

Demographics

India's population is growing at 1.58%

Over 60% of the projected labor force growth is occurring in age group of 15-64 years.

India's large pool of young talent between the ages of 15-64 is one of the key drivers of the economy

India's Total Population	1.15 billion
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Legally Employable Population	516 million
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Working Population	480.3 million
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Human Resource Development –Higher Education

- Indian higher education system –one of the largest in the world
- Status by the end of 10th five year plan (2006-07):
 - 378 universities, 18046 colleges, 0.492 m faculty
 - 14 million student enrolment, 0.5 technical graduates
 - 23 central Univs, 216 State Univs, 110 deemed Univs, 11 Pvt Univs,
 - 33 institutions of national importance, 5 institutions of importance by states
 - 7 IITs, 6 IIMs, 1617 Engg & Tech. colleges, 525 for diploma in Pharmacy,
 - 4 institutions for Architecture, 1147 for MBA/PGDM, 953 for MCA.
- Annual HR turn out during 2007-08 -258,800 Engg degree;133,600 Engg diploma; 437,000 science graduates; 47,000 MCA; 14,800 PG in Engg;
 - 32,000 PG in Science

Strengths at a Glance

- Great history in software development
- English Language proficiency
- Government Support and policies
- Cost advantage
- Strong tertiary education
- Process quality focus
- Skilled workforce
- Expertise in new technologies
- Entrepreneurship

Reasonable technical innovations

Reverse brain drain

Existing long term relationships

Creation of global brands

BPO & Call center offerings

Expansion of existing relationships

Chinese domestic & export market

Leverage relationships in West to access overseas markets

Indian domestic-market growth

Some of the key findings of the survey:

- India is the third most popular country for sourcing foreign talent;
- 11 of the 26 countries surveyed other than India sourced foreign talent from India.

- India receives the highest remittances (\$27 billion) from nationals working abroad, followed by China (\$25.7 billion),
- Mexico (\$25 billion) and the Philippines (\$17 billion).

- India has the highest percentage of nationals working abroad with tertiary education. Of the nearly 2.2 millions of Indians working abroad, 53 percent have acquired tertiary education.
- India ranks third in the list of Top 10 countries believed to be an economic threat to other nations.

Indian employers are second
least concerned about
government and businesses not
doing enough to slow the
outward migration of talent

India's talent supply better than global peers

In 2007, only 9 per cent of Indian employers found it difficult to fill positions because of lack of suitable talent as against 41 per cent of employers worldwide.

The top 10 trends Springboard believes will shape India's IT market this year:

1. Arrival of 3G will unlock enormous opportunities for IT vendors.
2. Cost concerns will drive key focus on IT infrastructure consolidation.
3. Economic pressures will drive SMBs toward outsourcing and software-as-a-service.
4. Startups and smaller businesses will become more important accounts for IT vendors.
5. Virtualization will gain traction in medium- and large-sized enterprises.

- 6.** IT outsourcing will be seen as a catalyst to HR (human resource) retention and cost reductions during this economic downturn.
- 7.** The media and entertainment industry will transform further with new technologies.
- 8.** Online advertising markets to gain momentum with the emergence of niche social networking sites and regional portals.
- 9.** The public sector will buoy IT spending.
- 10.** Green IT will be fueled by cost-efficiency benefits.