

Nasscom Plans to Upskill Close to a Million by Next Year

IN THE WORKS Talks on with major economies on upskilling mandates to meet talent gap, says Nasscom vice-president Shivendra Singh

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Mumbai: IT industry body Nasscom is in talks with countries such as Canada to develop and upskill talent in emerging technologies, a senior official said. Given the talent crunch in the IT sector, Nasscom has set a target of upskilling close to a million people by next year, Shivendra Singh, vice president and head of global trade development at Nasscom, told ET. Countries are also going beyond immigration discussions to find ways to meet the demand for skills, he said. "We are in talks with a few major economies on working together towards upskilling mandates because we need to address

The Blueprint

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- This works out to one million resignations on a projected base of 4.6 million Indian IT employees

massive skill gaps for the sector to grow globally," Singh said. Indian as well as global technology companies want to quickly develop talent in digital skills as companies face rising attrition and employee costs in the face of strong digital demand.

Industry analysts anticipate a

NASSCOM OFFICIAL SAYS...

- Countries are finding ways to meet the skill demand
- Govts are showing interest in upskilling their workforce

22-23% attrition rate in 2021, which works out to one million resignations on a projected base of 4.6 million Indian IT employees alone. Singh said governments are showing interest in upskilling their workforce to tap the digital



transformation opportunity. A Nasscom delegation is in Canada after a gap of 19 months.

The delegation, in collaboration with the Government of Canada, has received overwhelming response from the Indian industry, he said. The UK and UAE recently launched visa programmes aimed at attracting premium technology talent. According to Nasscom, Indian tech companies have created over 20,000 jobs in Canada already.

"We have partnerships with countries looking at development and

upskilling of talent in emerging technologies.... And we hope that we will be able to upskill nearly a million people by next year," he said. Beyond industry initiatives like Future Skills, he said individual companies are also taking steps to partner with educational institutes in these markets to create talent.

"Traditionally, we (Indian IT)



SHIVENDRA SINGH
Vice-president, Nasscom



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have been very strong in the US and UK with almost 80% of our market share. But those are mature markets while places like Canada and South Korea have a minuscule market share with the top five-eight companies having a presence there. But the rate at which it (demand) is growing has created significant interest. Canada has been very successful with its startup visa programmes, for instance," Singh pointed out.

The delegation aims to facilitate partnerships between the Indian and Canadian technology ecosystems and promote technology-based foreign direct investment between the two nations.

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