

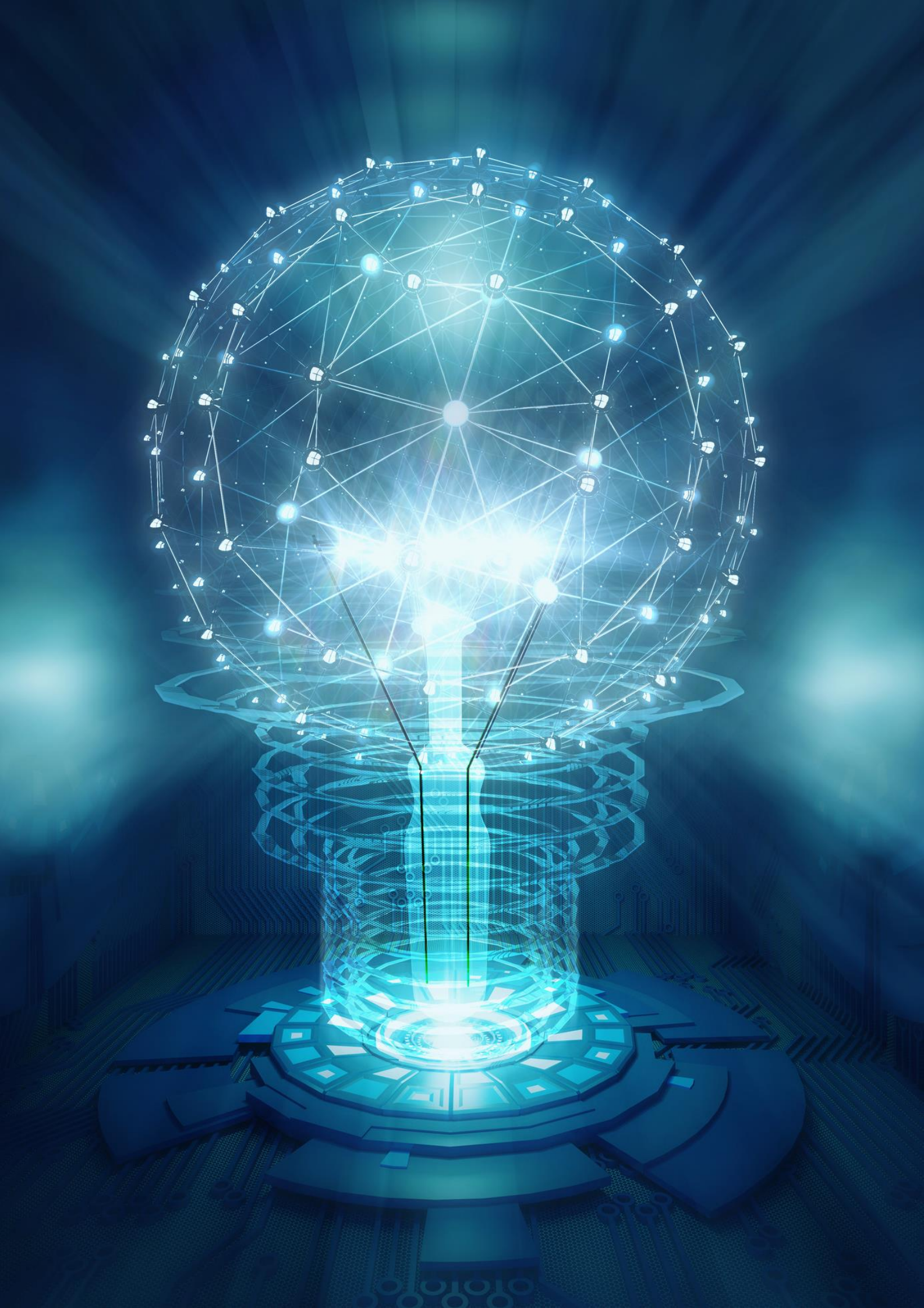
SKILLS **REPORT** | **FY23**

QUESS IT STAFFING

**Technology Skills Enabling
The Future Of Work**



A birds eye view of technology hiring in India



About The Report

TECHNOLOGY SKILLS ENABLING THE FUTURE OF WORK

presents an unparalleled look into the modern technology workforce in India. This report is based on data from Quess IT Staffing's operations which map demand and supply in our talent ecosystem. The findings speak to the evolving aggregate tech hiring demand and related insights to give leaders a clear understanding of what the talent market looks like. This report focuses on the quantum of demand in FY2023.

ABOUT QUESS IT STAFFING

We are a people business integrated with technology, offering an array of IT staffing, recruitment, skilling, and managed solutions. As India's largest IT staffing company, we have built our expertise by servicing our clients, from Fortune 500 stalwarts to forward-thinking start-ups, for over 20 years by driving productivity with digitally enhanced solutions.



For more information about Quess Corp, please visit <https://quesscorp.com/>

Table of Contents

05 From the CEO's Desk

07 Leading Skill Suites

10 Prominent Sectors

11 Principal Locations

12 Skills Glossary

From the CEO's Desk



FY2023 has ushered in global volatility marked by continuous indications of geo-political tensions, recessionary headwinds, and rising inflation. However, India is not witnessing any imminent recession and the fundamentals of our economy remain strong. Our interactions with the industry in the past year have indicated that the pandemic-induced prolific growth in FY2022 appears to be moderating.

India continues to see a waging war for technology talent. We have witnessed a high intent-to-hire for ERP, Java, Data Analytics, Cloud and Infrastructure Management skill suites. India has a rich reservoir of tech talent and this footprint is rapidly expanding across Tier 2 and 3 cities including Jaipur, Coimbatore, Indore, Kochi, increasing regional diversity in the industry.

As the global economy becomes more digitalized, technology has become a key pillar of business success, with virtually every company pivoting towards a digitally driven strategy. Companies across various sectors are engaged in a fierce bidding war to acquire tech talent, as they aim to attract proficient technologists capable of driving their digital transformation initiatives. Moreover, India has become the de facto hub for GCCs and multinational companies to open shop and we are witnessing a redistribution of talent from big IT players to these enterprises. This shift is expected to help bring cutting-edge processes and learnings to these firms, improving their products, offerings and digital roadmaps.

The expansion of technology is a major contributor to economic growth, and a broad analysis of the Indian tech job market indicates that the demand for tech roles is consistently increasing.

A handwritten signature in black ink, appearing to read 'Vijay Sivaram'.

VIJAY SIVARAM

Chief Executive Officer

Quess IT Staffing, Search & Recruitment

hiring?

hiring?

hiring?

hiring?

**Which skills
is the market**

hiring?

hiring?

hiring?

Leading Skill Suites

Overall Contribution

Technology skill suites with the highest intent-to-hire in FY23



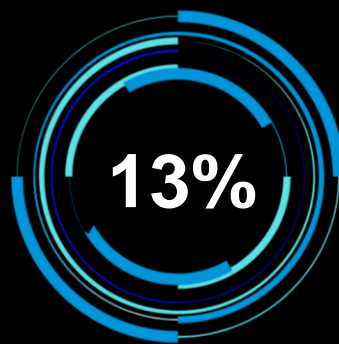
ERP



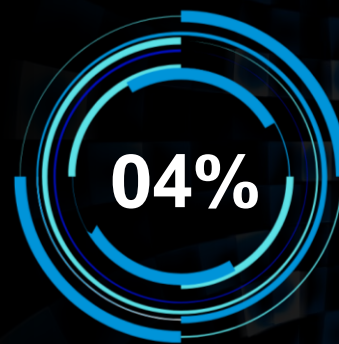
Java Full Stack



Data Analytics



Cloud



Infra Mgmt

The percentage indicates the contribution towards overall demand for the financial year.

82%

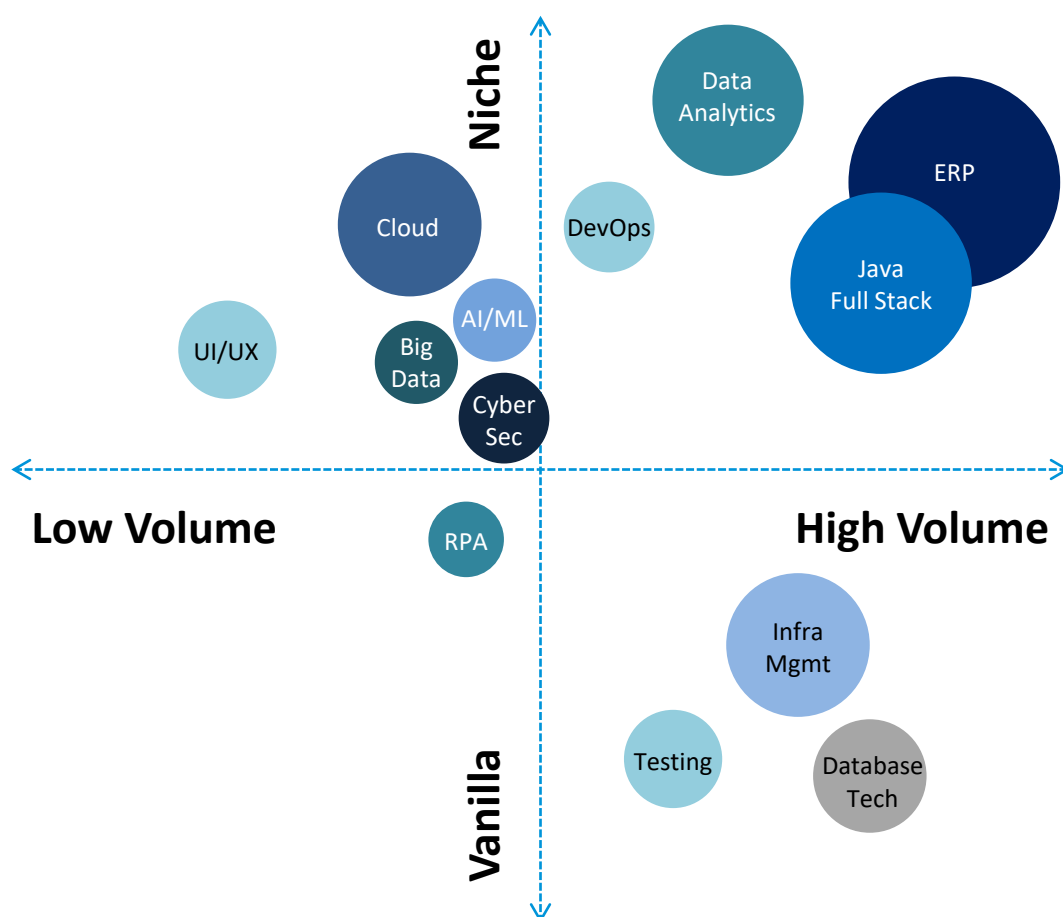
Aggregate demand emerged from the top 5 skill suites

In addition to these skill suites, we also witnessed demand for skills related to Artificial Intelligence and Machine Learning, Big Data, 5G, Cyber Security, DevOps, RPA, UI/UX and more.

Leading Skill Suites

Volume of Demand Vs. Skill Mix

Quadrant analysis to map the volume of demand and skill mix for FY23



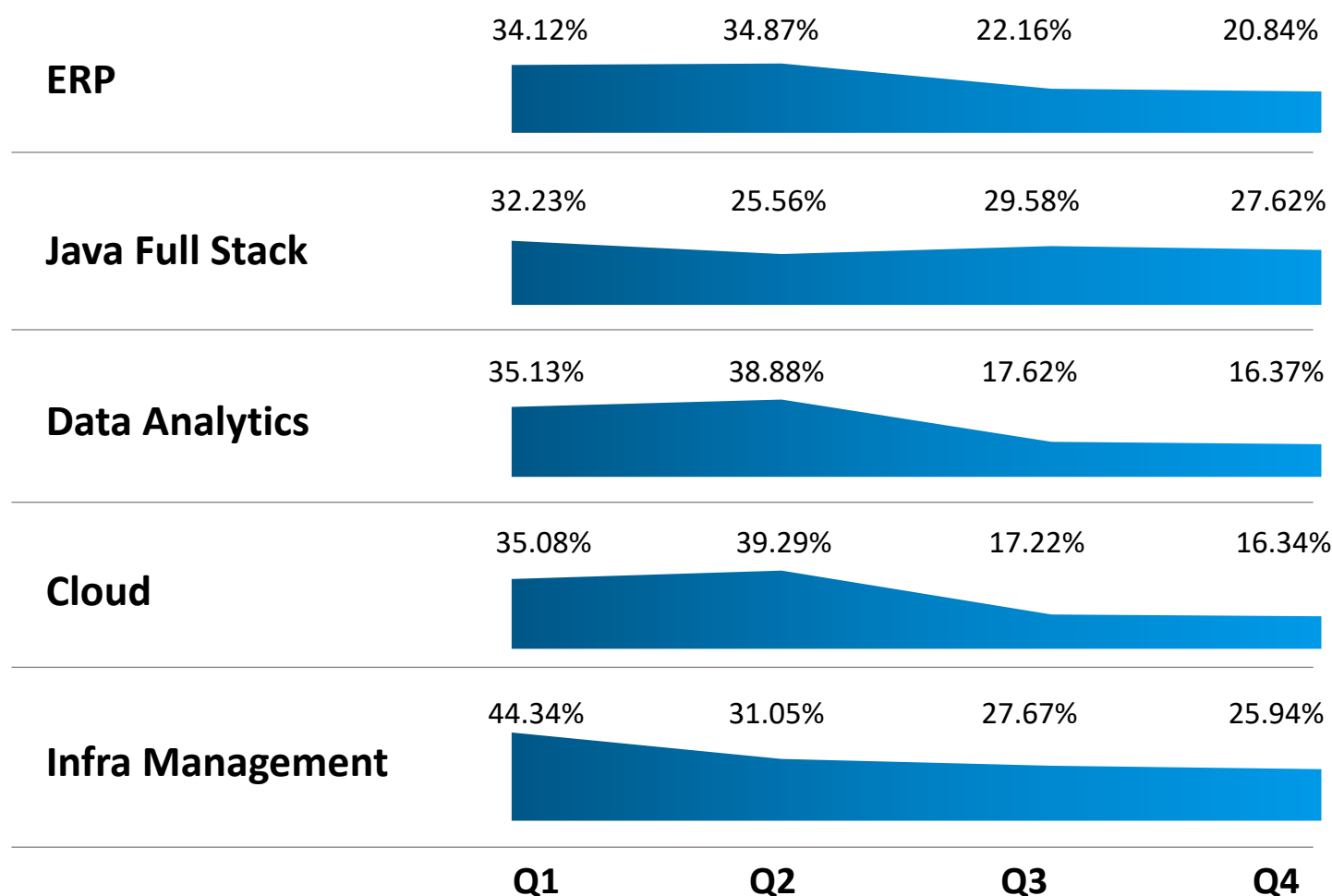
Primary hiring demand originates from expertise in niche technical skill suites. However, the industry is facing challenges in meeting these high demand levels and it is essential to start utilizing employment models that go beyond the conventional approach of lateral hiring.

To bridge the talent demand-supply gap, the industry needs to find ways to augment manpower supply through various hiring frameworks. Leveraging Center of Excellence programs, which maintain a reserve of pre-evaluated and skilled candidates, will facilitate swift recruitment schedules for conventional technology skills. In the case of technological competencies that are inadequately supplied in the marketplace, companies can employ Hire-Train-Deploy programs to afford candidates the chance to bolster their proficiency and remain current with contemporary technologies.

Leading Skill Suites

QoQ Trend

Quarter-on-quarter analysis for skill suites with the highest intent-to-hire



The percentage indicates the contribution towards overall demand for the financial year.

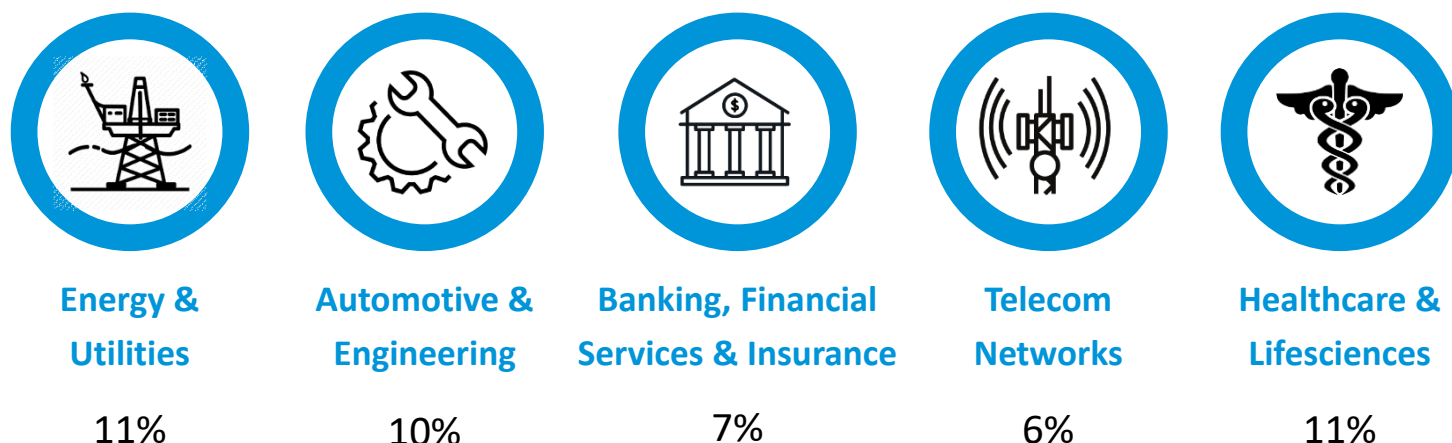
In FY2022 the IT industry experienced a notable surge in demand for skilled professionals, with many firms displaying 'talent hoarding' behaviors, in anticipation of pandemic-induced business growth, preventing other companies from accessing top talent. However in FY2023, the momentum and speed of hiring demand tapered down for traditional tech product-based companies, while there was an increase in technology adoption in other non-technical industries. This led to a redistribution of skills, resulting in a correction of demand for professionals and a decrease in associated price premiums within the IT sector.

While the rapid tech expansion may be slowing down, demand for ERP, particularly dominated by SAP, Java Full Stack, Data Analytics, Cloud, and Infra Management is consistently increasing.

Prominent Sectors

Overall Contribution

Sectors with the highest tech-focused intent-to-hire in FY23



The percentage indicates the contribution towards overall demand for the financial year.

The rapid pace of technological advancement has led to a significant shift in the way industries operate. The automotive industry, for instance, is gradually moving away from traditional internal combustion engines and embracing electric vehicles. The engineering industry, on the other hand, is taking steps to further advance Industry 4.0, while the telecom industry is actively exploring new ways to implement and leverage 5G networks. Technological adoption and industry evolution are significantly transforming the global business landscape, particularly in India, where GCCs are expanding their footprint and seeking new growth and innovation prospects.

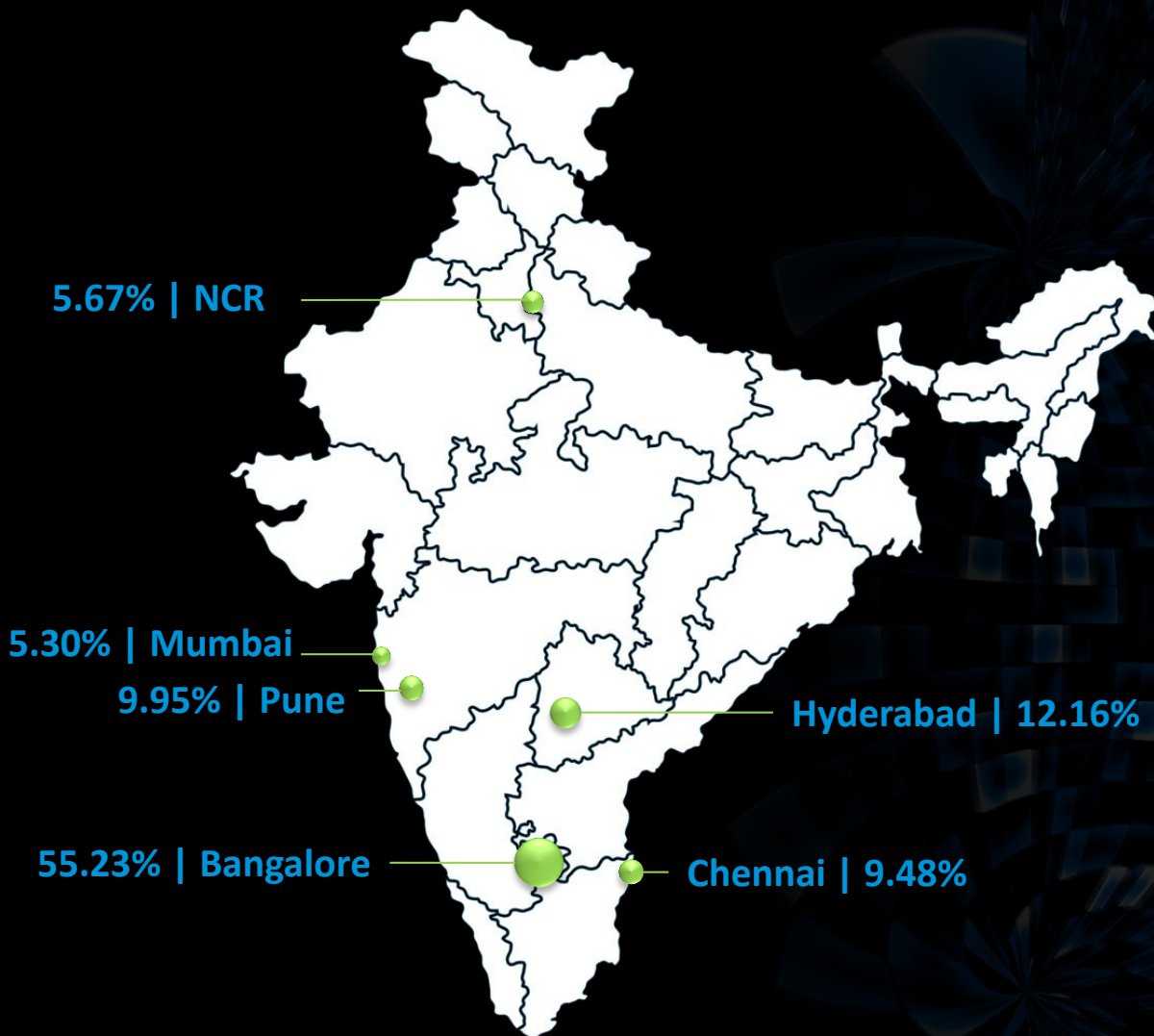
About 20% of the lateral movement from IT firms has been absorbed into GCCs and non-tech firms that are going digital.

As the world moves towards renewable energy, the oil and gas sector is being compelled to overhaul their business models and decision-making methodologies in order to remain competitive. To achieve this, they are turning to digital solutions to unearth new revenue streams, increase production, and drive down costs. Advanced technologies such as data analytics, artificial intelligence, and the Industrial Internet of Things are enabling companies to optimize complex processes, and respond more effectively to volatility, shocks, and disruptions.

Principal Locations

Overall Contribution

Leading technology recruitment hubs in India



The percentage indicates the contribution towards overall demand for the financial year.

Hiring activity across India was primarily dominated by IT Hubs Bangalore, Hyderabad, and Pune, followed by Chennai, Mumbai and NCR.

Remote working mandates and improved data services infra have enabled an upswing in hiring across Tier 2 and 3 cities, particularly in E-Commerce and Financial Services firms. We have deployed associates in cities like Jaipur, Coimbatore, Indore, Kochi, Gulmarg, Siliguri and more.

Skills Glossary

ERP

- Oracle ERP
- SAP HANA
- SAP ABAP
- Microsoft D365
- SAP PP
- SAP MN
- PeopleSoft
- JD Edwards ERP

Cloud

- AWS
- Microsoft Azure
- Google Cloud
- IBM Cloud
- Oracle Cloud
- RedHat
- CloudFlare
- RackSpace
- CloudWays
- Heroku

Infra Mgmt

- Linux
- Information Security
- Network Engineering
- System Engineering & Administration
- VM Ware
- Mobile Device Management
- Data Center Operations & Management

Java Full Stack

- Java Script
- HTML / CSS
- Git / Git Hub
- PHP / Java / Python
- SQL Server / Oracle
- Spring Frameworks
- Jenkins / Docker / Kubernetes
- React JS / Angular JS

Data Analytics

- Python
- Qlikview
- Power BI
- Tableau
- Hive
- Grafana

These skill suites are indicative of the 800+ domains that we typically observe hiring demand for.

Quess Corp Limited

Quess House,
3/3/2 Bellandur Gate, Sarjapur Road,
Bengaluru, Karnataka 560103
Telephone: 1800-572-3333



Stay Connected.

