

India Doesn't Have a Talent Shortage — It Has an Experience and Evaluation Crisis



Bengaluru, Karnataka Mar 30, 2026 (Issuewire.com) - Experts highlight why outdated hiring practices, skill gaps, and lack of skill-based evaluation are limiting access to top talent in India and increasing hiring challenges for organizations.

Despite India's vast and growing workforce, companies across industries continue to struggle with one common problem — finding the right talent. While this is often labeled as a “talent shortage,” the reality is far more nuanced.

India is not facing a shortage of talent. Instead, organizations are grappling with an **experience gap** and a more critical **evaluation gap**.

As industries become more specialized and fast-paced, employers are increasingly seeking candidates who can contribute from day one. This has led to a surge in demand for “job-ready” professionals. However, a significant portion of the talent pool consists of individuals who possess strong academic foundations but lack practical, hands-on experience.

This disconnect has created an experience gap — where capable candidates are overlooked simply because they do not meet rigid experience criteria.

At the same time, the hiring process itself is contributing to the problem.

Many organizations still rely heavily on traditional evaluation methods such as resumes, degrees, and

keyword-based screening. While efficient, these methods often fail to capture what truly matters — **skills, adaptability, and real-world problem-solving ability.**

As a result, high-potential candidates are frequently filtered out early in the hiring process, while companies continue to struggle to fill critical roles.

Forward-looking organizations are now beginning to shift their approach — moving from profile-based hiring to **skill-based evaluation.**

Instead of asking “*Where has this candidate worked?*”, the more relevant question today is: “*What can this candidate actually do?*”

“India doesn’t have a talent shortage — it has an experience and evaluation gap,” says [Vikas Garg](#). “*At SilverPeople, we focus on evaluating real capabilities, not just resumes. Talent is widely available, but identifying the right talent requires a practical and skill-focused approach. Organizations that evolve their hiring mindset will gain a clear competitive advantage.*”

The impact of this gap is significant. Companies are experiencing longer hiring cycles, increased recruitment costs, and missed business opportunities. On the other hand, job seekers face repeated rejections despite having the potential to succeed.

To address these challenges, organizations must rethink their hiring strategies:

- Prioritize **skills over credentials**
- Adopt **practical assessments instead of resume-based filtering**
- Invest in **training and onboarding programs**
- Build **long-term talent pipelines**

As India continues to position itself as a global talent hub, the focus must shift from simply finding talent to **effectively identifying, evaluating, and developing it.**

Organizations that embrace this change will not only solve their hiring challenges but also build stronger, future-ready teams in an increasingly competitive market.

About SilverPeople

[SilverPeople, a venture by Uberlife Consulting Pvt. Ltd.](#), is a leading recruitment consultancy specializing in niche hiring across sectors such as E-commerce, Fintech, EdTech, Retail, and Digital Transformation. With a strong focus on domain expertise and its proprietary FAT* methodology, SilverPeople helps organizations identify, evaluate, and hire the right talent for long-term success.



Media Contact

SilverPeople

*****@silverpeople.in

9620439053

202, Brigade Metropolis Arcade, Mahadevpura, Whitefield ITPB Main Road, Whitefield,
Bangalore-560048

Source : SilverPeople

[See on IssueWire](#)