

CAREER EMPLOYABILITY & FUTURE-READINESS REPORT

Mechanic Machine Tool Maintenance: how employable, and how future-proof, is this trade?

India's machine tools sector is expanding at nearly 7.5% annually, driven by automotive and aerospace demand, yet the central question for anyone financing this trade is whether hands-on maintenance work will survive rising automation and AI-assisted diagnostics. The honest answer is nuanced: routine monitoring tasks face real pressure, but skilled fault-diagnosis and physical repair of complex machine tools remain stubbornly human-dependent for the foreseeable future.

58.3_{/100}

COURSE EMPLOYABILITY SCORE (CES V2)

Uncertain outcomes, scored across all four CES pillars (\$02).

USD 1.83 Bn¹

India machine tools market size, 2025 (IMARC Group, 2026)

7.49%¹

CAGR forecast for India machine tools market, 2026-2034 (IMARC Group)

45,700²

Projected annual job openings for Industrial Machinery Mechanics, US O*NET Bright Outlook 2024-2034

NSQF 5³

NTC credential level under DGT/NCVT CTS program [P]

Subject: the "Mechanic Machine Tool Maintenance" CTS trade · Compiled from NSQF program spec + independent third-party research (see Sources).

Can AI or automation replace this job? The honest answer.

AI-assisted predictive maintenance and IoT sensor networks are genuinely reshaping how machine tool faults are detected, but they are tools that augment maintenance technicians rather than replace them. Physical disassembly, precision re-alignment, part replacement, and on-the-spot judgment in unpredictable failure scenarios remain tasks that automation cannot yet perform economically at shop-floor scale in India.

The risk, stated plainly

The WEF Future of Jobs Report 2025 projects that 22% of jobs will be disrupted by 2030, with 41% of employers planning workforce reductions as AI automates tasks ³. Predictive maintenance platforms powered by AI can now detect bearing wear or coolant leaks before they cause downtime, potentially reducing the frequency of reactive callouts ⁴. The global predictive maintenance market is projected to grow from USD 12.7 billion in 2024 at a CAGR of 22.8%, meaning sensor-driven diagnostics will become routine in mid-to-large factories within this decade ⁴. However, this is a market that replaces the detection step, not the repair step.

What automates vs what stays human

THE TASKS AUTOMATION IS TAKING

- Routine condition monitoring via vibration and temperature sensors, now automated by IoT platforms ⁴
- Scheduling of preventive maintenance tasks based on machine-hours, handled by CMMS software ⁴
- Basic fault-code reading on CNC controllers, increasingly assisted by built-in diagnostic software ²
- Data logging of spindle load, coolant flow, and lubrication intervals, handled by Industry 4.0 systems ¹
- Repetitive quality checks on machined tolerances, partially handled by in-line gauging systems ⁵
- Ordering of standard spare parts triggered automatically by sensor thresholds in smart factories ⁴

THE WORK THAT STAYS HUMAN

- Physical disassembly and reassembly of machine tool spindles, slides, and gearboxes requires trained hands that robots cannot economically replicate at plant scale ^{2/P}
- Root-cause diagnosis of intermittent or compound failures demands contextual judgment and pattern recognition built through workshop experience ²
- Re-alignment and geometric accuracy restoration after crash or wear requires skilled use of precision instruments such as dial gauges and laser aligners ^P
- On-site troubleshooting in space-constrained environments with improvised tooling remains a human domain ⁴
- PLC program adjustment and modification during maintenance demands technical literacy beyond routine operation ^P
- Interaction with machine operators to elicit fault history and reproduce intermittent problems is a social-technical skill beyond current AI ³

The resilient anchors

45,700 annual
openings ²

O*NET Bright Outlook status for Industrial Machinery Mechanics in the US, with projected growth much faster than average 2024-2034

80% ⁶

Share of Indian employers reporting difficulty filling technical and maintenance roles in 2025, indicating persistent human demand

7.9 Mn worker
shortage ⁷

Projected global manufacturing skilled-worker deficit by 2030, de-risking displacement for qualified technicians

AI is the diagnostic layer; humans remain the repair layer.

Predictive AI and IoT sensors will reduce unplanned breakdowns and reshape maintenance schedules, but they create a need for technicians who can interpret alerts and execute physical repairs, not fewer technicians overall ^{3,4}. The OECD's 2024 analysis found employment growth in jobs at high automation risk has lagged (6%) versus low-risk roles (18%), but maintenance mechanics sit in a category where physical dexterity and contextual judgment provide genuine insulation ⁵.

For an Indian ITI-trained graduate, the realistic near-term risk is not job loss but wage stagnation if CNC/PLC and digital-readout skills are not added on top of the base NTC credential ^P. Graduates who add these skills move from routine fitter work into higher-value predictive maintenance roles that are growing faster than the traditional reactive-repair segment.

Automation exposure by task

Task in this trade	Automation risk	How this trade / program is positioned
Routine sensor-based condition monitoring	High	Largely automated by IoT/CMMS platforms in modern plants ⁴
Preventive maintenance scheduling and record-keeping	High	Software-driven in Industry 4.0 facilities; technician executes, not schedules ⁴
Fault-code reading on CNC controllers	Moderate	Built-in diagnostics assist, but human interpretation of ambiguous codes needed ^P
PLC troubleshooting and minor program edits	Moderate	Requires training; covered in CTS curriculum but must be kept current ^P
Mechanical disassembly and part replacement	Lower	Physically demanding, context-dependent; robot-assisted repair economically unviable at SME scale ²
Geometric accuracy restoration and precision alignment	Lowest	Requires calibrated judgment and dexterous skill; no commercially viable automated substitute ^P

How to read these numbers. Automation probability scores such as those from Frey and Osborne's 2013 Oxford study must be read with caution: they assess task-level susceptibility in a US labor market context and do not account for the cost economics of robot deployment in India's SME-dominated machine shop landscape, nor the pace at which automation actually diffuses into shop floors versus appearing in forecasts ⁸. An occupation with moderate automation susceptibility in a high-wage market may face negligible real-world displacement in a cost-sensitive manufacturing environment for a decade or more.

02 THE COURSE EMPLOYABILITY SCORE (CES)

How this trade scores on Lakshya's employability metric

The Lakshya CES (Career Employability Score) for Mechanic Machine Tool Maintenance stands at 58.3 out of 100, placing it in the 'Uncertain outcomes' risk band. This reflects genuinely mixed signals: the training quality pillar (score 65, weight 30%) and government support pillar (score 70, weight 15%) are the strongest performers, while market dynamics (score 43, weight 30%) is dragged down by the absence of reliable salary data and neutral priors on automation and displacement exposure. Live-hiring counts are thin at 12 listings across 13 employers, with zero salary-disclosed postings, which limits the placement outcome pillar's confidence. Scored on the evidence in this report, this role earns a **CES of 58.3 / 100, "Uncertain outcomes."**

CES Pillar (CES v2)	Weight	What it measures
Training Quality	0.30	Regulatory recognition and licensure of the qualification
Market Dynamics	0.30	Demand, salary band, sector trajectory, automation possibility and displacement risk
Placement Outcome	0.25	Whether the market actually hires this role: live employers, openings, pay and recency
Government Support	0.15	Migration pathways, federal frameworks and policy backing the role

Score bands: ≥80 High employability (full financing exposure) · ≥60 Moderate · ≥40 Uncertain outcomes · below that Weak job linkage. Framework: CES v2.

Market Dynamics, by sub-signal

Sub-signal	Score/100	Sub-weight	Conf
Demand	59	0.40	0.65
Salary (vs country floor)	0	0.30	0.20
Sector trajectory	80	0.15	0.88
Automation possibility	50	0.10	0.30
Displacement risk	50	0.05	0.30
Market Dynamics composite	43	n/a	0.50

The four pillars, scored

CES pillar	Score	Conf	Weight	Evidence
Training Quality	65	0.95	0.300	Two-year NSQF Level 5 NTC program across four semesters with 3,865 contact hours covering precision measurement, machine tool overhaul, CNC servicing, and PLC basics ^P
Market Dynamics	43	0.50	0.300	India machine tools market USD 1.83 Bn in 2025 growing at 7.49% CAGR; sector sub-score 80/100 in data, but salary sub-score 0 due to no reliable disclosed pay data ¹
Placement Outcome	62	0.48	0.250	Live market hiring of the role: 12 openings · 13 employers · 0 with pay · 18 recent postings
Government Support	70	0.90	0.150	PLI scheme drove Rs. 2 lakh crore in manufacturing investment generating 12.6 lakh jobs as of Sept 2025; National Manufacturing Mission targets 143 million total jobs by 2035 ⁹¹⁰

Composite (applied weights, renormalised over scored pillars): $65 \times 0.30 + 43 \times 0.30 + 62 \times 0.25 + 70 \times 0.15 = 58.3$. Confidence 1.00 · evidence 18 clean / 3 rejected · 6 sources.

COURSE EMPLOYABILITY SCORE (CES V2)

58.3 / 100, "Uncertain outcomes"

The score of 58.3 places this trade just below the 60-point threshold for 'Moderate employability.' Government support and training quality are genuine positives, reflecting a well-structured NSQF program backed by active manufacturing policy. The drag comes from the market dynamics pillar at 43.08, where no reliable salary data was available and both automation and displacement signals defaulted to neutral priors at 50, indicating evidence gaps rather than confirmed weakness. The live-hiring aggregate of 12 listings across 13 employers is thin and carries a placement outcome confidence of only 0.48.

To move toward a higher band, a graduate should target roles in automotive or aerospace supply-chain plants where ITI NTC holders with CNC and PLC competency are explicitly recruited, pursue the Advanced Module or Apprenticeship Act training to build an employer track record, and obtain additional certifications such as CMII (Certified Maintenance and Reliability Professional) or vendor-specific CNC training to differentiate from the baseline NTC cohort ^P.

Pillar scores map cited evidence to the published CES v2 rubric; the live figure refreshes as cohort outcomes feed Lakshya's engine.

03 EMPLOYABILITY & DEMAND

A sector growing faster than India's broader economy, with a documented skilled-worker shortage.

India's machine tools market and wider capital goods sector are expanding on the back of automotive, aerospace, and defense manufacturing growth, and the supply of skilled maintenance technicians is not keeping pace with this demand.

The India machine tools market reached USD 1.83 billion in 2025 and is forecast to reach USD 3.51 billion by 2034 at a CAGR of 7.49%, with CNC systems already holding a 60% market share and growing ¹. The IMARC Group explicitly identifies the 'availability of adequately skilled workforce capable of operating and maintaining advanced machining equipment' as a market restraint, noting that rapid CNC adoption creates training requirements that exceed current technical education infrastructure ¹. India's broader engineering and capital goods sector produced Rs. 5.69 lakh crore worth of output in FY25, generating an estimated 30 million direct and indirect jobs ¹⁰. Against this backdrop, 80% of Indian employers in 2025 reported difficulty filling

technical roles, and 62% of manufacturing employers specifically cited challenges in sourcing maintenance and automation talent ⁶. Global manufacturing faces a projected shortfall of 7.9 million skilled workers by 2030 ⁷. In India's context, this manifests as a documented gap between the pace of CNC and Industry 4.0 adoption in factories and the output of trained ITI mechanics who can service this equipment. The National Manufacturing Mission, announced in Budget 2025-26, targets manufacturing's share of GDP rising to 25% by 2035, which would require a significant scale-up of vocational training pipelines including trades such as Machine Tool Maintenance ⁹.

USD 3.51 Bn¹

Projected India machine tools market size by 2034, up from USD 1.83 Bn in 2025

60%market share¹

CNC systems' share of India machine tools market in 2025, driving demand for CNC-capable maintenance technicians

7.9 Mnworker gap⁷

Projected global manufacturing skilled-worker shortage by 2030, of which India's share is material

04 LIVE HIRING EVIDENCE (2025/26)

What employers are actually posting

Captured from live job boards (Indeed, LinkedIn, Naukri) in the current scrape window: **12** openings across **13** employers, **0** with disclosed pay, **18** recent. These are real postings.

The live-hiring aggregate shows 12 active listings across 13 distinct employers with 18 recent postings, but zero listings disclose a salary figure. This is a thin signal that reflects both the niche specificity of the trade title and the tendency of Indian manufacturing SMEs to hire through referral networks and campus placements rather than public job boards.

Employer (live posting)	Posts	Disclosed pay	What they want
Barry Wehmiller Companies Inc	1	n/a	**About Us:** Barry-Wehmiller is a diversified global supplier of engineering consulting and manufacturing technology for the packaging, corrugating,
Cathrrine Travels & Tours	1	n/a	**Job Description-ITI Freshers** **Job Summary:** We are looking for enthusiastic and hardworking **ITI Freshers** to join our team. Candidates will a
Cypress Industries India Pvt Ltd	1	n/a	Job Description: We are looking for a hands-on and technically skilled Molding Engineer / Incharge to lead our injection molding and overmolding opera
Dadati Consulting Solutions Pvt.Ltd	1	n/a	**Skills Required:** * Basic mechanical and electrical knowledge * Machine maintenance and troubleshooting * Hand tools and equipment handling * Wirin
Emancipation Edutech Pvt. Ltd.	1	n/a	Job Description-Mechanical Engineering Trainer **Company:** Emancipation Edutech Pvt. Ltd. **Position:** Mechanical Engineering Trainer **Job Location
First Solar	1	n/a	*First Solar reserves the right to offer you a role most applicable to your experience and skillset.**Basic Job Functions:** * Assist in the installa
INDIAN LIFTERS	1	n/a	Key ResponsibilitiesPreventive Maintenance * Carry out scheduled preventive maintenance of forklifts and material handling equipment. * Inspect engine
LOT Mobiles Pvt Ltd	1	n/a	+12 A technician is a skilled professional responsible for installing, maintaining, repairing, and troubleshooting technical systems, equipment, and h
Loyal Textile Mills Ltd	1	n/a	Job Title **Sewing Machine Mechanic** Job Summary The Sewing Machine Mechanic is responsible for installation, maintenance, troubleshooting, and repai
Snowbell Machines Pvt. Ltd	1	n/a	Required Turner-Pharma machines experience. - A strong understanding of mechanics and material properties. - Set up and operate machines and monitor p
Vendibot (OPC) Pvt. Ltd.	1	n/a	**Location:** Indore **Experience:** Freshers and candidates with up to 1 year of experience **Employment Type:** Full-time Key Responsibilities * Ins
outsourcedwell	1	n/a	**Experience:** 4+ Years **Location:** Bhatkol, Mangrol (Surat) **Responsibilities:** * Assist in the installation, maintenance, and repair of machine

Employer names and counts are from live job boards in the current window; counts fluctuate daily and are date-stamped in the engine. This sample is smaller than a mature occupation's; the scraper is being scaled to widen coverage.

THE SIGNAL IN THE DATA

- 13 distinct employers posting for roles aligned to this trade suggests genuine but fragmented demand spread across sectors including packaging machinery, solar manufacturing, textile, and industrial equipment servicing
- 18 recent postings indicates the demand is live and not historical, suggesting active hiring rather than stale listings
- Zero salary disclosures make direct pay benchmarking impossible from live data alone; this is typical for blue-collar manufacturing roles in India's informal hiring ecosystem

WHY THIS MATTERS

- IMARC's documented CNC skilled-worker shortage means demand likely exceeds what public job boards capture; factory-level referral hiring is the dominant channel ¹
- The employer mix spanning Barry Wehmiller, First Solar, and Indian manufacturing SMEs shows cross-sector demand, reducing single-sector concentration risk [data file]
- NAPS apprenticeship data shows 72% of apprentices who complete training secure full-time employment, providing a structured pathway into employment not captured in live listings ¹¹

Bottom line: Thin live-hiring counts reflect measurement limits, not a dead market; the structural demand case is stronger than 12 listings suggest, but salary transparency is genuinely absent.

05 ROLES, PATHWAYS & EARNING POTENTIAL

What the trade leads to, and what it pays

The NTC credential opens entry into factory maintenance roles across automotive, aerospace, packaging, and heavy engineering; with CNC/PLC skills added, the ceiling rises significantly into supervisory and service-engineer tracks.

Role this prepares for	Indicative pay in India	Automation resilience
Maintenance Fitter / Machine Tool Mechanic (Entry)	Rs. 12,000-18,000/month (ITI fresher) ¹²	Resilient, physical repair tasks
Maintenance Technician / Machine Tool Serviceman	Rs. 25,000-35,000/month (3-5 years) ¹³	Resilient, diagnosis and repair
CNC Maintenance Engineer / Service Engineer	Rs. 35,000-60,000/month (5-8 years) ¹⁴	Strong, CNC+PLC specialization
Maintenance Supervisor / Lead Technician	Rs. 50,000-80,000/month (8-12 years) ¹³	Strong, supervisory + technical
Apprenticeship (NAPS) during/after NTC	Min stipend + 25% Govt top-up via NAPS-2 ¹¹	Pathway, accelerates placement

PHASE 1 Foundations (Semester 1-2) Engineering drawing, workshop calculation, precision measurement instruments, basic fitting and bench work, safety practices, and introduction to machine tool types including lathe, milling, drilling, and grinding machines ^P	PHASE 2 Core Trade Skills (Semester 3) Machine tool overhaul procedures, lubrication systems, hydraulic and pneumatic circuits, alignment techniques, and servicing of CNC machine tool components including ball screws, linear guides, and servo drives ^P	PHASE 3 Practical Execution (Semester 4) PLC basics and troubleshooting, electrical maintenance of machine tools, breakdown maintenance of faulty machines, project work on real equipment, and employability skills including industry visit and on-job training ^P
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06 SKILLS BUILT & WHY THEY'RE AI-RESILIENT

Trained for the floor, not just the test

WHAT CANDIDATES ACTUALLY WORK ON

- Precision measurement using vernier calipers, micrometers, dial gauges, and surface plates for geometric accuracy assessment ^P
- Overhaul and reconditioning of machine tool sub-assemblies including spindles, slideways, and gearboxes ^P
- Hydraulic, pneumatic, and lubrication system maintenance and fault-finding ^P
- CNC machine tool servicing: ball screw pre-load adjustment, linear guide replacement, and servo drive parameter verification ^P
- PLC program reading and minor modification for maintenance troubleshooting ^P

WHY THESE RESIST AUTOMATION

- Physical fault diagnosis in space-constrained, oil-contaminated environments that sensor arrays cannot fully characterize ⁴
- Cross-system reasoning linking mechanical, electrical, hydraulic, and control-system symptoms to a single root cause ²
- Precision hand-scraping and lapping for slideway restoration, a craft skill with no commercial robotic equivalent ^P
- Operator-technician communication to reproduce intermittent faults: eliciting context, timing, and environmental conditions ³
- Field improvisation when standard spare parts are unavailable, requiring adaptive repair within tolerance ²

The positioning in one line: A CNC-and-PLC-literate NTC holder who can diagnose compound machine failures sits at the intersection of physical craft and digital manufacturing, making them difficult to displace and hard to source.

07 THE CREDENTIAL & QUALITY LAYER

NTC at NSQF Level 5: a nationally recognized credential with clear stackability.

The National Trade Certificate (NTC) awarded by NCVT upon completing the two-year Mechanic Machine Tool Maintenance CTS trade is recognized across India as the baseline credential for factory maintenance roles. Governed by DGT under MSDE, the program operates at NSQF Level 5, placing graduates above the NSQF Level 4 trades and on a par with diploma-entry technician roles in many employer hiring grids ^P. The curriculum spans 3,865 contact hours across four semesters, covering mechanical fundamentals, CNC servicing, PLC basics, and on-job training components ^P.

The NTC is stackable: graduates can add the Advanced Module (offered by DGT for CTS trades), enroll in NAPS apprenticeships with stipend support, or pursue vendor-specific CNC or servo drive certifications from manufacturers such as Fanuc, Siemens, or Mitsubishi. Each credential adds a digital-competency signal that partially offsets the automation risk concentrated in the routine-monitoring tasks of the role. Employers in the automotive and aerospace tier-1 supply chain increasingly treat CNC-maintenance certifications as a minimum shortlist criterion ¹².

08 THE INDIA TALENT CONTEXT

Abundant graduates, scarce job-readiness

India's overall graduate employability stood at 54.81% in 2025 across all qualification types, but ITI-level employability has risen to 45.95%, up from 41% in 2024, reflecting incremental improvement in vocational training quality and industry recognition ¹⁵. Only 21% of Indian youth aged 15-29 have ever undergone vocational or technical training, and formal vocational training covers just 4.4%, meaning the pool of NTC holders in Machine Tool Maintenance is genuinely limited relative to employer demand ¹⁵.

Countries with mature vocational systems such as Germany and Singapore achieve 80-90% ITI-equivalent placement rates versus India's current 63%, indicating substantial room for improvement as curriculum currency and industry linkage strengthen ¹⁵. The ManpowerGroup 2025 Global Talent Shortage Survey found India's talent scarcity rate at 80%, the highest recorded, with maintenance technicians among the hardest-to-fill categories ⁶. For a Machine Tool Maintenance NTC holder who completes training at a well-equipped ITI with industry tie-ups, the employability context is more favorable than the national ITI average suggests, because the pool of qualified candidates is smaller than the pool of open roles in manufacturing.

ITI employability at 45.95% is a national average; for Machine Tool Maintenance specifically, the documented CNC skilled-worker shortage means a qualified NTC holder enters a sellers' market ¹⁶.

09 STAYING FUTURE-READY

How a candidate stays on the resilient side

LEAN INTO

- CNC machine tool servicing certification from a machine builder (Fanuc, Siemens, Mitsubishi) to command premium pay in automotive and aerospace maintenance ¹²
- Predictive maintenance tools: vibration analysis, thermal imaging, and oil analysis interpretation to work alongside IoT platforms rather than be displaced by them ⁴
- PLC and SCADA literacy to be capable of both mechanical and control-system maintenance, the highest-demand combination per employer hiring data ²
- Apprenticeship (NAPS-2) registration immediately after NTC to build an employer track record and access structured stipend support ¹¹
- Specialization in high-growth end-use sectors: solar manufacturing, aerospace components, and electric vehicle drivetrain machining, where precision maintenance demand is accelerating ¹⁹

AVOID BEING DEFINED BY

- Relying solely on reactive breakdown maintenance skills without adding predictive or condition-based maintenance capability, as this segment faces the steepest automation pressure ⁴
- Ignoring CNC and electrical fundamentals: machine tools are electromechanical systems, and purely mechanical-only technicians face a narrowing role profile ^{1P}
- Staying in micro-SME environments that do not adopt IoT or CNC equipment, where career progression and wage growth are structurally limited ⁶
- Delaying the apprenticeship pathway: placement data shows 72% employment conversion for NAPS completers versus lower rates for walk-in applicants without on-the-job validation ¹¹

10 SOURCES & CITATIONS

Every figure, traced to a source

P NSQF / CTS Program Specification (primary).

Trade definition, NSQF level, syllabus, tasks and deliverables for the "Mechanic Machine Tool Maintenance" Craftsmen Training Scheme trade (DGT / MSDE).

dgt.gov.in · accessed Jun 2026

1 IMARC Group, India Machine Tools Market Report, 2026

Market sized at USD 1.83 Bn in 2025, forecast USD 3.51 Bn by 2034 at 7.49% CAGR; CNC at 60% share; skilled-workforce gap identified as key restraint

<https://www.imarcgroup.com/india-machine-tools-market> · 2026 · accessed Jun 2026

2 O*NET OnLine, Industrial Machinery Mechanics (49-9041.00), 2025

Bright Outlook occupation with 45,700 projected annual openings 2024-2034 and much-faster-than-average growth; key tasks include mechanical disassembly, diagnostics, and precision repair

<https://www.onetonline.org/link/summary/49-9041.00> · 2025 · accessed Jun 2026

3 World Economic Forum, Future of Jobs Report 2025

Projects 22% job disruption by 2030 with 170 million new roles and 92 million displaced; 41% of employers plan workforce reductions; maintenance technicians in systems engineering cited as growth area

<https://www.weforum.org/press/2025/01/future-of-jobs-report-2025-78-million-new-job-opportunities-by-2030-but-urgent-upskilling-needed-to-prepare-workforces/> · 2025 · accessed Jun 2026

4 Tredence / Industrial Automation Co., AI Predictive Maintenance in Manufacturing, 2025-2026

Global predictive maintenance market USD 12.7 Bn in 2024 growing at 22.8% CAGR; 45% of maintenance leaders cite staffing constraints; AI reduces unplanned downtime up to 50% but augments rather than replaces technicians

<https://www.tredence.com/blog/predictive-maintenance-in-manufacturing> · 2025 · accessed Jun 2026

5 OECD, What Happened to Jobs at High Risk of Automation?, 2024

Employment growth only 6% in high-automation-risk jobs versus 18% in low-risk jobs; technicians and associates classified as high-skill with partial insulation from displacement

https://www.oecd.org/en/publications/what-happened-to-jobs-at-high-risk-of-automation_10bc97f4-en.html · 2024 · accessed Jun 2026

6 ManpowerGroup, Global Talent Shortage Survey India Findings, 2025

80% of Indian employers report difficulty filling roles; 62% of manufacturing employers specifically cite maintenance technician and automation specialist shortages

<https://manpowergroup.co.in/talent-shortage/talent-shortage-files/MPG-Talent-Shortage-2025-Findings.pdf> · 2025 · accessed Jun 2026

7	Taggd / Manufacturing Today India, Manufacturing Hiring Trends 2026 Global manufacturing projected to face 7.9 million skilled-worker shortage by 2030; India manufacturing job demand grew 18% YoY; multi-skilled maintenance technicians in highest demand https://taggd.in/blogs/manufacturing-hiring-trends/ · 2025 · accessed Jun 2026
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14	PayScale, Machinery Maintenance Mechanic Salary India, 2026 Average Rs. 305,209 per year; experienced mechanics earn Rs. 350,000-475,000; base salary range Rs. 292,000-350,000 https://www.payscale.com/research/IN/Job=Machinery_Maintenance_Mechanic/Salary/04eb0a0b/Equipment-Maintenance · 2026 · accessed Jun 2026
15	Wheebox / CII, India Skills Report 2025 Overall graduate employability 54.81%; ITI employability 45.95%, up from 41% in 2024; only 4.4% of Indian youth have formal vocational training; Germany and Singapore achieve 80-90% placement versus India's 63% https://www.class24.study/current-affairs/india-skills-report-2025-unlocking-employability-and-bridging-the-skills-gap-4893 · 2025 · accessed Jun 2026