



# 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"> <li>→ Employer Branding Solutions</li> <li>→ Search &amp; Selection</li> <li>→ Contract Staffing</li> <li>→ Recruitment Process Outsourcing</li> <li>→ Campus Hiring</li> <li>→ Off-Campus Hiring</li> <li>→ JOJOE</li> </ul>	<ul style="list-style-type: none"> <li>→ Post Offer Process Management</li> <li>→ Corporate Induction</li> <li>→ Exit Process Management</li> </ul>
Junior/Middle	<ul style="list-style-type: none"> <li>→ Employer Branding Solutions</li> <li>→ Search &amp; Selection</li> <li>→ Recruitment Process Outsourcing</li> <li>→ Contract Staffing</li> </ul>	<ul style="list-style-type: none"> <li>→ Post Offer Process Management</li> <li>→ Corporate Induction</li> <li>→ The ManageMentor</li> <li>→ Custom Courses</li> <li>→ Catalogue Courses</li> <li>→ Knowledge Enhancement</li> <li>→ Exit Process Management</li> <li>→ Outplacement Services</li> </ul>
Leadership	<ul style="list-style-type: none"> <li>→ Executive Search</li> </ul>	<ul style="list-style-type: none"> <li>→ Outplacement Services</li> </ul>

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



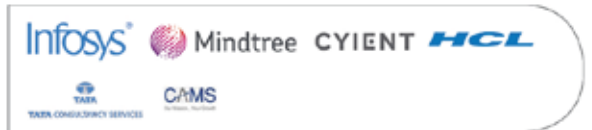
## PHARMA



## TELECOM



## IT/ITES



## GOVERNMENT



## INTERNATIONAL



# The India Story – Outward & Voluntary Migration Experience

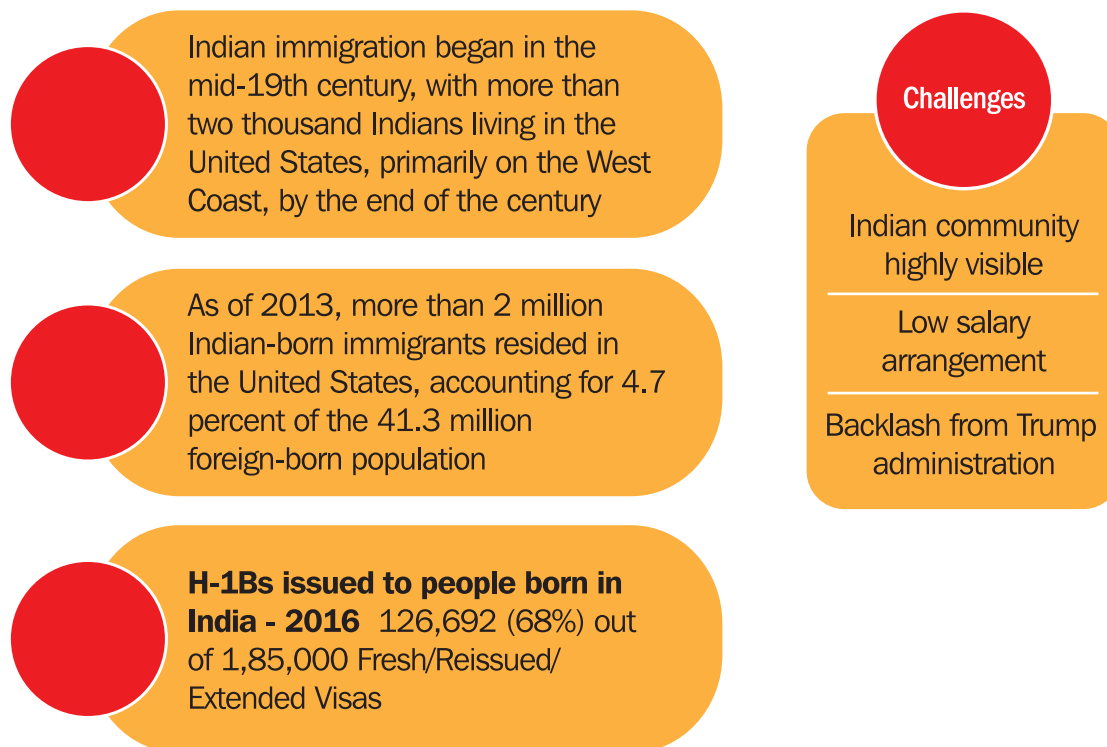


## The China Story – Inward & Voluntary Migration to India

- **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](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](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](https://en.wikipedia.org/wiki/Indians_in_Saudi_Arabia)

## Planned Migration Model – Futuristic





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