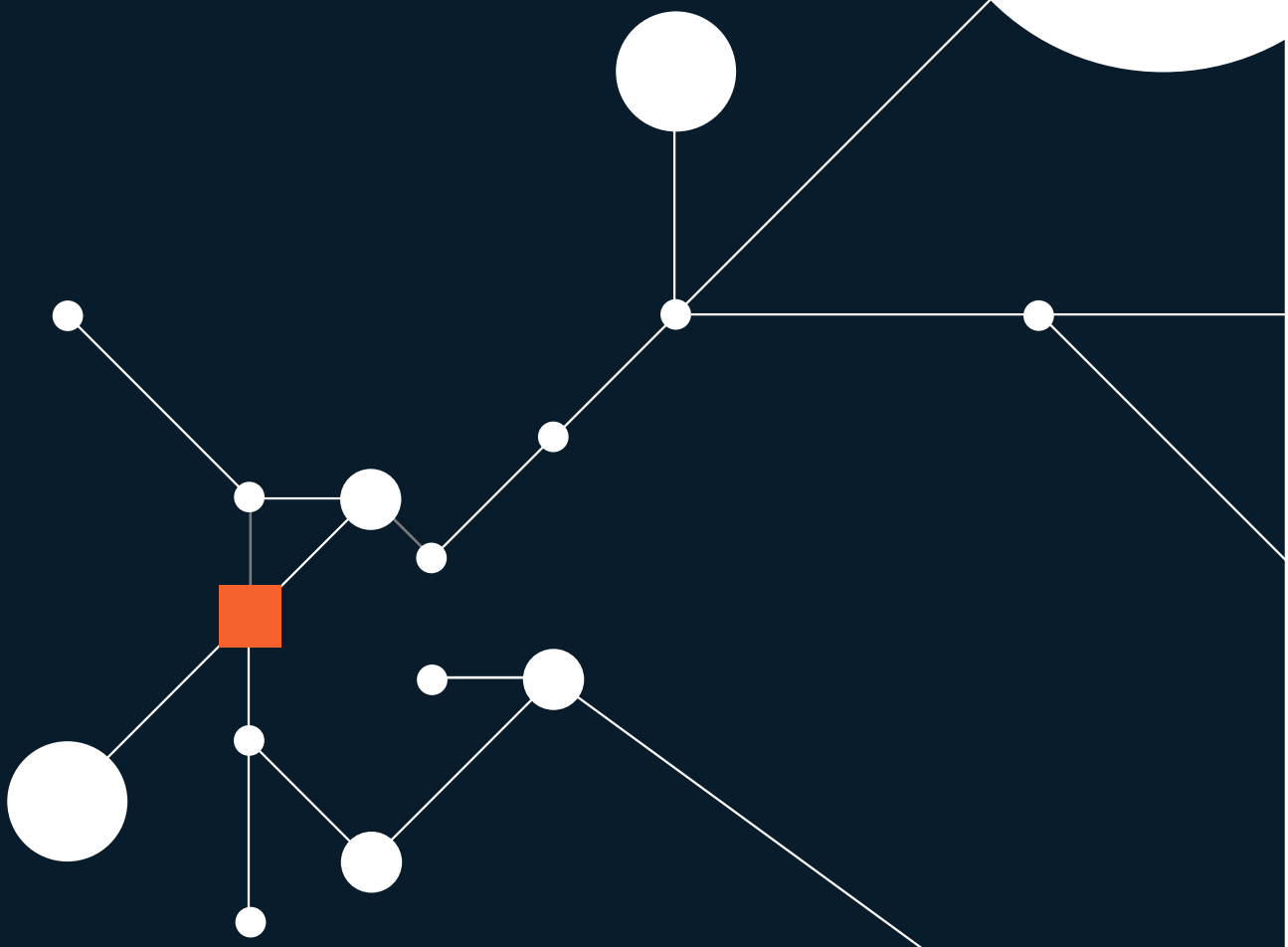
2015 2025 YEARS

BridgeLabz
Employability delivered



Solving India's Job-Readiness Gap

Building Specialist Software Engineers Directly on Campus

Insights & Data Powered by BridgeLabz Experience.

The Executive **Summary**

The Employability Crisis: While India produces **1.5 million engineering graduates** annually, less than **30% are employable** for deep-tech roles, forcing recruiters to endure a **3–6 month ramp-up time** before freshers become productive.

The GCC & AI Surge: The number of Global Capability Centers (GCCs) in India is projected to grow from **1,600 to 2,500 by 2030,** with AI-driven workflows expected to evolve **30–40% of engineering roles** by 2027, intensifying the need for immediate, high-level technical proficiency.

The Practical Skills Void: A structural mismatch exists as **70% of graduates lack hands-on coding practice** (defined as >500 hours), and only **1 in 4 students** have built a deployable application, leaving a **40–60% skills gap** compared to industry requirements.

Economic Advantage of Readiness: Deploying job-ready Software Development Engineers (SDEs) eliminates induction bootcamps, saving companies between **₹50,000 to ₹1,00,000** per hire and reducing overall cost-to-hire by **50–70%** compared to mid-tier lateral recruits.

The COE-as-a-Service Model: BridgeLabz's Center of Excellence (COE) model integrates **1,000+ hours of hands-on coding** and 1:10 mentored grooming into the campus curriculum customized to every job mandate from employers , saving employers 6+ months of non-productive time.

Proven On job Outcomes: Data-driven assessments (**TRACK scoring**) and specialized job connected grooming result in superior career trajectories as tracked over the last 10 yrs of 10k + BridgeLabz Alumni.

NASSCOM 2023–24, McKinsey-NASSCOM Talent Study, IndiaSkills Report 2024, Indian IT Media Commentary 2024–25

The Macro Hiring **Challenge**

India's IT industry faces its toughest talent decade, a widening skills gap, volatile global markets, and rising pressure to deliver AI-ready engineering talent.

01

Overview

India's technology hiring ecosystem faces growing structural strain, accelerating the need for job-ready early-career talent that reduces onboarding time while balancing cost, speed, and capability at scale.

1.5 Million

Engineers Graduate in India every year

<450K

<30% are employable for deep-tech roles.

Not-Employable Employable

NASSCOM 2023–24, McKinsey-NASSCOM Talent Study, IndiaSkills Report 2024, Indian IT Media Commentary 2024–25

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The Macro Hiring **Challenge** (cont.)

02

Time-to-Productivity

Recruiters report a 3–6 month ramp-up period for fresh graduates.

03

Delivery Pressure

Global H1B tightening + shifts in US visa allocations have increased India-based delivery pressure.

04

Hiring Economics

Rising cost of experienced lateral hiring (8–15 LPA) pushes companies to seek skilled but economical early-career talent.

NASSCOM 2023–24, McKinsey-NASSCOM Talent Study, IndiaSkills Report 2024, Indian IT Media Commentary 2024–25

Why hiring needs a **reset?**

GenAI is transforming engineering workflows, reducing dependence on mid-tier experienced talent and accelerating demand for AI-ready junior developers.

1

GenAI productivity gains allow **1–3 yr Engineers** to deliver work previously expected from 5+ yr talent.

2

Companies forecast **30–40% Role Evolution** in engineering jobs by 2027.

3

AI-ready entry-level talent now preferred due to **Cost Efficiency** and **Faster Trainability.**

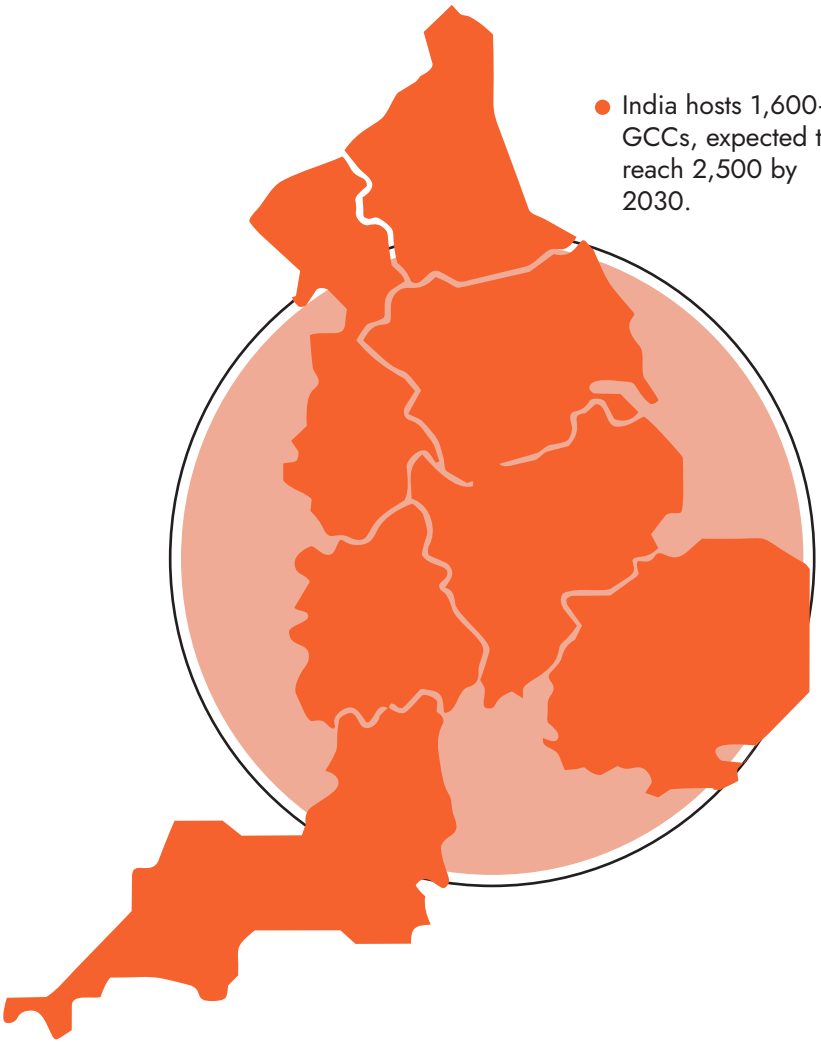
4

Increased requirement for skills in **full-stack, DevOps, Data Engineering, Cloud, Cybersecurity,** and **GenAI pipelines.**

Deloitte Future of Work in Tech Report 2024, NASSCOM GenAI Outlook 2024, Gartner Workforce Shift 2025

The new talent **battlefield**

400+ new Global Capability Centers (GCC) are entering India, intensifying competition for job-ready engineering talent.



- India hosts 1,600+ GCCs, expected to reach 2,500 by 2030.

GCCs in India are rapidly expanding advanced engineering, AI, cloud, cybersecurity, and data roles, intensifying competition for job-ready specialist talent.

As GCCs evolve from cost centres to innovation and R&D engines, employers increasingly prioritise candidates who can contribute immediately in specialist areas such as AI/ML, cloud, cybersecurity, and data engineering, where talent shortages are acute. This shift has driven higher compensation, stronger demand for mid-senior professionals, and declining entry-level hiring, making readiness at the point of hire a key strategic differentiator. Consequently, organisations can no longer afford lengthy fresher ramp-up cycles without impacting delivery and innovation timelines.

20% GCC hiring for entry-level deep-tech roles growing at 20–25% YoY.

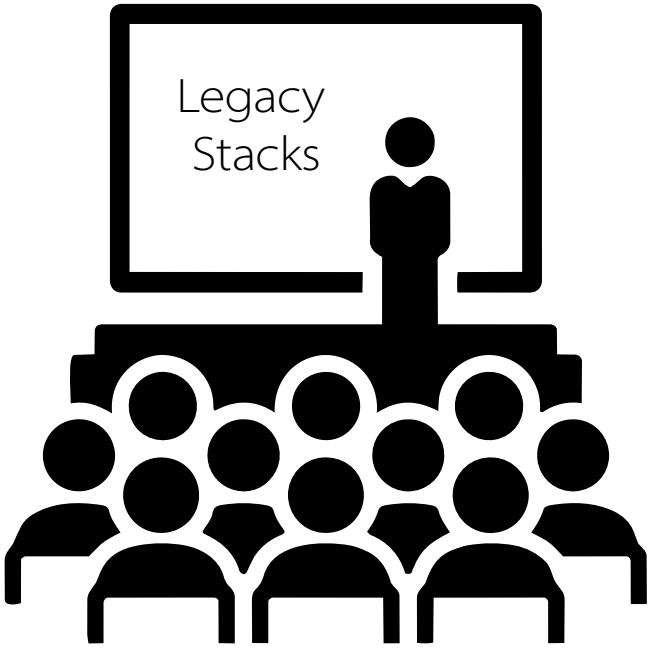
0 Generalist GCCs demand project-ready developers — not generalist graduates.

50% GCCs identify a 40–60% skills mismatch in campus graduates.

EY GCC India Report 2024, NASSCOM GCC Outlook 2025, Economic Times GCC Surveys

Campus Talent still **Theorotical**

Despite curriculum revisions, Indian IT education remains theory-heavy with limited applied depth in modern engineering stacks.



- Most institutions still teach legacy stacks without industry alignment.

Lack Hands-on coding practice

70%+ of engineering graduates lack hands-on coding practice

No Industry alignment

Recruiters cite applied problem-solving and system design fundamentals as the weakest areas.

Teacher, Student ration very high

Only 1 in 4 students have built end-to-end deployable applications before graduating.

IndiaSkills Report 2024, AICTE-CII Employability Study, Interviews from CIO/CTO Media Panels 2025

The Hiring Gap in **Campus Talent**

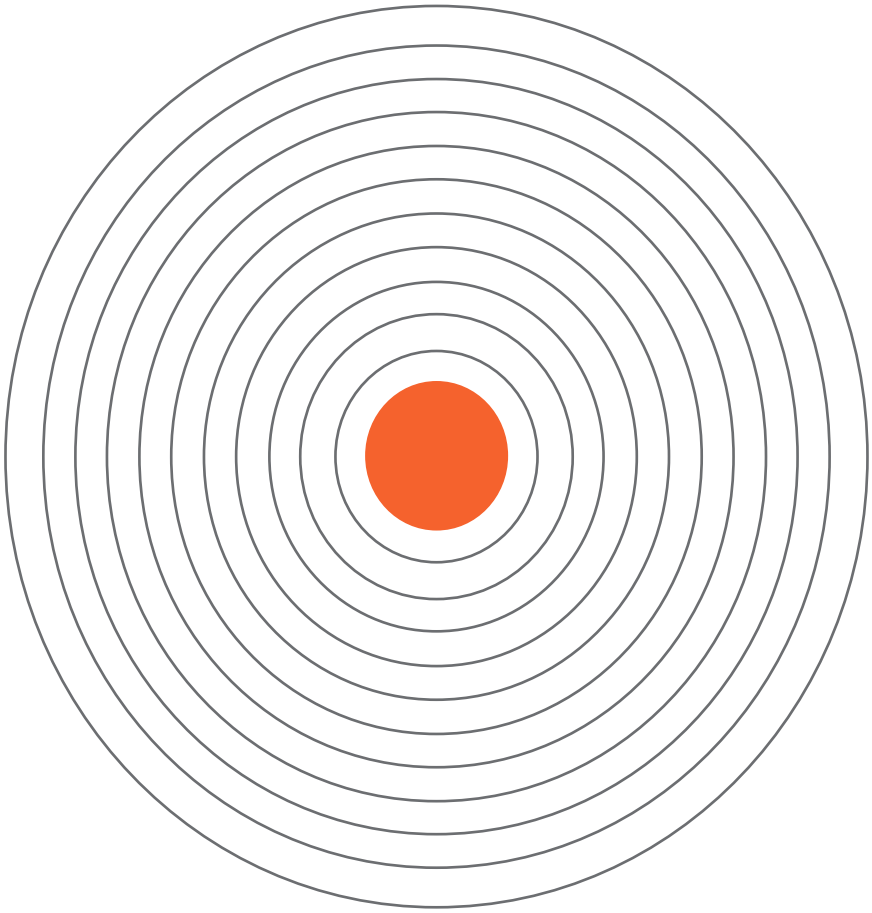
Employers require specialists, while campuses primarily produce generalists, resulting in a structural mismatch.

What campuses mostly teach

C, Java, Python
(largely theoretical)

What corporates actually need

React, Node.js, DevOps, Cloud, Data, Cybersecurity, AI/ML
(Applied, job-ready skills)



Result: Only 30% roles get the right talent

Only 3 out of 10 deep-tech roles are filled with candidates who can perform effectively from day one.

Impact on companies

Roles remain unfilled or shift to expensive lateral hiring.Campus hires take 4–6 months to become productive.

Structural Talent GAP

Generalist supply meets specialist demand—costing companies productivity and graduates employability.

BridgeLabz Internal Placement Analysis 2025, NASSCOM Talent Gaps, HR Industry Hiring Trends 2024–25

Why Corporates Must Demand **Job-Ready SDEs?**

To stay competitive, companies must eliminate the 3–6 month ramp-up cycle and demand talent that can contribute from Week 1.

01
Cost Advantage

Freshers cost 50–70% less than mid-tier

02
Delivery Speed

Ready-to-deploy SDEs shorten delivery timelines

03
Cost Elimination

Removing induction bootcamps cuts ₹50,000–₹1,00,000 per

04
Attrition & Stability

Role-fit talent reduces attrition by 20–35% in the first 2 years.

HR Training Cost Reports 2024, McKinsey Delivery Speed Index, Corporate Hiring Benchmark Studies

About Us

BridgeLabz Solutions is enabling India's digital tech ecosystem by making engineering talent job-ready in deep-tech roles.

BridgeLabz: A Lab not a Training Centre Of Excellence Company

Our Mission

Our mission is to create a scalable, industry-integrated ecosystem where engineering students graduate job-ready, companies hire talent with zero ramp-up time, and institutions become **centres of deep-tech excellence.**

Our Vision

Our vision is to build a **nationwide network of COEs** that develop deep-tech talent at scale—empowering students, institutions, and industry to shape India's digital future.

The Indutry Aligned **Model**

A campus-embedded, industry-driven model producing job-ready specialists before graduation.

BridgeLabz: COE- as - a -Service

Centre Of Excellence

Learn by Developing

- Practical problem-solving
- Use-case projects
- Software exercises.

Simulated Work Place Environment

- Daily Scrum Meeting
- Real Project Based Use Cases
- Full time Practice for all 5 Days

Mentorship by Practitioners

- One-on-One Mentoring
- Continuous Review
- Mentors work on Real Incubations

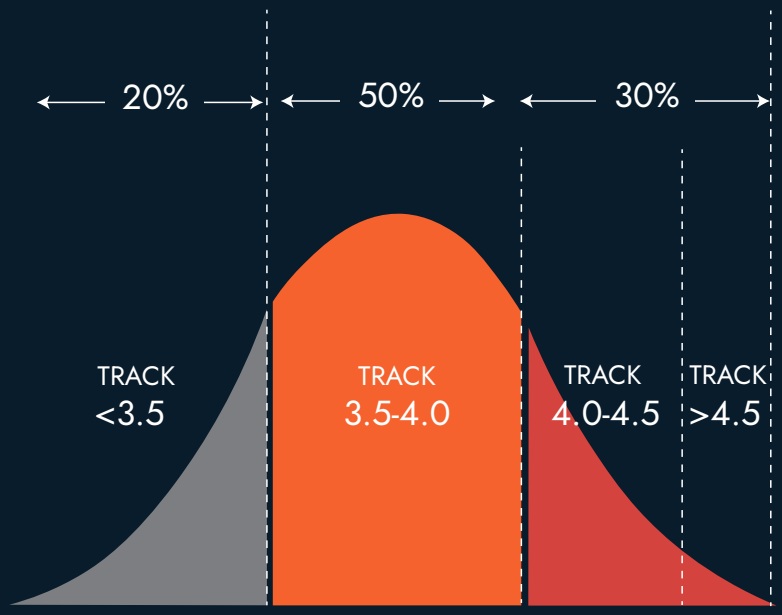
Measurable Outcome

- Realtime Reviews
- Best Software Practices
- Proprietary TRACK to measure Worforce Readines

BridgeLabz COE Model Documentation, Partner Institution Case Studies

TRACK Scoring: A Data-Driven **Hiring Framework**

A multi-dimensional evaluation method that replaces CGPA guesswork with real capability assessment.



Need more help (TRACK < 3.5)

These individuals typically align with industry bad hires.

Need less help (TRACK 3.5–4.0)

These individuals **Require Limited Guidance** to become individual contributors in tech companies

Need no help (TRACK 4.0–4.5+)

These individuals **Require Minimal to No Intervention** to become individual contributors in tech companies .

BridgeLabz identifies and filters the bottom 20% of candidates who require significant intervention, thereby reducing the risk of poor industry hires.

(T) : Technical Excellence
(R) : Resillience
(A) : Ability to Learn
(C) : Collaborative Skills
(K) : Knowledge

Key
Facts & Figures

25 Micro Parameters measure coding depth, project capability, team skills, domain readiness.

3 areas of Technology, Learnability and Communication provides employers with **Objective Capability Segmentation.**

500+ hrs of customised job related assessment helps identify **Specialist-Fit Talent** early in the final year.

Zero **Interview Dependency** and increases selection accuracy.

Validation from **Alumni Trajectories**

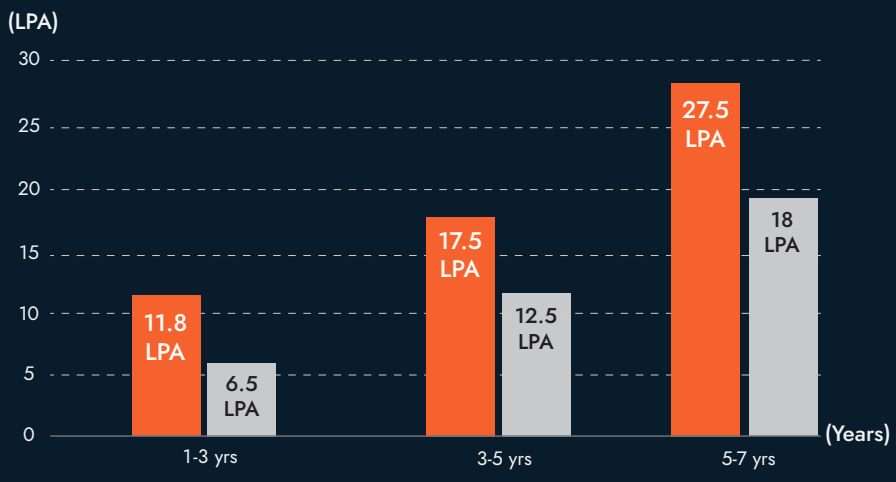
COE-trained engineers consistently outperform industry averages across experience bands.

Impact

- COE alumni reach mid-tier competency **2 Years Earlier** than peers.
- Higher success rates in promotions & role expansions.
- Corporates benefit through **Higher Productivity & Lower Attrition.**

Salary Benchmarks (LPA)

COE shows a stronger uplift at early career stages, indicating faster capability building



BridgeLabz COE Avg

Industry Avg

BridgeLabz Alumni Career Report 2025, Levels.fyi India, Glassdoor Salary Data 2024–25

Conclusion
The Industry Mandate
For 2025-30

The future belongs to companies that source specialist talent directly from campus — not train generalists later.

Job Ready Freshers

AI transformation will make job-readiness the #1 Hiring Requirement.

Talent Competition

GCCs + IT services will compete heavily for project-ready freshers.

Pipeline Efficiency

On-campus deep-tech pipelines reduce both Cost-to-Hire and Time-to-Productivity.

Talent Infrastructure

Models like COEs represent a Scalable National Solution for talent creation.

Industry Forecast Reports 2025, BridgeLabz COE Impact Data

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BridgeLabz
Employability delivered

Thank You

Technical Talent Development & Deployment Program

Insights & Data Powered by BridgeLabz Experience.