Indian Talent: Context & Mobility Trends

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New York
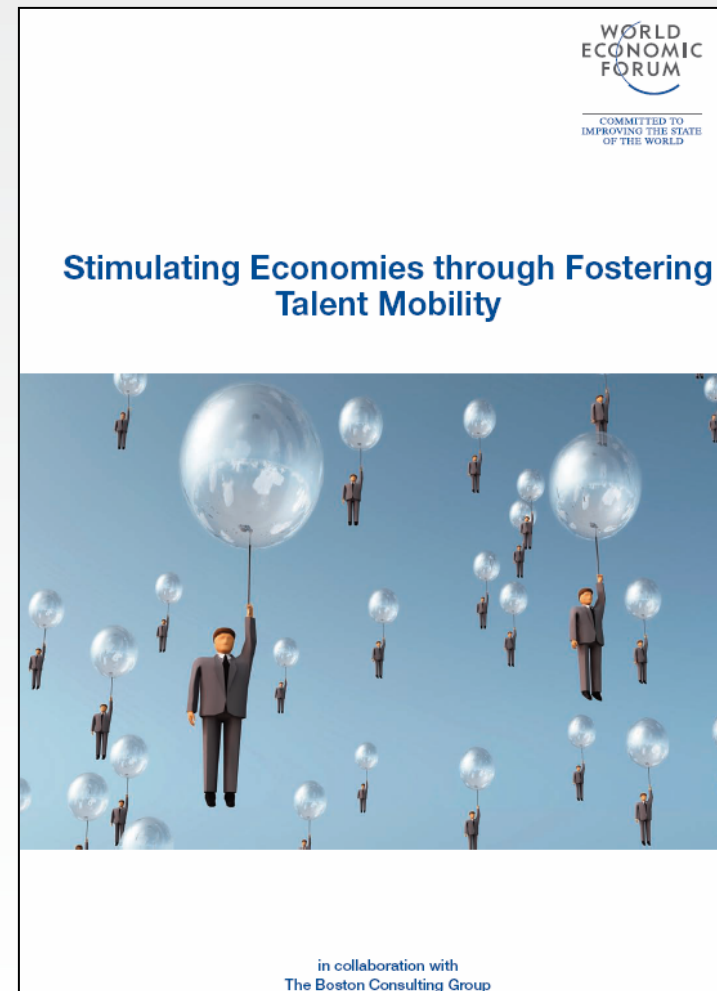
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Talent Supply Chain

"More than 100 million people from India – the equivalent of the combined labour forces of the United Kingdom, France, Italy and Spain – are projected to join the workforce by 2020. With the youngest age profile among large economies and the largest national workforce, India holds great potential to become one of the most attractive talent providers."

WORLD ECONOMIC FORUM

COMMITTED TO IMPROVING THE STATE OF THE WORLD

Stimulating Economies through Fostering Talent Mobility

in collaboration with
The Boston Consulting Group

Educated immigrants

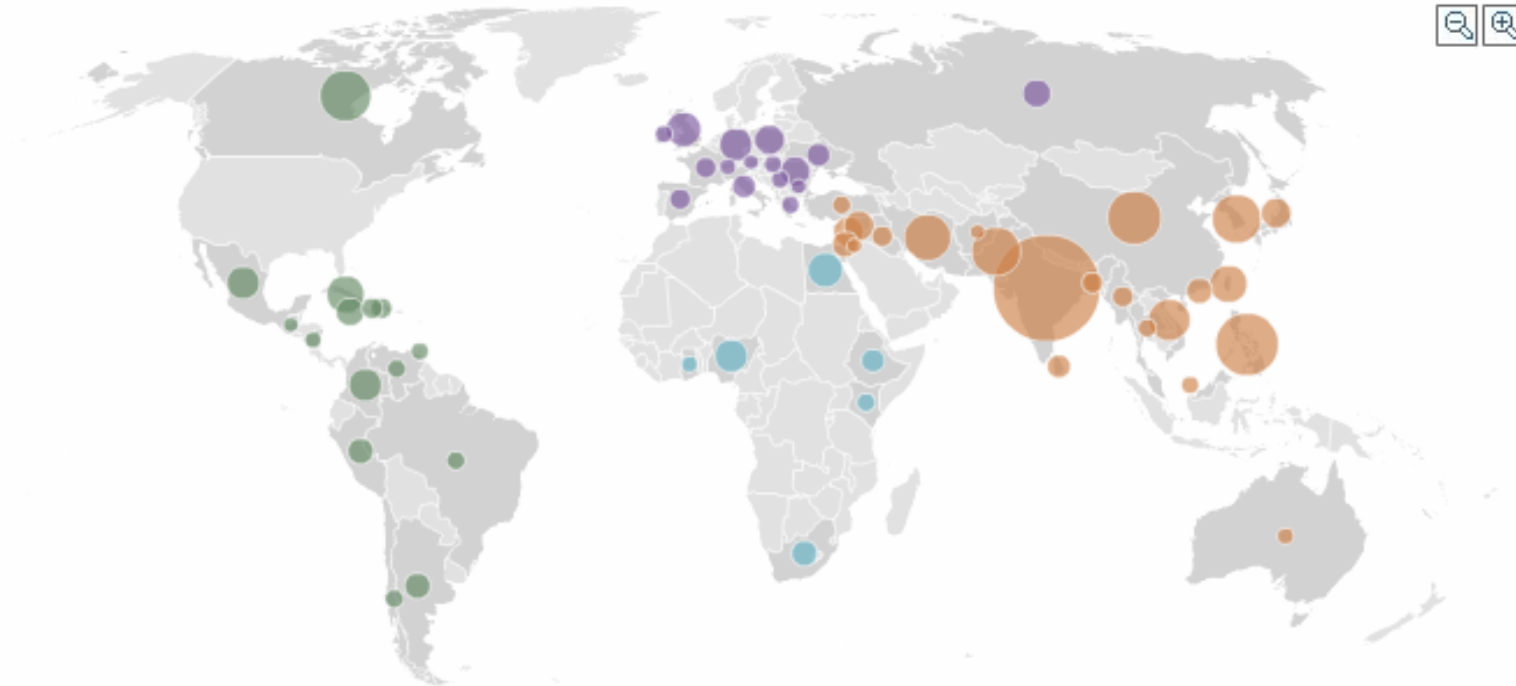| India	All foreign born
3/4	1/4

Adults age 25 and older with a bachelor's or higher degree in the US
(American Community Survey, 2006)

Foreign-born doctors

Number of workers: 196,500   As a percentage of all U.S. workers in this category: 29%
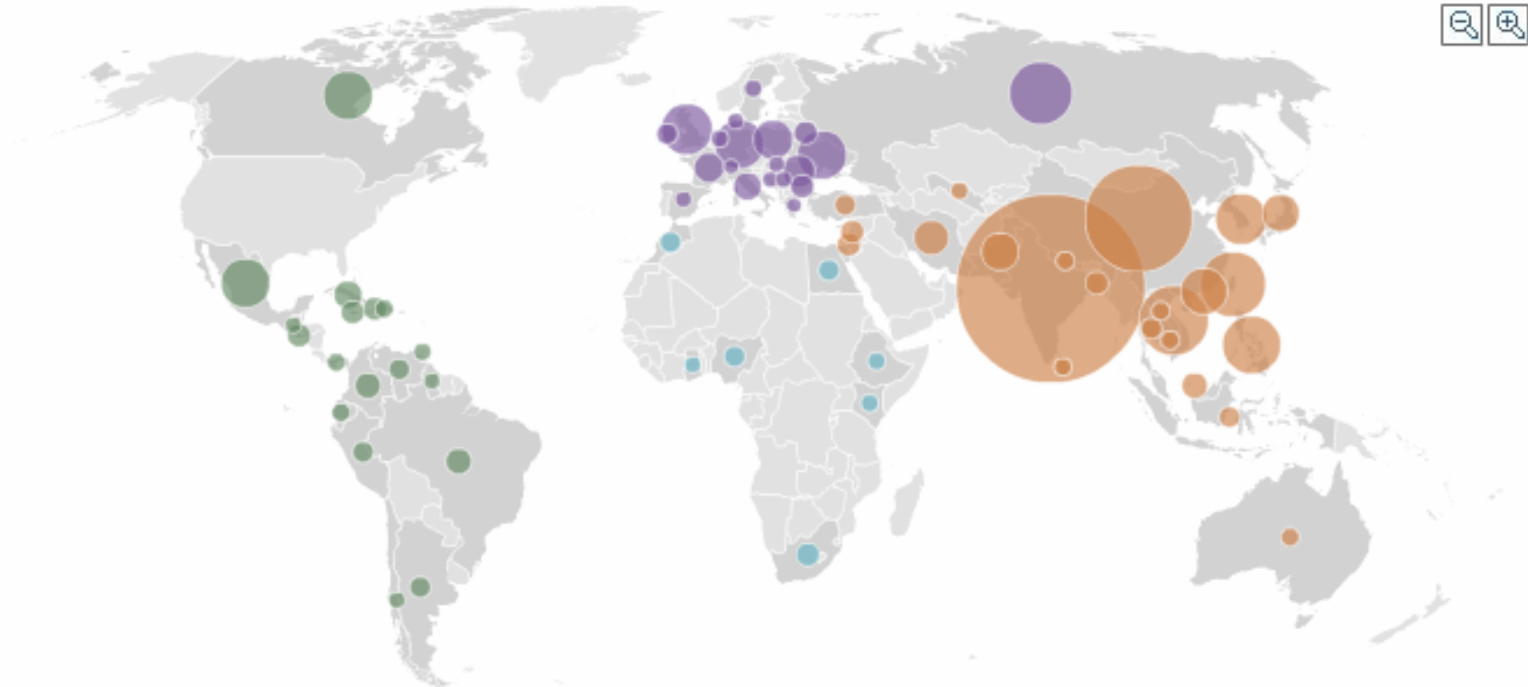

Map shows countries with more than 500 workers for the selected occupation.

Top ten	Number of workers (+/- Margin of error)		As a percentage of all foreign-born workers from that country
1. India	40,000	+/- 7%	5.4%
2. Philippines	12,800	+/- 13%	1.5%
3. China	9,600	+/- 15%	1.8%
4. Canada	8,200	+/- 17%	2.3%
5. North and South Korea	7,900	+/- 17%	1.9%

Source: New York Times (2010)

Foreign-born computer software developers

Number of workers: 368,600   As a percentage of all U.S. workers in this category: 30%

Map shows countries with more than 500 workers for the selected occupation.

Top ten	Number of workers (+/- Margin of error)		As a percentage of all foreign-born workers from that country	
1. India	125,300	+/- 4%	16.8%	
2. China	39,200	+/- 8%	7.2%	
3. Vietnam	16,500	+/- 12%	3.1%	
4. Taiwan	13,700	+/- 13%	8.0%	
5. Russia	13,000	+/- 13%	9.3%	

Source: New York Times (2010)

Pathways the US

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                                                           ┌──────────────────────────┐
                                                           │           H1             │──────► $
                                                           │ ~ Nearly all were tech   │
                                          ┌──────────┐     │        firms             │
                                          │ IT Jobs  │────►│     ~ India base         │
                                          └──────────┘     └──────────────────────────┘
                                               │                        ▲
                        ┌──────────┐           ▼                ┌──────────────────────┐
                        │   B.E.   │──► ┌──────────────┐ ──────►│ Indian Students in US#│
                        └──────────┘    │Higher Degree │        │   ~103,000 (1/6)      │
                             ▲          └──────────────┘        │ ~70% at graduate level│
                             │                                  └──────────────────────┘
  ┌───────────┐   ┌───────────────┐   ┌──────────────┐               ▲
  │ XII grade │──►│ 3-year degree │──►│  MCA / NIIT  │───────────────┘
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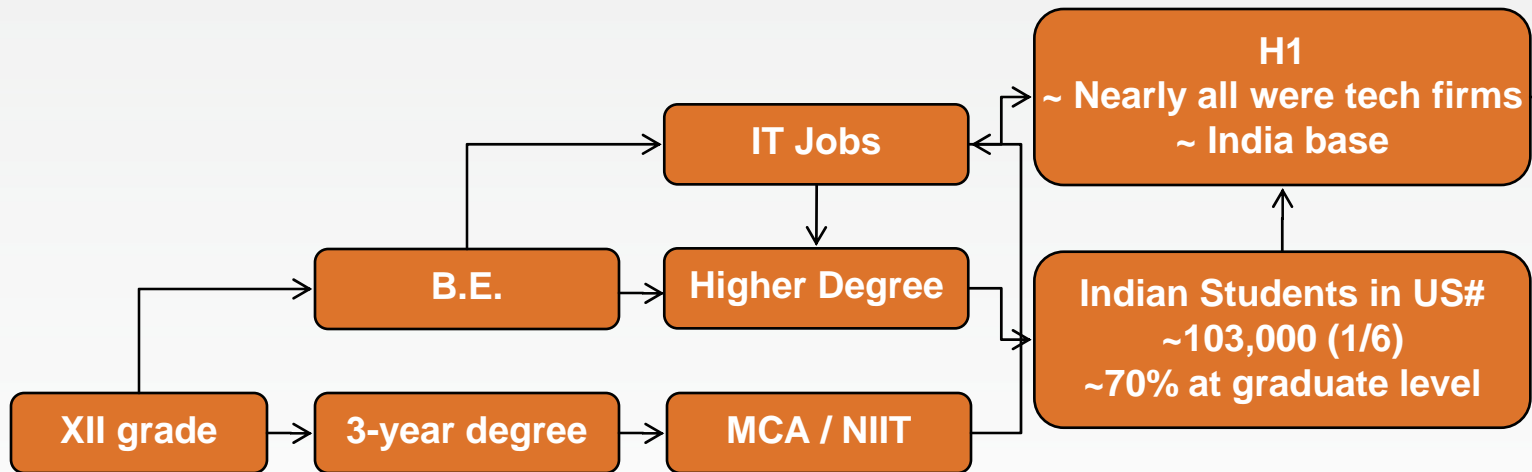
*eWeek (2010)
#IIE Open Doors (2009)

Engineering is the most popular field

Undergraduate	Computer Science	944
	Engineering	2,594
	Total CS + Engg. Students	3,538
	Total Undergrad. Students	10,603
	Engg. Students as a % of Total Undergrad	**33%**
Graduate	Computer Science	13,880
	Engineering	24,148
	Total CS + Engg. Students	38,028
	Total Indian Grad. Students	66,534
	Engg. Students as a % of Total Grad	**57%**
Total Indian Students	Total CS + Engg. Students	41,566
	Total Indian Students	77,137
	Engg. as a % of total Grads+ Undergrad	**54%**

NSF, Science and Engineering Indicators 2008

Expansion at the expense of quality

- Enrollment in engineering colleges grew from 115,000 to 653,000 (19% annual growth) in ten years from 1997-2007 (Banerjee & Muley, 2008).
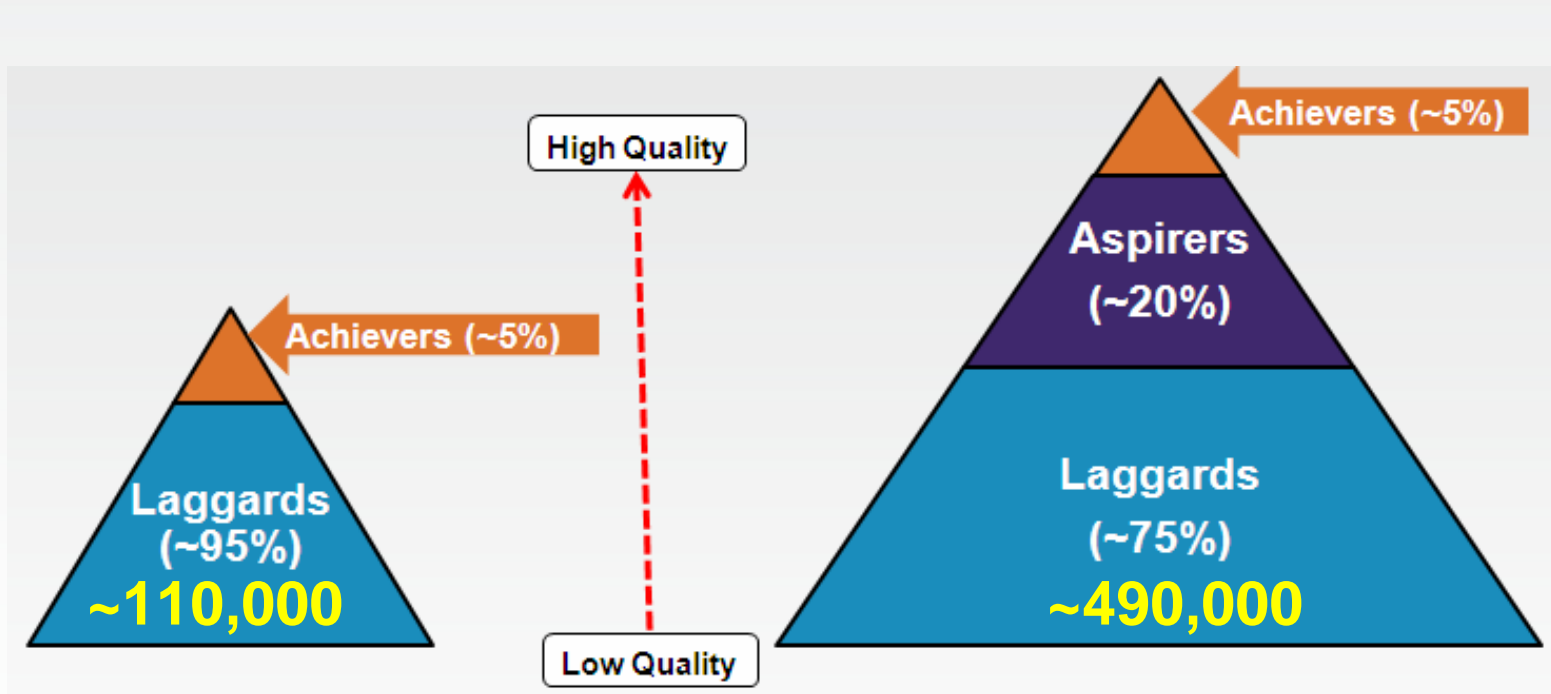
Increasing unemployability/skills gap

25%

% of engineering graduates from India who are suitable to be employed at multinationals

(McKinsey Global Institute, 2005)

Increasing prosperity

84,000

Number of US$ millionaires in India
(Merrill Lynch-Cap Gemini Asia-Pacific Wealth Report, 2009)

Global quality and entry of foreign universities

2003	2008
Harvard University	Indian School of Business (ISB)

Leading business school where Indian citizens sent GMAT test reports (GMAC, 2008)

US$ 32,000

Big getting bigger…

Country	2007	% of Total	2006	Absolute Change
US	85,687	56%	77,219	8,468
Australia	24,523	16%	22,039	2,484
UK	23,833	16%	19,204	4,629
Germany	3,421	2%	3,585	-164
Others	15,848	10%	17,412	
Total	153,312		139,459	13,853

TERTIARY EDUCATION / ISCED 5 and 6
Global Education Digest. UNESCO Institute of Statistics.

Immigration policy

- UK to impose annual cap on immigrants from non-EU countries

- "new measures to minimise abuse of the immigration system, for example via student routes" - Prime Minister Cameron

  Economic Times (May 20, 2010)

- Australia to halve the number of occupations and professions listed in its skilled migration program

- "We've had the education system driving our migration outcomes rather than having our skills needs driving them" - Immigration Minister Evans

  ABC News (May 17, 2010)

- In the US, 17-month extension, allows students from STEM field to work on OPT for 29 months post completion of program (April, 2008)

- 20,000 additional H-1B visas for graduates with master's degree or above from US universities (May 2005)

  USCIS

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Classification of mobile Indian students

Academic Ability (vertical axis): High, Low

Financial Affordability (horizontal axis): Low, High

Orange- primary driver for seeking foreign degree

Blue - degree of support required in admissions decision

Purple- level of foreign degree sought

%- estimates of % of students in each segment

Trends in next 5 years…

Growth
- Global student mobility from India will continue to be strong, especially for the US
- Professional fields like engineering/ business will *continue to be popular*

Drivers
- Students will be driven by career advancement, achievement, experience and immigration prospects
- Barriers of cost of foreign education will become less important

Quality
- Good quality Indian institutions will pose competition for student mobility
- Poor/average quality Indian institutions will fuel outward mobility

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Questions?
Feedback / Comments

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