

IT Firms Go Back in Time to Rope in Right Talent from Alumni Networks

Faced with rising attrition in a peaking demand environment, Indian IT firms explore all options

**Romita Majumdar &
Sal Ishwarbharath**

Mumbai | Bengaluru: A Nagpur-based soft skills instructor has been fielding nearly half a dozen calls from recruiters looking to lure her back to a job in the IT services sector for nearly a year now. The techie (34) once employed as a developer at one of India's largest IT services providers had quit in 2015 to branch out into a new career path and has had no contact with the IT industry since.

That is, until the middle of 2021, when hiring consultants began to bombard her with calls with an aim to drawing her back to a post with her old employer among other similar companies.

"Most of the calls come from HRs

looking up my old (not updated) profiles on job platforms and CVs submitted to the companies prior to 2015," says the exasperated engineer who routinely receives three to four such calls every week.

"Even when I tell them that I have been out of touch with the requisite skill sets, they often insist

on at least appearing for an interview and that the companies will handle the training themselves," she told ET requesting anonymity.

Elsewhere, a software engineer

who took a career break of al-

most four years for

marriage and childbirth was able to snag a position this January through a structured programme that helps women return to work from career breaks.

"Earlier, despite having worked for two years at one of the largest IT firms in the country, a four-year break in the sector had made it very difficult to even land a job interview," she says.

Faced with unprecedented attrition in a peaking demand environment, India's IT exporters are tapping into their alumni networks to find the right talent. HCL Technologies CEO C Vijayakumar told ET that alumni networks are one of many lateral talent pools the company is tracking. "Many employees feel like returning and depending on the role and location, we do give them opportunities," he said.

In New Normal

EXPERTS SAY...

Many employees feel like returning, depending on the role and location

Returning employees don't require extensive training

Having alumni come back is cost-effective both from the cost of hiring perspective and compensation perspective

