

## NIIT bets big on Indian IT's hunt for ready talent

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**BENGALURU:** Technology training services major NIIT Ltd eyes higher growth in talent pipeline as a service since more Indian technology services companies are exploring alternative options outside for trained and ready talent supply.

“Organisations are starting to realise the importance of managed training services and a number of Indian organisations realising that there are certain companies who can probably do it better,” said Sapnesh Lalla, chief executive officer, NIIT Ltd. Lalla said that for companies “such as Infosys NSE -2.19 %, Tech Mahindra NSE 0.40 % and Cognizant and others training is extremely important but not the core business” and this would create growth opportunities for ready and trained talent supply service.

The company has also seen a higher demand from the banking and other financial services organisations. Technology and non-technology services industry are increasingly shifting their focus towards a just-in-time talent supply, said Lalla, “much in line with the concept of just-in-time inventory practised by Japanese automakers”.

These companies are increasingly seeking skill-specific talent as the scope for keeping talent inventory get narrower with outcome-based business models.

“There is value in getting specifically trained people. In the past while they wanted such people but the environment was such that they could afford to take people who are not specifically trained and then train them to be onboarded. I think what has changed is that most companies do not want to carry a lot of inventories, especially talent, because of the profitability issues, said Lalla.

NIIT aims to train 100000 youth in the country over the next three years with guaranteed job opportunities in technology and BFSI services sectors. The company said NIIT said it guarantees jobs after the training and decides on the right organisation fit for candidates based on aptitude, career aspirations and their association with a particular brand.

Lalla pointed out that NIIT’s 200 centres across different parts of the country would help build greater relationship with the educational institutes to maintain a ready pool of talent for industries NSE -1.17 %. “200 centres that interact with college students in India help us build a reliable supply chain. This is important because the reason organisations do not outsource is that they feel there is a risk of reliability.”