Tech skills transformation:

Navigating the future of work in 2025 and beyond

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Building a better working world

CONTENTS

Foreword

Digital transformation is about the people behind the technology as much as the technology itself. The **'Tech skills transformation – Navigating the future of work in 2025 and beyond'** report offers a comprehensive analysis of how tech skills are evolving to be embedded across all job roles, including traditionally non-tech roles. This report aims to study the evolution through three key questions:

1 What would be the in-demand tech skills across domains in 2025 and beyond?

2 What would be the strategic and functional impacts of tech skills transformation?

3 How are organizations responding to tech skills transformation?

To holistically answer these questions, primary interviews were conducted with 50 HR and business leaders along with secondary research of 26 million profiles.

The report validated three key insights. First, tech skills are in demand for every job role, regardless of industry or function – leading to the demand for a new generation of "business application power users" and "power developers". Second, complexity of tech skills required has increased in terms of number of platforms and depth of functionality, necessitating revamp of tech skills across job roles. Third, companies are investing in developing real-time visibility into the organizational inventory of skills at an employee level – to enable data-driven decisions for fulfilling the tech-skills demand.

This report will enable readers to evaluate their tech skills strategy and reengineer their transformation approach to remain competitive in the market.

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Tech skills transformation:
Navigating the future of work in 2025 and beyond

Key takeaways

1

Technology skills are permeating every job role, regardless of industry or function.

1.1 Application developers and business app users are in high demand among 76% and 62% of organizations surveyed respectively

1.2 ISV and IT/ITeS are the largest supply pools of tech-skills, with US, India, EU and the UK accounting for ~56% of the total talent pool*

2

Increased complexity of tech skills is necessitating companies to revamp their talent for the future.

2.1 With the increasing usage of different tools, complexity of skills across functional areas (software engineering, IT, and business application power user) is increasing

2.2 ~81% of organizations surveyed affirmed low availability of 'power user/developer' tech skills

2.3 ~28% of organizations believe that they would need to revamp tech skills for a third of their talent base by 2025 to stay competitive

3

Companies are investing in developing real-time visibility into the organizational inventory of skills.

3.1 ~19% of organizations surveyed have built skill taxonomy, 43% have done skill benchmarking at an employee level

3.2 Real-time intelligence on tech-skills requires a multi-disciplinary approach

Excluding China

Introduction

The future of work is closely linked to the transformative potential of tech skills organically emerging across all job roles. This will be key to unlocking the next levels of workforce productivity. Applications such as Co-Pilot and ChatGPT continue to increase the productivity disparity, wherein a business generalist using ChatGPT can now do the work of several entry-to-mid level roles.

The realization of increased workforce productivity will require 'power users' and 'power developers' who use software platforms and AI (Artificial Intelligence) for designing integrated workflows and running seamless business operations.

To develop a point of view on this skills transformation underway, ~50 primary interviews were conducted at CXO, VP/Director, and manager levels.

The findings are synthesized to answer three questions -

1 What would be the in-demand tech skills and their availability across domains in 2025 and beyond?

2 What would be the strategic and functional impact of tech skills transformation?

3 How are organizations responding to tech skills transformation?

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Navigating the future of work in 2025 and beyond

Methodology

Objective

This report was written with the objective of understanding the skills aspect of the technical talent driving digital transformation across industries. The report looks at the topic from three lenses – in-demand tech skills across domains, the organizational impact of tech skills transformation and how are organizations responding to the tech skills transformation.

Data source

This report has been developed by conducting primary and secondary research, discussions with several companies and industry stakeholders, and cross-referencing available data points. To the extent possible, the data has been verified and validated.

Responses from over 50 business and HR leaders were recorded via survey which was conducted during the period February to March 2023. The majority of our survey respondents represented sectors such as IT/ITeS (41%), BFSI (29%), ISV – Independent Software Vendors (16%), and telecommunications (9%). We also conducted in-depth interviews with a cross-section of industry leaders representing multiple sectors.

Survey demographics

Split by region		
India	UK/EU	USA
73%	11%	16%

Split by industry				
ISV	IT-IT/ITeS	BSFI	Telco	Others
16%	41%	29%	9%	5%

Split by job function		
TA*	TD**	Business
73%	23%	4%

Split by roles				
Manager	VP/AVP	Director	Executive	CXO
36%	32%	20%	9%	3%

Questionnaire

The questions were prepared in multiple-choice format. For questions where the answer options were not comprehensive, the respondents provided views and comments.

Mode of the survey

Conversations guided by questionnaire were held with the respondents. No questions could be skipped hence all the percentage figures represent responses to a question and the proportion of overall respondents.

* Talent acquisition
** Talent development

Demand-supply dynamics

What would be the in-demand tech skills and their availability across domains in 2025 and beyond?
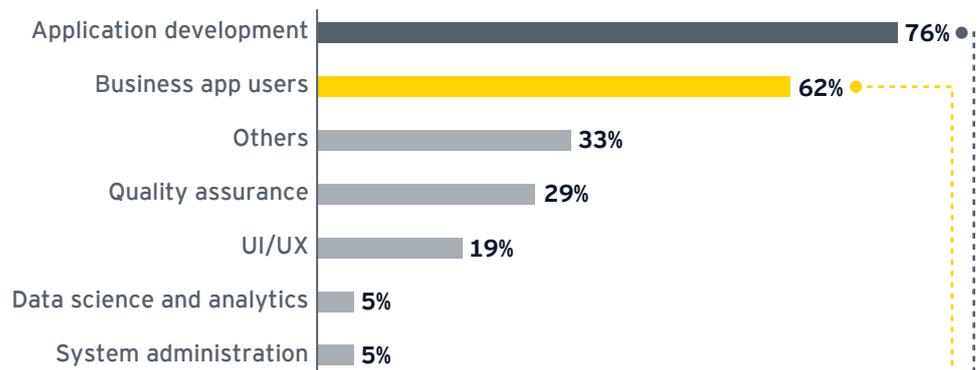
1

Technology skills are permeating every job role, regardless of industry or function

1.1

Application developers and business app users are in high demand among 76% and 62% of organizations surveyed respectively

Geo insights

Shortage of application development skill is higher in the US and Europe compared to India

Shortage of business application power users is common to all three (USA, Europe and India)

Primary research findings

Secondary research findings

Demand intensity across tech skills categories (% of respondents)

Category	%
Application development	76%
Business app users	62%
Others	33%
Quality assurance	29%
UI/UX	19%
Data science and analytics	5%
System administration	5%

Geo insights - 'Tech-skills' gaps for the top skills categories

	'Tech-skills' gap in application development	'Tech-skills' gap in business app users
% of respondents		
US	100%	50%
India	60%	60%
EU / UK	100%	75%

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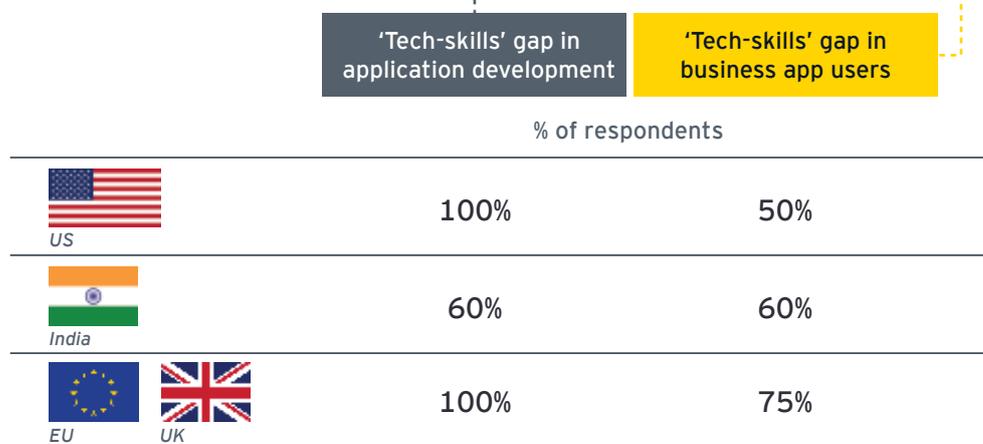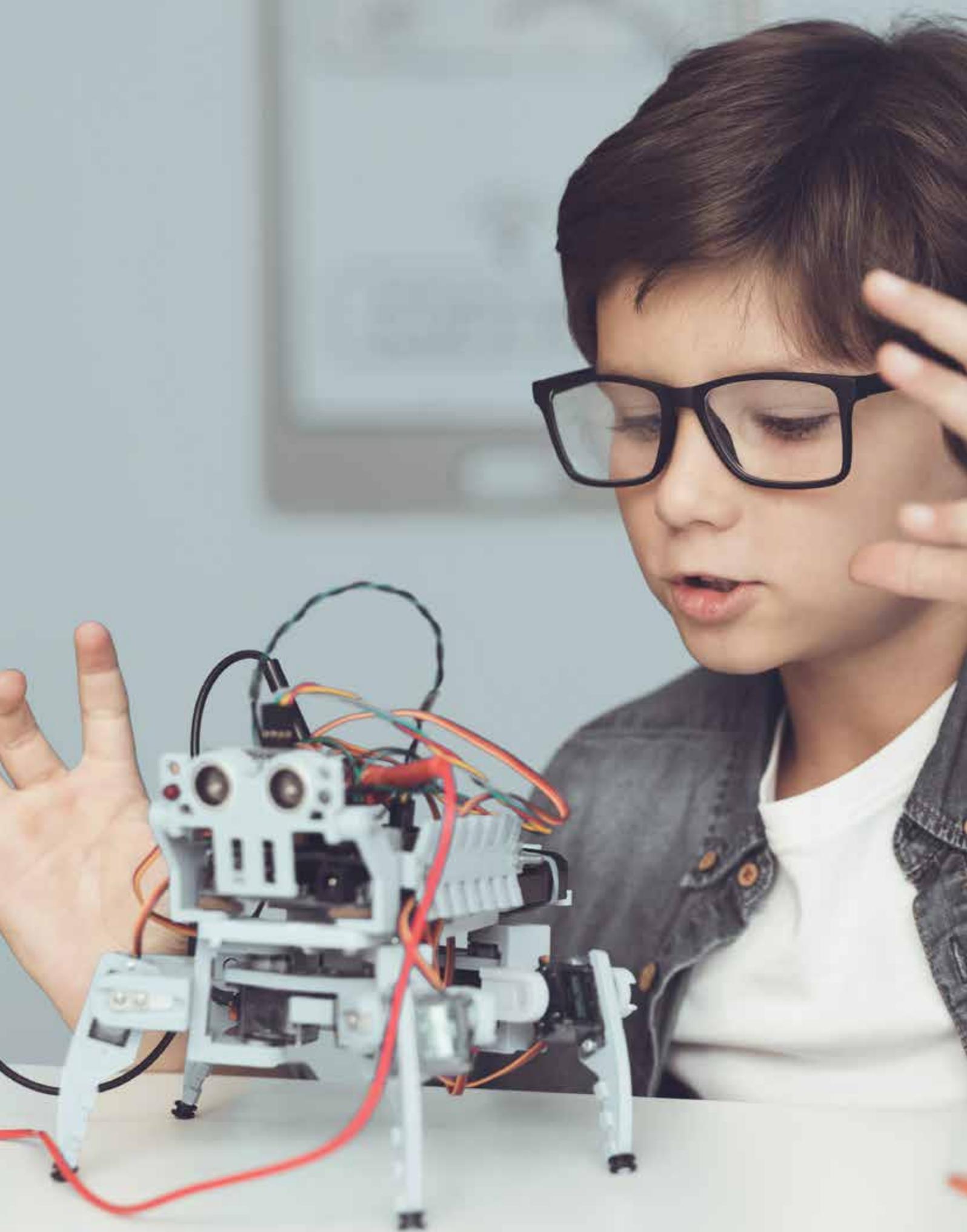
1.2

ISV **(~24%)** and IT/ITeS **(~23%)** are the largest supply pools of tech-skills, with the US, India, EU and the UK accounting for ~56% of the total talent pool

Global tech talent distribution by domain (~26m)*

Active tech talent

Software engineering
(~65%, ~17m)

IT talent
(~27%, ~7m)

Business app users
(~8%, 2m)

2m, **12%**
3m, **18%**
12 m, **70%**

- Design and Architecture Architecture
- Application Development & Deplyment
- QA

Global tech talent distribution by industry (~26m)*

ISV, 24%	IT/ITeS, 23%	Others, 53%

10% BFSI	**8%** Logistics	**5%** Telecom
3% Automobile	**3%** Retail	**3%** Chemical
2% Aerospace	**2%** Pharma	**64%** General other industries

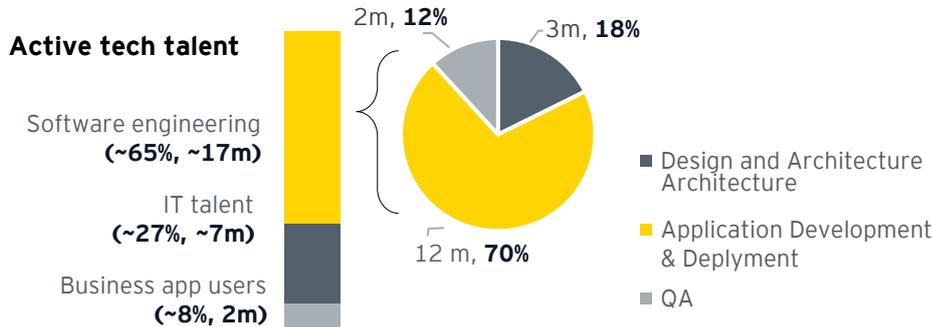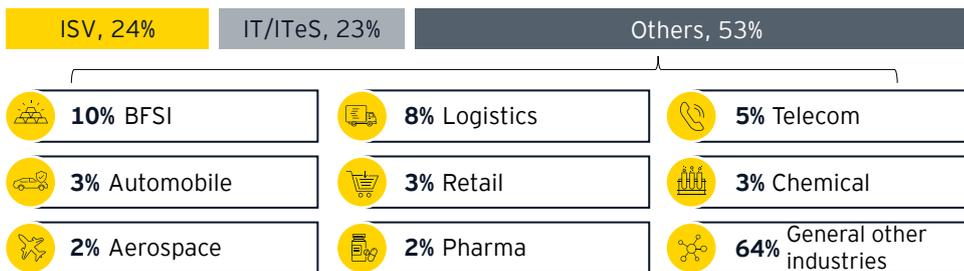*Note: The table above shows the 100% break-up of 'Others' industries*

Country-wise tech talent distribution (~26m)*

Others **42%**

Australia & NZa **2%**

UK **4%**

US **20%**

India **16%**

Europe **16%**

Primary research findings

Secondary research findings

*Excluding China

Magnitude of active tech talent

Application development has the largest Installed tech talent base (~46% of 26m global tech talent*)

Leading industries

ISV and IT/ITeS industries are incubators for top tech talent, constituting half (~47%) of all tech talent. Other large industries include BFSI (Banking Financial Services and Insurance) (10%), logistics and supply chain (8%) and telecom (5%)

Geo insights

USA, Europe, and India are leading markets* for tech talent with 20%, 16%, and 16% of tech talent respectively, of the total ~26m global talent.

Skills complexity and organizational impact

What would be the strategic and functional impact of tech skills transformation?

2

Increased complexity of tech skills is necessitating companies to revamp their talent for the future

2.1

With the increasing usage of different tools, complexity of skills across functional areas (software engineering, IT, and business application power user) is increasing
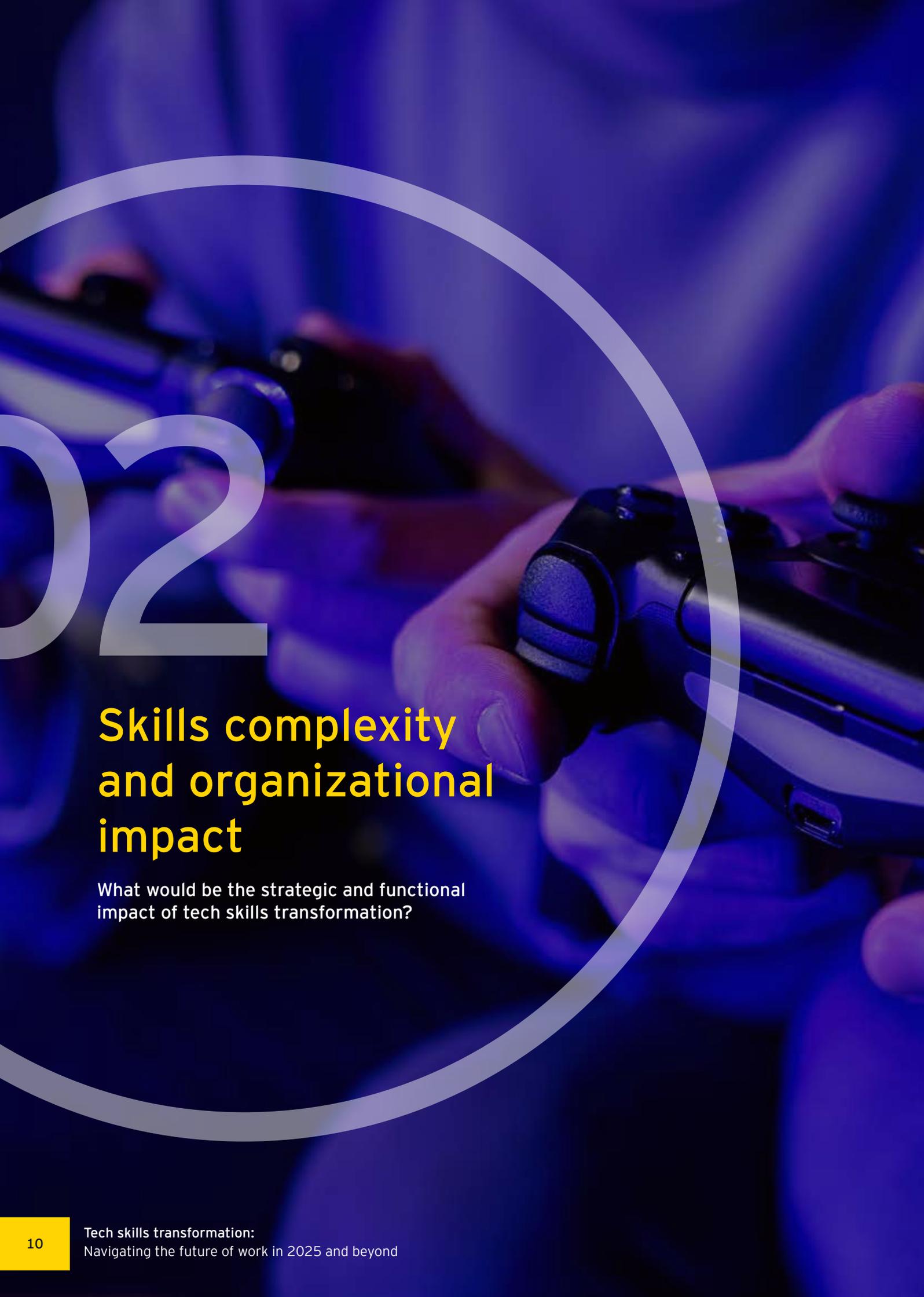
Roles such as software developers, IT engineer and function-specific non-technical roles have evolved into 'Power' software developer, 'Power' IT engineer and business application 'Power' user roles respectively.

Job roles	New-age job roles
Software developer	**'Power' software developer**
Illustrative skills set: ▶ Typical software development skills such as languages, databases etc with manual code writing, design and testing	Illustrative skills set (refer appendix A for more details): ▶ Ability to execute end-to-end SDLC[1] across design, architecture, development, deployment and maintenance ▶ Unlock productivity using AI tools such as ChatGPT, Co-pilot etc.
IT engineer	**'Power' IT engineer**
Illustrative skill set: ▶ Expertise in isolated tools and skills such as OS administration, application support, DB administration etc.	Illustrative skills set (refer appendix B for more details): ▶ Expertise on multiple tools along with usage of AI based tools for IT support, reporting, diagnosis, monitoring, customer management etc.
Non-technical business user	**Business app 'Power' user**
Illustrative skill set: ▶ Non-technical function specific skills with basic usage of software applications for decision making such as spreadsheets	Illustrative skills set (refer appendix C for more details): ▶ Technical expertise on usage of multiple function specific business applications ▶ Design and development of business operating systems using low code/no-code tools

Primary research findings

Secondary research findings

1. SDLC - software development lifecycle

2.2

81% of organizations surveyed affirmed low availability of 'power user/ developer' tech skills

When do you expect tech-related skills gap to occur in your organizations?
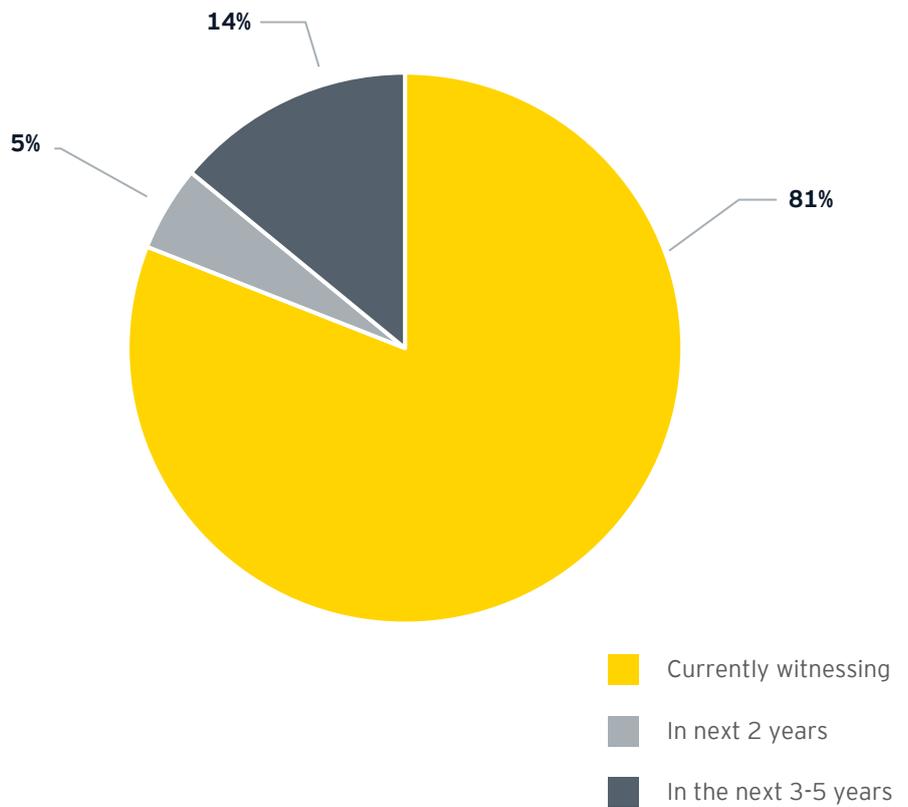
14%

5%

81%

- Currently witnessing
- In next 2 years
- In the next 3-5 years

Primary research findings

Secondary research findings

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~28% of organizations believe that they would need to revamp tech skills for a third of their talent base by 2025 to stay competitive

Of the ~28% organizations that believe >35% of the tech roles will require skills transformation, majority are from India (50%) and UK/EU (50%).

What share of the current tech roles in your organization will require skills transformation in next 2-3 years?

5%

5%

28%

62%

- ■ < 5% roles
- ■ 5-15% roles
- ■ 15-35% roles
- ■ >35% roles
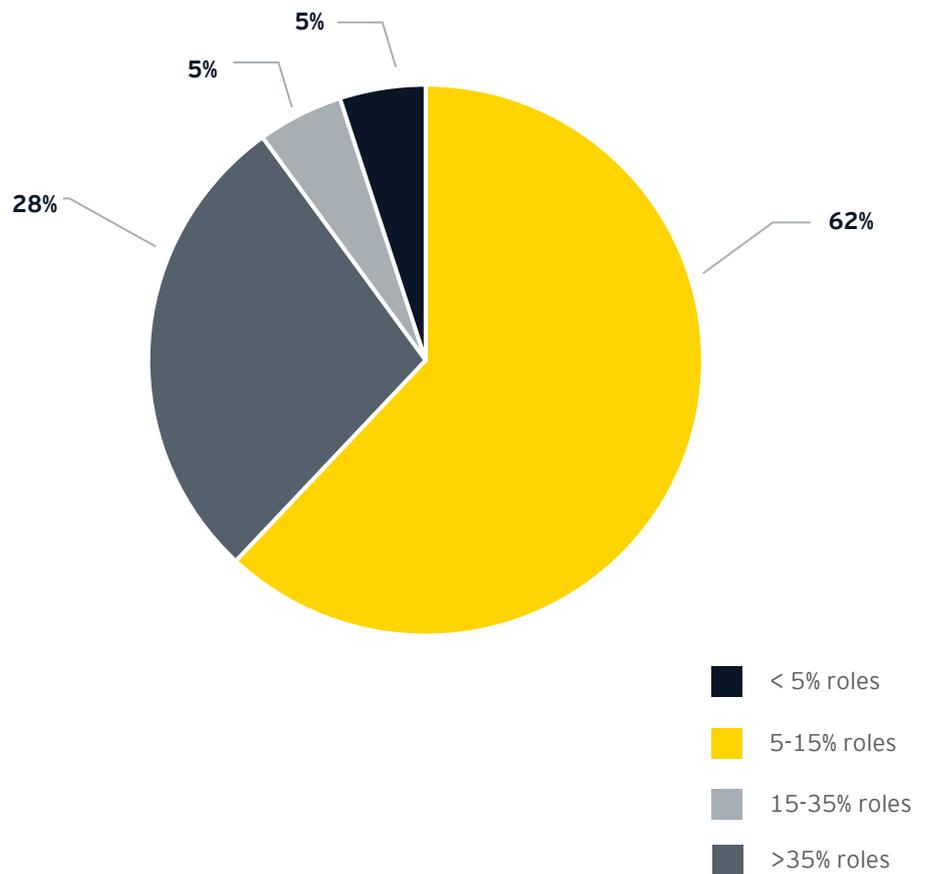
Primary research findings

Secondary research findings

03

Organizational readiness

How are organizations responding to tech skills transformation?

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3

Companies are investing in developing real-time visibility into the organizational inventory of skills

3.1

~19% of organizations surveyed have built skill taxonomy, 43% have done skill benchmarking at an employee level

Organizations realize the strategic importance of skills as a competitive advantage. In response to the growing need for tech skills across job roles and its increasing complexity, they are investing in data and intelligence capabilities to stay ahead of the curve. We observed three segments of organizational readiness levels across the surveyed companies.

Tech skills transformation readiness

Organizational agility towards tech-skills changes

Low → High

38% Business-as-Usual (BAU) **43%** Transformation Aspirants **19%** Transformation Leaders
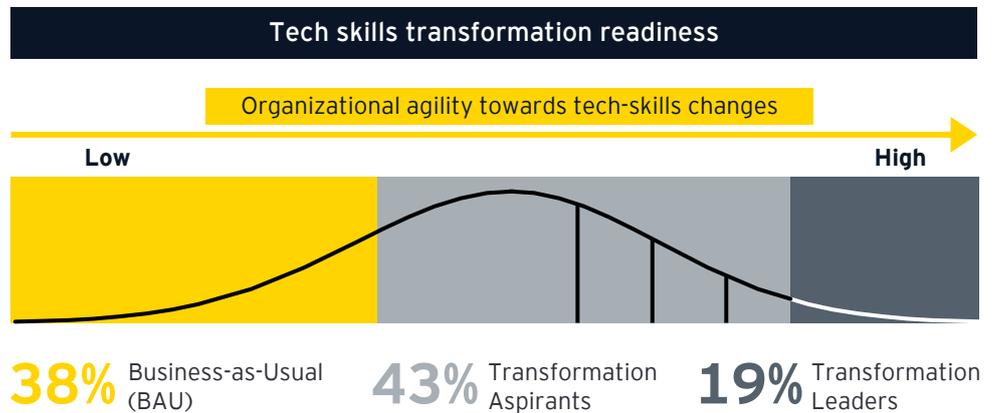
Tech-skills transformation readiness characteristics

	Business-as-Usual (BAU)	Transformation Aspirants	Transformation Leaders
Process	Application of skills intelligence limited to talent acquisition	Use cases expanded to include skill development, career path planning and deployment	End-to-end use cases across strategic planning, employee value proposition, performance etc.
Tech stack	Basic tech stack with HRMS[1], Payroll, ATS[2], LMS[3], Job portals etc.	Basic HR tech stack integrated with point solutions in skills intelligence and LXP	Integrated AI-infused tech stack interwoven with business roles
HR functions and roles	No defined skills intelligence roles in HR	Increased HR-tech savviness	Integrated team of data scientists, strategic PMs and HR-tech power users
Tech-skills data	Estimation models based on sporadic sampling	Data and models updated regularly, for uses cases specific to functions and business units	Real-time, segment-of-1 data, with skill inventory organized for the business

Primary research findings

Secondary research findings

1. Human resource management system

2. Application tracking system

3. Learning management system

3.2

Real-time intelligence on tech-skills requires a multi-disciplinary approach

Skills intelligence empowers businesses by providing them with a centralized source of information on tech and business skills. The intelligence is leveraged to optimise decision making across strategic analysis & operational workflows through segment-of-1 data visibility, updated in real-time and available for the entire organization.

Illustrative top use cases of skills intelligence

► Intelligence on the skill profile of current workforce to identify gaps

► Curated insights and intelligence on action plan for bridging skills gaps in current workforce versus the role requirements

► Hyper-personalised Employer brand marketing and employee value proposition strategy for sought after niche roles

► Intelligence on correct and competitive cost of acquisition of a skill for better compensation modelling

► External market intelligence for hiring-on-demand across job roles and geos

► On-demand intelligence on competitor tech skills and talent acquisition

► Defining the skills required to perform a certain role with high productivity

► Talent footprint optimization across geographies for R&D, GBS etc.

► Skills baseline while setting up distributed global teams

► Tech skills benchmarking for data-backed allocation of talent to projects

► Intelligence on talent trained in new age cloud and AI-powered financial applications and tools

► Intelligent career path design basis adjacencies and skills fungibility

► Skill development and benchmarking with intelligent assessments

► Intelligence on multi-skilling needs and identification of talent favorable for multi-skilling

► Intelligence on the right KPIs and factors affecting performance

► Re-baselining the skill requirements for role to aid resource upskilling

(central wheel diagram with segments: HR, Sales, Finance, Management)

► Intelligent skill profiling of existing talent for quick and accurate deployment of resource into the roles reducing revenue loss and shortening the learning curve

► Allocate leads to correct personnel with relevant skills

► Sales effectiveness baselining and training on LXP[1] platforms

► Intelligence on functional tech-skills – CRM[2], CDP[3], martech platforms etc

Primary research findings

Secondary research findings

1. Learning experience platform
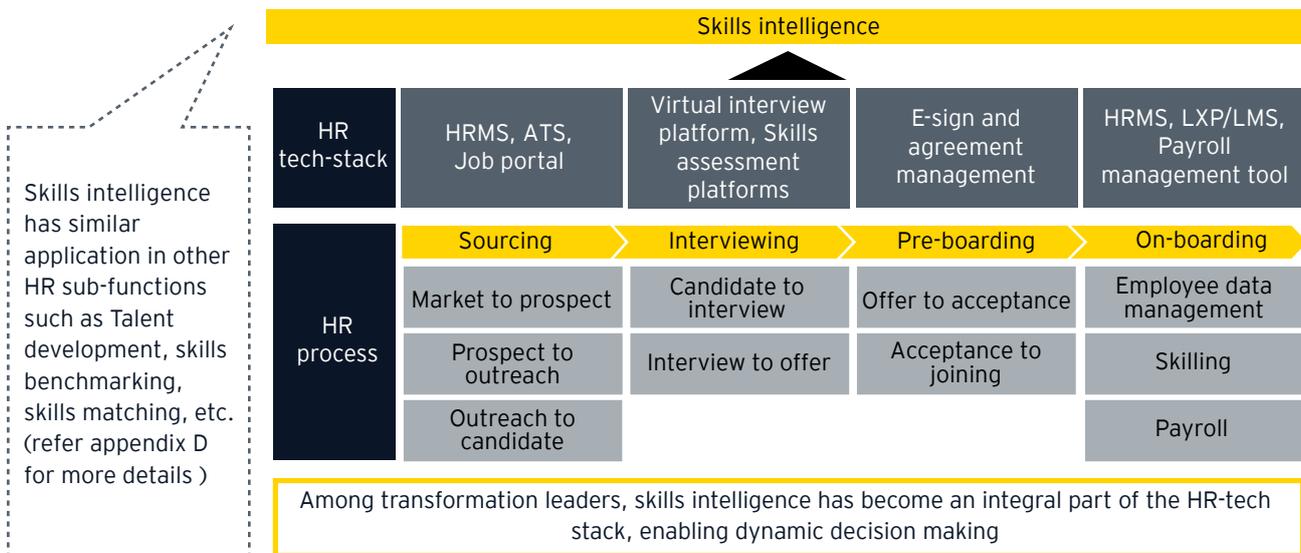2. Customer relationship management
3. Customer data platform

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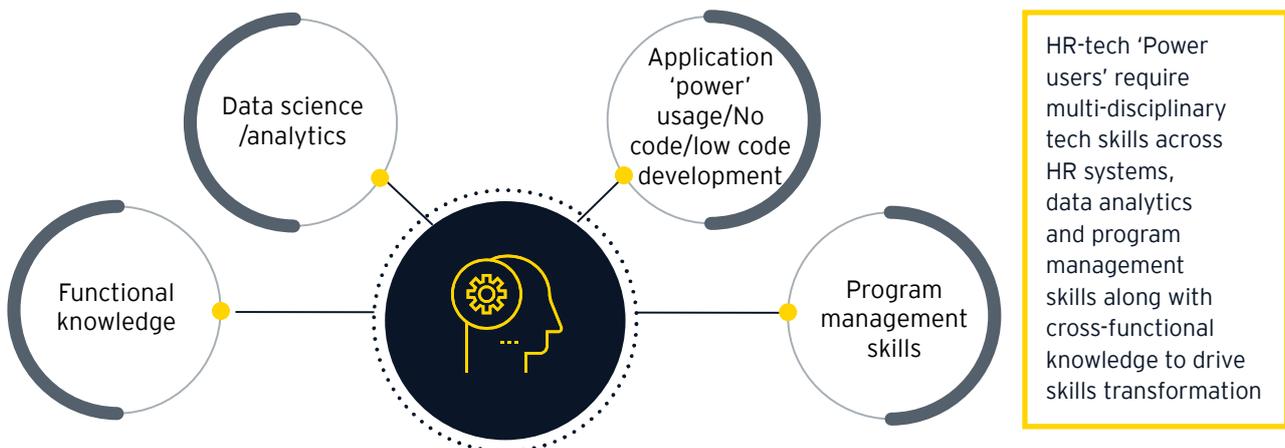Navigating the future of work in 2025 and beyond

Evolution of the HR-tech stack

Evolution of HR-tech stack	2000-2010	2010-2015	2015-2020	2020-Current	By 2025 and beyond
	Data management - system of record	Spend efficiency - capex to opex	Employee value proposition – digital accessibility and enablement	Intelligent systems – integrated and externally connected with skills intelligence	AI-infused integrated workflow system

Illustrative use case for skills intelligence in Talent Acquisition

Skills intelligence

Skills intelligence has similar application in other HR sub-functions such as Talent development, skills benchmarking, skills matching, etc. (refer appendix D for more details)

HR tech-stack	HRMS, ATS, Job portal	Virtual interview platform, Skills assessment platforms	E-sign and agreement management	HRMS, LXP/LMS, Payroll management tool
	Sourcing	Interviewing	Pre-boarding	On-boarding
HR process	Market to prospect	Candidate to interview	Offer to acceptance	Employee data management
	Prospect to outreach	Interview to offer	Acceptance to joining	Skilling
	Outreach to candidate			Payroll

Among transformation leaders, skills intelligence has become an integral part of the HR-tech stack, enabling dynamic decision making

Core capabilities for HR-tech power users

- Data science /analytics
- Application 'power' usage/No code/low code development
- Functional knowledge
- Program management skills

HR-tech 'Power users' require multi-disciplinary tech skills across HR systems, data analytics and program management skills along with cross-functional knowledge to drive skills transformation

Way forward

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With the ongoing evolution and varying adoption of new technologies in the workplace, proficiency in tech-skills across job roles has become crucial for unlocking productivity.

This translates into differentiated transformation prerogatives at each level:

1 For individual professionals: 'Power user/developer tech skills are now expected of every job role

2 For organizations: To remain competitive, it is essential to unlock on-ground productivity benefits of new technologies. To achieve this, tech skills should be prioritized across business functions and job roles:

A For CFO/COOs: Deciding on better pricing for the products/services to ensure margin is met considering the cost of new-age skills

B For Sales Leaders: Keeping pace with changing customer requirements and translating the needs internally for upskilling/acquiring talent for better go-to-market proposition

C For HR leaders: Keeping pace with the tech skills transformation requires a multi-disciplinary approach, with focus on developing granular real-time intelligence on an organisation's skills inventory
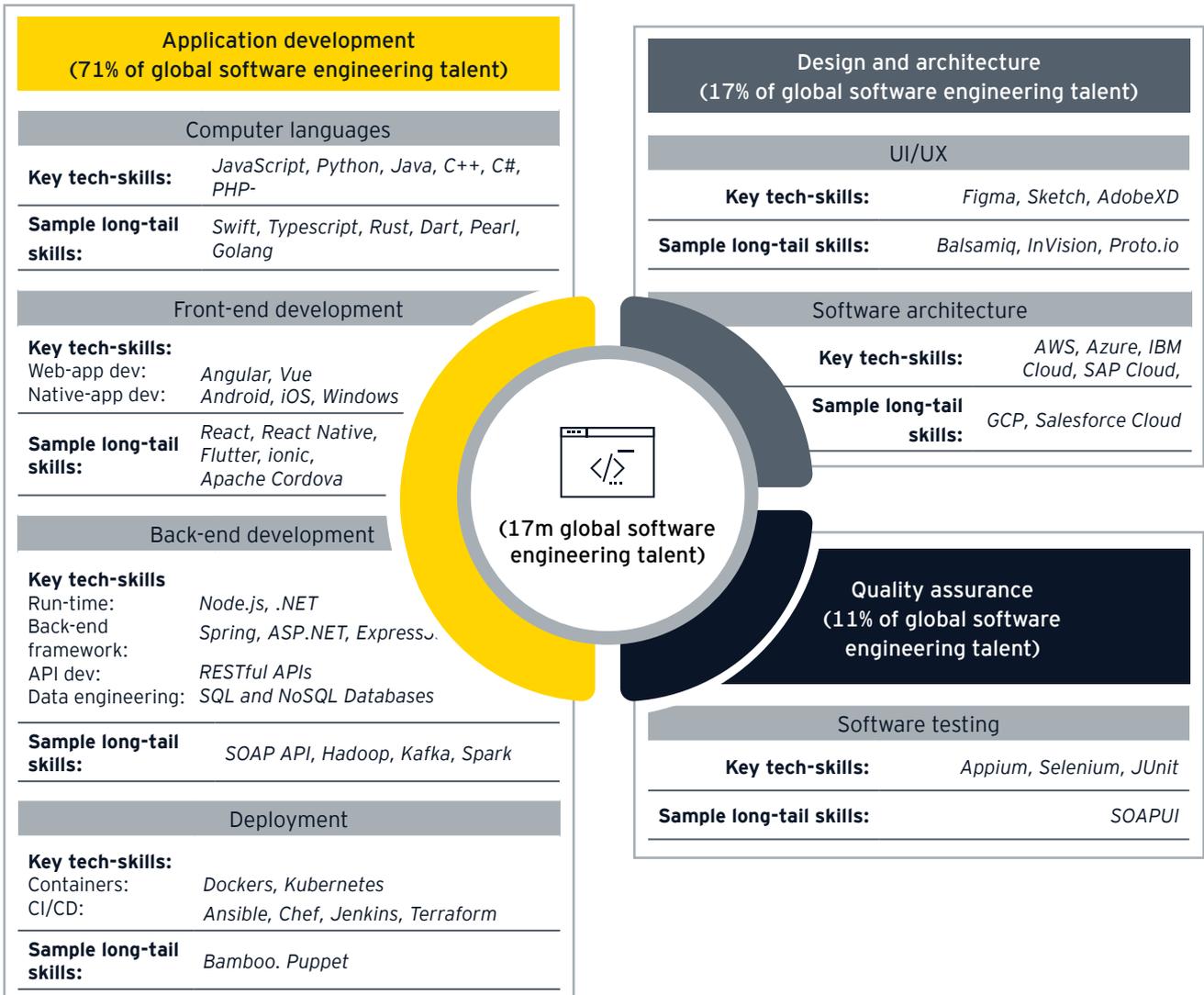
Appendix

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Navigating the future of work in 2025 and beyond

Appendix A

'Power Developer' tech-skills:

A generalist role in software engineering now includes new skills such as Kafka, Kubernetes etc in addition to prevalent older skills such as Angular, Spring Boot etc.

New skills are getting added to the prevalent older skills across all software engineering sub-functions, thereby increasing no. of skills in demand

Illustrative high-demand skills in software engineering sub-functions

Application development
(71% of global software engineering talent)

Computer languages

Key tech-skills:	*JavaScript, Python, Java, C++, C#, PHP-*
Sample long-tail skills:	*Swift, Typescript, Rust, Dart, Pearl, Golang*

Front-end development

Key tech-skills: Web-app dev: Native-app dev:	*Angular, Vue* *Android, iOS, Windows*
Sample long-tail skills:	*React, React Native, Flutter, ionic, Apache Cordova*

Back-end development

Key tech-skills Run-time: Back-end framework: API dev: Data engineering:	*Node.js, .NET* *Spring, ASP.NET, Express...* *RESTful APIs* *SQL and NoSQL Databases*
Sample long-tail skills:	*SOAP API, Hadoop, Kafka, Spark*

Deployment

Key tech-skills: Containers: CI/CD:	*Dockers, Kubernetes* *Ansible, Chef, Jenkins, Terraform*
Sample long-tail skills:	*Bamboo. Puppet*

Design and architecture
(17% of global software engineering talent)

UI/UX

Key tech-skills:	*Figma, Sketch, AdobeXD*
Sample long-tail skills:	*Balsamiq, InVision, Proto.io*

Software architecture

Key tech-skills:	*AWS, Azure, IBM Cloud, SAP Cloud,*
Sample long-tail skills:	*GCP, Salesforce Cloud*

(17m global software engineering talent)

Quality assurance
(11% of global software engineering talent)

Software testing

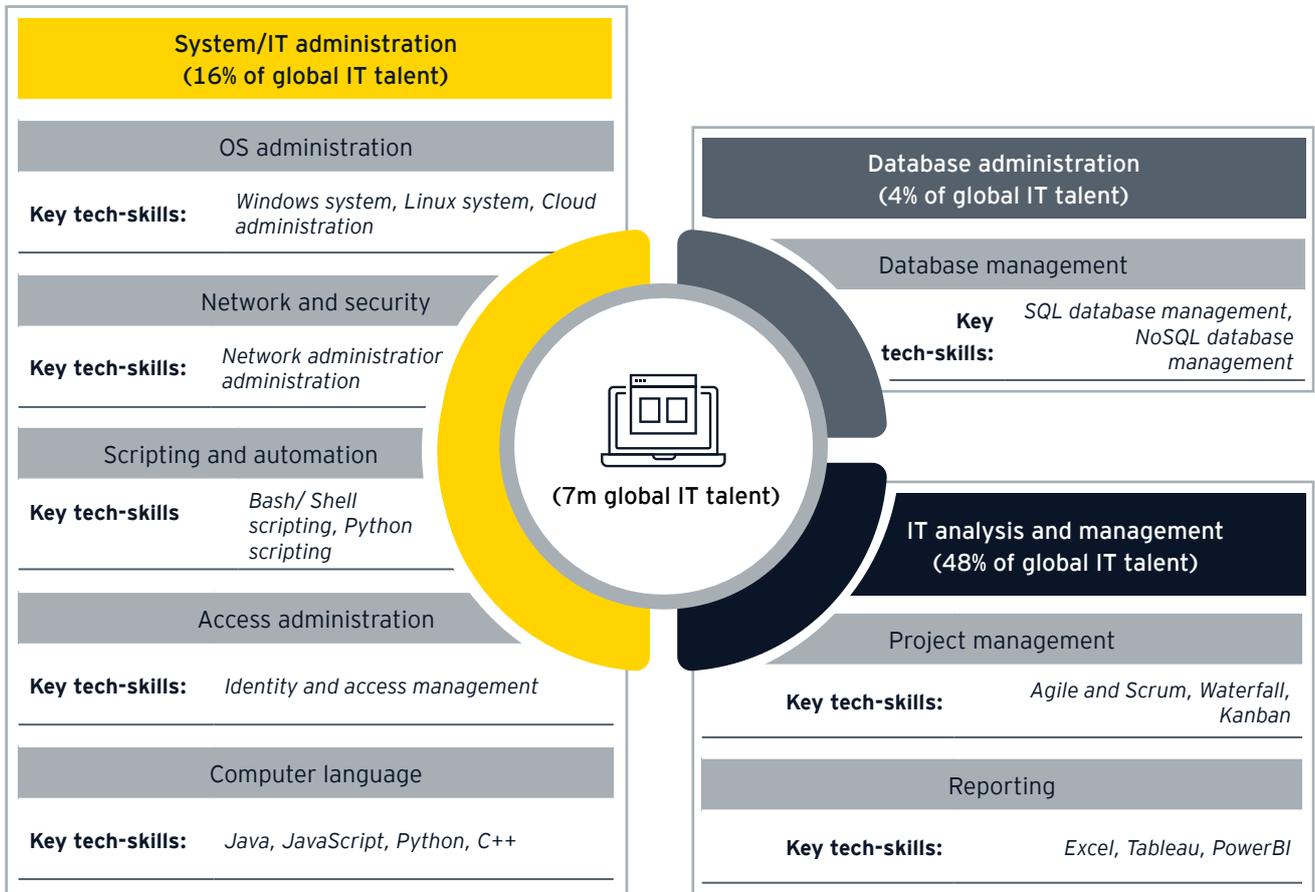| Key tech-skills:	*Appium, Selenium, JUnit*
Sample long-tail skills:	*SOAPUI*

Appendix B

'Power IT engineer' tech-skills

A generalist role in IT is now expected to be proficient in multiple new tools such as NoSQL database, cloud administration tools etc., thereby making such roles more complex

In the larger IT job function, IT analysis and management and IT support have the highest talent. A generalist roles in IT is required to be proficient in multiple tools and platforms

Illustrative high-demand skills in Information & Technology (IT) sub-functions

System/IT administration
(16% of global IT talent)

OS administration

Key tech-skills: *Windows system, Linux system, Cloud administration*

Network and security

Key tech-skills: *Network administration administration*

Scripting and automation

Key tech-skills *Bash/ Shell scripting, Python scripting*

Access administration

Key tech-skills: *Identity and access management*

Computer language

Key tech-skills: *Java, JavaScript, Python, C++*

Database administration
(4% of global IT talent)

Database management

Key tech-skills: *SQL database management, NoSQL database management*

(7m global IT talent)

IT analysis and management
(48% of global IT talent)

Project management

Key tech-skills: *Agile and Scrum, Waterfall, Kanban*

Reporting

Key tech-skills: *Excel, Tableau, PowerBI*

IT support roles constitute 36% of the global IT talent. Skills and tools in IT support are primarily defined by the applications and tools the IT professionals are supporting. Hence there is no defined set of skills/tools in IT support
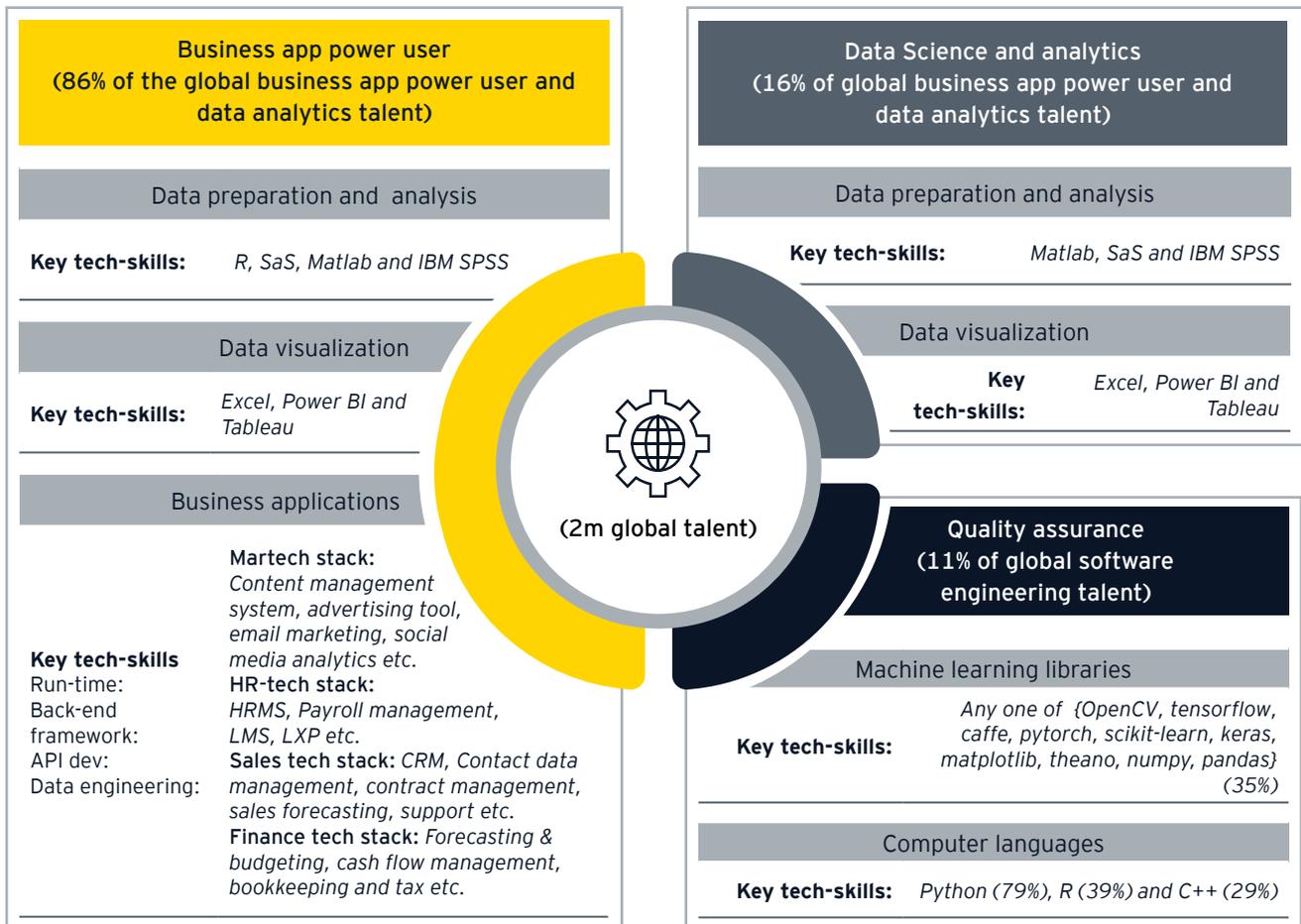
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Appendix C

Business app 'Power user' and data analytics tech-skills

Generalist business function roles across S&M, finance, HR, etc., are increasingly tied to the hip with a diverse set of business applications and use cases

In the larger business app 'Power user' and data analytics landscape, talent is primarily divided into 2 types job sub-functions. Majority of the talent works in a Business power user role.

Illustrative high-demand skills in business app power user and data analytics sub-functions

Business app power user
(86% of the global business app power user and data analytics talent)

Data preparation and analysis

Key tech-skills: *R, SaS, Matlab and IBM SPSS*

Data visualization

Key tech-skills: *Excel, Power BI and Tableau*

Business applications

Key tech-skills
Run-time:
Back-end framework:
API dev:
Data engineering:

Martech stack: *Content management system, advertising tool, email marketing, social media analytics etc.*
HR-tech stack: *HRMS, Payroll management, LMS, LXP etc.*
Sales tech stack: *CRM, Contact data management, contract management, sales forecasting, support etc.*
Finance tech stack: *Forecasting & budgeting, cash flow management, bookkeeping and tax etc.*

Data Science and analytics
(16% of global business app power user and data analytics talent)

Data preparation and analysis

Key tech-skills: *Matlab, SaS and IBM SPSS*

Data visualization

Key tech-skills: *Excel, Power BI and Tableau*

(2m global talent)

Quality assurance
(11% of global software engineering talent)

Machine learning libraries

Key tech-skills: *Any one of {OpenCV, tensorflow, caffe, pytorch, scikit-learn, keras, matplotlib, theano, numpy, pandas} (35%)*

Computer languages

Key tech-skills: *Python (79%), R (39%) and C++ (29%)*

Appndix D

Skills intelligence – Use cases

Application area	Use cases
Talent recruitment	▶ Identify and optimize best channels for talent acquisition ▶ Generate job descriptions aligned to open job positions ▶ Data backed assessment of candidates (both technical and non-technical assessment) ▶ Intelligence on candidate engagement before, during and after conclusion of the recruitment process ▶ Market intelligence on talent related standards/benchmarks such as salaries, talent hub spots, skills certification etc. ▶ Forecast talent requirements and create data backed programs to meet future talent requirements
Skills matching	▶ Data driven decision making to help hiring managers recruit resources for specific open positions ▶ Support employees with internal movement in the organizations
Skills benchmarking	▶ Create skills matrix at employee and organizational level with focus on proficiency level ▶ Generate data-backed insights on employee skills gap ▶ Plan for resource augmentation programs based on skills gap
Talent reskill/upskilling	▶ Design personalized reskilling/upskilling programs for employees ▶ Track current and future skills capabilities at both organization and employee levels ▶ Measure ROI of different L&D programs being run in the organization
Measure employee satisfaction	▶ Measure employee engagement and satisfaction levels ▶ Design and track HR initiatives to improve employees engagement and satisfaction ▶ Measure ROI of different employee engagement programs being run in the organizations
Measure Customer satisfaction	▶ Data driven insights on employee performance on client projects ▶ Intelligence on areas of improvement at both organization and employee levels

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Glossary

1 ————————

Application development

Sub-function within software engineering that writes code to build software that perform as per user/business requirements

2 ————————

Business app power users

Advanced application users that design and use inter-connected systems of business applications, business data analytics and visualization for data driven decision making.

3 ————————

Business app user

Users of business applications with function specific skills and basic knowledge on usage of software applications for decision making such as spreadsheets

4 ————————

Business application user and data analytics

Job function in the business domain that involves using business applications, data visualization and data driven decision making to solve business problems.

5 ————————

Data science and analytics

Sub-function that Involves leveraging data to research and design new data models and algorithms to solve business problems.

6 ————————

Database administration

Sub-function within IT that involves installation and maintenance of database servers while ensuring their security

7 ————————

Design & architecture

Sub-function within software engineering that designs user interface/ user experience and under lying architecture for software applications.

8 ————————

Information and technology (IT)

Job function in the technology domain that involves administration of computer networks, hardware and software configuration of an organization's IT infrastructure and support to ensure normal IT operation.

9 ————————

ISV

Independent Software Vendors (ISV) develop and sell software products that run on one or more computer hardware or operating system (OS) platforms

10 ————————

IT analysis and management

Sub-function within IT that involves gathering business requirements, designing IT solutions and managing IT implementation projects

11 ————————

IT support

Sub-function within IT that provides technical support to resolve IT issues/queries

12 ————————

IT/ITeS

Information Technology/ Information Technology enabled Services (IT/ITeS) provide IT services or IT enabled services to other firms

13 ━━━━━━━━

Quality assurance

Sub-function within software engineering to test and ensure that software applications meet various functional and non-functional requirements

14 ━━━━━━━━

Skills benchmarking

Structure process to standardize and create measurement criteria to measure skills proficiency in a firm

15 ━━━━━━━━

Skills taxonomy

Structured system to categorize and organize the various skills and competencies according to job roles

16 ━━━━━━━━

Software engineering

Job function in the technology domain that involves witing software code to design, develop, test, deploy and maintain software applications.

17 ━━━━━━━━

System/IT administration

Sub-function within IT that involves installation, configuration and management of hardware, software and network servers, monitoring security and performance of underlying systems

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Acknowledgment

To connect with EY team, Click Here or scan the below QR code.

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	Saurav Goswami Sr. Manager, Business Consulting
	Prateek Das Sr. Consultant, Business Consulting
	Aman Negi Consultant, Business Consulting

Our Offices

Ahmedabad
22nd Floor, B Wing, Privilon
Ambli BRT Road, Behind Iskcon
Temple, Off SG Highway
Ahmedabad - 380 059
Tel: + 91 79 6608 3800

Bengaluru
12th & 13th floor
''UB City'', Canberra Block
No. 24, Vittal Mallya Road
Bengaluru - 560 001
Tel: + 91 80 6727 5000

Ground Floor, 'A' wing
Divyasree Chambers
11, Langford Gardens
Bengaluru - 560 025
Tel: + 91 80 6727 5000

Chandigarh
Elante offices, Unit No. B-613 & 614
6th Floor, Plot No- 178-178A
Industrial & Business Park, Phase-I
Chandigarh - 160 002
Tel: + 91 172 6717800

Chennai
Tidel Park, 6th & 7th Floor
A Block, No.4, Rajiv Gandhi Salai
Taramani, Chennai - 600 113
Tel: + 91 44 6654 8100

Delhi NCR
Golf View Corporate Tower B
Sector 42, Sector Road
Gurugram - 122 002
Tel: + 91 124 443 4000

3rd & 6th Floor, Worldmark-1
IGI Airport Hospitality District
Aerocity, New Delhi - 110 037
Tel: + 91 11 4731 8000

4th & 5th Floor, Plot No 2B
Tower 2, Sector 126
Gautam Budh Nagar, U.P.
Noida - 201 304
Tel: + 91 120 671 7000

Hyderabad
THE SKYVIEW 10
18th Floor, ''SOUTH LOBBY''
Survey No 83/1, Raidurgam
Hyderabad - 500 032
Tel: + 91 40 6736 2000

Jamshedpur
1st Floor, Shantiniketan Building
Holding No. 1, SB Shop Area
Bistupur, Jamshedpur – 831 001
Tel: + 91 657 663 1000

Kochi
9th Floor, ABAD Nucleus
NH-49, Maradu PO
Kochi - 682 304
Tel: + 91 484 433 4000

Kolkata
22 Camac Street
3rd Floor, Block 'C'
Kolkata - 700 016
Tel: + 91 33 6615 3400

Mumbai
14th Floor, The Ruby
29 Senapati Bapat Marg
Dadar (W), Mumbai - 400 028
Tel: + 91 22 6192 0000

5th Floor, Block B-2
Nirlon Knowledge Park
Off. Western Express Highway
Goregaon (E)
Mumbai - 400 063
Tel: + 91 22 6192 0000

Pune
C-401, 4th floor
Panchshil Tech Park, Yerwada
(Near Don Bosco School)
Pune - 411 006
Tel: + 91 20 4912 6000

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