

Vijnana Keralam Campus Skilling Programme



Functional Skill
Requirement
Report



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Abstract

1,60,473 openings – majority in India, a few abroad.

Clustered as Manufacturing, Services, Infrastructure & Logistics, Common Services.

Benchmarks: India Skills Report 2025, Make in India, Global trends.



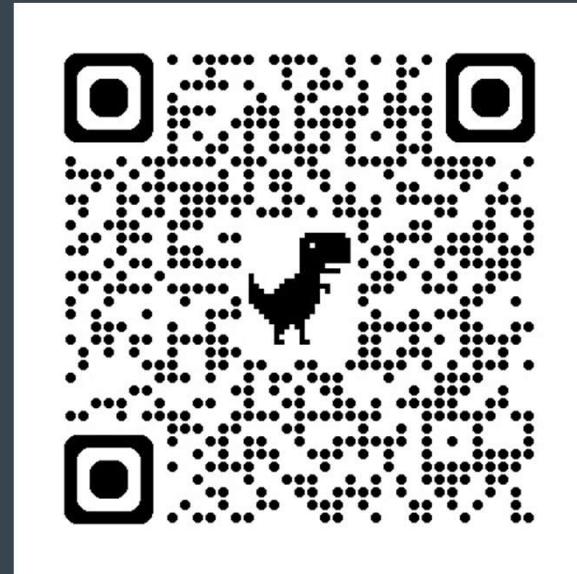
Introduction

Rapid transformation:
digitalization,
automation, flexibility,
freelance/project,
sustainability.



Campus skilling
must match
sector/skill
demand.





<https://vijnanakerala.kerala.gov.in/>

**For getting digital version of Job details please login to
our website**

Our Team



Profile of Compiled Jobs

- ▶ **Tables show job distribution by function, location, premium, honorarium.**
- ▶ **Definitions/aggregation logic in Annexure.**



Table 1: Job Function & Category

SI No	AGGREGATE JOB FUNCTION	GRADUATE (TECH)	GRADUATE (NON TECH)	DIPLOMA	HEALTH CARE	ITI	OTHERS	GRAND TOTAL
1	Manufacturing	5 (0.09%)	4127 (6.05%)	3924 (66.27%)		50689 (70.28%)	2810 (40.29%)	61555 (38.36%)
2	Services	132 (2.49%)	20623 (30.24%)	1223 (20.66%)	1950 (99.85%)	81 (0.11%)	1921 (27.54%)	25930 (16.16%)
3	Infrastructure and Logistics	871 (16.42%)	25547 (37.46%)	644 (10.88%)		21261 (29.48%)	1163 (16.67%)	49486 (30.84%)
4	Common Functions	4298 (81%)	17892 (26.24%)	130 (2.20%)	3 (0.15%)	98 (0.14%)	1081 (15.50%)	23502 (14.65%)
	Grand Total	5306 (100%)	68189 (100%)	5921 (100%)	1953 (100%)	72129 (100%)	6975 (100%)	160473 (100%)



Table 2: Job Openings by Location

S No	Aggregate Job Function	Inside Kerala	Outside Kerala	Pan India	Abroad	Total
1	Manufacturing	13900 (22.76%)	43223 (68.43%)	4032 (12%)	400 (15.23%)	61555 (38.36%)
2	Services	22632 (37.05%)	890 (1.41%)	1008 (3%)	1400 (53.31%)	25930 (16.16%)
3	Infrastructure and Logistics	4919 (8.05%)	18655 (29.53%)	25536 (76%)	376 (14.32%)	49486 (30.84%)
4	Common Functions	19631 (32.14%)	397 (0.63%)	3024 (9%)	450 (17.14%)	23502 (14.655)
	Grand Total	61082 (100%)	63165 (100%)	33600 (100%)	2626 (100%)	160473 (100%)



Table 3: Premium/Non-Premium

Sl No	Aggregated Job Function	Premium	Non Premium	Grand Total
1	Manufacturing	57670 (48.81%)	3885 (9.18%)	61555 (38.36%)
2	Services	5903 (5%)	20027 (47.32%)	25930 (16.16%)
3	Infrastructure & Logistics	48026 (40.65%)	1460 (3.45%)	49486 (30.84%)
4	Common Functions	6549 (5.54%)	16953 (40.05%)	23502 (14.65%)
	Grand Total	118148 (100%)	42325 (100%)	160473 (100%)



Table 4: Honorarium (in Rupees)

SI No	Aggregated Job Function	Non Premium	Premium					Total
			15000-25000	25000-40000	40000-80000	100000-175000	Above 175000	
1	Manufacturing	3885 (9.18)	53201 (67.23)	4466 (11.78)	3 (3.61)	(0)	(0)	61555 (38.36)
2	Services	20027 (47.32)	2727 (3.45)	2161 (5.7)	2 (2.41)	12 (66.67)	1001 (99.9)	25930 (16.16)
3	Infrastructure and Logistics	1460 (3.45)	22241 (28.11)	25779 (68)	6 (7.23)	(0)	(0)	49486 (30.84)
4	Common Functions	16953 (40.05)	966 (1.22)	5504 (14.52)	72 (86.75)	6 (33.33)	1 (0.1)	23502 (14.65)
	Total	42325 (100%)	79135 (100%)	37910 (100%)	83 (100%)	18 (100%)	1002 (100%)	160473 (100%)



Future Workplace Trends (1)

- ▶ **Automation & AI;**
- ▶ **Human-machine collaboration.**
- ▶ **Remote & hybrid work models pervasive.**
- ▶ **Freelance/project work expands flexibility.**



Future Workplace Trends (2)

- ▶ **Human-centric skills & wellbeing.**
- ▶ **Green economy & sustainability.**
- ▶ **Continuous reskilling vital.**



Emerging Skill Demands

- ▶ **Advanced tech & digital literacy.**
- ▶ **Analytical, creative, adaptive skills.**
- ▶ **Socio-emotional skills.**
- ▶ **Green skills.**
- ▶ **Entrepreneurial & lifelong learning.**



Manufacturing Skills

- ▶ **CNC/robotic ops, TPM, digital QA, Kaizen, green skills.**
- ▶ **Roles: Operators, Technicians, Supervisors, QA.**



Services Skills

- ▶ **Customer, tech/digital, hygiene, English, CRM.**
- ▶ **Roles: Sales, Hospitality, Health, Writing.**



Infrastructure & Logistics Skills

- ▶ **Tech robustness, digital workflow, logistics, safety.**
- ▶ **Roles: Construction, Storekeeper, Trades.**



Common Services Skills

- ▶ **Admin, finance, HR, legal, IT, digital platform use.**
- ▶ **Roles: Data entry, HR, legal, IT, admin.**



Policy & Recommendations

- ▶ **Modular, continuous reskilling.**
- ▶ **Embed digital, sustainability, soft-skills.**
- ▶ **Promote hybrid/lifelong/inclusive learning.**
- ▶ **Credentialing for outcomes.**



Conclusion

- ▶ Evidence-based workforce blueprint.
- ▶ Future-readiness and policy relevance.



Definitions: Job Functions (Excerpt)

- ▶ **ACCT:Accounting**
- ▶ **ADM:Administration**
- ▶ **ADVR:Advertising**
- ▶ **ANLS:Analytics**
- ▶ **ART:Arts & Design**
- ▶ **(see Annexure for full list).**



Bibliography

- ▶ **George et al. (2025)**
- ▶ **Ghosh (2025)**
- ▶ **Kashyap (2025)**
- ▶ **QS World Future Skills Index (2025)**
- ▶ **Wheebot India Skills Report (2025)**
- ▶ **World Economic Forum (2025).**



Thank you

