

T+ve A TALENT POSITIVE TELANGANA

3rd Edition - March 2026



An Xpheno Research release

“

World-class infrastructure clubbed with business-friendly policies and commercial incentives await domestic and global enterprises entering Telangana. This young state is emerging as a competitive talent hub and attractive talent brand of the South. Increased landing of greenfield GCCs is a strong driver for Telangana's Growth Mission.

Kamal Karanth
Co-founder, Xpheno



“

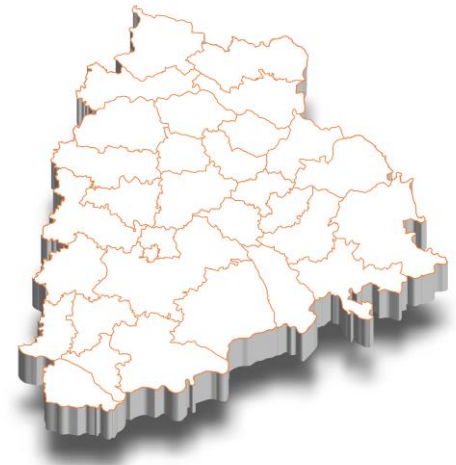
Telangana is fast emerging as a top destination for greenfield GCCs in India. Global enterprises making greenfield decisions today are not just looking for cost arbitrage - they're also looking for skills, speed, scale, and future-ready infrastructure capabilities... and Hyderabad checks all these boxes. Telangana currently has a healthy combination of talent, policy, infrastructure, and commercial ecosystem working together at scale.

Pallavi Nanduru
Center Head, Xpheno Hyderabad



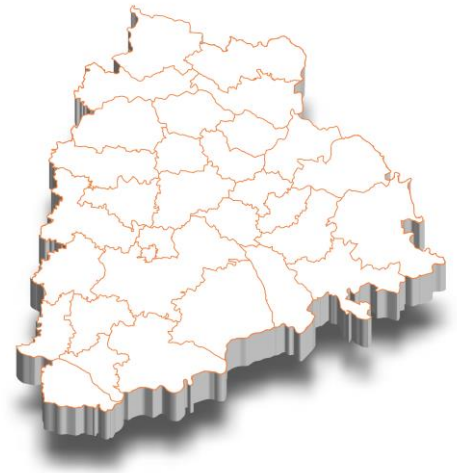
Table of Contents

White-collar Talent Landscape – Telangana	04
Executive Summary	05
Net Talent Balance – PTB & NTB	13
Talent Movement Corridors – Telangana	16
Talent Movement Corridors – Hyderabad	21
Talent Movement Corridors – Industry Sectors	26
Talent Movement Corridors – Enterprise Functions	31
Talent Movement Corridors – Experience Buckets	34
Talent Desirability	37
Telangana: 3 Years Trend	41



White-collar Talent Landscape

Telangana



Telangana continues to grow and advance in leaps and bounds with its global outlook and focus on marketing itself to global economies. World-class infrastructure clubbed with business-friendly policies and commercial incentives await domestic and global enterprises entering Telangana. This young state is emerging as a competitive talent hub and attractive talent brand of the South. Increased landing of greenfield GCCs is a strong driver for Telangana's Growth Mission.

We, at Xpheno, carried out our **3rd edition of Annual Study of Indian states for Talent Corridors and Talent Exchange Patterns**. Telangana, as a fast-growing GCC Hub, once again received a special focus in the study.

The highlights of this report are:

- **6 Indian states emerged as Talent Positive states or states with Positive Talent Balance (PTB).**
 - Telangana continued as the third Indian state with Positive Talent Balance, behind Karnataka and Haryana on the top.
 - With **77,800** white-collar talent absorptions and **52,300** talent lost during the 12-month period, Telangana clocked a **PTB of 25,500** for the study period.
 - Telangana joined the league of older peers like Karnataka with PTB of 74,000 and Haryana with PTB of 26,700.
 - Telangana holds a wide lead ahead of the remaining 3 PTB states including Maharashtra. The other states like Gujarat and Goa are a cohort of relatively smaller states and union territories with PTB value in low to mid 3-digit values.
- The other end of the ranking with **Talent Negative states or states with Negative Talent Balance (NTB)** has Andhra Pradesh, Tamil Nadu, Madhya Pradesh, West Bengal and Bihar with NTBs between -9,000 and -22,000.

Factors linked to sustained PTB status of Telangana

- Telangana has an active and accessible white-collar talent base of 48.87 Lakh. The experienced talent pool with working experience of 1 Year & above makes 49% of the active pool (23.88 Lakh).

- Hyderabad holds the lion's share of the active experienced talent pool of the state with a 23.7 Lakh count. The collective contribution of other locations like Warangal, Medak, Nalgonda, and Nizamabad etc. are a collective 52.7K count. The contribution from locations other than Hyderabad has almost doubled compared to previous period.

- Tech Sector remains the lead employment sector holding 39% (9.42 Lakh) of the active experienced talent pool. The Tech Sector leads the rest of the sectors like BFSI, Business Consulting & Services, Healthcare and Pharma by huge margins.

- In terms of enterprise functions, Engineering function retains the lead with 4.90 Lakh active experienced talent pool. BD and Sales follows with 3.02 Lakh and IT comes third with 2.76 Lakh.

- 35% of active experienced white-collar talent pool holds qualifications in Computer Science and IT.

- On the Engineering & Technical education front, Telangana annually produces over 1 Lakh Engineers.

- Telangana has very strong inbound and outbound talent corridors with all major talent states and their megacities. Andhra Pradesh, Karnataka and Maharashtra remain the top states with strong 2-way talent movements.

- USA emerged as the Top overseas corridor for 2-way white-collar talent from and to Telangana.

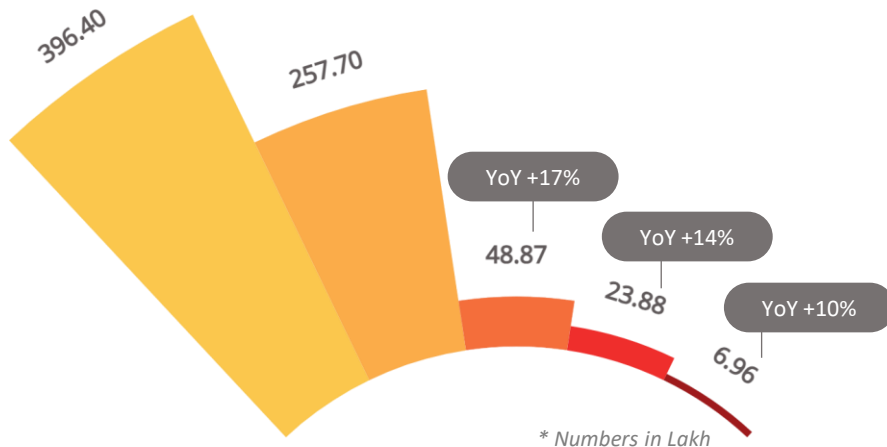
- A strong talent pull is evident with over 25 Lakh jobseekers, including freshers, from other states stating Telangana as a preference for their next move. Out of the 25 Lakh talent at the doorstep, 12 Lakh are from other megacities. Interestingly 431K active jobseekers from Bangalore have stated a preference for Hyderabad for a career move.

Telangana is visibly increasing its ability to attract and retain experienced global specialist talent. The widening corridor of repatriating talent is not just changing the skyline of Hyderabad but also re-engineering the global outlook and competitiveness of Telangana.

Kamal Karanth
Co-Founder, Xpheno

TELANGANA ACTIVE TALENT SNAPSHOT

HUMAN CAPITAL SUMMARY



- Total Population ●
- Working Age Population ●
- Accessible White Collar Talent ●
- White Collar Talent with experience above 1 yr ●
- Active in Jobmarket ●

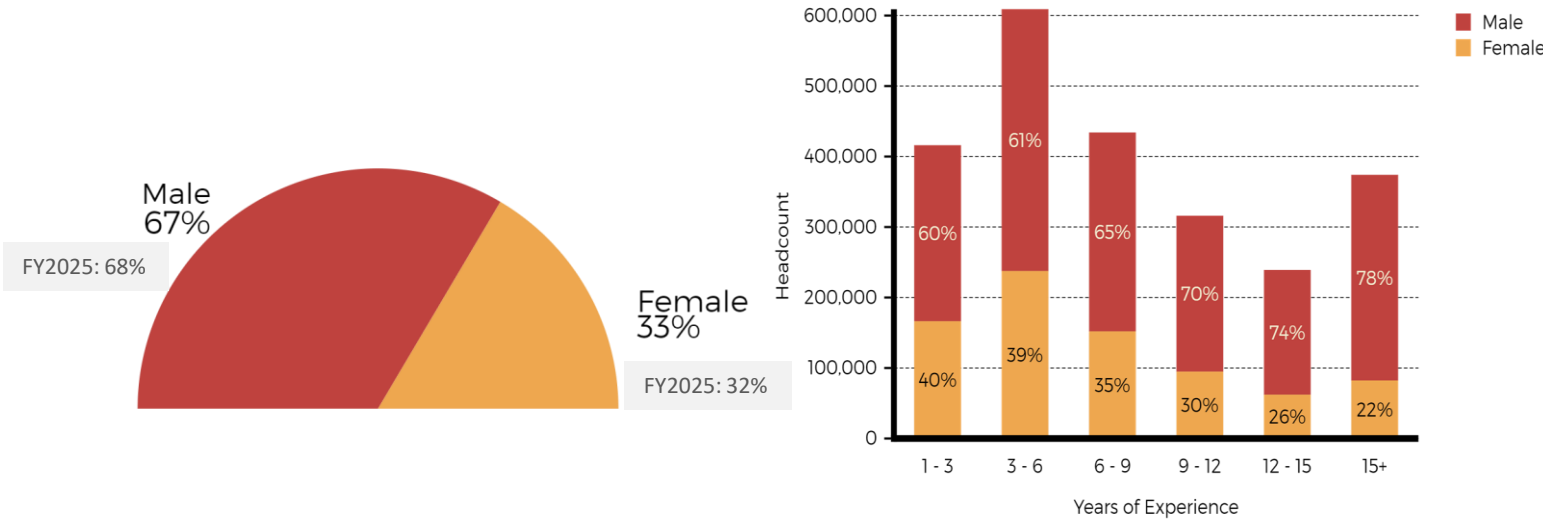
65% of Telangana's population qualifies as **Working Age population** of the State.

Telangana has an **active and accessible white-collar talent base of 48.87 Lakh** (YoY growth +17%)

Talent pool with **working experience of 1 Year and above makes 49% of the active pool at 23.88 Lakh** (YoY growth +14%)

TELANGANA WHITE COLLAR TALENT SNAPSHOT

GENDER & EXPERIENCE DISTRIBUTION OF ACCESSIBLE WHITE-COLLAR TALENT



White-collar talent in Telangana holds an experience mix that makes a **broad base of the talent pyramid**. With a **10.25 Lakh** count, talent with experience up to 6 years of experience make 43% of the total talent pool of 23.88 Lakh.

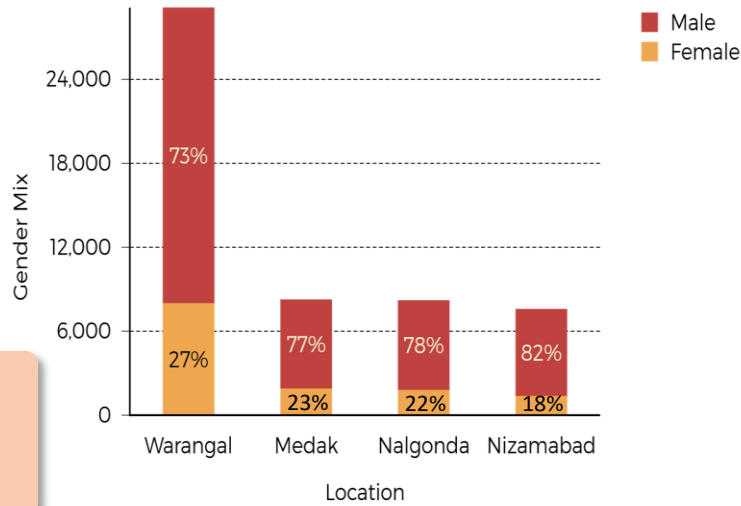
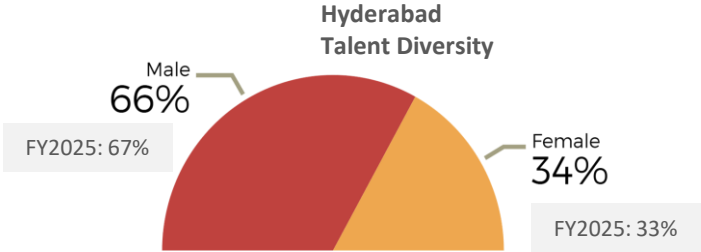
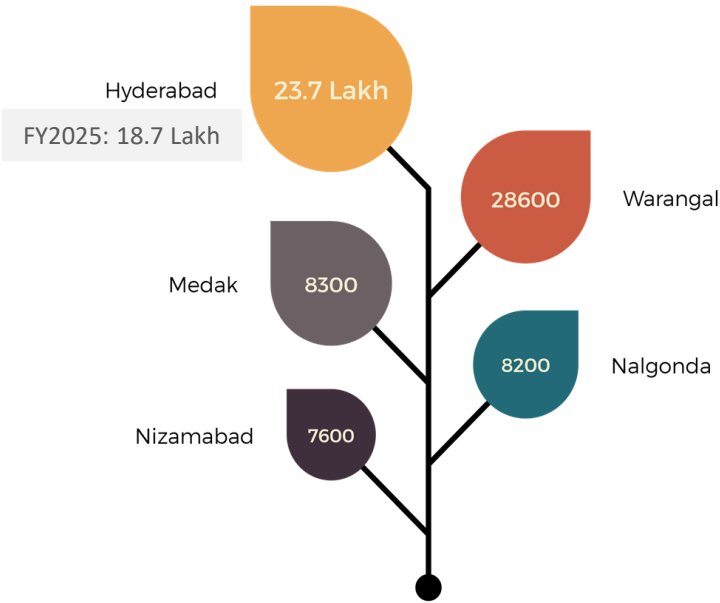
Mid to Mid-senior level talent in the 6 to 12 years of experience range account for 31%. Senior talent in the 12+ years of experience make 26% of the talent pool.

Representation of Women in the active white-collar workforce **grew by 1% point** in FY2026 compared to FY2025.

Women representation in the active white-collar talent pool decreases steadily with rise in experience level. Women dropping out of active workforce at higher experience levels continues to be an evident trend.

TELANGANA WHITE COLLAR TALENT LOCATIONS

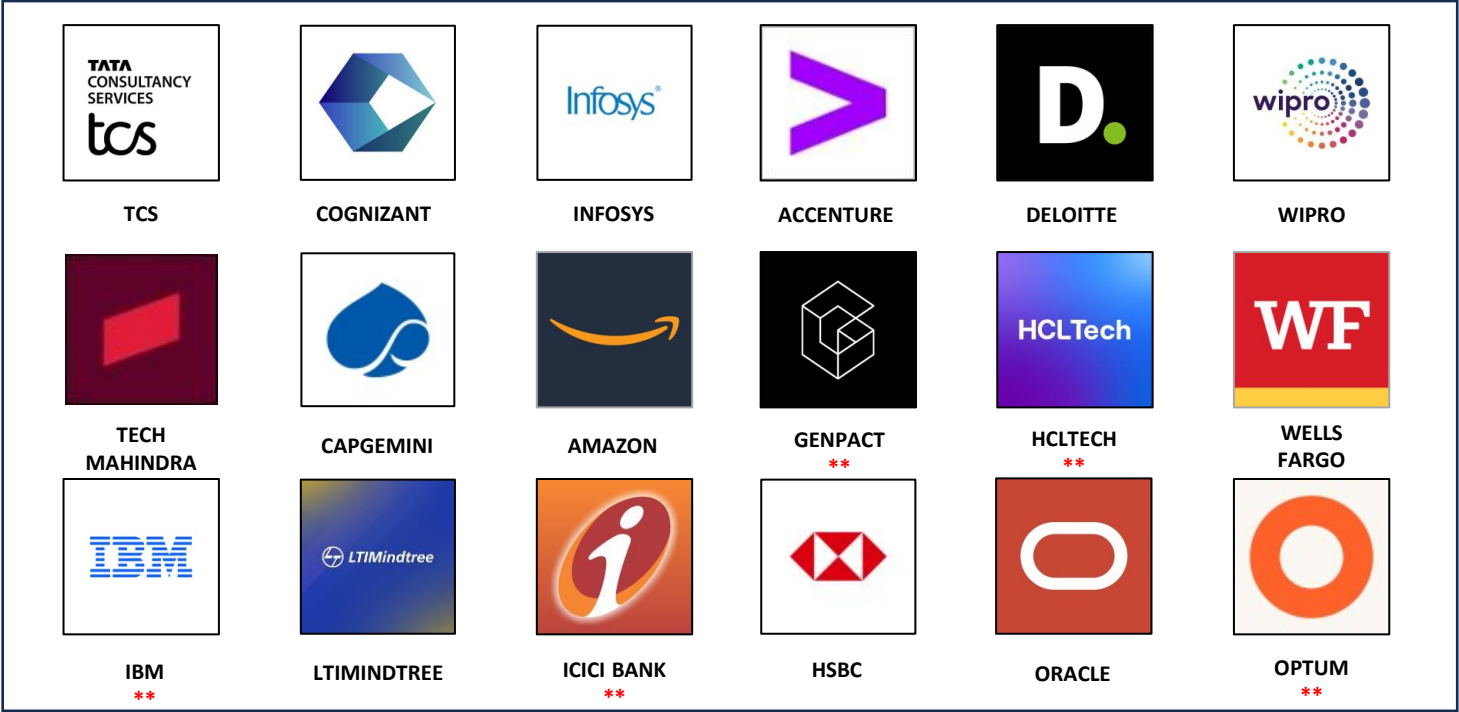
TOP LOCATIONS BY ACCESSIBLE WHITE-COLLAR TALENT VOLUME



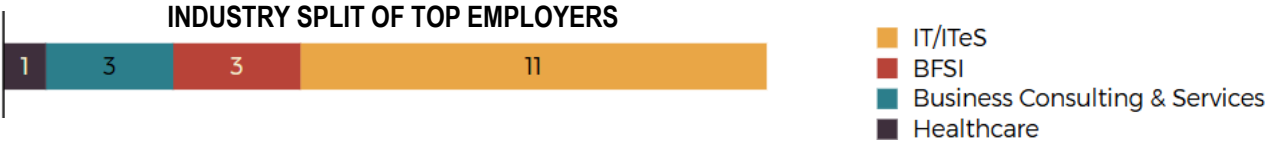
Hyderabad holds the lion's share of the active experienced talent pool with a **23.7 Lakh** count with a **27% growth in size since FY2025**. The top 2 locations for active white-collar talent and their rankings remain unchanged in FY2026, compared to FY2025.

TELANGANA TOP EMPLOYERS

TOP EMPLOYER BRANDS BY VOLUME OF WHITE-COLLAR TALENT

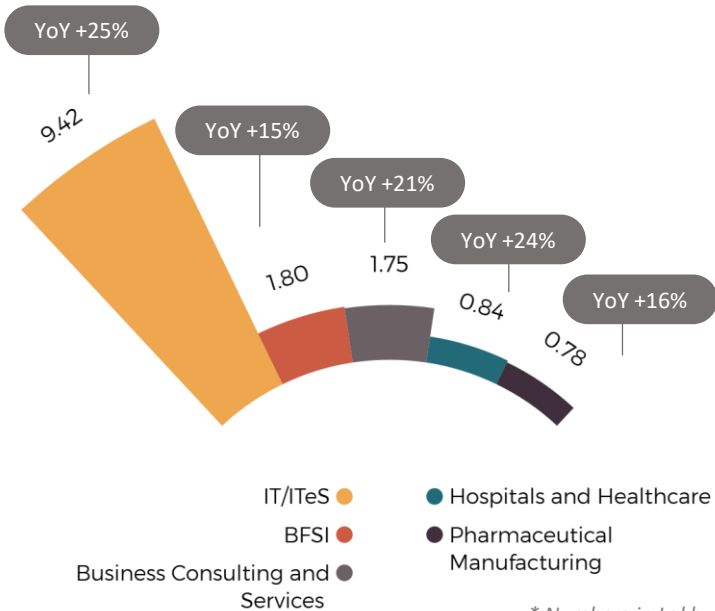


** New entrants in FY2026

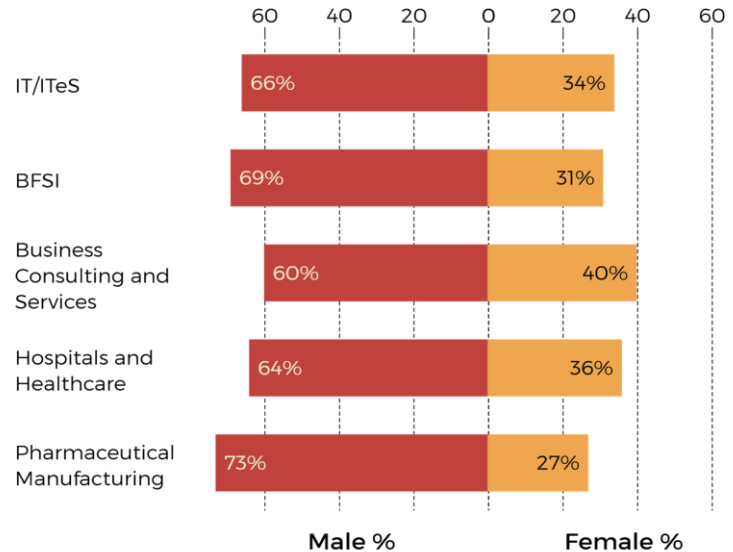


TELANGANA WHITE COLLAR TALENT

TOP INDUSTRY GROUPS BY ACCESSIBLE WHITE-COLLAR TALENT VOLUME



* Numbers in Lakh

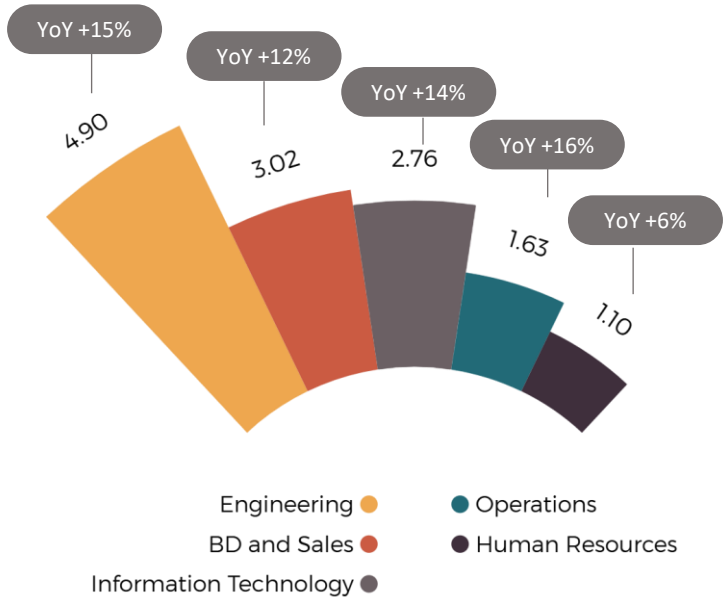


Telangana's Tech Sector is the lead employment sector for active white-collar talent. **More than one-third (9.42 Lakh) of the active experienced talent pool is engaged by the Tech Sector.**

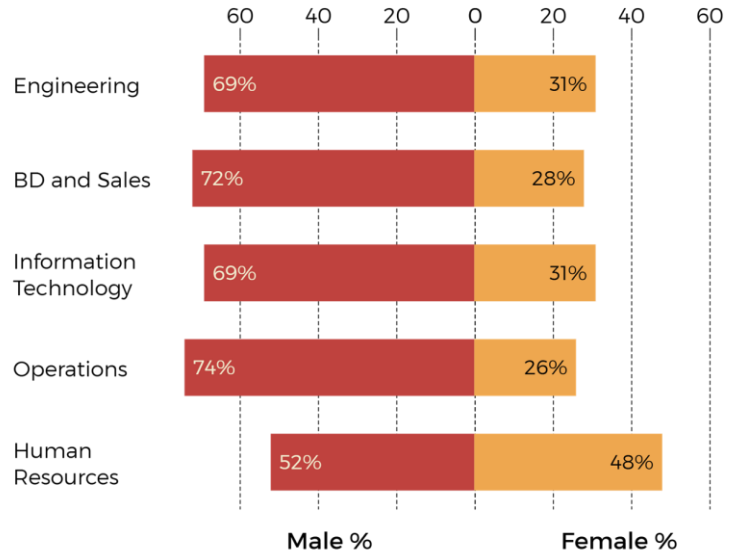
BFSI, Business Consulting, Hospital & Healthcare and Pharma trail behind Tech by huge margins on active talent volumes.

TELANGANA WHITE COLLAR TALENT

TOP ENTERPRISE FUNCTIONS BY ACCESSIBLE WHITE-COLLAR TALENT VOLUME



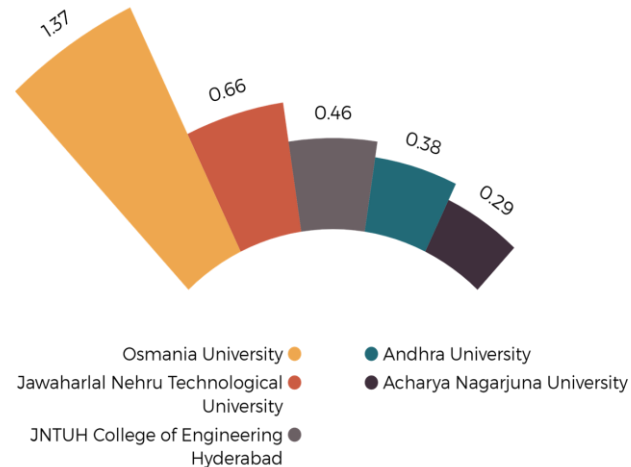
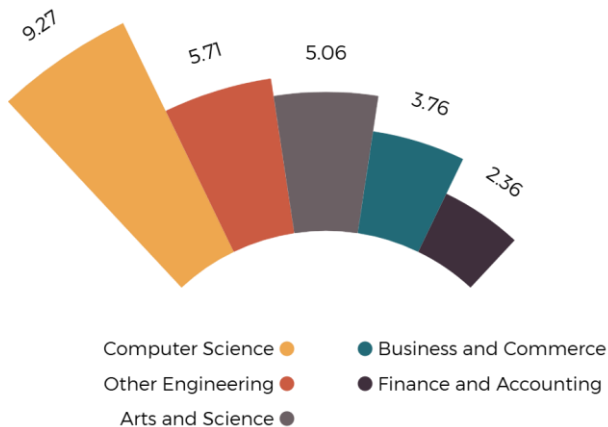
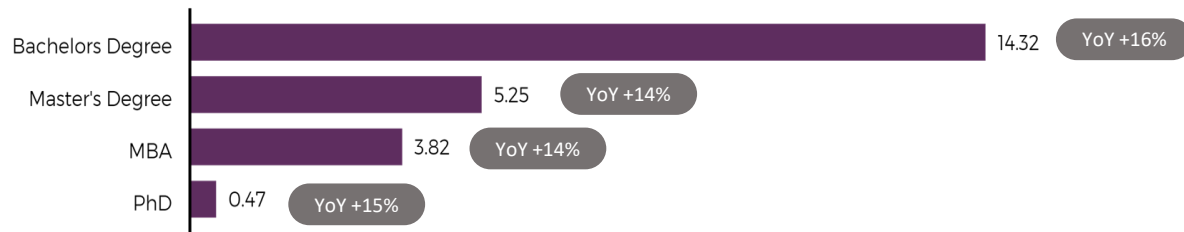
* Numbers in Lakh



Top 5 Enterprise Functions collectively account for over **56% of active white-collar talent** of Telangana. The Engineering function on the lead with 4.9 Lakh holds one-fifth of the experienced white-collar talent pool. The total of 7.6 Lakh experienced professionals in Engineering & IT functions are drivers of Telangana's tech identity.

TELANGANA WHITE COLLAR TALENT

DISTRIBUTION BY TOP QUALIFICATIONS, EDUCATION STREAMS & INSTITUTIONS



35% of active experienced white-collar talent pool holds qualifications in **Computer Science and IT**.
22% hold qualifications in **other Engineering streams**.
14% hold qualifications in **Business & Commerce**.

** Numbers in Lakh*

Net Talent Balance

Talent Positive & Talent Negative



NET TALENT BALANCE – WORKFORCE PARAMETER

TALENT POSITIVE & TALENT NEGATIVE STATUS

TERM	DEFINITION
Talent Corridors	Talent in a geography is dynamic and remains in motion in and out of the geography. The lines of talent connection that a City, State or Country has with another geography are called Talent Corridors.
Talent Movement	The shift of talent via a Talent Corridor in search of better prospects or for personal preference is called a Talent Movement.
Talent Exchange	Talent movements can be one-way or two-way in direction. When a geography gains and also loses talent to another geography, in a said period of time, a Talent Exchange occurs.
Net Talent Balance	The delta between the volume of talent absorbed and volume of talent lost is the Net Talent Balance at both ends of the Talent Corridor.
Talent Positive / Positive Talent Balance	A Positive Talent Balance (PTB) occurs when a City, State or Country attracts & retains more talent, than what it loses to a competing geography.
Talent Negative / Negative Talent Balance	A Negative Talent Balance (NTB) occurs when a City, State or Country loses more talent, than what it attracts from a competing geography.
Factors impacting Net Talent Balance	Talent exchanges are primarily driven by economic factors of opportunity and growth. Social, political, cultural, infrastructure and geological
Desired state	PTB is a highly desirable state that impacts the economic progress of a geography. However, a very high PTB for long cycles is also not healthy as it leads to saturation and can impact desirability. Very high and Long-term NTB is not a desirable state for any geography.

INDIA TALENT BALANCE MAPS

TALENT POSITIVE AND TALENT NEGATIVE STATES & UNION TERRITORIES



The count of Positive Talent Balance states reduced from 9 in 2025 to 6 in FY2026.
The Top 3 states by PTB value are **Karnataka, Haryana and Telangana.**

Andhra Pradesh		NTB	Manipur		NTB
Arunachal Pradesh ##		NTB	Meghalaya ##		NTB
Assam		NTB	Mizoram		NTB
Bihar		NTB	Nagaland		NTB
Chhattisgarh		NTB	Odisha		NTB
Delhi		NTB	Pondicherry		NTB
Goa		PTB	Punjab		NTB
Gujarat		PTB	Rajasthan		NTB
Haryana	2nd	PTB	Sikkim		NTB
Himachal		NTB	Tamil Nadu		NTB
Jammu & Kashmir ##		NTB	Telangana	3rd	PTB
Jharkhand		NTB	Tripura		NTB
Karnataka	1st	PTB	Uttar Pradesh		NTB
Kerala		NTB	Uttarakhand		NTB
Madhya Pradesh		NTB	West Bengal		NTB
Maharashtra		PTB			

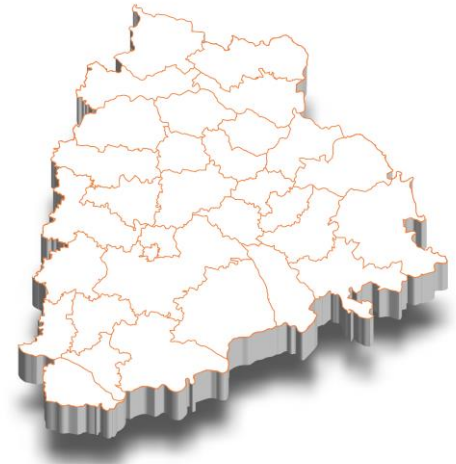
PTB - Positive Talent Balance | NTB – Negative Talent Balance

: Changed from PTB to NTB since FY2025

** : Changed from NTB to PTB since FY2025

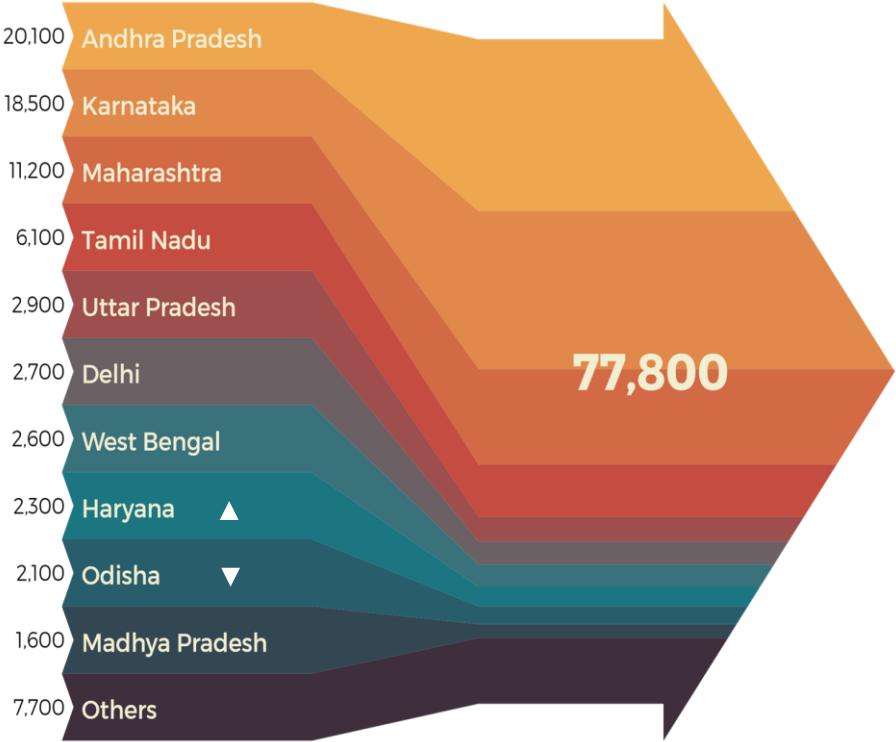
Talent Movement Corridors

- **Telangana State**
- Hyderabad City
- Industry Sectors
- Enterprise Functions
- Experience Buckets



TELANGANA WHITE-COLLAR TALENT MOVEMENT CORRIDORS

ABSORPTION OF TALENT FROM OTHER INDIAN STATES – LAST 12 MONTHS



TOTAL TALENT ABSORBED
FY2026 : 77800 | FY2025 : 61600
YoY Chage in absorbtion: +26%

Top 5 Corridors account for 76% of total talent absorbed by Telangana from other Indian States.

Top Locations	YoY Growth
Andhra Pradesh	+25%
Karnataka	+33%
Maharashtra	+23%
Tamil Nadu	+32%
Uttar Pradesh	+21%

▲ Moved up ▼ Moved down
(Compared to previous ranking)

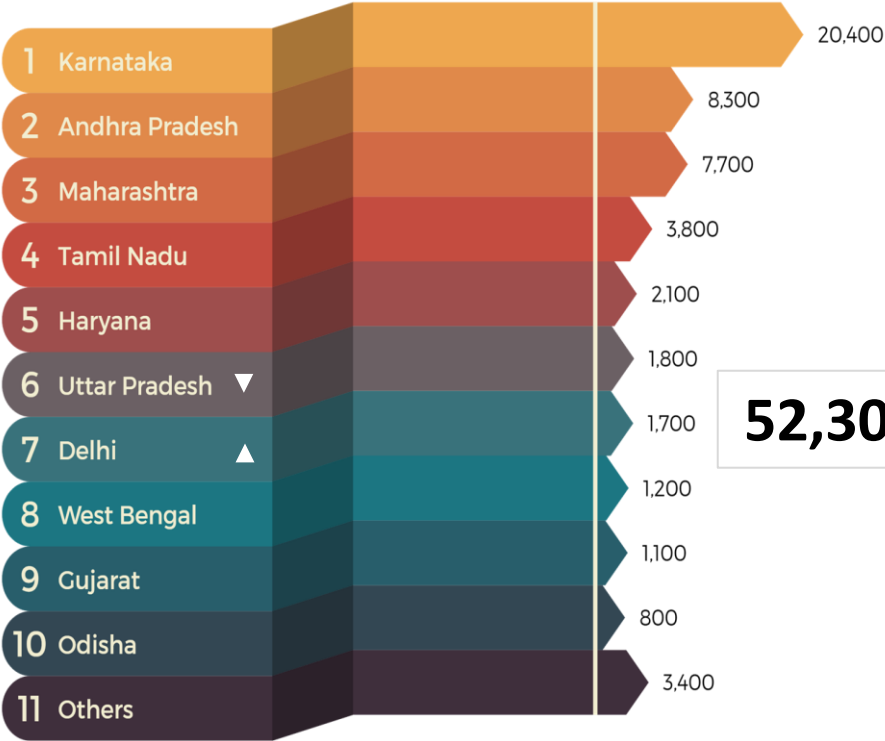
TELANGANA WHITE-COLLAR TALENT MOVEMENT CORRIDORS

LOSS OF TALENT TO OTHER INDIAN STATES – LAST 12 MONTHS

TOTAL TALENT LOST
FY2026 : 52300 | FY2025 : 41400
YoY Change in talent loss: +26%

Top 5 Corridors account for
81% of total talent lost by
Telangana to other Indian
States

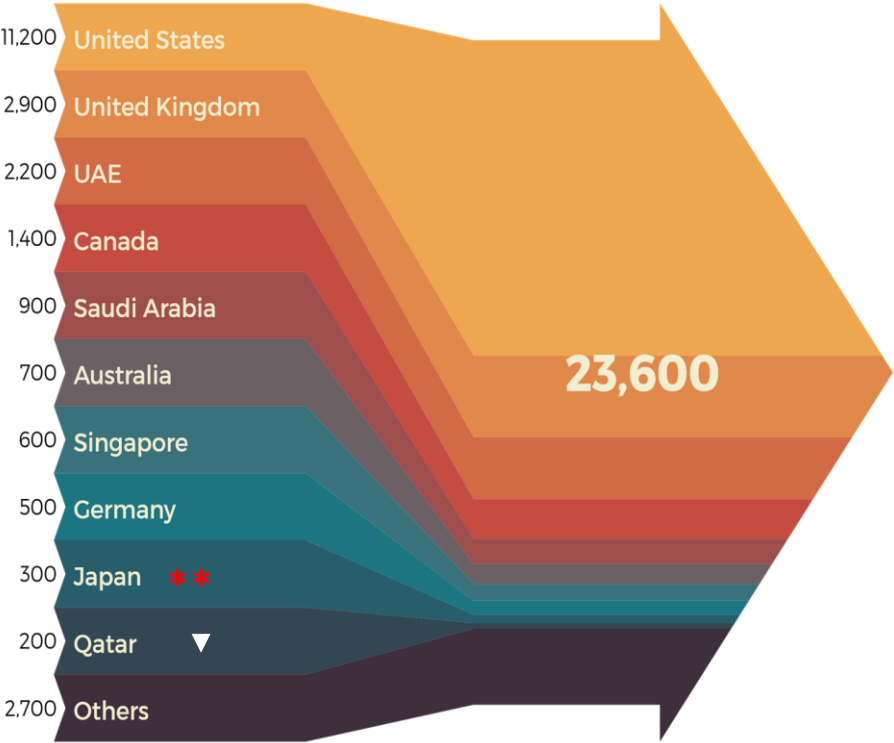
Top Locations	YoY Growth
Karnataka	+28%
Andhra Pradesh	+28%
Maharashtra	+26%
Tamil Nadu	+27%
Haryana	+23%



▲ Moved up ▼ Moved down
(Compared to previous ranking)

TELANGANA WHITE-COLLAR TALENT MOVEMENT CORRIDORS

ABSORPTION OF TALENT FROM OTHER COUNTRIES – LAST 12 MONTHS



TOTAL TALENT ABSORBED
FY2026 : 23600 | FY2025 : 23200
YoY Change in absorption: +2%

Top 5 Corridors account for 79% of total talent absorbed by Telangana from other Countries

Top Locations	YoY Growth
United States	+7%
United Kingdom	+7%
UAE	-12%
Canada	+17%
Saudi Arabia	-10%

▲ Moved up ▼ Moved down
(Compared to previous ranking)

★★ New entrants to list in FY2026

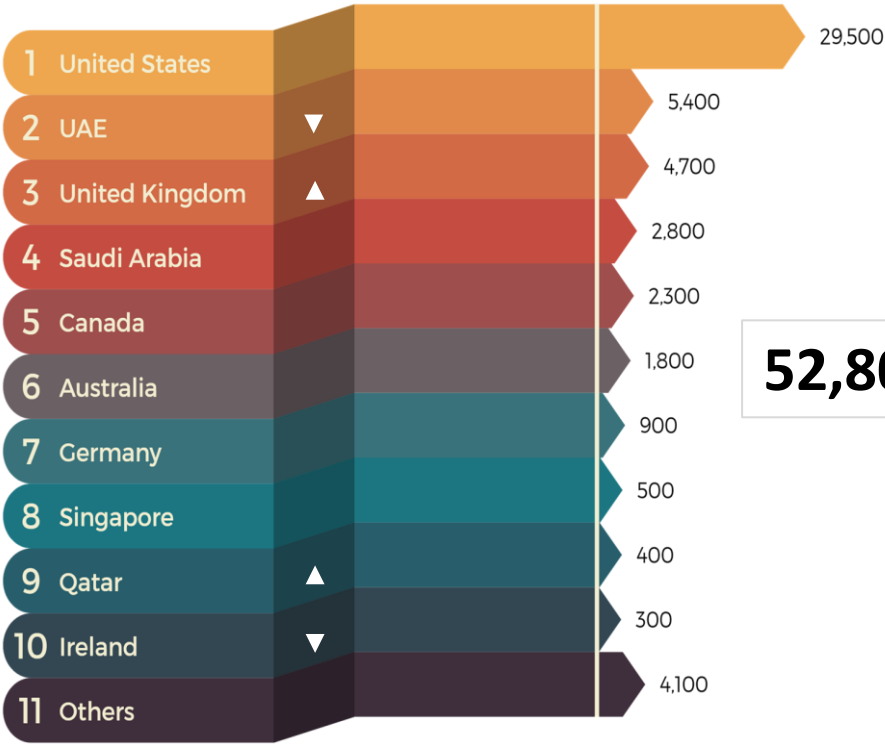
TELANGANA WHITE-COLLAR TALENT MOVEMENT CORRIDORS

LOSS OF TALENT TO OTHER COUNTRIES – LAST 12 MONTHS

TOTAL TALENT LOST
FY2026 : 52800 | FY2025 : 55000
YoY Change in talent loss: -4%

Top 5 Corridors account for
85% of total talent lost by
Telangana to other
Countries

Top Locations	YoY Growth
United States	-8%
UAE	+32%
United Kingdom	+7%
Saudi Arabia	+22%
Canada	-39%



▲ Moved up ▼ Moved down
(Compared to previous ranking)

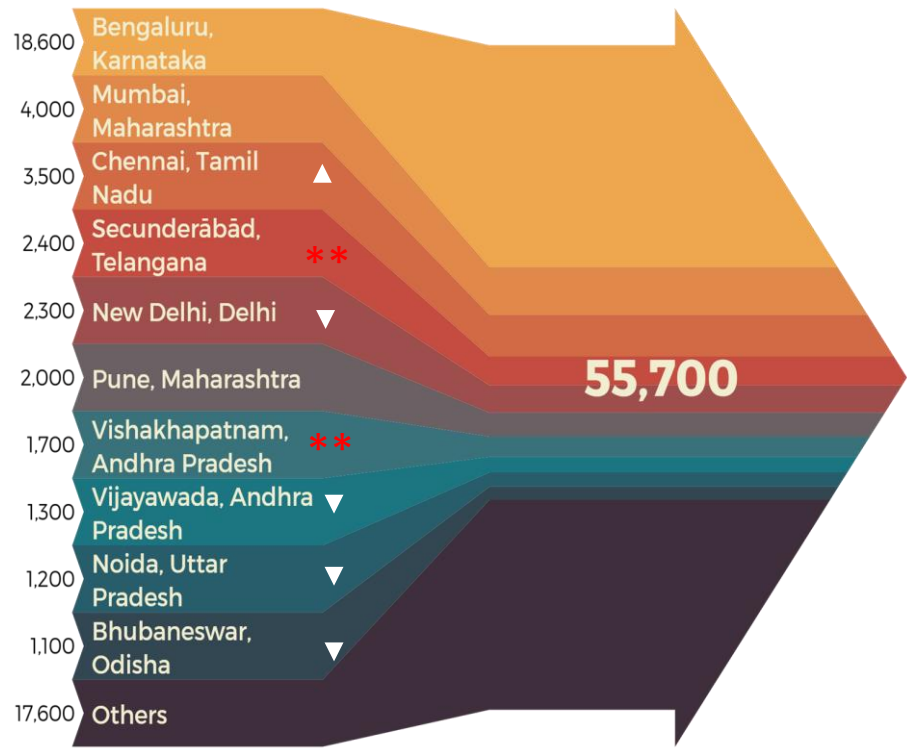
Talent Movement Corridors

- Telangana State
- **Hyderabad City**
- Industry Sectors
- Enterprise Functions
- Experience Buckets



HYDERABAD WHITE-COLLAR TALENT MOVEMENT CORRIDORS

ABSORPTION OF TALENT FROM OTHER INDIAN CITIES – LAST 12 MONTHS



TOTAL TALENT ABSORBED
FY2026 : 55700 | FY2025 : 35700
YoY Change in absorption: +56%

Top 5 Corridors account for 55% of total talent absorbed by Hyderabad from other Indian cities

Top Locations	YoY Growth
Bengaluru	+50%
Mumbai	+42%
Chennai	+106%
New Delhi	+28%
Pune	+11%

▲ Moved up ▼ Moved down
(Compared to previous ranking)

** New entrants to list in FY2026

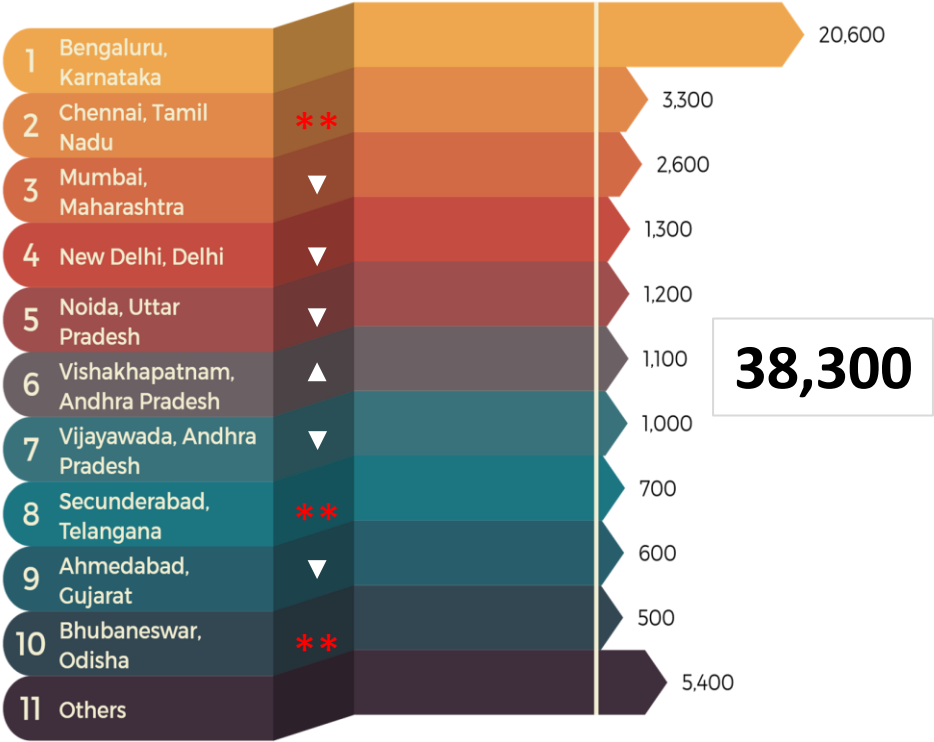
HYDERABAD WHITE-COLLAR TALENT MOVEMENT CORRIDORS

LOSS OF TALENT TO OTHER INDIAN CITIES – LAST 12 MONTHS

TOTAL TALENT LOST
FY2026 : 38300 | FY2025 : 24200
YoY Change in talent loss: +58%

Top 5 Corridors account for
76% of total talent lost by
Hyderabad to other Indian
Cities

Top Locations	YoY Growth
Bengaluru	+41%
Mumbai	+30%
New Delhi	+18%
Noida	+33%
Vishakhapatnam	+450%

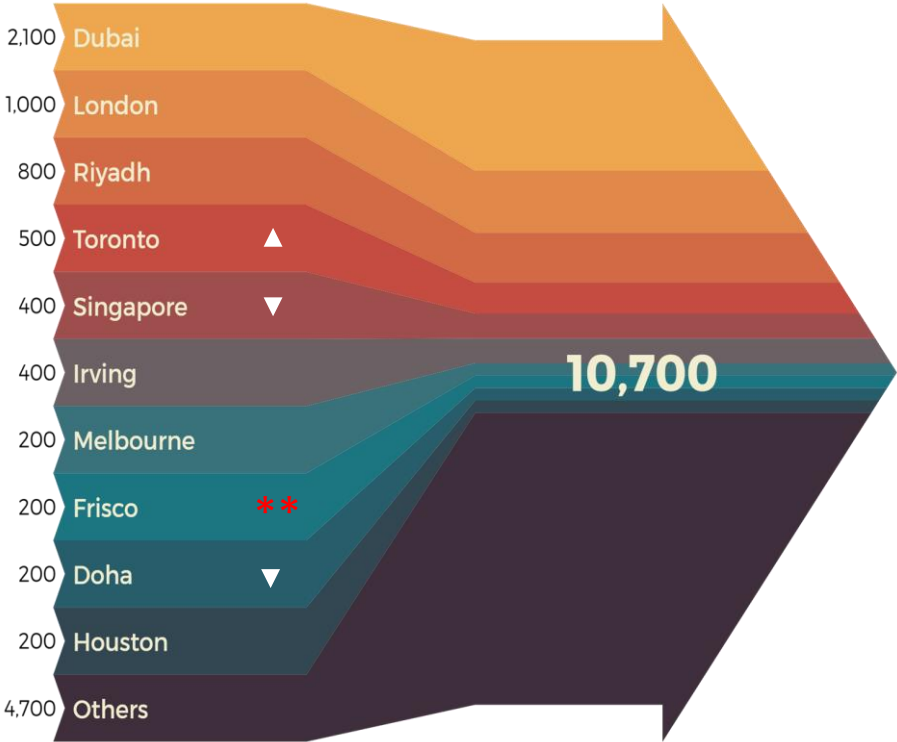


▲ Moved up ▼ Moved down
(Compared to previous ranking)

** New entrants to list in FY2026

HYDERABAD WHITE-COLLAR TALENT MOVEMENT CORRIDORS

ABSORPTION OF TALENT FROM OVERSEAS CITIES – LAST 12 MONTHS



TOTAL TALENT ABSORBED
FY2026 : 10700 | FY2025 : 11700
YoY Change in absorption: -9%

Top 5 Corridors account for
45% of total talent absorbed
by Hyderabad from
Overseas Cities

Top Locations	YoY Growth
Dubai	-12%
London	+11%
Riyadh	-11%
Toronto	+25%
Singapore	-20%

▲ Moved up ▼ Moved down
(Compared to previous ranking)

*** New entrants to list in FY2026

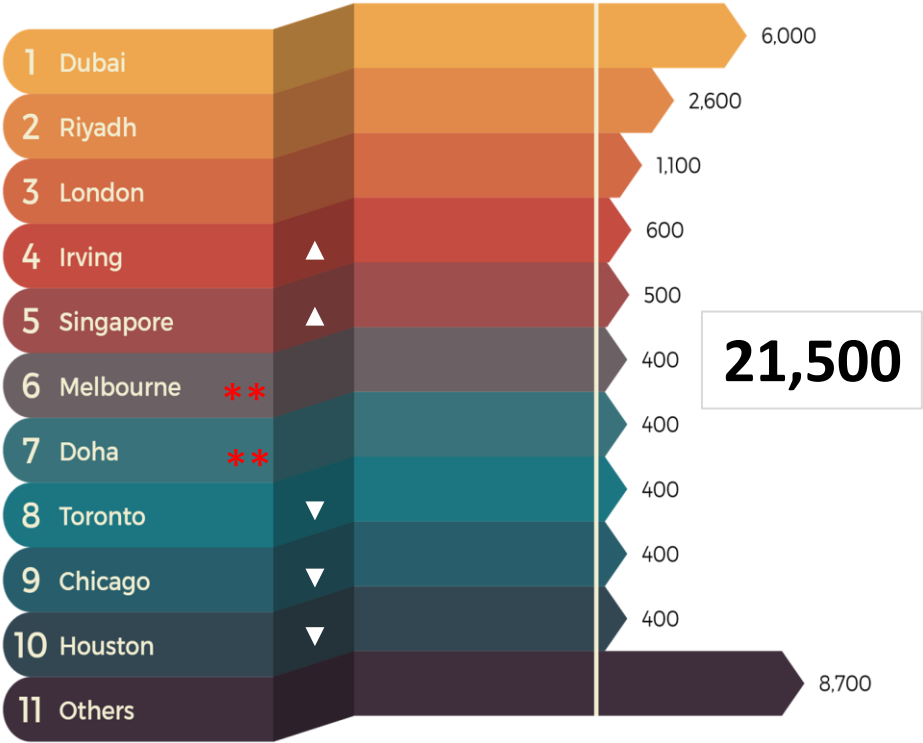
HYDERABAD WHITE-COLLAR TALENT MOVEMENT CORRIDORS

LOSS OF TALENT TO OVERSEAS CITIES – LAST 12 MONTHS

TOTAL TALENT LOST
FY2026 : 21500 | FY2025 : 24300
YoY Change in talent loss: -11%

Top 5 Corridors account for
50% of total talent lost by
Hyderabad to Overseas
Cities

Top Locations	YoY Growth
Dubai	+54%
Riyadh	+24%
London	-8%
Irving	-25%
Singapore	-17%



▲ Moved up ▼ Moved down
(Compared to previous ranking)

** New entrants to list in FY2026

Talent Movement Corridors

- Telangana State
- Hyderabad City
- **Industry Sectors**
- Enterprise Functions
- Experience Buckets



TELANGANA INTER SECTOR TALENT MOVEMENT

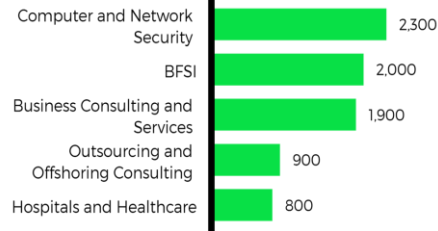
INTRASTATE TALENT EXCHANGED BETWEEN TOP INDUSTRY SECTORS – LAST 12 MONTHS

FOCUS SECTOR

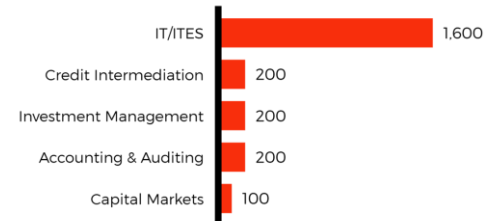
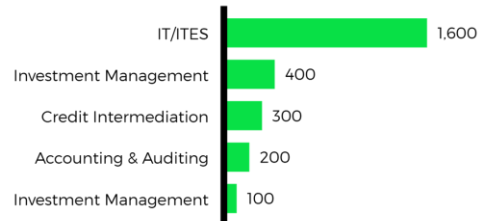
TALENT GAINED FROM

TALENT LOST TO

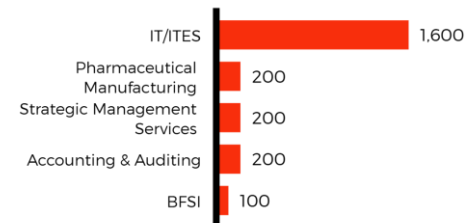
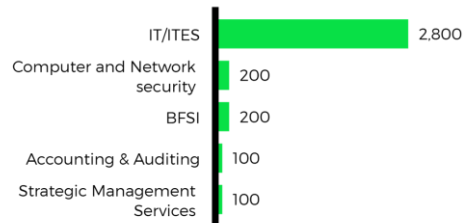
IT/ITeS



BFSI



Business Consulting and Services



IT/ITeS Includes: IT Services and Consulting, IT System Design Services, Software Development, Technology Information and Media

TELANGANA INTER SECTOR TALENT MOVEMENT (contd.)

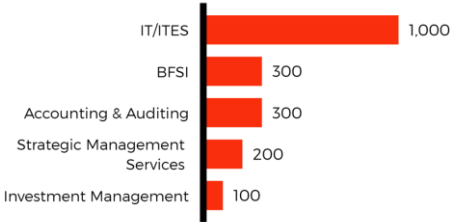
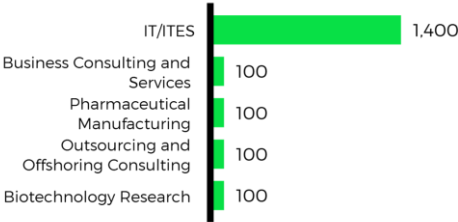
INTRASTATE TALENT EXCHANGED BETWEEN TOP INDUSTRY SECTORS – LAST 12 MONTHS

FOCUS SECTOR

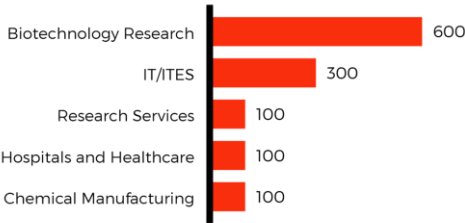
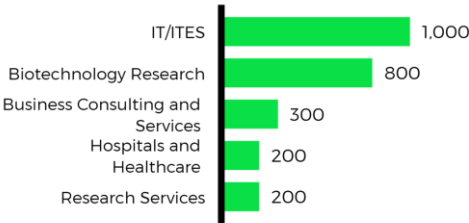
TALENT GAINED FROM

TALENT LOST TO

Hospitals and
Healthcare



Pharmaceutical
Manufacturing



IT/ITes Includes: IT Services and Consulting, IT System Design Services, Software Development, Technology Information and Media

TELANGANA INTER STATE TALENT MOVEMENT

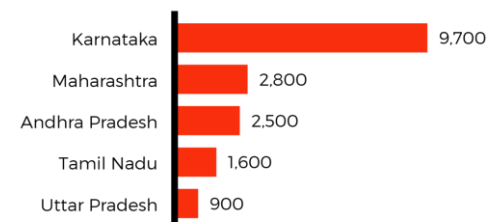
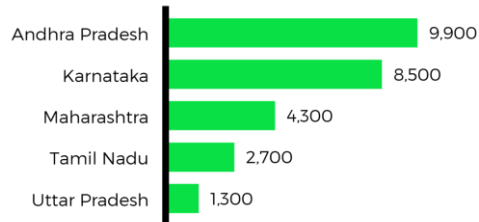
INTERSTATE TALENT EXCHANGED BY TOP INDUSTRY SECTORS – LAST 12 MONTHS

FOCUS SECTOR

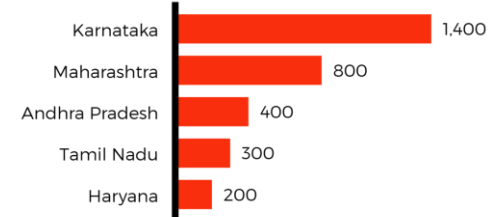
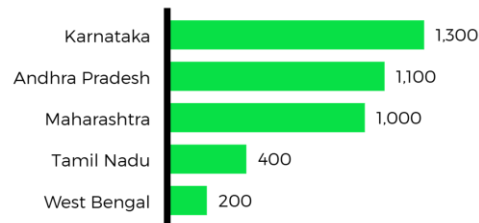
TALENT GAINED FROM

TALENT LOST TO

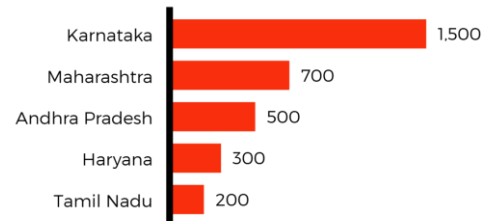
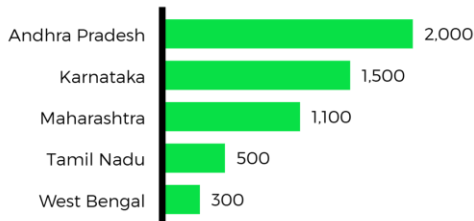
IT/ITeS



BFSI



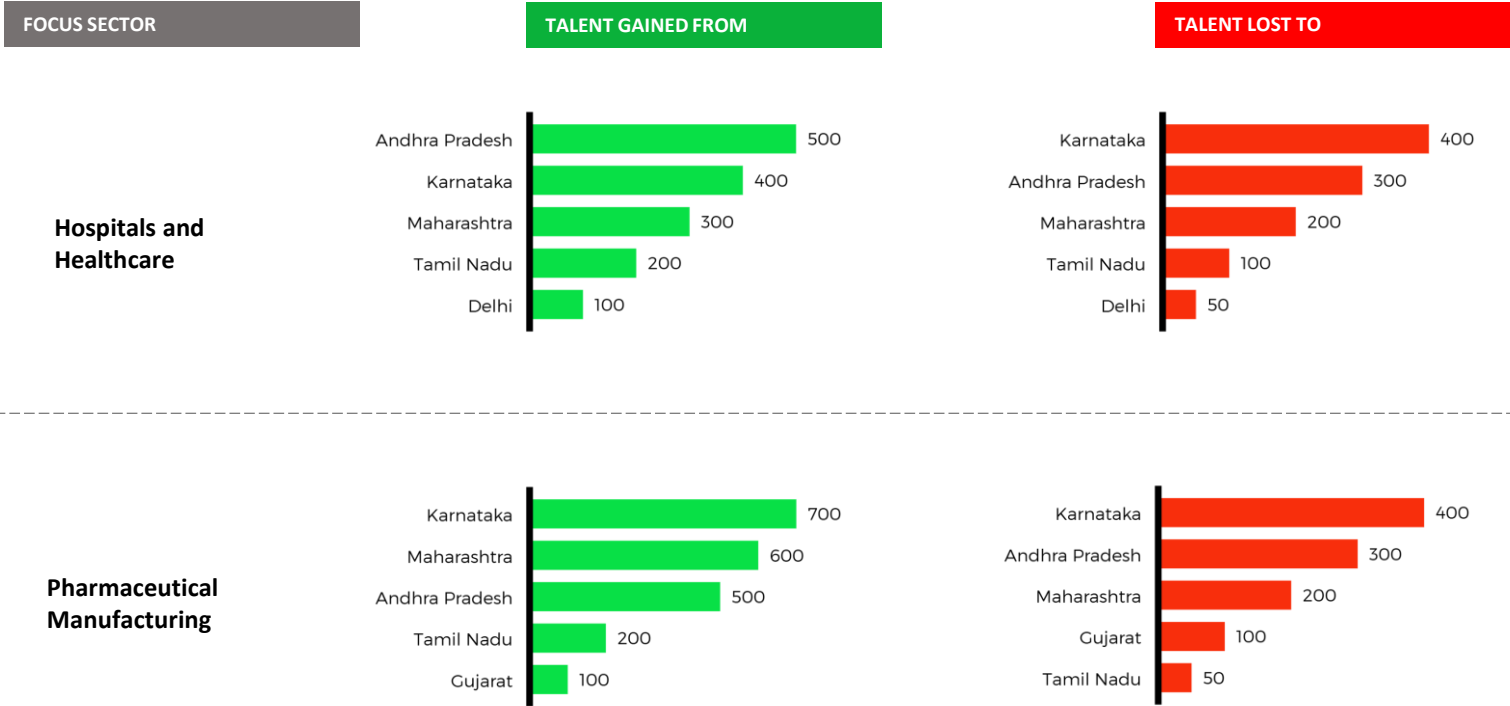
Business Consulting and Services



IT/ITeS Includes: IT Services and Consulting, IT System Design Services, Software Development, Technology Information and Media

TELANGANA INTER STATE TALENT MOVEMENT (contd.)

INTERSTATE TALENT EXCHANGED BY TOP INDUSTRY SECTORS – LAST 12 MONTHS



Talent Movement Corridors

- Telangana State
- Hyderabad City
- Industry Sectors
- **Enterprise Functions**
- Experience Buckets



TELANGANA INTER STATE TALENT MOVEMENT

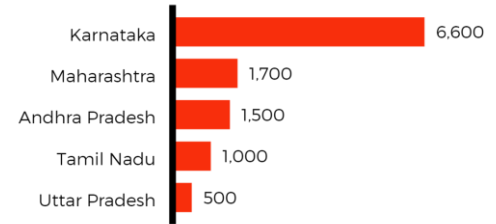
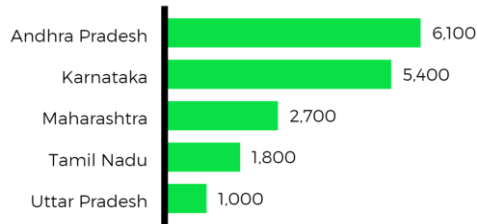
INTERSTATE TALENT EXCHANGED BY TOP ENTERPRISE FUNCTIONS – LAST 12 MONTHS

FOCUS FUNCTION

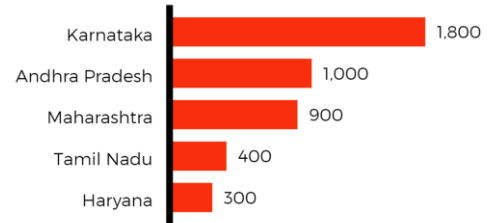
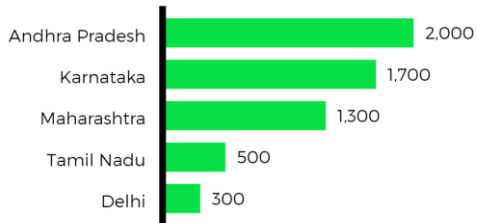
TALENT GAINED FROM

TALENT LOST TO

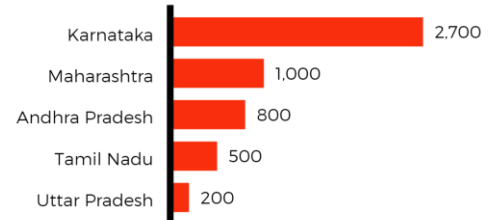
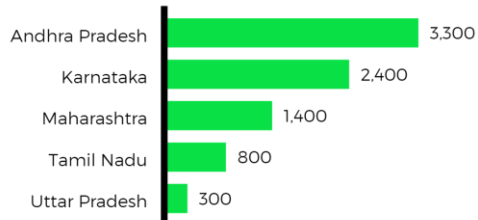
Engineering



BD and Sales



IT



TELANGANA INTER STATE TALENT MOVEMENT (contd.)

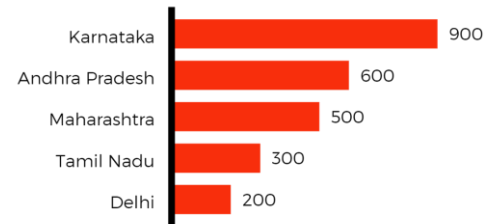
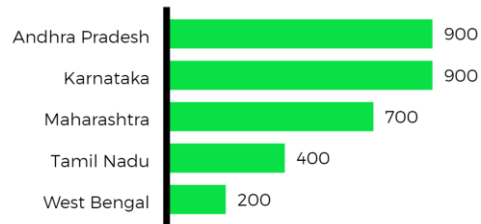
INTERSTATE TALENT EXCHANGED BY TOP ENTERPRISE FUNCTIONS – LAST 12 MONTHS

FOCUS FUNCTION

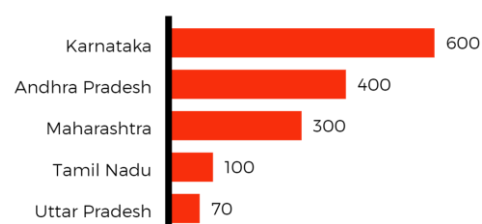
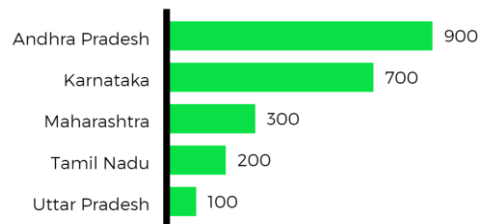
TALENT GAINED FROM

TALENT LOST TO

Operations

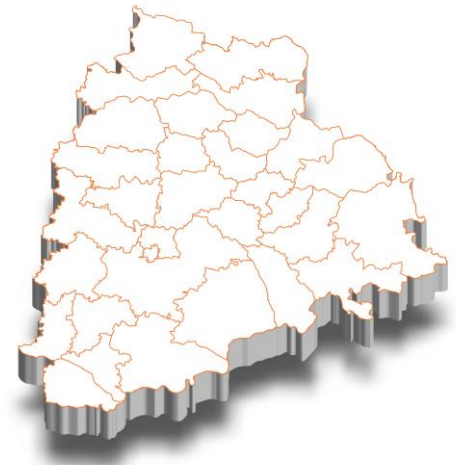


Human Resources



Talent Movement Corridors

- Telangana State
- Hyderabad City
- Industry Sectors
- Enterprise Functions
- **Experience Buckets**



TELANGANA INTER STATE TALENT MOVEMENT

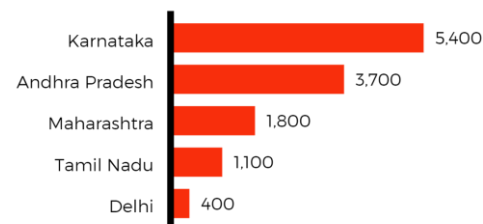
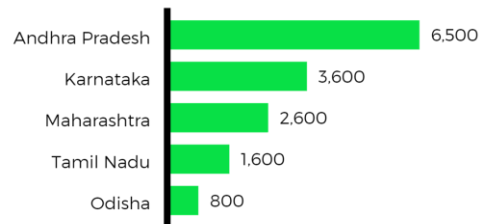
INTERSTATE TALENT EXCHANGED BY EXPERIENCE LEVELS – LAST 12 MONTHS

EXPERIENCE BUCKET

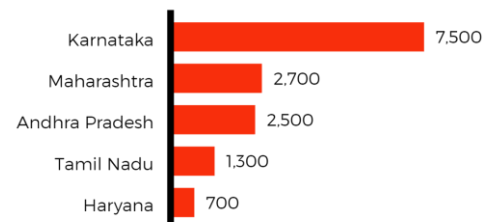
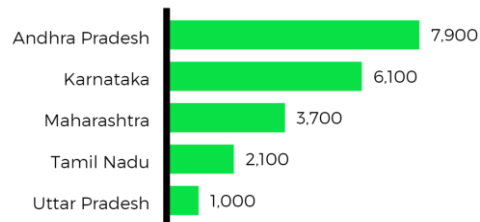
TALENT GAINED FROM

TALENT LOST TO

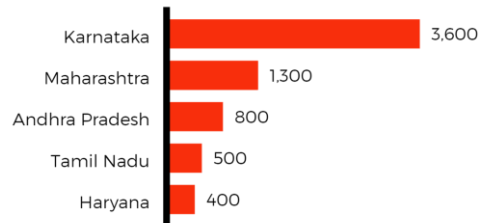
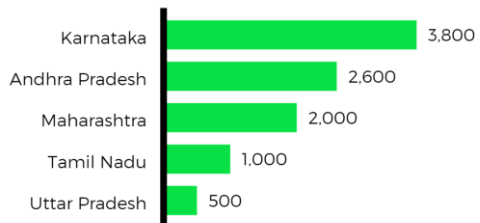
1 – 3 Years



3 – 6 Years



6 – 9 Years



TELANGANA INTER STATE TALENT MOVEMENT (contd.)

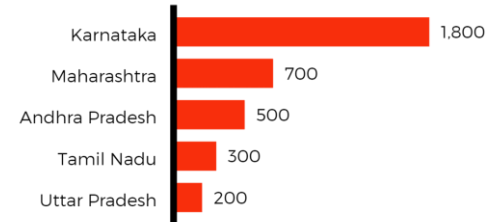
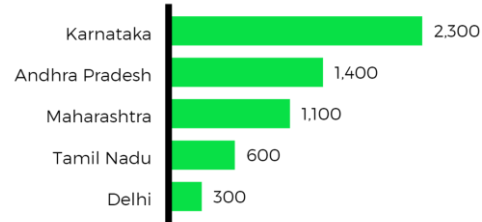
INTERSTATE TALENT EXCHANGED BY EXPERIENCE LEVELS – LAST 12 MONTHS

EXPERIENCE BUCKET

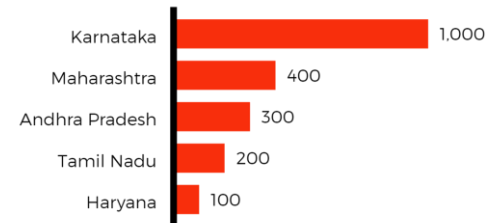
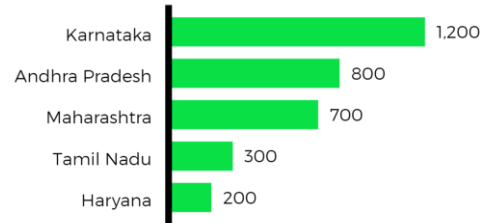
TALENT GAINED FROM

TALENT LOST TO

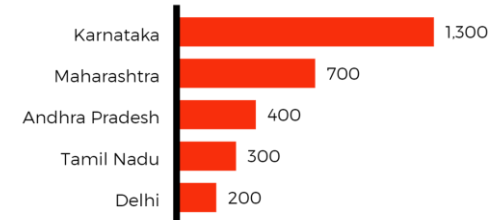
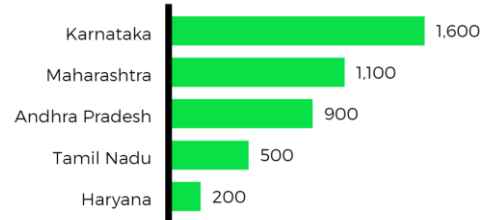
9 – 12 Years



12 – 15 Years



15+ Years



Talent Desirability

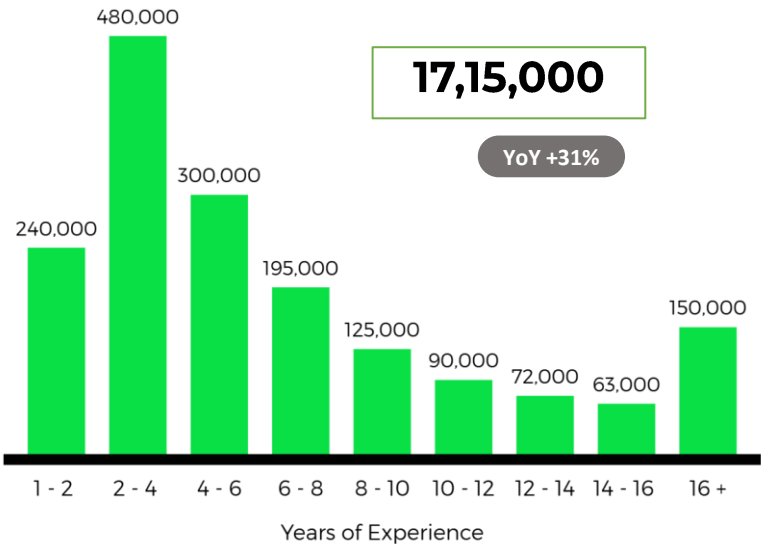
Jobseeker preferences for Telangana



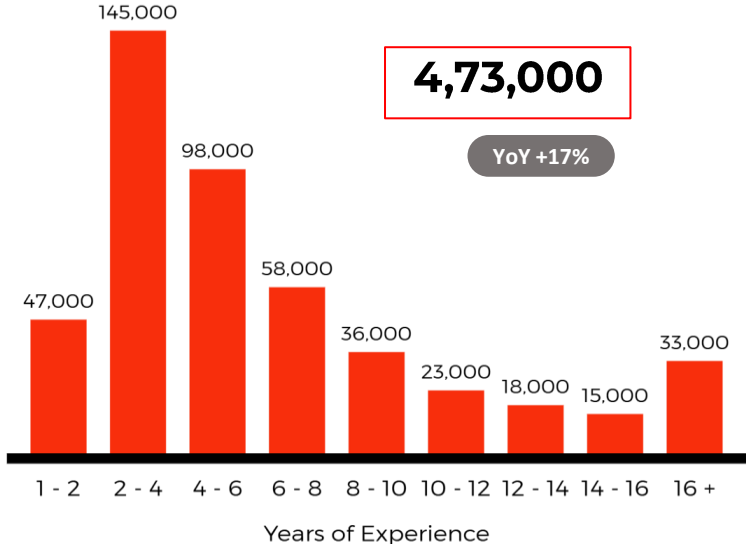
TELANGANA TALENT DESIRABILITY – JOBSEEKER PREFERENCES

EXPERIENCE WISE ACTIVE JOBSEEKERS WITH PREFERENCE FOR TELANGANA

Inbound Jobseekers (From Other States to Telangana)



Outbound Jobseekers (From Telangana to Other States)

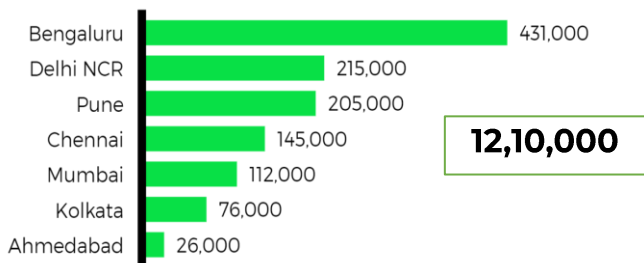


Telangana has a solid line up of white-collar talent with preference to move to the state. The volume of inbound jobseekers is more than the count of outbound jobseekers from Telangana. This signals growing desirability for the state & its ability to have a higher retention of talent.

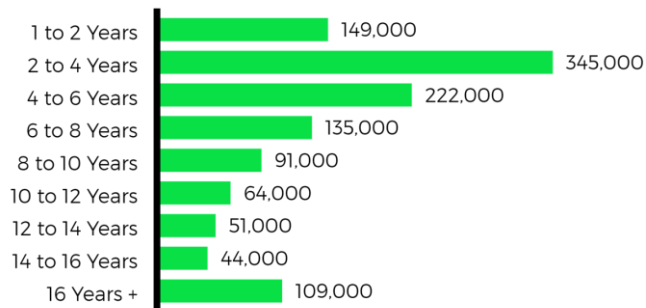
HYDERABAD TALENT DESIRABILITY – JOBSEEKER PREFERENCES

MEGACITIES & EXPERIENCE WISE ACTIVE JOBSEEKERS WITH PREFERENCE FOR HYDERABAD

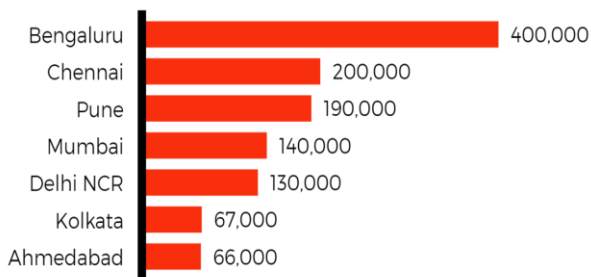
Inbound Jobseekers (From Megacities to Hyderabad)



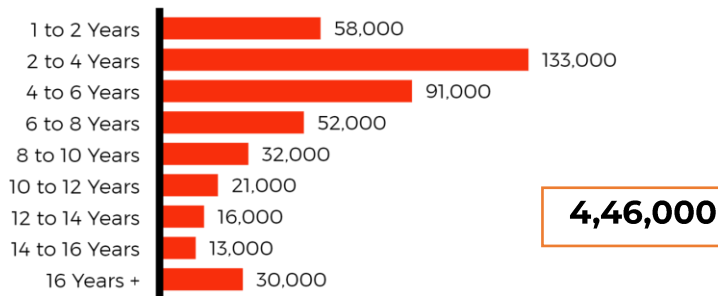
Inbound Jobseekers by YoE (From Megacities to Hyderabad)



Outbound Jobseekers (From Hyderabad to Megacities)



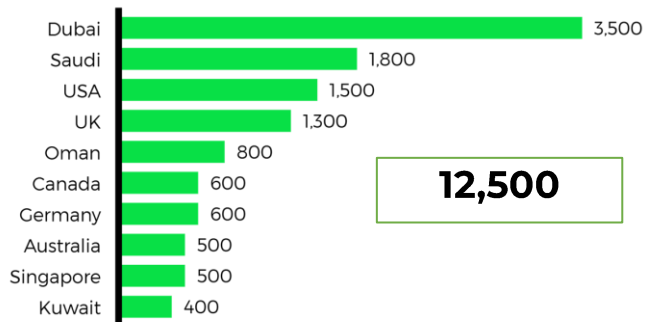
Outbound Jobseekers by YoE (From Hyderabad to Megacities)



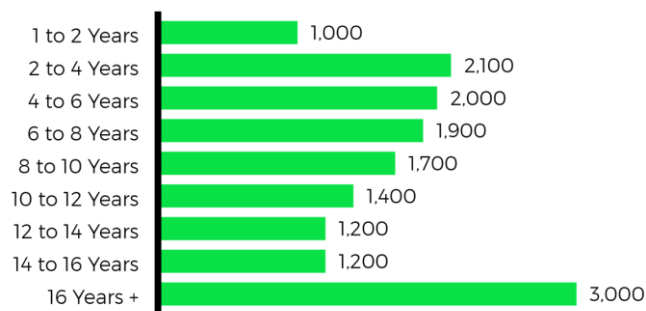
HYDERABAD TALENT DESIRABILITY – JOBSEEKER PREFERENCES

COUNTRIES & EXPERIENCE WISE ACTIVE JOBSEEKERS WITH PREFERENCE FOR HYDERABAD

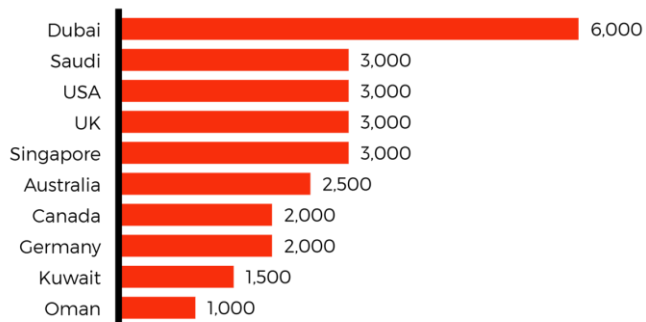
Inbound Jobseekers (From Overseas to Hyderabad)



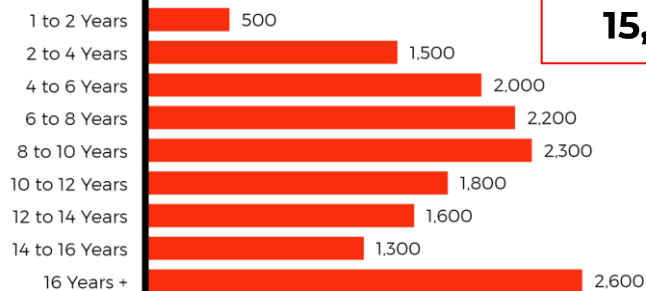
Inbound Jobseekers by YoE (From Overseas to Hyderabad)



Outbound Jobseekers (From Hyderabad to Overseas)



Outbound Jobseekers by YoE (From Hyderabad to Overseas)



Telangana: Talent Positivity

3 Years Trend



TELANGANA TALENT SUMMARY – 3 YEARS TREND

Telangana State – Key statistics	FY2024	FY2025	FY2026	YoY Change
Accessible White-collar workforce	37.29 Lakh	41.89 Lakh	48.87 Lakh	+17%
White-collar talent with minimum work experience	18.46 Lakh	20.98 Lakh	23.88 Lakh	+14%
White-collar talent active in job market	6.13 Lakh	6.31 Lakh	6.96 Lakh	+10%
Female : Male ratio in white-collar workforce	31 : 69	32 : 68	33 : 67	Female ratio grew by 1% point
Tech Sector Talent pool – #1 of Top 5 Sectors	6.22 Lakh	7.54 Lakh	9.42 Lakh	+21%
Top 4 Non-tech Sectors – Collective Talent pool	4.15 Lakh	4.39 Lakh	5.17 Lakh	+6%
Engineering & IT Function Talent pool	5.90 Lakh	6.71 Lakh	7.66 Lakh	+16%
Top 3 Non-tech Functions Talent pool	3.73 Lakh	4.17 Lakh	5.75 Lakh	+12%
Talent Pool with Bachelors Degree	10.52 Lakh	12.37 Lakh	14.32 Lakh	+18%
Talent Pool with Masters Degree	4.06 Lakh	4.61 Lakh	5.25 Lakh	+14%
Talent Pool with MBA	3.32 Lakh	3.35 Lakh	3.82 Lakh	+1%
Talent absorption from other states – 12 months	72,000	61,600	77,800	+26%
Talent lost to other states – 12 months	66,000	41,400	52,300	+26%
Net Talent Balance	+6000	+20200	+25500	+26%
Talent Balance Status	PTB	PTB	PTB	Retained Talent Positive status
Rank among Positive Talent Balance States	3	3	3	Retained Ranking

TELANGANA TALENT SUMMARY – 3 YEARS TREND

Telangana State – Key statistics – Talent Corridors	FY2024	FY2025	FY2026	YoY Change
Top Indian state – Talent absorbed from	Andhra Pradesh	Andhra Pradesh	Andhra Pradesh	No Change
Top Indian state – Talent lost to	Karnataka	Karnataka	Karnataka	No Change
Top country – Talent absorbed from	USA	USA	USA	No Change
Top country – Talent lost to	USA	USA	USA	No Change
Top Indian city – Talent absorbed from	Bengaluru	Bengaluru	Bengaluru	No Change
Top Indian city – Talent lost to	Bengaluru	Bengaluru	Bengaluru	No Change
Top Overseas city – Talent absorbed from	Dubai	Dubai	Dubai	No Change
Top Overseas city – Talent lost to	Dubai	Dubai	Dubai	No Change
Engineering Talent absorption from (Top State)	Andhra Pradesh	Andhra Pradesh	Andhra Pradesh	No Change
Engineering Talent lost to (Top State)	Karnataka	Karnataka	Karnataka	No Change
IT Talent absorption from (Top State)	Andhra Pradesh	Andhra Pradesh	Andhra Pradesh	No Change
IT Talent lost to (Top State)	Karnataka	Karnataka	Karnataka	No Change
Inbound jobseekers – Other States to Telangana	11.50 Lakh	13.04 Lakh	17.15 Lakh	+31%
Outbound jobseekers – Telangana to Other States	5.15 Lakh	4.03 Lakh	4.73 Lakh	+17%
Inbound jobseekers – Overseas to Telangana	16,000	19,300	12,500	-35%
Outbound jobseekers – Telangana to Overseas	21,000	15,700	15,800	Negligible



A Talent Positive Telangana

March 2026

A Workforce Research release by



Research Head:

Prasadh M S

Research Lead:

S Sushmitha Lakshmi

Research Team & Visualisations:

Nikiil Gowtham, Dhanyashree S, Kavya Rao K,
Vighnesh S, Akash Pradhan

Disclaimer

The data and information presented in this report has been sourced and curated from sources believed & verified to be reliable. Xpheno disclaims all warranties as to the accuracy, completeness or adequacy of such information. Xpheno shall have no liability for errors, omissions or inadequacies in the information contained herein, or for interpretations thereof. This Report and its content is not intended to be relied upon as the sole basis for any decision impacting business. Readers are advised to use their personal judgment and discretion in using this report and information presented herein.

This is a neutral report independently curated and analysed by Xpheno purely for research purposes. No bias is intended towards any geography, industry sector or enterprise mentioned in the report. This report does not purport to represent the views of the companies mentioned in the report. Any mention of companies in this report are purely for the purpose of presenting publicly sourced information. Usage of their tradename or trademark is for illustration purposes only.

The material in this publication is copyrighted. No part of this report can be reproduced either in print or digital format without written consent from Xpheno. Request for permission to reproduce any part(s) of the report may be sent to the coordinates provided below. Forwarding, copying or using in other publications, without consent from Xpheno, will be considered as infringement of copyrights.

For enquiries related to the report: research@xpheno.com

Head office

Xpression ONE, No.76, 3rd Cross Road,
Residency Road, Ashok Nagar, Bangalore-560025, IN
www.xpheno.com