

SKILLS **REPORT** | **FY24**

QUESS IT STAFFING

**Technology Skills Enabling
The Future Of Work**

A birds eye view of technology talent demand 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 Qness 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 FY2024 in Qness IT Staffing.

ABOUT QNESS 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 Qness Corp, please visit <https://quesscorp.com/>

Table of Contents

04 From the CEO's Desk

05 Leading Skill Suites

06 Geographical Spread

07 Leading Industries

08 Rise of GCCs

From the Leadership Desk



In the dynamic realm of technology talent demand, India's IT industry continues to demonstrate resilience and adaptability amidst evolving global challenges. Despite facing uncertain demand dynamics across global markets and geopolitical tensions, India's IT sector remains steadfast in its pursuit of innovation and growth.

Our latest report underscores the promising trends within the technology talent domain. Functional skills such as Development, ERP, Testing, Design and Engineering, and Networking continue to drive a significant portion of overall tech talent demand. Moreover, we've witnessed encouraging growth in areas like Cloud, Cybersecurity, and Analytics, with notable increases in demand from H1FY24 to H2FY24.

India's tech landscape remains vibrant, with established hubs like Delhi NCR, Bengaluru, Chennai, Hyderabad, Kolkata, Mumbai, and Pune serving as magnets for both local and international enterprises. Additionally, the emergence of Tier-2 and Tier-3 cities like Ahmedabad, Chandigarh, Indore, and Jaipur signifies a broader growth potential within the tech ecosystem.

Looking ahead to FY25, the outlook for the IT sector appears promising. Projections suggest a notable increase in hiring activity, driven primarily by the expansion of Global Capability Centers (GCCs) and the stabilization of the global economy. Key technological domains such as big data, cloud computing, and artificial intelligence are anticipated to drive significant hiring initiatives in the upcoming year.

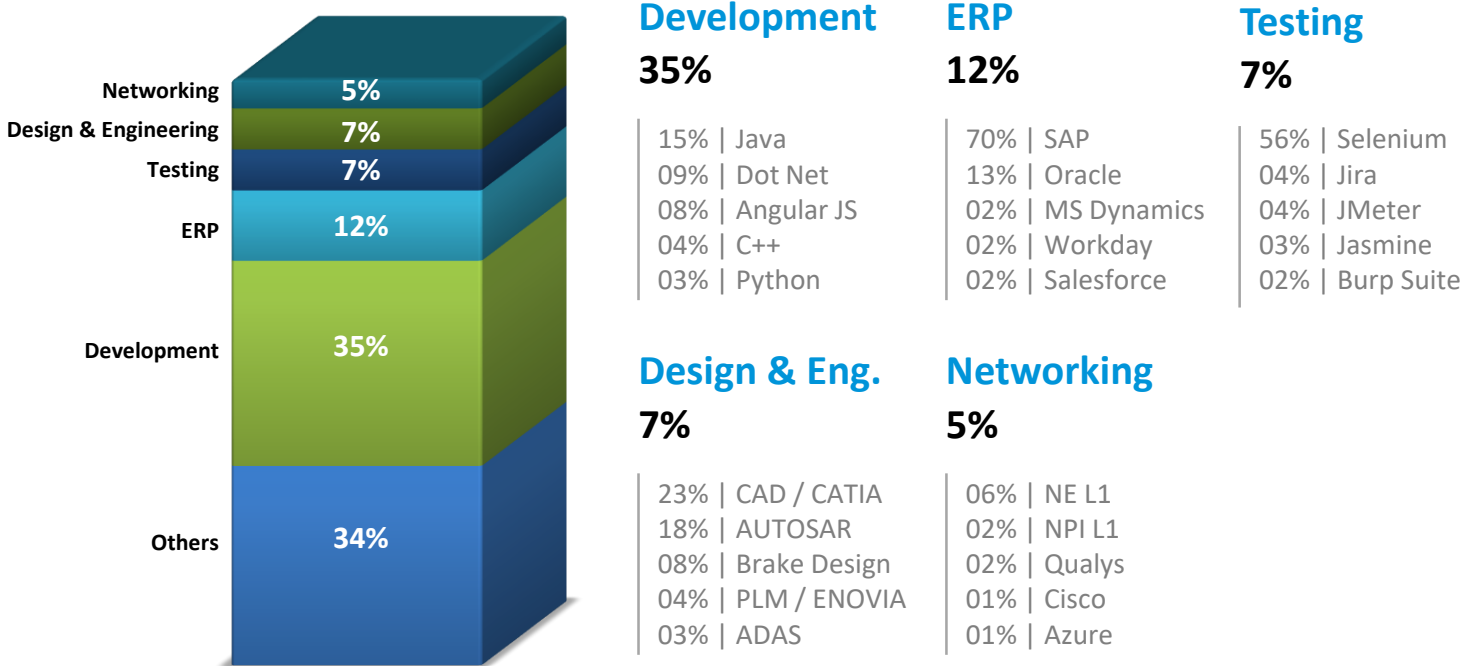
As we navigate these dynamic shifts, it's essential to acknowledge the challenges that lie ahead. Uncertain demand dynamics and geopolitical tensions continue to pose significant obstacles. However, with resilience, innovation, and strategic foresight, India's IT industry is well-positioned to overcome these challenges and emerge stronger than ever.

KAPIL JOSHI

Deputy CEO – Quess IT Staffing, Search & Recruitment

Leading Skill Suites

Overall Talent Demand for Functional Skills in FY24



We witnessed consistently high demand for established functional skills, with the demand contribution remaining relatively stable throughout the year.

The percentage indicates the contribution towards overall talent demand for FY24.

66% Aggregate demand emerged from the top 5 skill suites

Green Shoots in Talent Demand

Beyond traditional tech skills, we have witnessed a surge in demand for niche specializations, like Analytics, Cybersecurity and Cloud, which is reflected in the talent demand growth from H1FY24 to H2FY24.

The scalability and cost-efficiency benefits of **cloud** computing are driving rapid adoption, creating a need for cloud architects, engineers, and security specialists to design, manage, and optimize cloud infra and apps.

As companies move more operations and data to the cloud, robust **cybersecurity** measures become critical, necessitating skilled talent that can identify vulnerabilities, implement security protocols, and manage incident response strategies.

Similarly, organizations are increasingly leveraging **data analytics** to gain deeper insights, fueling demand for data analysts, data scientists, and business intelligence specialists.

16% ↑

Cloud

215% ↑

Cybersecurity

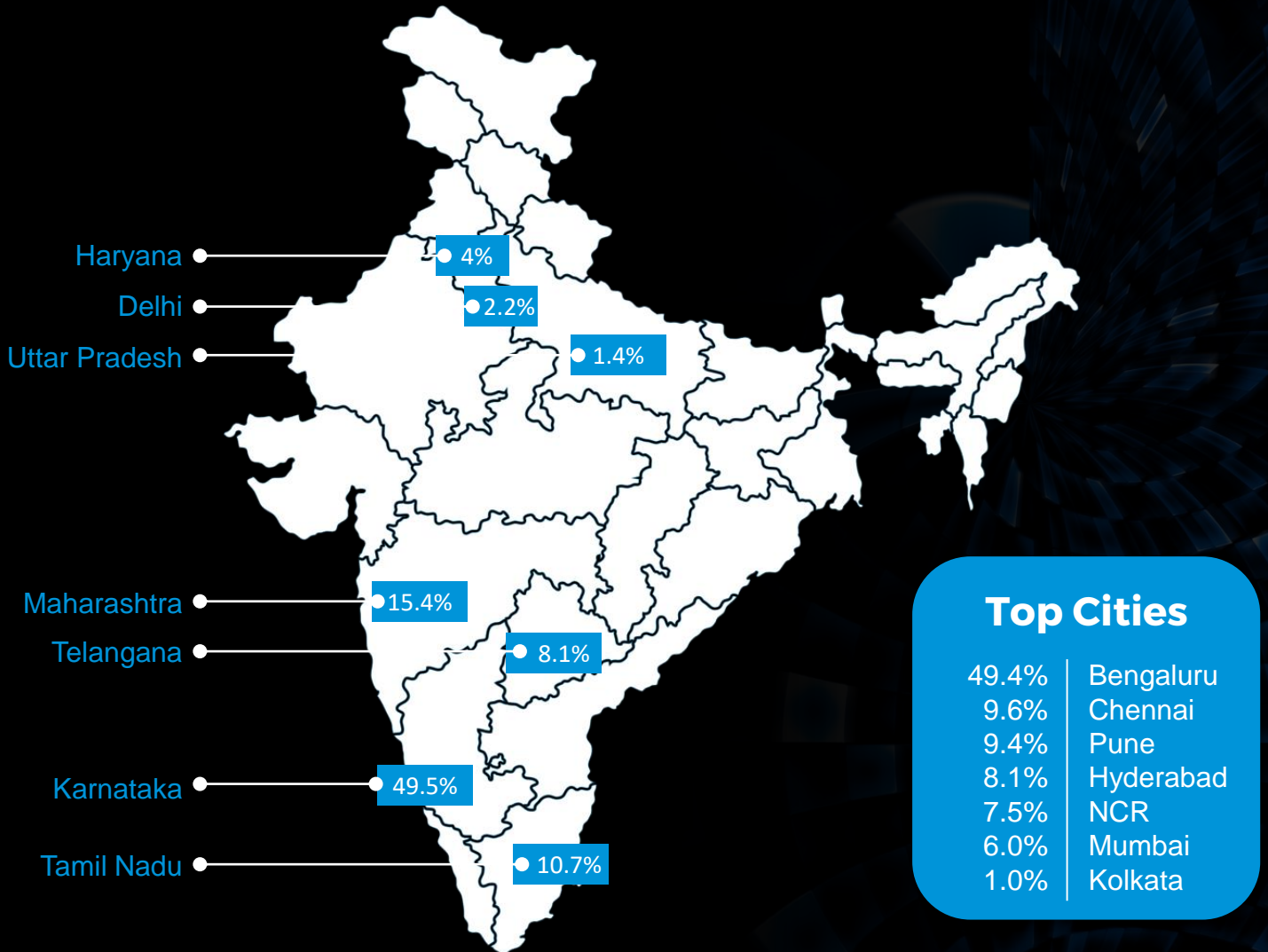
256% ↑

Analytics

The percentage indicates the change in demand from H1FY24 to H2FY24

Geographical Spread

Overall Talent Demand across India in FY24



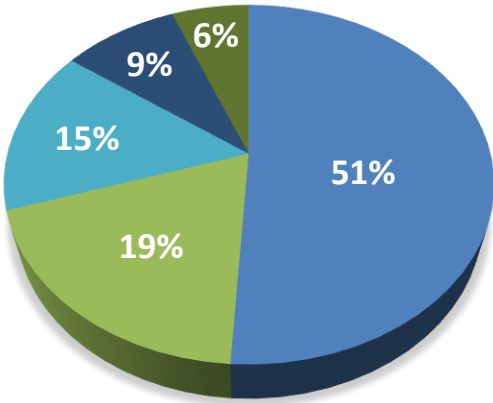
India's tech landscape continues to flourish, with established hubs like Delhi NCR, Bengaluru, Chennai, Hyderabad, Kolkata, Mumbai, and Pune serving as magnets for both local and international enterprises. Within Qness IT Staffing, the South Region exhibited the highest demand, accounting for 68% of hiring requests, followed by the West at 16%, the North at 8%, and the East at 2%. The remaining positions were pan-India roles not confined to a specific location.

This regional distribution aligns with data from commercial real estate industry reports. Bengaluru emerged as the top city for office space leasing in Q4FY24, followed by NCR and Hyderabad. Notably, these three cities collectively accounted for 65% of leasing activity, highlighting their dominance in attracting tech companies. Interestingly, the data suggests a potential "back-to-office" trend, with technology firms leading space absorption at 26%. This could be attributed to the need for in-person collaboration and innovation, especially in fast-paced tech environments.

Yet, the burgeoning tech ecosystem extends beyond these established hubs. Emerging Tier-2 and Tier-3 cities such as Ahmedabad, Chandigarh, Indore, Jaipur, and others have garnered attention for their growth potential.

Leading Industries

Overall Talent Demand across Industries in FY24



■ IT Services ■ BFSI ■ Automotive
■ Consulting ■ Products

IT Services

51%

32%	Development
11%	ERP
07%	Networking
07%	Administration
05%	Data Science

BFSI

19%

35%	Development
05%	ERP
03%	Data Science
03%	Networking
03%	Administration

Automotive

15%

30%	Design & Eng.
26%	Development
14%	ERP
10%	Testing
02%	Data Science

Consulting

9%

42%	Development
28%	ERP
07%	Testing
04%	Administration
04%	Cyber Security

Products

6%

35%	Development
23%	Testing
14%	Data Science
08%	Cloud
06%	DevOps

The percentage indicates the contribution towards overall talent demand for FY24.

In FY24, technology talent demand showcased notable trends across various industries, with IT Services firms leading the pack at 51%, followed by BFSI (19%), Automotive (15%), Consulting (9%), and Products (6%) firms. However, noteworthy growth trajectories emerged from sectors such as manufacturing, retail, and healthcare and life sciences.

The **manufacturing sector** witnessed a remarkable evolution in demand dynamics. While automotive and aerospace traditionally dominated, there's been a notable expansion into emerging sectors like **semiconductor, electronics, and electrical industries**. This diversification reflects the industry's adaptation to technological advancements and the growing importance of innovation in product development and supply chain management.

In the **retail sector**, technological integration has become a strategic imperative for driving growth and enhancing customer experiences. With the proliferation of e-commerce platforms and omnichannel retailing, there's an increasing demand for tech talent skilled in areas such as data analytics, artificial intelligence, and digital marketing. Retailers are leveraging technology to optimize operations, personalize customer interactions, and gain insights into consumer behavior to stay competitive in an evolving market landscape.

Similarly, the **healthcare and life sciences industry** is undergoing a digital transformation, driven by factors such as the adoption of electronic health records, telemedicine, and personalized medicine. The demand for technology talent in this sector is fueled by the need to enhance patient care, improve clinical outcomes, and streamline administrative processes. As healthcare organizations embrace digital solutions, the demand for skilled professionals in areas like healthcare informatics, data analytics, and cybersecurity continues to rise.

The Rise of GCCs

Overall Talent Demand from GCCs in FY24

The demand for Global Capability Centers (GCCs) in India has been robust in FY24, driven by the country's reputation as a hub for engineering talent. At Qess, we partner with over 200 GCCs in India, offering specialized technology staffing solutions. GCCs, also known as global in-house centers or captive centers, are offshore units established by multinational companies to leverage India's skilled workforce and cost advantages for various business functions.

Notably, in FY24, an impressive 74% of total demand volumes came from GCC clients, with the remaining 16% attributed to Enterprise Clients. Furthermore, over the course of FY22 to FY24, we have facilitated the placement of more than 14,000 technologists within our GCC clients' operations in India.

200+
GCC Clients

74%
Of Total Demand
Volume in FY24
from GCC Clients

Source Regions

52% | North America
28% | Europe
10% | APAC
09% | India
01% | Middle East

Key Skills

32% | Developer
15% | ERP
07% | Design & Eng.
07% | Testing
05% | Networking
04% | Administration
04% | Data Science

Key Industries

25% | Mfg. & Mobility
23% | Consulting
20% | BFSI
13% | Products
08% | Media & Telecom
07% | Retail 🌱
04% | Healthcare 🌱

Key Locations

41% | Bengaluru
11% | Pune
10% | Chennai
10% | Hyderabad
04% | Mumbai
04% | NCR

The percentages indicate the contribution towards overall talent demand for FY24.

🌱 Rapidly Growing Industries

The pursuit of talent extends across a diverse array of cutting-edge skills within GCCs. At Qess, we've witnessed a notable increase in demand for these skills from H1FY24 to H2FY24, particularly in areas such as Analytics, Cybersecurity, Cloud, DevOps, and others.

These technologies find myriad applications across industries. For instance, in the **Logistics** domain, **analytics** is utilized to offer real-time visibility into container shipments and optimize trade operations. Furthermore, **Consumer Goods** companies are increasingly embracing **cloud security** solutions such as cloud access security brokers (CASBs) and data loss prevention (DLP) solutions to safeguard data from unauthorized access, both on-premises and in the cloud. **BFSI** GCCs invest heavily in cybersecurity solutions to protect customer data, including data encryption, intrusion detection systems, and incident response plans.

900% ↑
Analytics

214% ↑
Cybersecurity

31% ↑
Cloud

The percentage indicates the change in demand from H1FY24 to H2FY24

Quess Corp Limited

Quess Tower,
Sky Walk Avenue, 32/4, Hosur Road,
Muneswara Nagar, Roopena Agrahara,
Bengaluru, Karnataka 560068
Telephone: 1800-572-3333



Stay Connected.

