	5
	Americas	4	6	11
	APAC	6	9	13
	Europe	3	4	6
	Middle- East	5	3	9

## Methodology



## Bibliography

- TeamLease Employment Outlook Report, Q2-Jul-Sep-22-23
- Top 10 Soft Skill Certification Courses to Boost Your Career Prospects, Careers 360, Jan 2022
- Top 10 In-Demand Jobs of 2022 by Naukri.com, Jan 2022

