

Textile Mechatronics: how employable, and how future-proof, is this trade?

Textile Mechatronics sits at a real tension point: the textile industry is India's second-largest employer and is actively modernising through smart machines, yet the very automation driving that modernisation also changes what human technicians must know to stay relevant. The honest question is not whether looms and processing lines will automate -- they already are -- but whether a trained mechatronics technician remains indispensable to install, commission, maintain and troubleshoot those systems. This report answers that question with evidence from Indian labour markets, global automation research, and the CTS program specification.

47.9 /100

COURSE EMPLOYABILITY SCORE (CES V2)

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

USD 152B¹

India textile market size in 2025, projected to reach USD 214B by 2034 (IMARC Group, 2025)

USD 17.3B²

India industrial automation market in 2025, growing at 14.26% CAGR to 2030 (Research and Markets, 2025)

Rs. 495 Cr³

Budget for SAMARTH textile skilling scheme FY25-FY26, targeting 3 lakh trained workers (PIB/MSDE, 2024)

NSQF 5⁴

Level of the Textile Mechatronics NTC credential -
- 2-year CTS trade under DGT/MSDE (DGT, 2024)

Subject: the "Textile Mechatronics" CTS trade · Compiled from NSQF program spec + independent third-party research (see Sources).

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

The question is sharpened by the fact that textile mechatronics technicians work on the very machines that automate textile production. That creates a paradox: the automation wave creates the need for technicians to deploy and maintain it. But the paradox resolves only for workers who keep upgrading their skills -- those who stay at the operator level without advancing into diagnostics and programming face genuine displacement risk over a 5-10 year horizon.

The risk, stated plainly

The WEF Future of Jobs Report 2025 finds that 22% of all jobs globally will be disrupted by 2030, with routine assembly and machine-tending roles most exposed ⁴. ILO research on the apparel and textiles sector identifies repetitive, codifiable shop-floor tasks -- pattern monitoring, basic machine tending, simple quality checks -- as those with highest automation susceptibility ⁵. A Frey-Osborne-style decomposition of manufacturing occupations in developing countries puts labour-intensive, task-repetitive roles at 60-80% automation probability within two decades ⁵. Textile Mechatronics graduates who remain confined to production-line operation (rather than maintenance and integration) share that exposure. The CES score of 47.9 -- in the Uncertain outcomes band -- correctly captures this bifurcation.

What automates vs what stays human

THE TASKS AUTOMATION IS TAKING

- Routine production-line monitoring using fixed sensor thresholds, now increasingly handled by supervisory PLC/SCADA dashboards without human intervention ⁴
- Basic machine tending -- loading, unloading, and cycle restarting on CNC textile equipment -- increasingly delegated to collaborative robots in upgraded facilities ²
- Standardised quality inspection of fabric properties (tension, weight, count) using computer vision and inline sensors, reducing the need for manual sampling ⁵
- Data entry and shift logging for production metrics, being replaced by automated MES (Manufacturing Execution System) data capture ²
- Repetitive preventive-maintenance checklists on modern smart machines that self-diagnose and generate service alerts via IoT modules ²
- Simple PLC parameter adjustments within preset ranges, increasingly handled by operator-facing HMI touchscreens that remove the need for a dedicated technician ^P

THE WORK THAT STAYS HUMAN

- Complex fault diagnosis and root-cause analysis on multi-axis loom drives, servo controllers, and pneumatic systems -- requires contextual judgment that algorithms cannot yet replicate in unstructured environments ^{5/P}
- Commissioning and retrofitting of legacy machinery with new sensors, drives or PLCs -- the most common task in India's large base of older textile plants, heavily dependent on physical and situational dexterity ⁶
- Cross-system integration work where electrical, mechanical, and embedded software faults interact -- multi-discipline diagnosis remains a human-coordination task ^P
- On-site service support requiring travel, improvisation with locally available parts, and client relationship management -- skills explicitly valued by recruiters such as Staubli and Imposub Solutions in live job postings ⁷
- Training and upskilling of machine operators on new equipment -- human instruction remains essential for tacit skill transfer on shop floors ^P
- Adaptation of PLC programs to new product specifications or machinery upgrades, requiring process knowledge no generic AI system currently holds for India's diverse textile base ^{2/P}

The resilient anchors

14.26% CAGR ²

India industrial automation market growth 2025-2030 -- every new installation creates ongoing maintenance demand for human technicians

45million ⁸

People employed in India's textile sector, which is actively upgrading equipment under PLI and PM MITRA schemes, creating a long retrofit tail for technicians

7 PM MITRA parks ⁹

Mega integrated textile parks approved by GoI, each projected to generate up to 3 lakh direct and indirect jobs and requiring trained automation maintenance staff

Automation creates more maintenance jobs than it eliminates -- but only for technicians who move up the skill stack.

A textile mechatronics technician who advances to fault-diagnosis, PLC programming, and retrofit commissioning works on the machines that automate other workers' jobs. India's ongoing industrial upgrade -- driven by PLI incentives, PM MITRA parks, and the Rs. 1,480 crore National Technical Textiles Mission -- is generating a sustained wave of new equipment installations, each of which requires skilled commissioning and long-term maintenance ^{3/9}. The ILO notes that limited automation has so far penetrated apparel manufacturing precisely because the physical complexity of the work requires human adaptability ⁵.

The risk is real but targeted: graduates who plateau at basic machine-tending without progressing to diagnostics, programming, or service engineering face displacement as smart machines reduce operator headcounts. The path to resilience runs through NSQF Level 5 NTC completion, followed by apprenticeship, structured upskilling in PLCs and servo drives, and a move toward field service or process-integration roles. Those who take that path occupy a genuinely scarce-skill position that India's expanding automation market will need for at least the next decade ^{6/2}.

Automation exposure by task

Task in this trade	Automation risk	How this trade / program is positioned
Basic machine tending / cycle monitoring	High	Increasingly handled by HMI dashboards and collaborative robots in modernised plants ⁴
Routine preventive maintenance checks	Moderate	Smart machines with IoT sensors automate alerts but physical inspection and replacement remains human ^{2/P}
PLC programming and parameter adjustment	Lower	Requires trade knowledge; new low-code PLC tools lower the barrier but field application still needs a technician ^P
Multi-system fault diagnosis (electrical + mechanical + embedded)	Lowest	Cross-discipline reasoning in unstructured factory environments remains a human advantage ^{5/P}
Retrofit commissioning of legacy textile machinery	Lowest	India's ageing loom and processing-line base creates persistent demand; physical and contextual dexterity required ⁶
Quality inspection data entry and sampling logs	High	Computer vision and inline MES capture already replacing manual sampling in newer facilities ⁵

How to read these numbers. Automation probability numbers from Frey-Osborne and WEF frameworks apply to occupational categories, not to individual workers or to specific sub-tasks within a role. A textile mechatronics graduate who specialises in diagnostics, field service, or embedded systems is occupying a different risk bucket than one performing production-line monitoring ⁴. These scores should be read as directional signals, not as individual forecasts, and they shift materially with further education and specialisation ⁵.

02 THE COURSE EMPLOYABILITY SCORE (CES)

How this trade scores on Lakshya's employability metric

Lakshya's Capital Employability Score (CES) for Textile Mechatronics is 47.9 out of 100, placing the trade in the Uncertain outcomes band (40-60). This band triggers a Reduced exposure with safeguards financing recommendation, reflecting genuine opportunity alongside measurable gaps in market signal and outcome data. The score is pulled down primarily by thin live-hiring evidence and an unverified placement outcome sample, while the training quality pillar (65/100) and government support pillar (70/100) provide a credible foundation. Scored on the evidence in this report, this role earns a **CES of 47.9 / 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

CES Pillar (CES v2)	Weight	What it measures
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	21	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	28	n/a	0.50

The four pillars, scored

CES pillar	Score	Conf	Weight	Evidence
Training Quality	65	0.95	0.300	The CTS Textile Mechatronics program runs for 2 years at NSQF Level 5 with a competency-based curriculum covering electrical systems, textile technology, PLC/HMI operation, and mechatronics integration, assessed by NCVT All India Trade Test leading to NTC ^P .
Market Dynamics	28	0.50	0.300	Market dynamics score is 27.92/100 -- dragged down by zero verified salary evidence in live postings and neutral automation/displacement priors; sector sub-score is high at 80/100, reflecting the scale and growth trajectory of the textile and automation markets ^{1/2} .
Placement Outcome	38	0.20	0.250	Live market hiring of the role: 5 openings · 5 employers · 0 with pay · 11 recent postings
Government Support	70	0.90	0.150	Government support scores 70/100, supported by the SAMARTH scheme (Rs. 495 Cr, FY25-26), PLI for Textiles (Rs. 405 Cr in FY27), PM MITRA parks, and the National Technical Textiles Mission (Rs. 1,480 Cr) ^{3/9/10} .

Composite (applied weights, renormalised over scored pillars): $65 \times 0.30 + 28 \times 0.30 + 38 \times 0.25 + 70 \times 0.15 = 47.9$. Confidence 1.00 · evidence 11 clean / 2 rejected · 6 sources.

COURSE EMPLOYABILITY SCORE (CES V2)

47.9 / 100, "Uncertain outcomes"

The Uncertain outcomes band (CES 47.9) is anchored by two opposing realities: a well-funded government push into textile modernisation and smart manufacturing (government support pillar: 70/100, training quality pillar: 65/100) on one side, and very limited live-hiring signal -- only 5 active listings across 5 employers with zero salary disclosures -- on the other (placement outcome pillar: 37.9/100, market dynamics pillar: 27.92/100). The trade is real and the sector is growing; what is genuinely uncertain is whether the skills are converting to transparent, formal-sector employment at scale.

A graduate can move this band upward by completing the NTC through NCVT, pursuing an apprenticeship with a textile OEM or automation integrator (raising employer-verified experience), adding a PLC/SCADA certification from IICA or an OEM-certified program, and seeking field service roles with companies such as Staubli, Imposub Solutions, or Retro Wovens that are actively recruiting. Each step adds verifiable credentials that de-risk the financing case and shift the individual outcome toward the Moderate employability band ^{P/7}.

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

A growing sector, a modernisation wave, and a real skills shortage -- but thin formal hiring signal.

India's textile industry is the world's sixth-largest, employing over 45 million people and targeting USD 100 billion in exports by 2030. The sector is mid-transition: PLI incentives, PM MITRA parks, and foreign capital are funding a shift toward smart, automated, and technical textiles that explicitly requires mechatronics-capable technicians.

India's textile market was valued at USD 152.4 billion in 2025 and is projected to grow to USD 213.75 billion by 2034 at a 3.83% CAGR ¹. Within that, technical textiles -- which demand the highest mechatronics content -- reached USD 29 billion in FY24 and are projected to touch USD 45 billion by 2026 ⁸. The industrial automation market servicing these plants is expanding even faster, at 14.26% CAGR, from USD 17.28 billion in 2025 to USD 33.64 billion by 2030 ². India faces a documented shortage of skilled technical personnel capable of operating and maintaining PLC-driven and IoT-enabled textile machinery: companies routinely struggle to hire engineers capable of managing PLCs, SCADA systems, and digital twins ². The Indian Textile Journal specifically identifies a gap between the large pool of textile engineering graduates and the practical, machinery-facing skills that technical textile manufacturers need ⁶. This structural shortage is the demand signal that mechatronics-trained ITI graduates can address - if they can bridge the theory-to-practice gap that the NSQF-5 curriculum is designed to close.

USD 45B⁸

India technical textiles market projected by 2026, growing from USD 29B in FY24 -- the highest mechatronics-intensity segment

18%²

Year-on-year increase in industrial robot installations in India in 2025, creating sustained demand for commissioning and maintenance technicians

3 lakh⁹

Direct and indirect jobs expected per PM MITRA textile park (7 parks approved), requiring skilled automation and maintenance staff

04

LIVE HIRING EVIDENCE (2025/26)

What employers are actually posting

Captured from live job boards (Indeed, LinkedIn, Naukri) in the current scrape window: **5** openings across **5** employers, **0** with disclosed pay, **11** recent. These are real postings.

The live-hiring aggregate from the CES engine shows only 5 active listings across 5 employers with 11 recent signals and zero salary disclosures. This is a thin signal, likely reflecting a niche trade that is hired through informal networks, apprenticeship-to-hire pathways, and OEM service channels rather than mass job boards.

Employer (live posting)	Posts	Disclosed pay	What they want
Stäubli	2	n/a	**Company Description** **About the Company:** Stäubli is a global industrial and mechatronic solution provider with four dedicated Divisions: Electri
Gainers Control	1	n/a	***Job Title: Service Engineer-Laser Machine / Textile Mchine *** Diploma / B.E / B.Tech in: (Mechanical, Electrical & Electronics, Mechatronics) 1-3 ye
Imposub Solutions	1	n/a	Service engineers is required to travel in Gujarat, Silvassa for servicing of textile testing instruments which are based on computer technology or co
Retro Wovens Pvt Ltd	1	n/a	**About Us:** Retro Wovens Pvt Ltd specializes in transforming the textile manufacturing industry. We provide cutting-edge mechatronics, smart automat

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

- Staubli -- a global textile mechatronics leader with Indian operations since 1993 -- posted 2 roles, indicating that MNC-grade employers do recruit at this trade level in India ⁷
- Imposub Solutions advertised a service engineer role at up to Rs. 50,000/month for diploma holders in Electronics/Mechatronics servicing textile testing instruments ⁷
- Retro Wovens Pvt Ltd explicitly sought hands-on mechatronics technicians for smart automation and retrofitting of textile machinery ⁷

WHY THIS MATTERS

- Supplement job-board search with direct outreach to textile OEM service networks (Staubli, Picanol, Dornier authorised service centres) where hiring is largely relationship-driven ⁷
- Register on the National Apprenticeship Portal (apprenticeshipindia.gov.in) -- textile and engineering establishments are mandated to take apprentices, providing a formal entry point not captured in live job-board counts ^P
- Target PM MITRA park zones (Tamil Nadu, Gujarat, Telangana, Karnataka, MP, UP, Maharashtra) where greenfield plant installations will require commissioning and maintenance staff over the next 3-5 years ⁹

Bottom line: Five listed openings understate true demand -- this trade is hired informally and through OEM service channels, but the lack of salary disclosure in any listing is a genuine caution signal on wage transparency and formalisation.

05 ROLES, PATHWAYS & EARNING POTENTIAL

What the trade leads to, and what it pays

Textile Mechatronics graduates have a branching pathway: an immediate route into field service and maintenance, and a longer route into automation engineering, process integration, or technical sales that commands significantly higher pay.

Role this prepares for	Indicative pay in India	Automation resilience
Textile Machine Service Technician	Rs. 2.5-4.5 lakh/yr entry, up to Rs. 6 lakh/yr with 3+ years ⁷	Resilient -- retrofit and maintenance demand persists across plant upgrades
PLC / HMI Programmer (Textile Sector)	Rs. 3-6 lakh/yr, higher with OEM certification ¹¹	Resilient -- programming is a scarce skill; India faces documented shortage ²
Automation Engineer (Industrial, Textile Focus)	Rs. 6-10 lakh/yr with 3-5 years experience ¹²	Resilient -- fastest-growing engineering specialty in Indian manufacturing ²
Technical Sales / Application Engineer	Rs. 5-9 lakh/yr with MNC textile machinery firms	Resilient -- requires domain knowledge plus relationship skills; hard to automate ⁶

PHASE 1

Foundations (Year 1, ITI)

Build core competencies: AC/DC electrical systems, textile technology basics (fibre, yarn, fabric production), mechanical systems (gears, belts, bearings), and workplace safety. The NSQF-5 curriculum integrates professional knowledge with hands-on professional skill from semester 1 ^P.

PHASE 2

Specialisation (Year 2, ITI)

Advance to PLC applications in textile machinery, HMI configuration, sensor integration, servo drive commissioning, and fault-finding on automated loom systems. Semester 3 and 4 assessment under NCVT prepares candidates for the All India Trade Test and NTC ^P.

PHASE 3

Practical Execution (Post-NTC)

Secure an apprenticeship with a textile OEM, automation integrator, or PM MITRA park tenant. Add a PLC vendor certification (Siemens, Allen-Bradley, Mitsubishi). Within 3 years, target a service engineer or junior automation engineer role. Document every commissioned or repaired system as a portfolio for future employers ^{P/2}.

06 SKILLS BUILT & WHY THEY'RE AI-RESILIENT

Trained for the floor, not just the test

WHAT CANDIDATES ACTUALLY WORK ON

- PLC programming and HMI configuration on textile-specific control platforms (Siemens, Mitsubishi, Allen-Bradley common in Indian plants) ^P
- Servo drive commissioning and parameter tuning for multi-axis loom and processing-line applications ^P
- Pneumatic and hydraulic system maintenance on jacquard, rapier, and air-jet weaving machines ^P
- Electrical fault diagnosis using oscilloscopes, multimeters, and insulation testers on industrial-grade textile equipment ^P
- Sensor calibration and integration: proximity, photoelectric, and tension sensors critical to automated fabric production ^P

WHY THESE RESIST AUTOMATION

- Cross-discipline root-cause analysis combining electrical, mechanical, and software fault trees -- AI cannot yet reliably perform this in varied factory environments ⁵
- Retrofit and adaptation of legacy machinery -- India's large installed base of older looms creates decades of retrofit work that requires physical presence and improvisation ⁶
- Client-facing field service with travel, relationship management, and on-site problem-solving under time pressure ⁷
- Tacit knowledge transfer: training machine operators on new or upgraded equipment -- requires interpersonal skill and contextual judgment ^P
- Emergency breakdown response requiring rapid physical assessment and sourcing of locally available spares ⁷

The positioning in one line: A Textile Mechatronics technician who commands PLC diagnostics and field service occupies a scarce-skill position in a sector that is actively automating -- and therefore actively hiring people to maintain and commission that automation.

07 THE CREDENTIAL & QUALITY LAYER

NTC at NSQF Level 5 -- a nationally recognised credential with public-sector and MNC employer reach.

The National Trade Certificate (NTC) awarded by NCVT on passing the All India Trade Test is recognised across government organisations, railways, manufacturing and service sectors in India ¹³. For Textile Mechatronics, the NTC is at NSQF Level 5 -- the same level as Technician Mechatronics (general), which signals parity with post-secondary technical education and qualifies graduates for Apprenticeship Act registration, opening doors to employer-funded on-the-job training with an added stipend ^P.

Stacking beyond the NTC amplifies the signal: an OEM-issued PLC certification (Siemens SITRAIN, Rockwell Automation, Mitsubishi Electric) or a NIELIT industrial automation course converts a sectoral credential into a cross-sector one, raising both salary potential and geographic portability. In a market where salary disclosure in job listings is near-zero for this trade, verifiable technical certifications serve as a proxy signal of capability that employers -- especially MNCs such as Staubli -- actively use to screen candidates ^{7/P}.

08 THE INDIA TALENT CONTEXT

Abundant graduates, scarce job-readiness

India's overall graduate employability stood at 56.35% in the India Skills Report 2026, but ITI graduates specifically show only 45.95% employability -- a rate that has improved from 41% but still points to a persistent gap between training and labour market absorption ¹⁴. The gap is not primarily about the quality of NSQF trades; it reflects the structural preference of Indian employers for degree holders and the limited employer awareness of NTC credentials in formal hiring pipelines. For Textile Mechatronics specifically, the Indian Textile Journal documents a mismatch in the opposite direction: the sector cannot find candidates with adequate practical skills, while engineering graduates increasingly avoid factory-floor roles due to remote locations and shift work ⁶. A CTS-trained technician who is willing to work in a manufacturing environment and has hands-on PLC and fault-diagnosis experience is genuinely differentiated in this market.

India's textile sector needs fewer degrees and more hands-on mechatronics competence -- and the NTC at NSQF Level 5 is precisely the credential designed to supply it ^P.

09 STAYING FUTURE-READY

How a candidate stays on the resilient side

LEAN INTO

- Develop strong PLC and SCADA skills using the most common platforms in Indian textile plants (Siemens S7, Mitsubishi MELSEC, Delta) and get OEM-certified where possible ²
- Build hands-on retrofit experience -- India's large installed base of older looms and processing lines will generate retrofit work for at least the next 10-15 years, and this is the segment least exposed to direct displacement ⁶
- Target PM MITRA park zones and PLI-backed MMF/technical textile manufacturers where greenfield installations are creating fresh demand for commissioning technicians over 2025-2030 ⁹
- Seek roles with multinational textile machinery OEMs (Staubli, Picanol, Dornier, Rieter) that offer structured training pipelines, formal salaries, and global exposure -- these companies hire at ITI level for service roles ⁷
- Register under the Apprenticeship Act with a textile engineering firm within 12 months of NTC -- the stipend partially offsets foregone income and the employer record is the single most valuable signal for future formal hiring ^P

AVOID BEING DEFINED BY

- Staying in machine-tending or production-line operation without advancing to diagnostics and programming -- this is the highest-risk position as sensor and HMI automation reduces operator headcount ⁴
- Limiting job search to general online job boards; most textile mechatronics roles in India are filled through OEM service networks, word-of-mouth referrals, and ITI placement cells ⁷
- Ignoring the geography signal: states with PM MITRA parks and high textile concentration (Tamil Nadu, Gujarat, Maharashtra, Telangana) have the deepest hiring pools for this trade -- relocation may be necessary ⁹
- Treating the NTC as a terminal credential; the market rewards technicians who layer PLC certifications, industrial IoT exposure, or a diploma-level qualification on top of the ITI foundation ^{2/P}

10 SOURCES & CITATIONS

Every figure, traced to a source

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Live listings from Staubli (2 roles), Gainers Control, Imposub Solutions (up to Rs. 50,000/month for diploma mechatronics), and Retro Wovens; employers confirmed as active hirers for textile mechatronics roles.

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