

## India Skills Report 2025

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### Introduction

The report explores India's pivotal role in the global talent economy, focusing on the theme "Global Talent Mobility – India's Decade." With one of the youngest workforces globally and a rising emphasis on skill development, India is uniquely positioned to address acute skill shortages worldwide while solidifying its status as a leading talent hub. The report draws on data from over 6.5 lakh candidates who participated in the Global Employability Test (G.E.T.), insights from 1,000+ corporations spanning 15 industries, and input from policymakers and educators. It identifies critical trends in employment, key sectors driving growth, and actionable strategies to ensure India's workforce remains future-ready and globally competitive.

### Key Highlights

#### Labor Market Trends:

- Over the past decade, employability among Indian graduates has risen dramatically from 33% to more than 50%, attributed to consistent investments in education and skilling initiatives.
- Acute skill shortages in regions such as Europe, the Gulf Nations, Southeast Asia, and Africa highlight growing opportunities for Indian talent in sectors like healthcare, IT, engineering, and renewable energy.
- Remote work adoption and hybrid models are transforming employment landscapes, further broadening opportunities for India's workforce.
- Cross-border talent mobility could inject USD 500 billion into the global economy by 2030, with India contributing a significant share.

#### Sectoral Growth:

##### ❖ Information Technology (IT)

- India's IT sector continues to thrive, driven by advancements in artificial intelligence (AI), machine learning (ML), cybersecurity, and cloud computing.
- By 2025, the IT sector is projected to account for 10% of India's GDP, with strong global demand for data scientists, AI specialists, and cloud engineers.

##### ❖ Healthcare

- The healthcare sector is expanding rapidly in biotechnology, telemedicine, pharmaceutical research, and healthcare analytics.
- India's medical professionals are poised to address global workforce deficits, including Europe's projected shortage of 1.6 million healthcare workers by 2030.

##### ❖ Renewable Energy

- India's leadership in solar and wind energy technologies positions it as a key player in the global energy transition.

- Green energy initiatives are creating roles such as environmental scientists, sustainability advisors, and renewable energy consultants.

#### ❖ **E-commerce & Digital Economy**

- Rapid growth in digital marketing, fintech, and e-commerce has solidified India's status as a hub for digital innovation.
- By 2025, the gig economy is projected to reach USD 455 billion, creating millions of flexible work opportunities.

#### ❖ **Emerging Job Roles**

- Cloud computing specialists, AI and ML experts, green energy advisors, telemedicine consultants, and digital health innovators.
- Data analysts and professionals in cybersecurity, fintech, and blockchain technology are increasingly sought after.

### **Skills in Demand:**

#### ❖ **Technical Skills**

- Mastery of programming languages like Python, Java, and R, along with expertise in AI frameworks (e.g., TensorFlow).
- Proficiency in data analytics tools (Tableau, Power BI), cloud platforms (AWS, Azure), and cybersecurity protocols.
- Knowledge in renewable energy systems, financial compliance, and digital payment technologies.

#### ❖ **Soft Skills**

- Critical thinking, adaptability, problem-solving, and emotional intelligence are emphasized.
- Collaboration and cultural sensitivity are essential for thriving in global and diverse work environments.

#### ❖ **Interdisciplinary Expertise**

- Combining technical expertise with leadership, strategic planning, and business acumen is increasingly valued.

### **Challenges**

- **Skill Gaps:** Persistent mismatches between industry demands and workforce readiness, particularly in technical roles.
- **Gender Disparities:** Women remain underrepresented in high-growth areas like STEM and leadership roles.
- **Digital Divide:** Unequal access to technology and online training, particularly in rural regions.
- **Economic Inequality:** Barriers to accessing skilling opportunities for marginalized and low-income populations.

## Recommendations

- **Expand Vocational Training:** Introduce globally benchmarked training programs to bridge skill gaps.
- **Leverage Public-Private Partnerships:** Encourage collaborations between industries and academia to create tailored training initiatives.
- **Enhance Inclusivity:** Prioritize skilling programs for women and disadvantaged groups to ensure equitable growth.
- **Invest in Infrastructure:** Build digital ecosystems to enable widespread participation in remote work and online learning.

## Case Studies from India

- **Gujarat:** Gujarat's Mukhyamantri Bhavishya Lakshi Kaushal Vikas Yojana emphasizes emerging fields like drone technology, financial services, and advanced IT solutions. The state's localized skilling centers address industry-specific needs and provide tailored training.
- **Kerala:** Kerala's Additional Skill Acquisition Programme (ASAP) offers industry-aligned skilling programs in renewable energy, IT, and healthcare technologies. Partnerships with global organizations have ensured the readiness of youth for international employment.
- **Andhra Pradesh:** In Andhra Pradesh, the NAIPUNYAM portal's end-to-end digital skilling ecosystem integrates assessments, learning modules, and job placement support. AP's cascading skill system—comprising hubs, colleges, and spokes—creates a robust framework for holistic skill development.

## Insights from Global Trends

- **Gulf Nations:** Megaprojects like Saudi Vision 2030 create demand for talent in construction, healthcare, and IT.
- **Southeast Asia:** Digital economies in Indonesia and the Philippines drive demand for IT, fintech, and manufacturing expertise.
- **Africa:** Growing agritech and renewable energy industries open up opportunities for Indian talent to fill skill gaps.
- **Europe:** Aging populations and sustainability goals emphasize the need for professionals in healthcare and green energy.

## Conclusion

The "India Skills Report 2025" underscores India's potential to lead the global workforce through targeted investments in education, skill development, and digital transformation. By addressing challenges like skill mismatches and digital inequities, and fostering inclusive growth, India can strengthen its position as a premier global talent hub. The report serves as a strategic roadmap for policymakers, educators, and businesses, urging collective action to leverage India's demographic dividend for sustainable and inclusive economic progress.

**Read more:** [Wheebox India Skills Report 2025](#)

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