

A question that's often asked is "Where are the Jobs and what skills are needed"?. This report answers these two questions pretty well for India and Indians for the globe. I read this report from Wheebox ETS. Here's a 44-slide summary. Here are the top 10 key points from the report:

- 1. Overall employability at 55 % is both good and bad. This means half the students are employable/unemployable in whatever discipline.
- 2. MBA, MCA and BTech have employability of more than 70 %.
- 3. 10 states have the highest employability and half of them are in the South.
- 4. Tourism, Construction, Oil and Gas, Manufacturing, Technology, Renewables , Health services have the best job demand across Europe, Africa, Middle East , and South east Asia.
- 5. The In demand jobs by 11 industries is a good guide.
- 6. 93 % of students/people want an internship program. This is a big opportunity for companies to rethink this topic.
- 7. Men find Gujarat, AP, Maharashtra and Haryana safe for work while women find AP, Kerala, Delhi and TN safe for work.
- 8. The maximum demand for hiring is from the 1 to 5 year experience bracket, what we call the first bounce employee. This means that most companies don't have the patience for a management trainee program. Campus hiring is only 10 %. Two thirds of hiring comes from internal referrals and the company portal. So, be friends with your friends!
- 9. All the industries are creating jobs in Tier 1 cities, only FMCG has jobs in Tier 2 cities.
- 10. The top skills needed to succeed (Top 2 box scores) are :
 - a. Engagement 92 %
 - b. Management skills 84 %
 - c. Self efficiency 92 %
 - d. Working with Others 92 %
 - e. Problem Solving 84 %

Shiv

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PS : Am not involved with Wheebox in any way

INDIA SKILLS REPORT 2025

UNLOCKING INDIAN SKILLS FOR THE WORLD

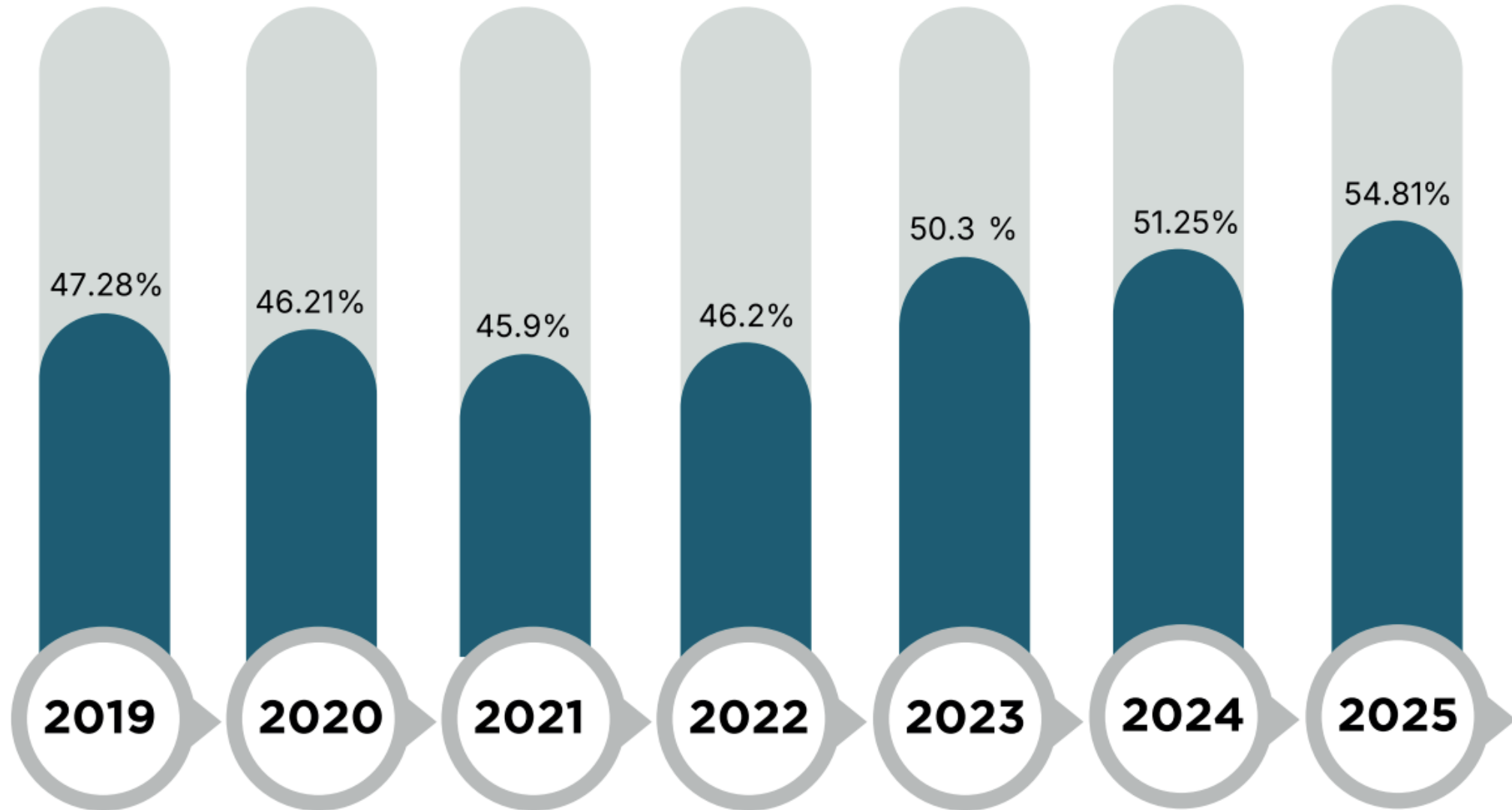


UNVEILING THE 12TH EDITION OF
INDIA SKILLS REPORT
GLOBAL TALENT MOBILITY – INDIA'S DECADE



How Employability has Changed Over the Years?

2019 - 2025

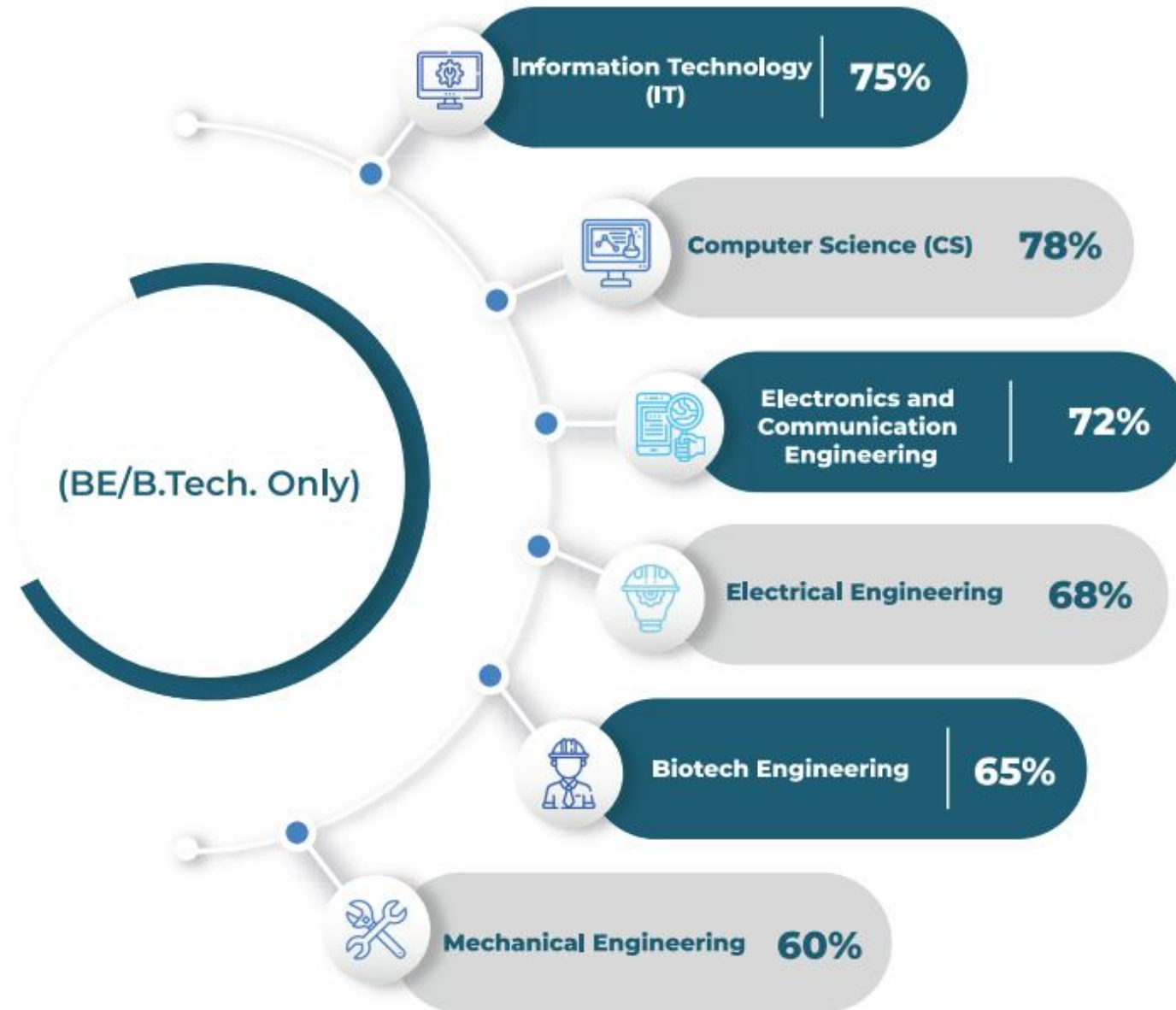


Which Domains Have More Employable Talent?

2019 - 2025



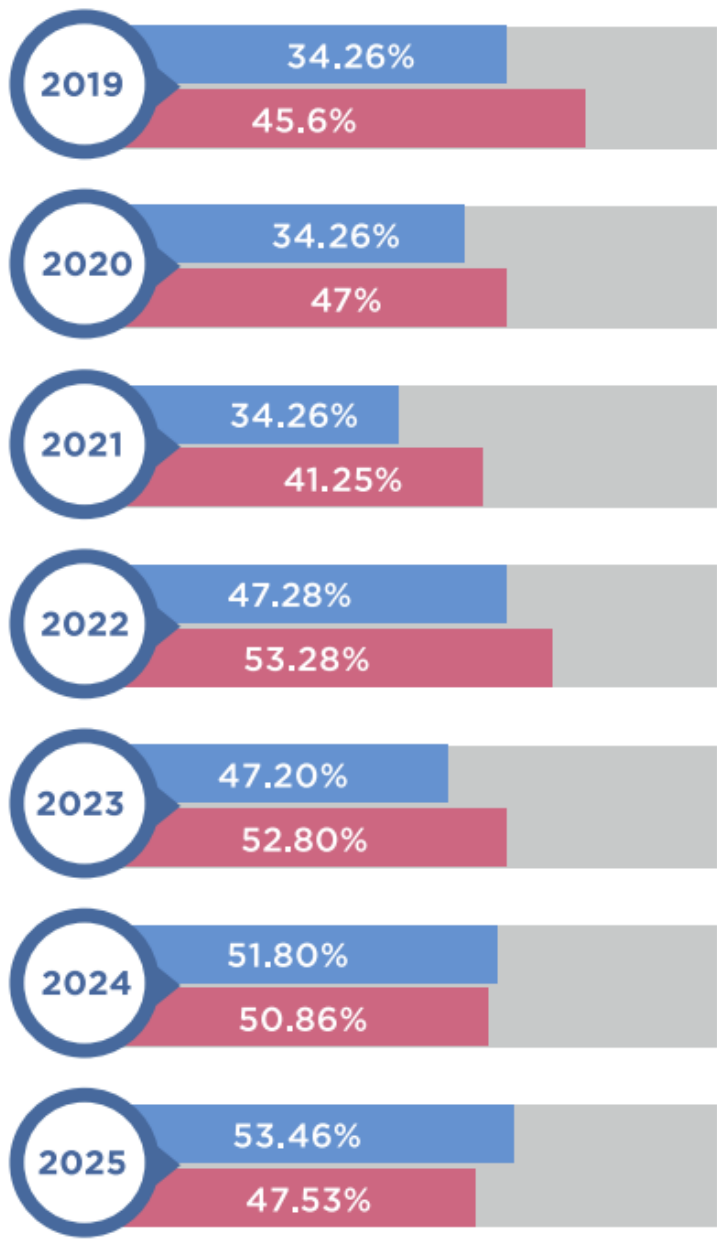
Domain Wise Employability



States with Highest Employability



Men vs Women Employability



Top 10 Preferred States to Work by Male Users Across India

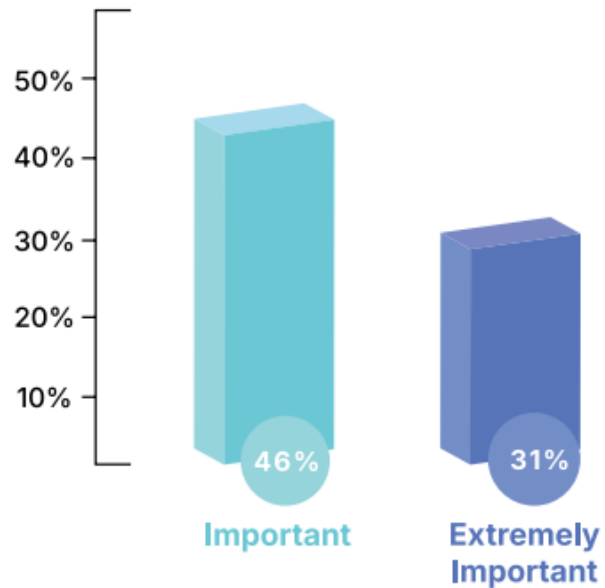
- Gujarat
- Andhra Pradesh
- Kerala
- Maharashtra
- Tamil Nadu
- Delhi
- Uttar Pradesh
- Madhya Pradesh
- Karnataka
- Haryana

Top 10 Preferred States to Work by Female Users Across India

- Andhra Pradesh
- Kerala
- Gujarat
- Tamil Nadu
- Maharashtra
- Delhi
- Uttar Pradesh
- Karnataka
- Madhya Pradesh
- Haryana

Digital Literacy & Data Fluency: Growing Necessity in a Tech-Driven World

Digital literacy and data fluency are becoming essential in today's tech-driven environment, with **46%** of respondents rating them as "important" and 31% as "extremely important." These skills are crucial for navigating the digital landscape, utilizing new technologies, and making data-driven decisions. As more industries undergo digital transformation, employers are prioritizing candidates who possess the skills to leverage digital tools and analyze data effectively to drive business growth.



TOP 5 COUNTRIES FROM GULF COOPERATION COUNCIL (GCC)

BASED ON TOP PERFORMING SECTORS



01

UAE

02

Oman

03

Saudi
Arabia

04

Kuwait

05

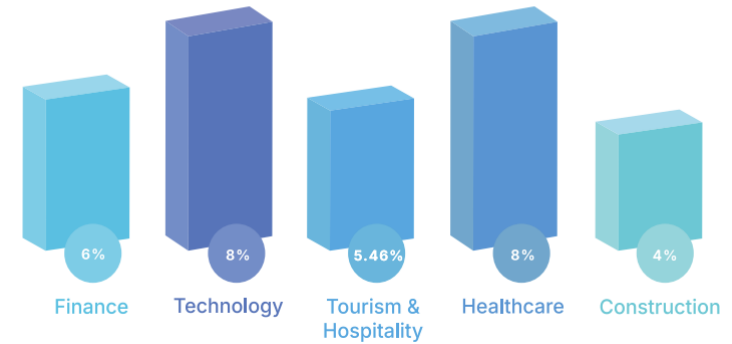
Qatar

The Gulf countries, like Saudi Arabia and the UAE, are key destinations for Indian workers, offering high demand for skilled labor across sectors like construction, healthcare, and IT, while contributing significantly to India's economy through remittances.



UNITED ARAB EMIRATES (UAE)

In-Demand Industries and Occupations



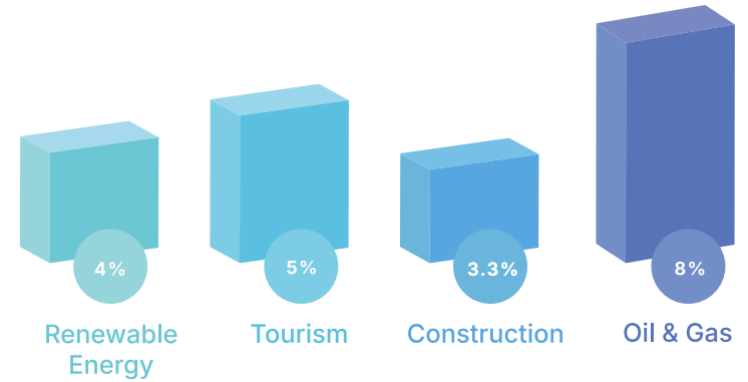
Average Salaries

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Oil & Gas	32,700-68,450
Technology	51,293- 114,000
Healthcare	109,450+
Tourism & Hospitality	16,350-49,050

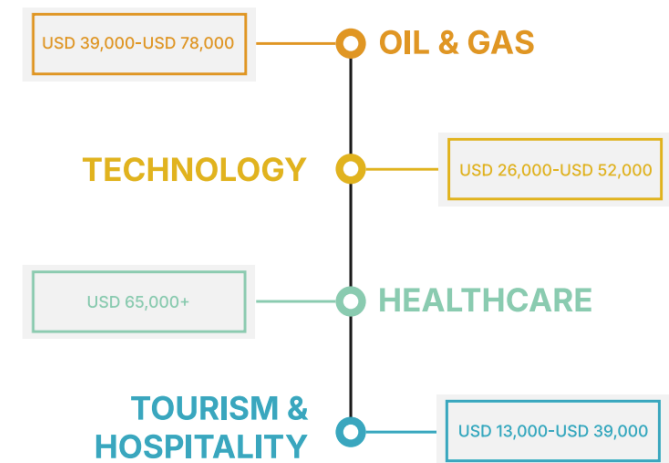


OMAN

In-Demand Industries and Occupations



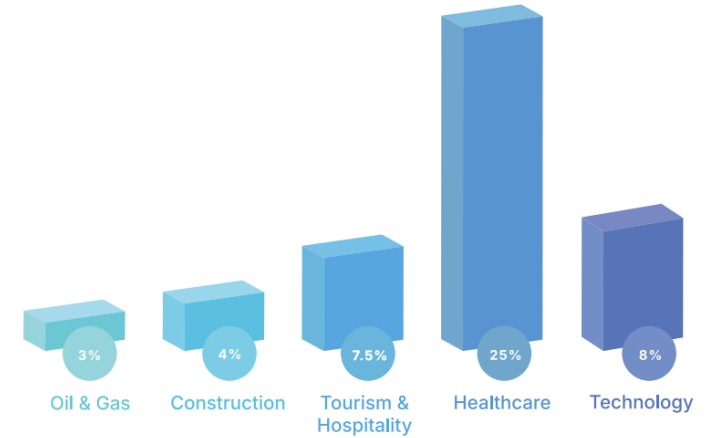
Average Salaries





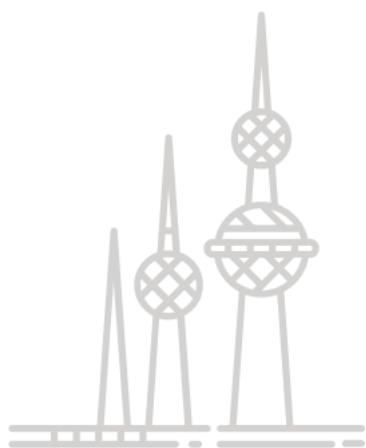
THE KINGDOM OF SAUDI ARABIA

In-Demand Industries and Occupations



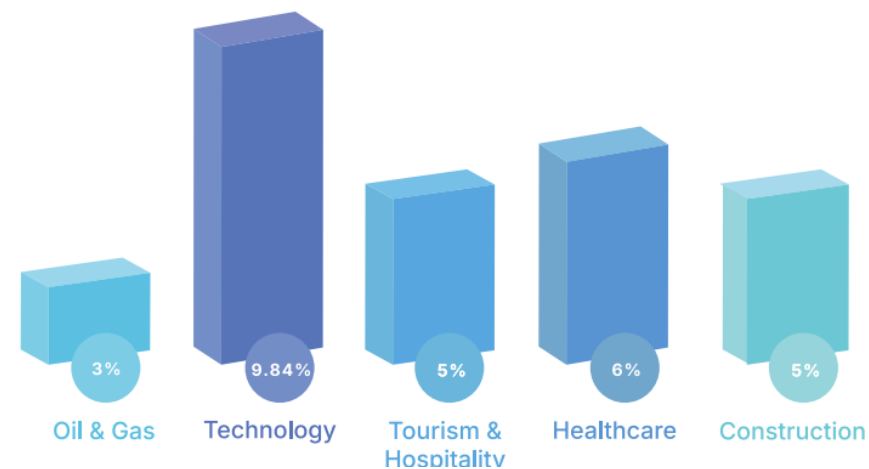
Average Salaries

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Oil & Gas	40,000-80,000
Technology	32,000-66,500
Healthcare	106,500+
Tourism & Hospitality	16,000-48000



KUWAIT

In-Demand Industries and Occupations

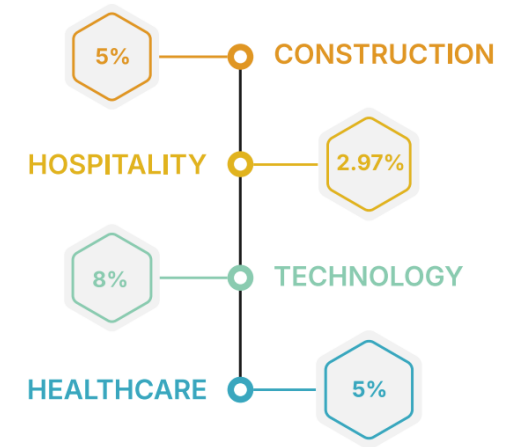


Average Salaries

SECTOR	SALARY RANGE (USD)
Oil & Gas	39000-81000
Technology	33000-66000
Healthcare	81000+
Tourism & Hospitality	16500-49000



In-Demand Industries and Occupations



Average Salaries

SECTOR	POSITION TYPE	SALARY RANGE (USD)
Construction	Construction Managers	49,400- 98,700
Technology	Software Engineers	32,900- 68,100
Healthcare	Healthcare Professionals	109,400+

TOP 3 COUNTRIES FROM SOUTH EAST ASIA

BASED ON TOP PERFORMING SECTORS



01

PHILIPPINES

02

MALAYSIA

03

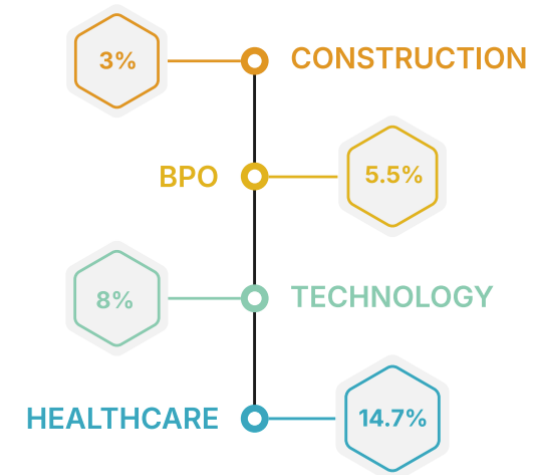
INDONESIA

Southeast Asian countries, like Malaysia and Indonesia, are emerging as key markets for Indian professionals, driven by rapid digitalization and a growing demand for skills in E-commerce, Data Analytics, and Technology, creating significant opportunities for collaboration and growth.



PHILIPPINES

In-Demand Industries and Occupations



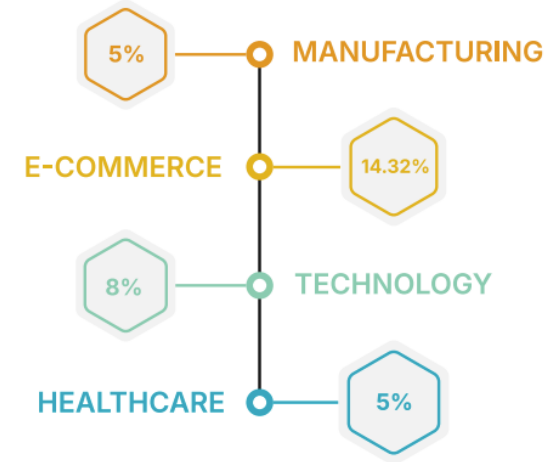
Average Salaries

SECTOR	SALARY RANGE (USD)
BPO	440-700
Technology	700-1400
Healthcare	1750+



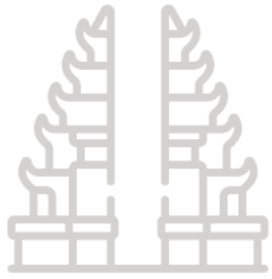
MALAYSIA

In-Demand Industries and Occupations



Average Salaries

SECTOR	SALARY RANGE (USD)
Manufacturing	8400-16800
Technology	12600-25200
Healthcare	21000+



INDONESIA

Average Salaries

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
E-commerce	504-945
Technology	945-1890
Healthcare	1575+

In-Demand Industries and Occupations

E-commerce: The e-commerce sector is booming, and revenue is expected to show an annual growth rate (CAGR 2024-2029) of 9.57%, resulting in a projected market volume of US\$79.30bn by 2029.

Technology: The tech sector is experiencing rapid growth focusing on software development and cybersecurity; projected growth rate is about 8.6%.

Healthcare: Expected to grow significantly due to increasing healthcare needs; projected market size could reach around USD 50 billion by 2025.

Renewable

Energy: The renewable energy sector is gaining traction due to government incentives; growth is expected at around 5% annually, with the country's electricity demand forecasted to grow between 4.8% and 5.2% annually, indicating a significant push towards renewable energy sources like solar, geothermal, and hydro power.

TOP COUNTRY FROM SUB-SAHARAN AFRICA

BASED ON TOP PERFORMING SECTORS



01

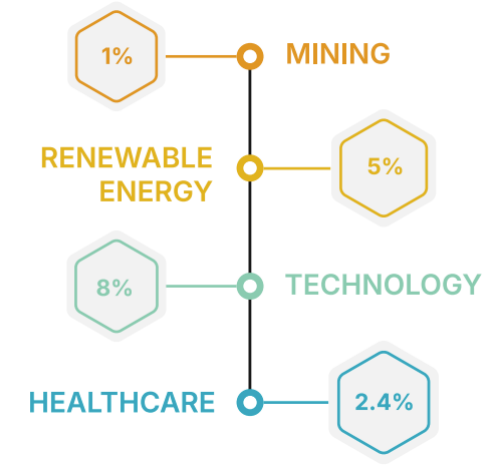
SOUTH AFRICA

South Africa, as a key hub in Sub-Saharan Africa, is experiencing growing demand for Indian professionals with expertise in healthcare, cybersecurity, and E-commerce, driven by economic recovery and a focus on digital transformation.



SOUTH AFRICA

In-Demand Industries and Occupations



Average Salaries

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Mining	60970+
Technology	21000-41000
Healthcare	16000-41000

TOP COUNTRY FROM PACIFIC REGION

BASED ON TOP PERFORMING SECTORS



01

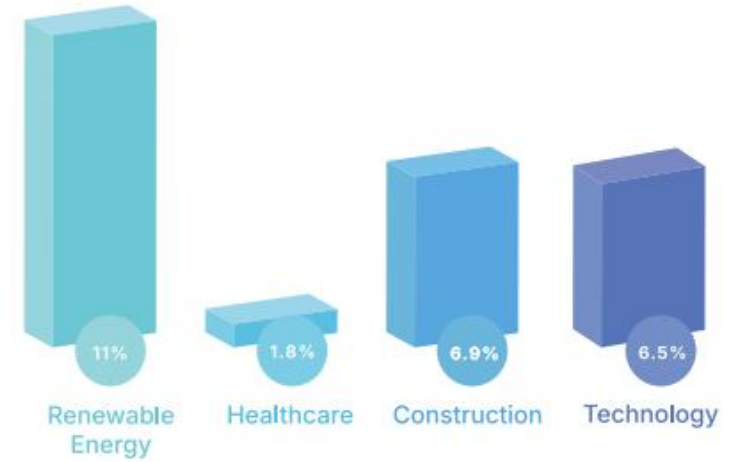
AUSTRALIA

Australia is a sought-after destination for Indian professionals, with high demand for skills in healthcare, engineering, and IT, fueled by a growing economy, aging population, and advancements in technology.



AUSTRALIA

In-Demand Industries and Occupations



Average Salaries

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Construction	64000-96000
Technology	51000-77000
Healthcare	96000-160000

TOP 3 COUNTRIES FROM EUROPE

BASED ON TOP PERFORMING SECTORS



01

FRANCE

02

UK

03

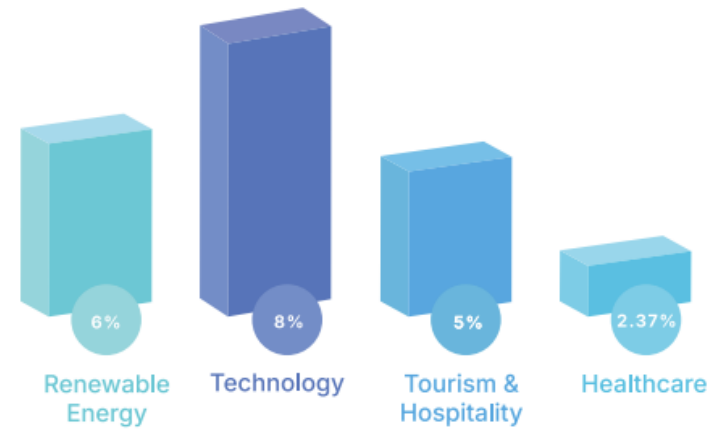
GERMANY

European countries like Germany, France, and the UK are key destinations for Indian professionals, driven by a strong demand for skills in IT, engineering, and healthcare, as these nations focus on digital innovation and addressing workforce shortages.



FRANCE

In-Demand Industries and Occupations



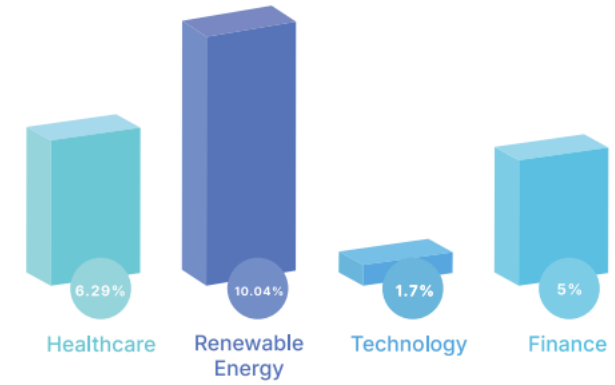
Average Salaries

- SECTOR WISE SALARY RANGE -	
SECTOR	SALARY RANGE (USD)
Technology	42,000 - 74,000
Healthcare	106,000+
Renewable Energy	37,000 - 69,000

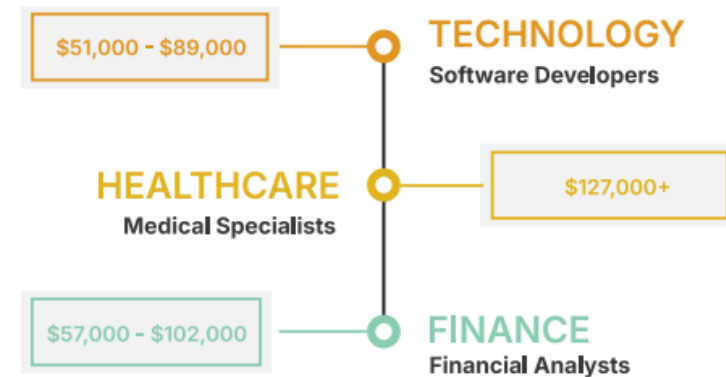


UNITED KINGDOM (UK)

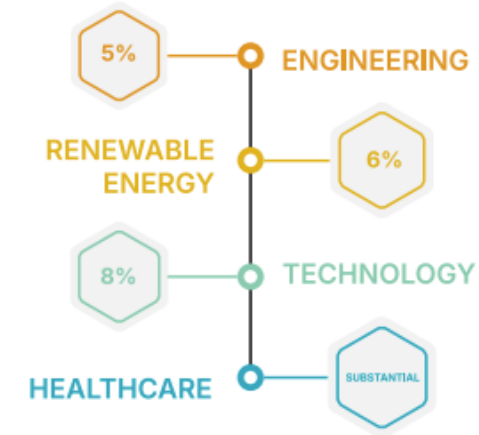
In-Demand Industries and Occupations



Average Salaries



In-Demand Industries and Occupations



Average Salaries

SECTOR	POSITION TYPE	SALARY RANGE (USD)
Healthcare	Nurses	USD 42,000 - USD 63,000
Technology	Software Engineers	USD 63,000 - USD 1,06,000
AI & Technology	AI Specialists	USD 74,000+
Data Science	Data Scientists/Analysts	USD 53,000 - USD 95,000



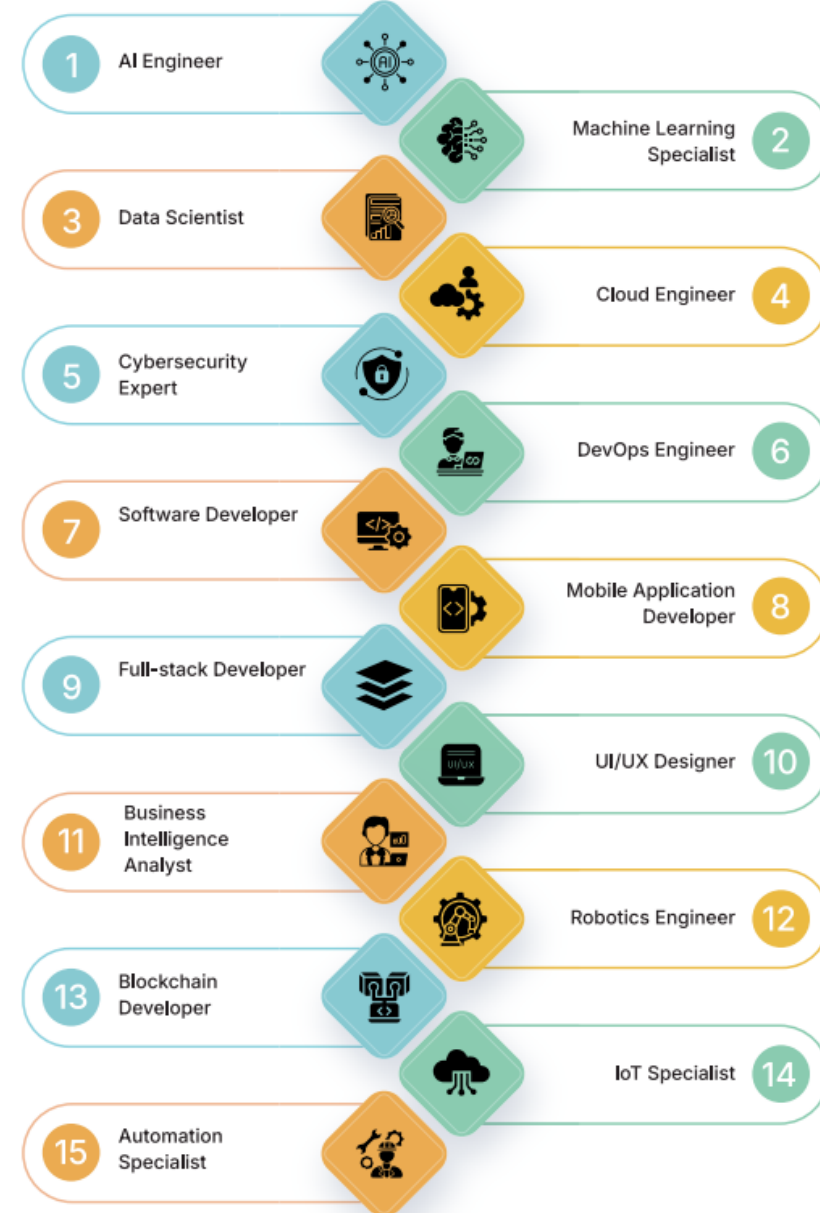
GERMANY

LEADING THE FUTURE INDIA'S VISION

Overview of Talent Demand Across Industries

1. Technology and IT
2. Healthcare and Biotechnology
3. E-commerce and Digital Marketing
4. Renewable Energy and Sustainability
5. Finance and Fintech
6. Education and Training
7. Manufacturing and Automation
8. Cybersecurity
9. Legal and Regulatory
10. Sales and Customer Engagement

IN DEMAND SKILLS

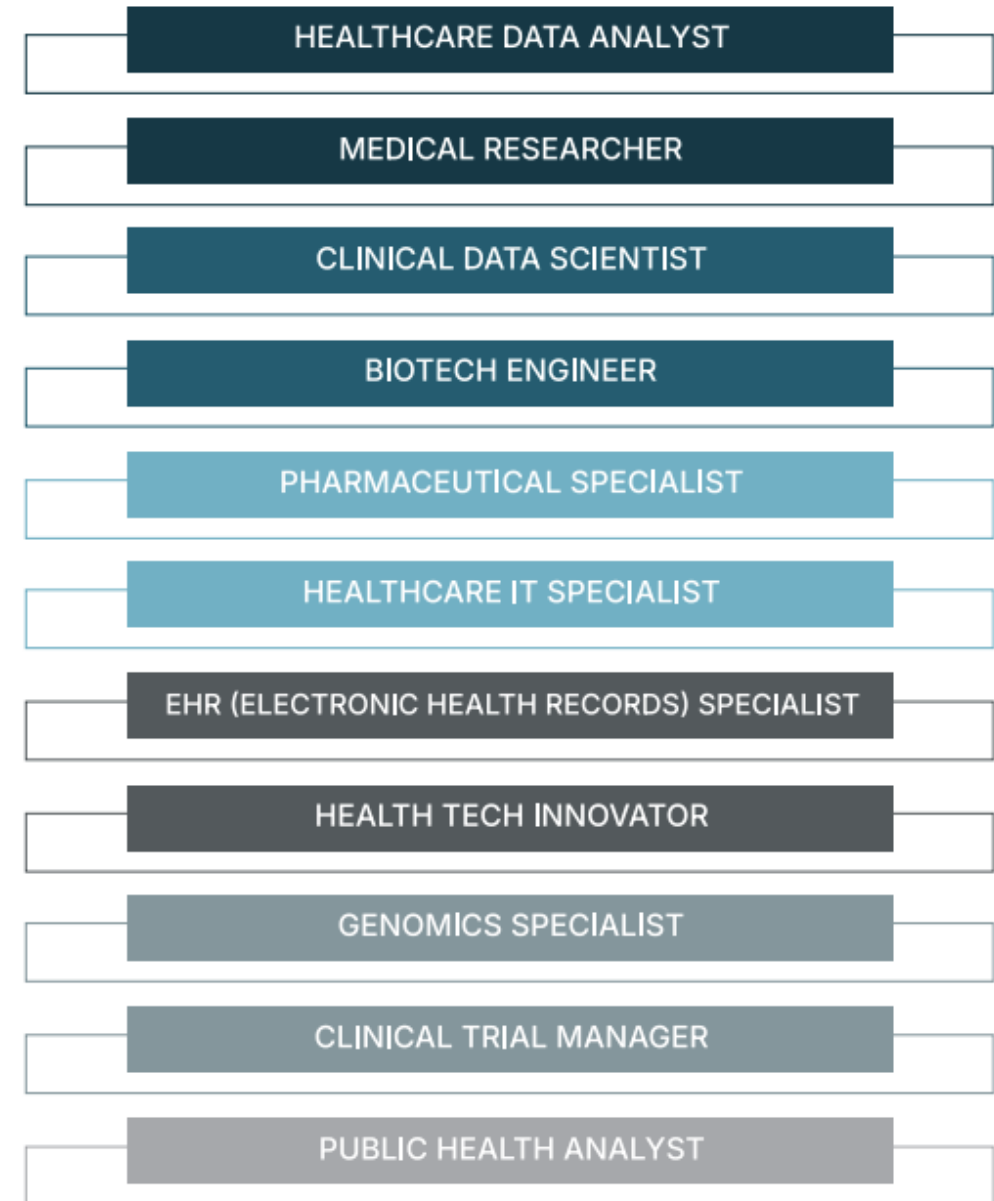


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IN DEMAND JOBS

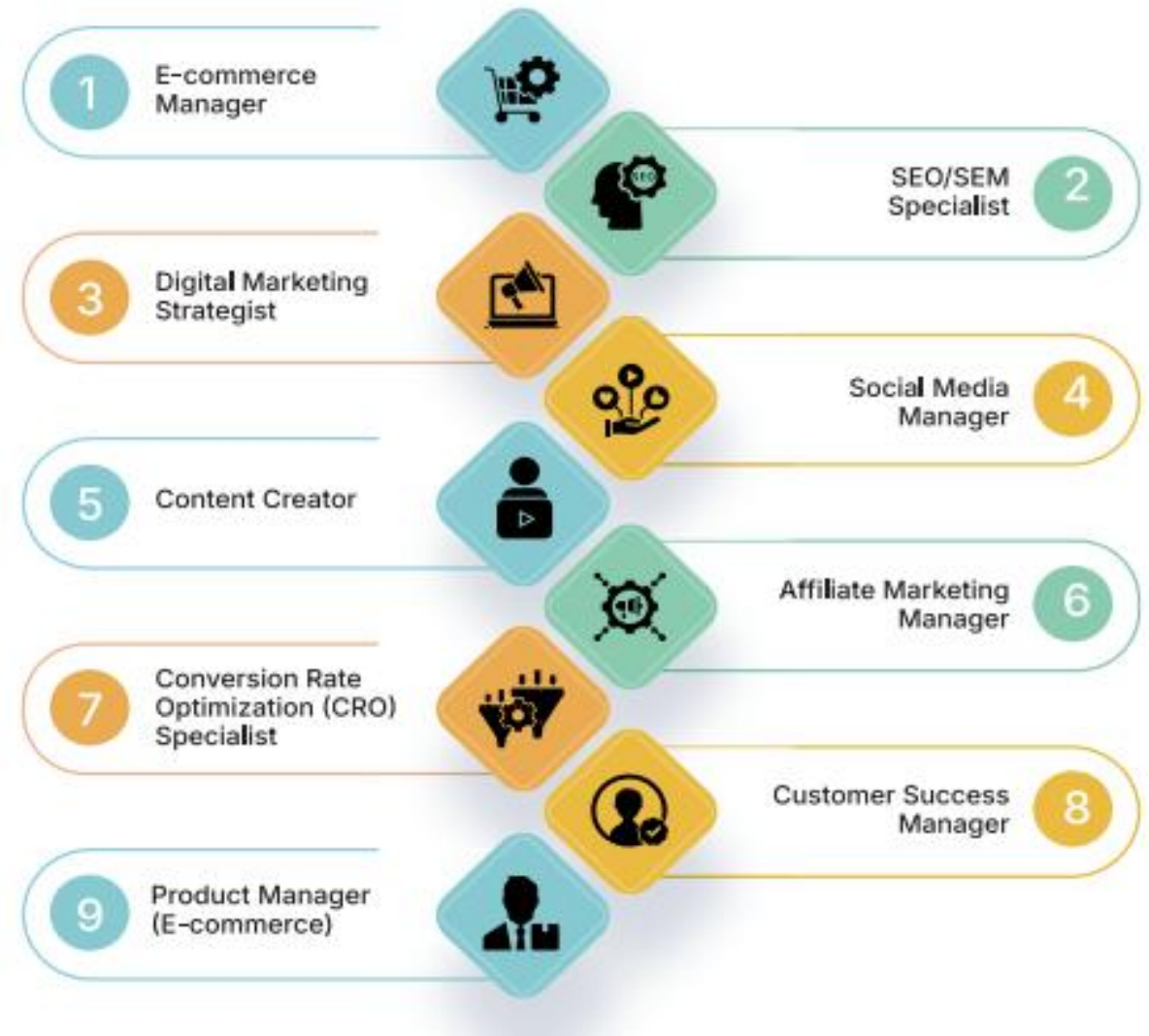


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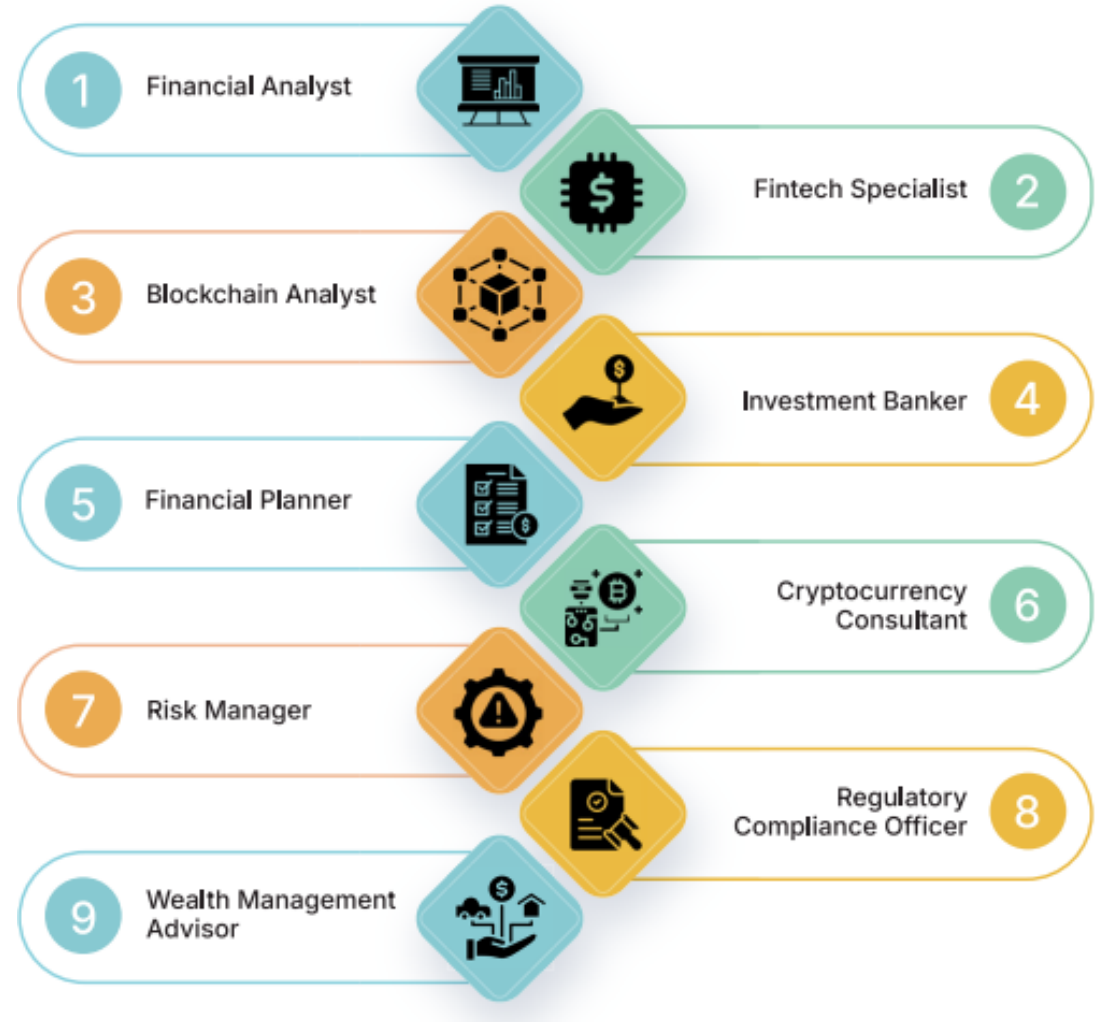


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IN DEMAND JOBS



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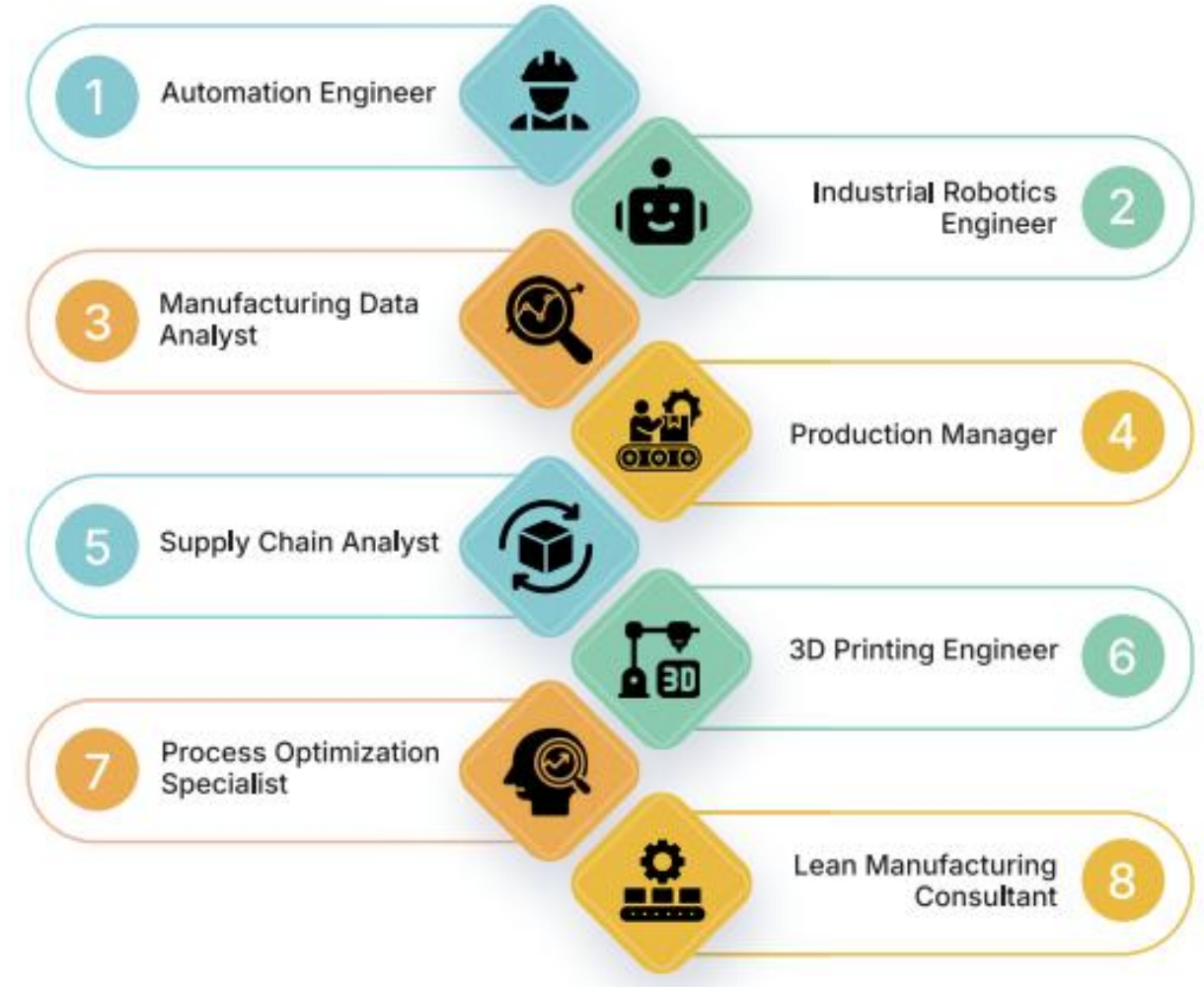


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IN DEMAND JOBS



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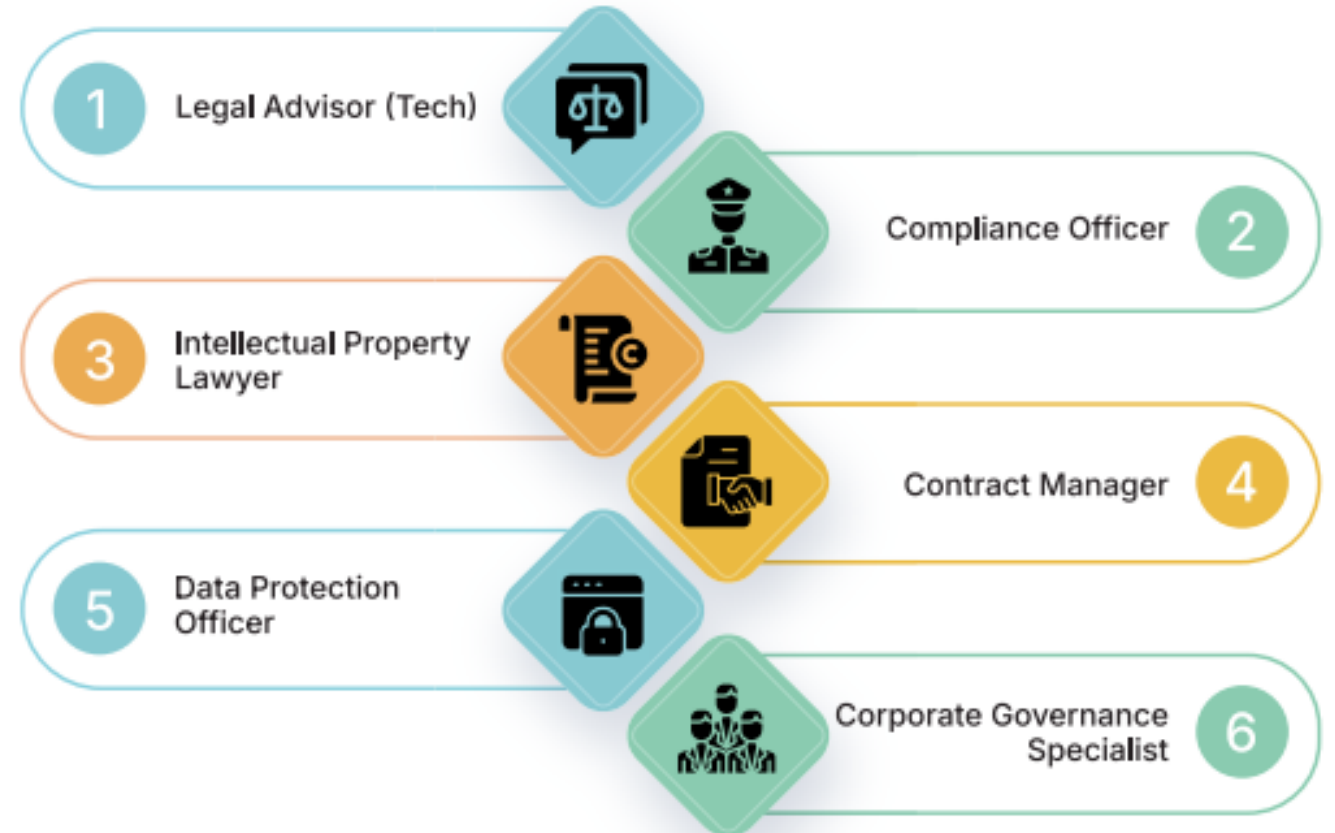


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IN DEMAND JOBS



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IN DEMAND JOBS





THE SUPPLY STORY

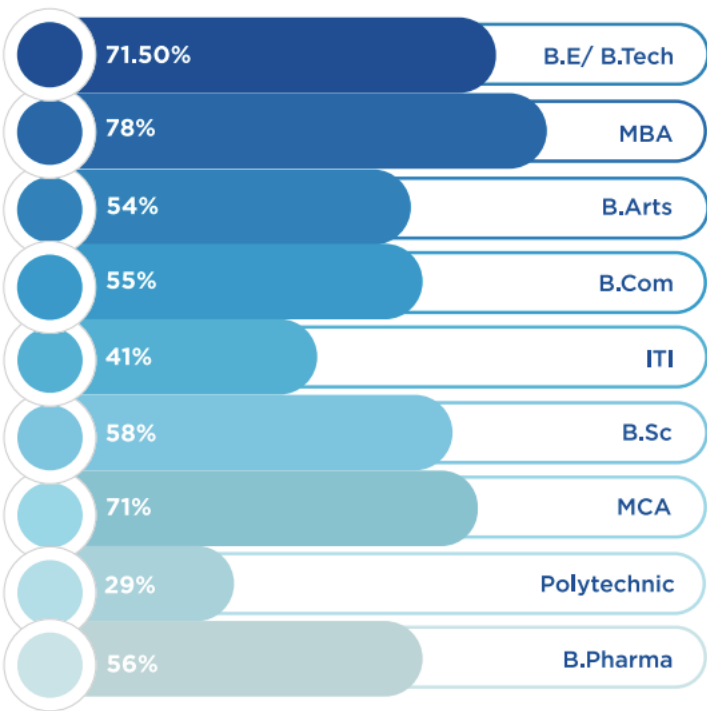
INSIGHTS FROM THE GLOBAL EMPLOYABILITY TEST (G.E.T)

State-Level Employability Highlights

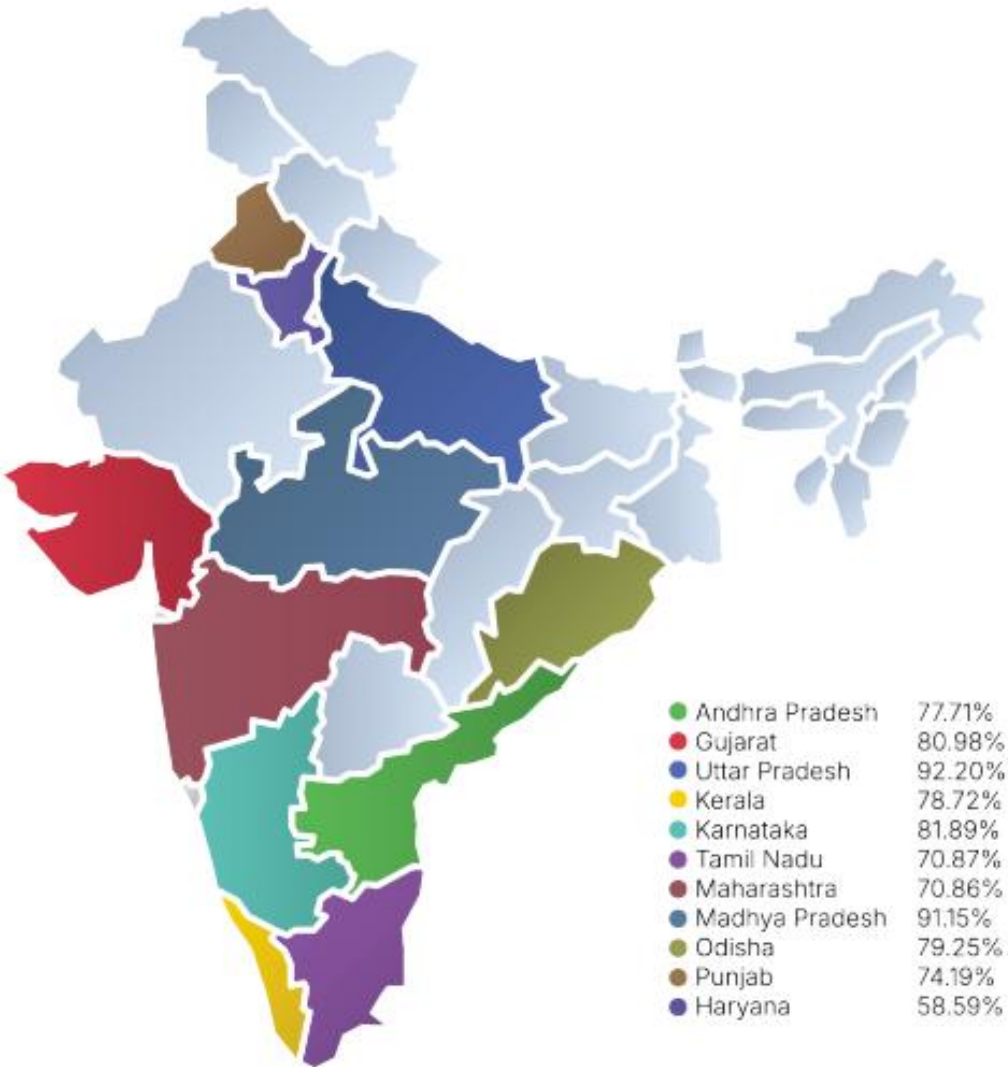
Top 10 States where users have scored more than 60%
in G.E.T



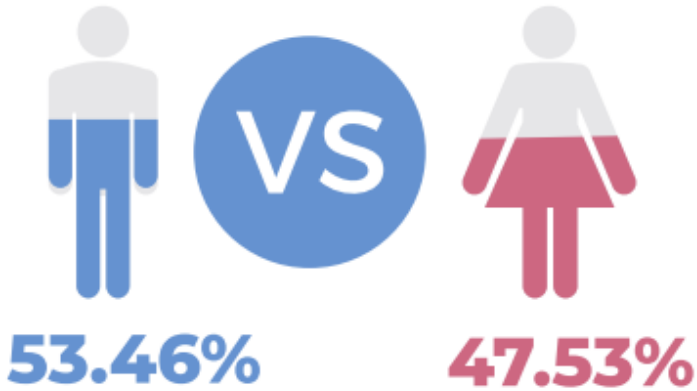
Program-Specific Employability Trends



State-Wise Analysis of Employable Resources



India-Wide Gender Employability Trends



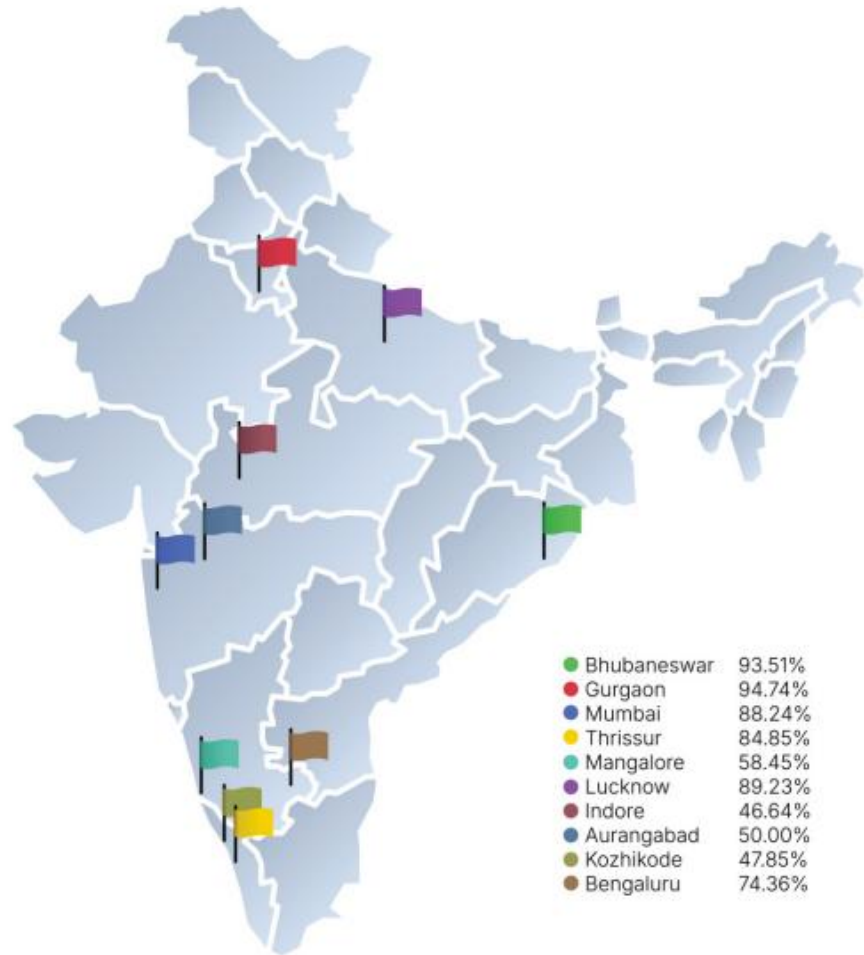
Internship Preferences

India-Wide Internship Preferences

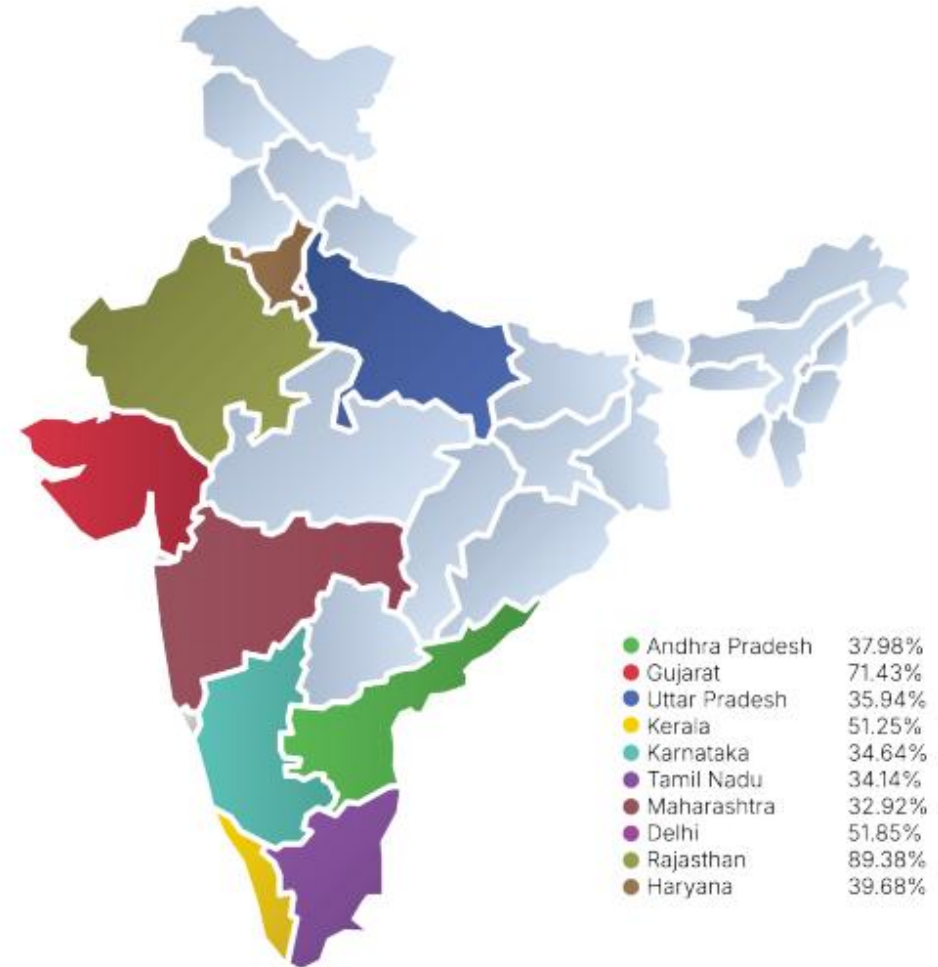


City-Wise Analysis of Gender Employability

Top Cities with Male Employable Resources



Top States with Female Employable Resources



Preferred Areas and States of Work

Male Preferences

- **Preferred States for Work:** Gujarat, Andhra Pradesh, Maharashtra, and Haryana stand out as preferred states for male users. These states are known for their strong presence in industries such as manufacturing, engineering, and technical sectors, which align with male-dominated career paths.



Female Preferences

- **Preferred States for Work:** Female candidates show a preference for Andhra Pradesh, Kerala, Delhi, and Tamil Nadu. These states are recognized for their strong workplace inclusion initiatives and diverse professional environments, making them attractive to female candidates.



Overview of Hiring Trends for 2025

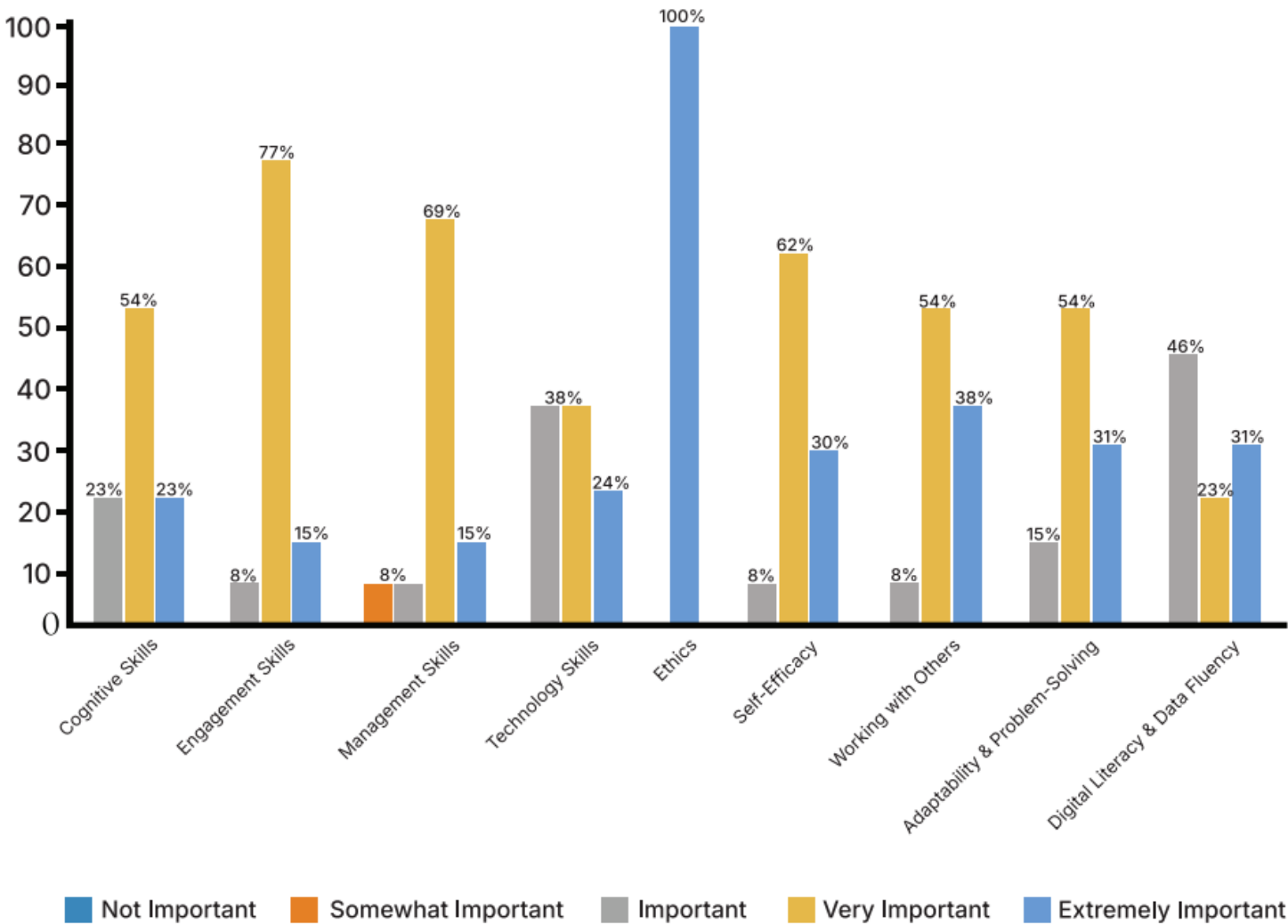
Demand for Professionals Across Industries

Experience Mix for Hires	2025
Freshers	14%
1 to 5 years	47%
6 to 10 years	26%
10 years & above	13%

Corporate's Most Reliable Hiring Channels

Sourcing Channel	Average %
Internal Referrals	32.5
Job Portals	37
Social Media & Networking	13
Company Websites	2.5
Campus Hiring	10
Recruitment Agencies/Consultants	5

In-demand Skills Across Industries



Industry-wise Hiring Intent Across Regions

