



The Risk Ahead

- India is projected to become the world's 3rd largest economy by 2027 [1].
- The economy of any country is vastly dependent on the contribution of the Blue-collar workers [2].
- India is witnessing a 7% growth in Blue-collar job vacancies [3].
- Around 300 Million of the total workforce India are blue-collar workers [4].
- Roughly 80% of jobs in India are Blue-collar jobs [5].
- Key economic sectors are experiencing 30% demand-supply gap for the Blue-collar workers [6].
- India to fill a shortage of 150 Million skilled workers [7].

At a Glance: Demand vs Shortage

Demand (2023-24)

7.50%

Growth in hiring [3]

5-6 Million

Electronics manufacturing Blue-collar jobs in 2026 [5]

71 Million

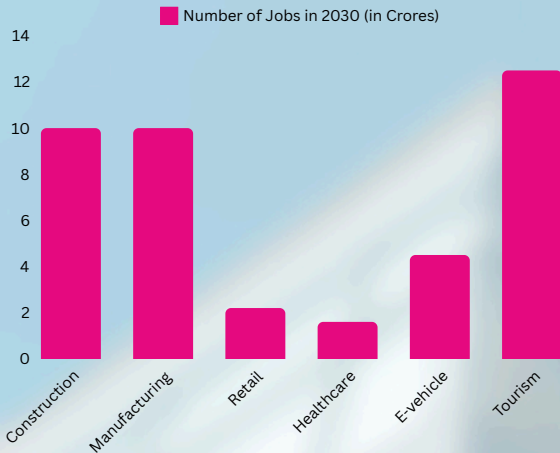
Construction sector vacancy [8]

35 Lakh

Jobs in Infrastructure [9]

36% Growth

Manufacturing Industry jobs [10]



Source: [12, 13, 14, 15, 16, 17]



Source: [11]

Shortage (2023-24)

150 Million

Skilled worker shortage [7]

76% Manufacturers

Reported skilled labour shortage hurting profitability [19]

10-30%

Labour demand-supply gap [7]

80% Employers

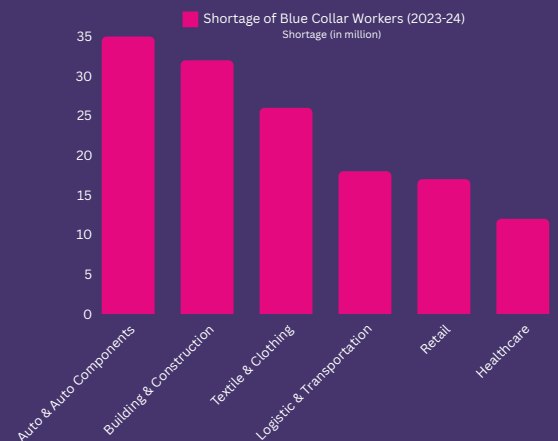
Struggling with talent shortage [20]

22 Million (5G Telecom)

Skilled workers needed including Blue-collar by 2025 [18]

28% Organizations

Witness production delays at least once in every 2 weeks due to shortage of labour [19]



Source: [21]



Bridging the Skill Gap: Building a Skilled Blue-collar Workforce

- Government of India initiatives like Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and the Skill India Mission for upskilling Blue-collar workers [22].
- **Myjobee India has made their Contribution by providing educational support & skill development training to the underprivileged children of blue-collar workers.**
- Tata Motors has implemented training program in EVs (Electronic Vehicle) and other cutting-edge technologies for their employees [23].
- Northern Region Farm Machinery Training and Testing Institute (NRFMTTI) has built a partnership with Mahindra & Mahindra Ltd to strengthen the Blue-collar workforce in farm mechanization [24].
- Honda India Power Products (HIPP) hosts Skill Olympiad to enhance the technical skill of their employees [25].
- Times OOH is following the policy of educating and raising awareness among Blue-collar workers [25].
- Chaabi, an HRTECH company, uses AI-powered vernacular learning method to upskill blue-collar workers [26].
- Mahindra & Mahindra provides training blue-collar workers in robotics, automation, & mechatronics through its skill development centre [27].
- Vedanta Skill School for Excellence offers vocational training in trades relevant to mining industry [28].

Priorities

Initiating
Upskilling
Program

Offering
Career
Development
Opportunities

Improving
Workplace
Safety

Enhancing
Employee
Engagement
& Wellbeing

Prioritizing
Physical &
Mental
Wellbeing

