



UNDERSTANDING CHALLENGES IN MIXED MIGRATION – THE INDIA STORY

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TMI Group – Spectrum of Products & Services

| Career Spectrum | Service Offerings | |
|-----------------|--|--|
| | Talent Acquisition | Talent Management |
| Entry | <ul style="list-style-type: none"> → Employer Branding Solutions → Search & Selection → Contract Staffing → Recruitment Process Outsourcing → Campus Hiring → Off-Campus Hiring → JOJOE | <ul style="list-style-type: none"> → Post Offer Process Management → Corporate Induction → Exit Process Management |
| Junior/Middle | <ul style="list-style-type: none"> → Employer Branding Solutions → Search & Selection → Recruitment Process Outsourcing → Contract Staffing | <ul style="list-style-type: none"> → Post Offer Process Management → Corporate Induction → The ManageMentor → Custom Courses → Catalogue Courses → Knowledge Enhancement → Exit Process Management → Outplacement Services |
| Leadership | <ul style="list-style-type: none"> → Executive Search | <ul style="list-style-type: none"> → Outplacement Services |

JOJOE: Jointly Owned Job Oriented Education; RPO: Recruitment Process Outsourcing

Top 5 Talent Acquisition solutions
Corporate learning solutions
Skilling solutions for graduates

Top 3 Skilling player in BFSI sector
Employer Branding
MSME Talent Acquisition

TMI Group - NumberSpeak

| MILESTONES | 1991 – TMI Network | 2000 – C&K Management | 2011 – TMI e2E Academy | 2015 - JobsDialog |
|-----------------------|--|------------------------------------|--|---|
| PAN INDIA SPREAD | 3 Group Companies | 9 Branches | Over 38 recruiting locations | Over 30 training locations |
| SERVICE-LINES | 10 Services | 6 Services In Talent Acquisition | 3 Services in Talent Development | 1 Service in Branding and Advertising (Print & Digital) |
| CUSTOMER SPREAD | Over 400 corporate customers | Over 400 MSME customers | Over 10 government customers | Over 500 campus connects |
| LIVES TOUCHED | 1,50,000 Managers & Executives Hired | 2,00,000 Youth Skilled & Upskilled | 10,00,000 e-learners globally | 6,50,000+ Assessments done |
| PARTNERSHIPS | Over 400 Trainers | Over 200 Recruiting Partners | 50 Infra Partners | 200 Assessors |
| EMPLOYEES | Over 300 Full-time employees | 50 Consultants | 1,000 Staffing Employees | Over 3,000 employee alumni |
| INTELLECTUAL PROPERTY | 30,000+ Custom Content pages written & published | 9 NSDC Approved Courses | Over 5000 class room hours of content | Over 10,000 e learning hours |
| ANNUAL IMPACT | Over 10,00,000 brand connects | 2,00,000 Candidate Walk-in | 50,000 Candidates Hired | 50,000 Candidates Trained |
| RECOGNITION | 2 Global Awards for Training Performance | 1 Global Award for RPO | 9 ADEX Awards for Branding & Advertising | 1 Global Award for Innovative Induction Solution |

Brand Portfolio

DIVERSIFIED GROUPS



MANUFACTURING



BFSI



PHARMA



TELECOM



IT/ITES



GOVERNMENT



INTERNATIONAL



The India Story – Outward & Voluntary Migration Experience

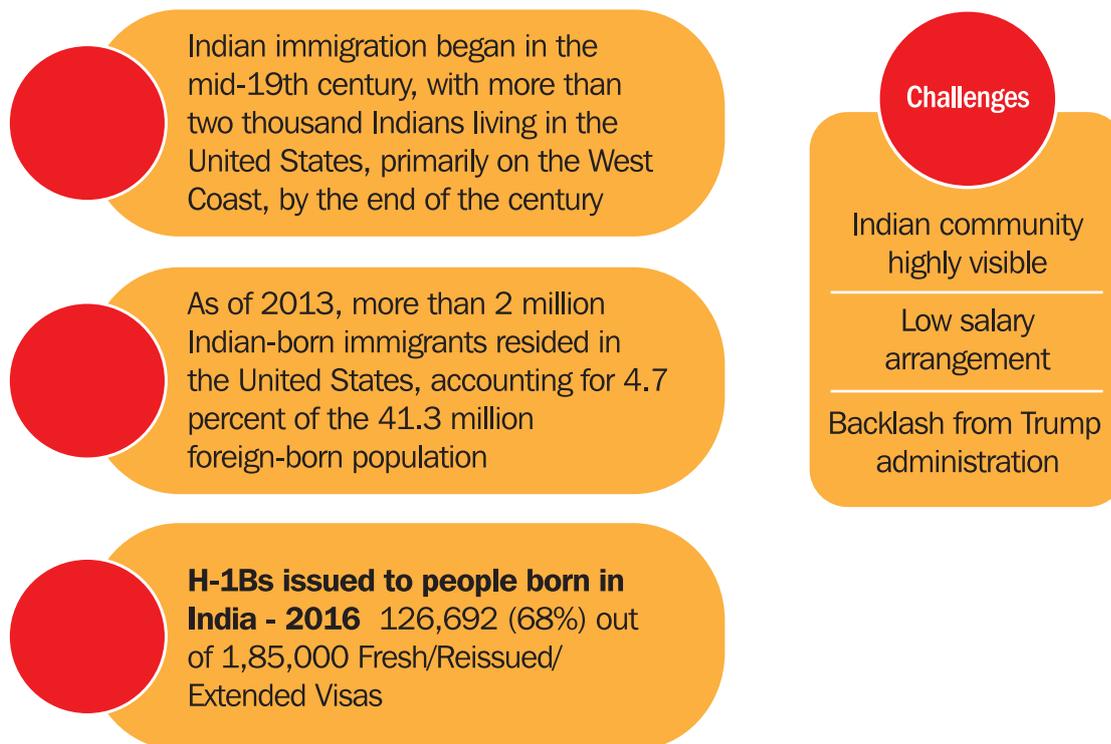


The China Story – Inward & Voluntary Migration to India

- **The Chinese workers in labor-surplus India prompted an outcry last year, and India clamped down by making visa rules stricter.** About 25,000 workers had to leave dozens of projects midway and return to China because they were on business visas and not worker visas. Construction at 14 power plants was affected.
- “We have no problems if . . . Chinese workers skilled in specialized functions come to India. We just don't want them to **displace Indian workers by doing the jobs that Indians can do,**” said **G. K. Pillai, India's home secretary,** who said there are a little over 15,000 Chinese laborers in India now.

Source: http://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2015_Highlights.pdf

Highly Skilled Indian - Migration to the US Story



Source of Graph: <http://www.migrationpolicy.org/article/indian-immigrants-united-states>

According to the 2010 United States Census, the Asian Indian population in the United States grew from almost 1,678,765 in 2000 (0.6% of U.S. population) to 2,843,391 in 2010 (0.9% of U.S. population), a growth rate of 69.37%, one of the fastest growing ethnic groups in the United States

<https://www.recode.net/2017/4/13/15281170/china-india-tech-h1b-visas>

Semi-skilled & Unskilled Indian – Migration to Saudi Arabia Story

- **Indians in Saudi Arabia** (3 million in 2015) are the largest community of expatriates in Saudi Arabia.
- India and Saudi Arabia signed an agreement to manage and organize the recruitment of domestic workers in January 2014. Between January 2014 and April 2016, **500,000 Indians** moved to Saudi Arabia for employment
- The agreement (**short-term – typically two years**) includes a provision which stipulates that sponsors must pay a guarantee of US \$2,500 for each Indian worker they recruit

| Challenges |
|--|
| Lack of regulation of smaller employers and ill-treatment of workforce |
| Illegal overstay |
| Remittance to home country and less spend in the receiving country |

https://en.wikipedia.org/wiki/Indians_in_Saudi_Arabia

Semi-skilled & Unskilled Indian – Local Migration Story

- Employers are willing to pay for skilling provided it is customized and ‘day-1 productivity’ linked
- Employers & local government are willing to provide migration support through skill hostels & through consultants
- Tmi Group has skilled more than 1,00,000 local migrants

| Challenges |
|---|
| Susceptible to fluctuations in demand |
| Restricted job mobility due to employer-specific training |

https://en.wikipedia.org/wiki/Indians_in_Saudi_Arabia

Planned Migration Model – Futuristic





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