

SILICON BEACH SKILLS

TALENT LANDSCAPE OF UDUPI & MANGALURU CLUSTER

Annual Edition 2 | September 2026



Karnataka Digital
Economy Mission

INSIGHTS PARTNER
Xpheno



INSIGHTS
PARTNER | **Xpheno**



Transforming Karnataka's Digital Landscape

Karnataka Digital Economy Mission (KDEM) is a Section 8 organization promoted by Government of Karnataka and Industry designed to function as the knowledge bridge between the Government of Karnataka (GoK) and industry with a view of accelerating the growth and investments of the Information Technology (IT), Biotechnology (BT) and Science and Technology (S&T) sectors in Karnataka.

KDEM promises to harness the unlimited potential of the digital economy of Karnataka to transform the lives of the people in the State. The IT ecosystem not only uplifts lives of professionals in the industry but also powers millions of other ancillary jobs across other industries.

Promoted by the Government of Karnataka to accelerate growth and investments of the IT, BT and S&T (Digital Economy) sectors in Karnataka.



Shri Priyank Kharge

Hon'ble Minister for Home, IT/BT and E-Governance
Government of Karnataka

“Mangaluru represents the next chapter of Karnataka's technology story. Our vision is to see the coastal region grow into a full-fledged innovation destination, where industry, academia, and government move together. With its strong institutions, global connectivity, and enterprising people, Mangaluru has everything it needs to lead. What we build along Karnataka's coast today will shape how the State grows for decades to come.



BV Naidu

Chairman
Karnataka Digital Economy Mission (KDEM)

“As Karnataka accelerates its digital economy, Mangaluru has firmly established itself as a powerful anchor for technology and innovation among the State's emerging clusters. The region is proving that world-class institutions and an exceptional quality of life can together attract and retain global talent. KDEM is leveraging this momentum to unlock new investment corridors along the coast. We compliment Shri Priyank Kharge and the Government of Karnataka for their vision and support.



Dr Manjula N, I.A.S

Co-Chair, KDEM and Secretary to Government, Department of E, IT, Bt and S&T,
Government of Karnataka

“Karnataka's policy framework has been built to enable growth across every region, and the coastal cluster reflects that intent. Through focused interventions in skilling, emerging technologies, and industry partnership, the Department is working to create an environment where enterprises can scale and talent can build careers locally. Our continued focus remains on academia-industry linkages and infrastructure that make this growth durable and inclusive across the State.



Dr Avinash Menon Rajendran, IAS

Board Member, KDEM; Managing Director, KITS and Director, Department of E, IT and Bt,
Government of Karnataka

“Mangaluru brings together reputed academic institutions and a steady flow of young professionals, and our aim is to align these strengths with the demands of an AI-driven economy. By deepening skilling infrastructure, expanding incubation support, and strengthening industry linkages, we are working to help the region convert its potential into performance, and to retain the talent it produces so ably each year.



Sanjeev Kumar Gupta

CEO
Karnataka Digital Economy Mission (KDEM)

“The Beyond Bengaluru Mission is about turning intent into outcomes. Mangaluru has a growing pool of experienced professionals, and our task is to connect that talent with industry, investment, and the opportunities of an AI-driven economy. We are building skilling pathways, anchoring companies, and strengthening the cluster from the ground up. Execution is what matters, and the coast is where that discipline is beginning to show.

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EXECUTIVE SUMMARY



Kamal Karanth

Co-founder
Xpheno Private Limited
(Insights Partner)

Karnataka is home to one of India's largest concentrations of active white-collar talent, with over 4.5 million (45.2 lakh) experienced professionals across sectors. The state has continued to be the top hotspot for India-bound enterprises, with 900+ operational GCC units. Not to forget it's the ever flourishing startup ecosystem, with almost 22k+ recognised startups.

This **2nd Edition of the Silicon Beach Skills report** is our continuing coverage of the Talent and Skills Landscape of the Udupi & Mangaluru Region, and the pace and scale of growth its registering as a focus cluster Beyond Bengaluru.

The Silicon Beach region hosts an active and accessible white-collar talent pool of 280k, as against the 240k we reported in September 2025. The experienced white-collar talent with more than 1 year of working experience has also grown 17% YoY, moving up to 105k from 90k in 2025. Along with the growth in scale, the region also holds a healthy diversity mix in the white-collar workforce with 38% Female and 62% Male.

The Silicon Beach region is also home to a high potential mix of senior professionals and experienced mid-level talent. Professionals with 15+ years of experience make a significant 14% of the active workforce. At the other end of experience spectrum, talent with 1 to 5 years experience make the majority with 46% of the active workforce. This configuration of the pyramid offers a sustainable and stable talent pipeline for enterprises to build on.

In terms of industry mix, the IT / ITes sector remains the largest with almost one-fourth of the total active workforce employed in it. The IT / ITes Sector has also registered a 21% YoY growth, emerging as a sector with job creation potential in the region. The BFSI and Business Consulting sectors, with 14.4k active talent follows continues to be the 2nd sector by white-collar talent.

The Top 3 white-collar skillset groups in the region are Programming (25.6k), Business Skills (22.3k) and Finance & Accounting (18.1k). The talent pool with these top skillsets have grown between 23% and 26% in the last 12 months.

The Silicon Beach region is showing signs of increasing attraction among talent, with the volume of outbound jobseekers from the region dropping by a significant 20% over the year. Presence and growth of world-class local enterprises is creating opportunities and enhancing talent retention. Inbound interest from talent outside the region has marginally grown by 3%. The nature of enterprises in the region and their footprint is well set to make the region's workforce more Global in outlook and exposure in the years to come.

The white-collar talent ecosystem of Karnataka is now expanding well Beyond Bengaluru, with the focussed ecosystem initiatives of the Government and growing interest from local and global enterprises. The Silicon Beach region is one such fast evolving cluster that's driving growing talent action and enterprise attraction Beyond Bengaluru.

SILICON BEACH TALENT TRIANGLE

THE RECRUITER'S POV



Hotspots (Total: 213k | 1+ YoE: 77.5k)

Mangaluru | Udupi



Talent Triangle Zone 1 (Total: 21.3k | 1+ YoE: 7.5k)

Bantval | Beltangadi | Dakshina Kannada
Karkala | Kundapura | Mudigere | Puttur
Sringeri | Sulya



Talent Triangle Zone 2 (Total: 31.5k | 1+ YoE: 13.5k)

Alur | Belur | Bhatkal | Chikmagalur | Koppa
Madikeri | Murdeshwar | Narasimharajapura
Sakleshpur | Somvarpet | Tirthahalli



Talent Triangle Zone 3 (Total: 14.6k | 1+ YoE: 6.5k)

Bhadravati | Hassan | Hosadurga | Karwar Kumta
| Shivamogga | Sirsi

Zone 3 - Extension (Total: 38k | 1+ YoE: 9.5k)

Kerala: Kannur | Kasargode | Manjeshwar
Taliparamba



Cluster Talent Landscape

1. Human Capital Overview

2. Talent Lineup

3. Cluster Concentration & Distribution

4. Industry Breakup

5. Enterprise Function Breakup

6. Top Employers

7. Education and Qualification

8. Academic Institutions

9. Skill Mix

HUMAN CAPITAL OVERVIEW

ACTIVE WHITE-COLLAR TALENT SNAPSHOT

ACCESSIBLE WHITE-COLLAR TALENT

280K

(Sept 2025 - 240K)

WHITE-COLLAR TALENT WITH 1+ YoE

105K

(Sept 2025 - 90K)

GENDER SPLIT



62%



38%

- The Silicon Beach Cluster has a total talent pool of 280K.
- This active accessible talent pool has 105K professionals (38%) with work experience of 1 year and above.

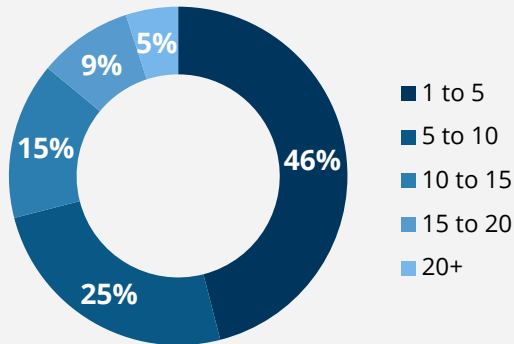
YoE – Years of Experience

YOUNG TALENT LINE UP

EXPERIENCE & GENDER DISTRIBUTION OF ACCESSIBLE EXPERIENCED WHITE-COLLAR TALENT

YoE Split

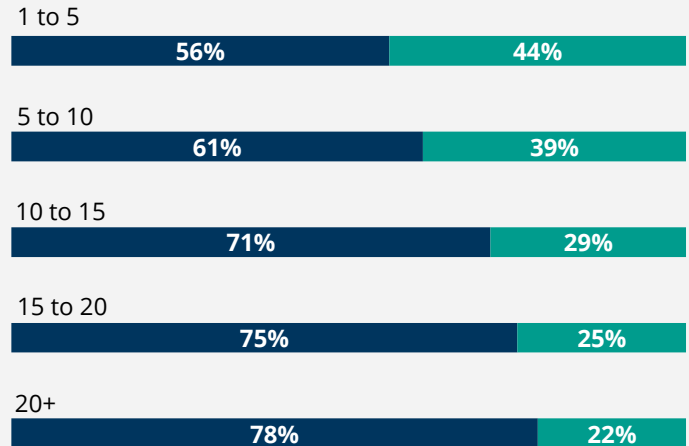
White-collar Talent with 1+ YoE



YoE Split

Gender Split

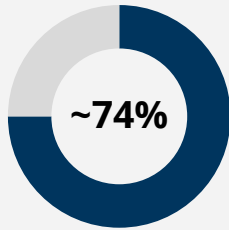
Male
Female



YoE – Years of Experience

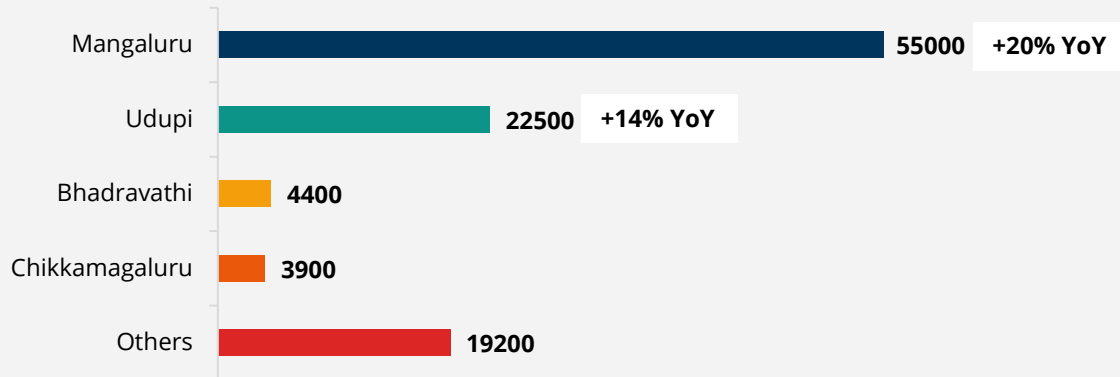
HOTSPOTS CONCENTRATION & DISTRIBUTION

TOP LOCATIONS BY ACCESSIBLE EXPERIENCED WHITE-COLLAR TALENT



Mangaluru & Udupi are clearly the hotspots for talent with nearly 3/4th of the active experienced white-collar talent pool operating in the Region.

Location Split

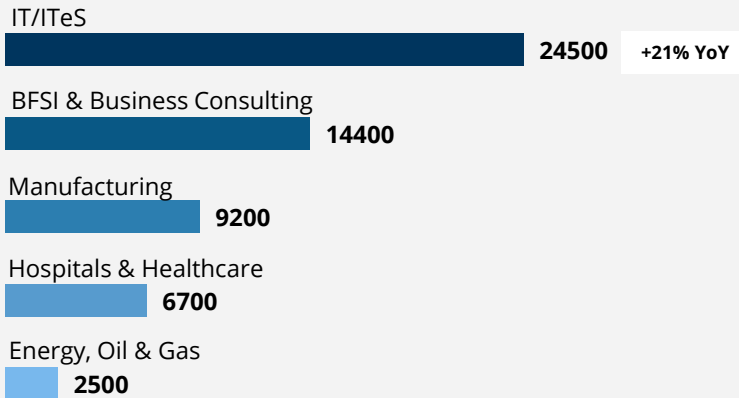


INDUSTRY BREAKUP

TOP INDUSTRIES BY ACCESSIBLE EXPERIENCED WHITE-COLLAR TALENT

Top Industries

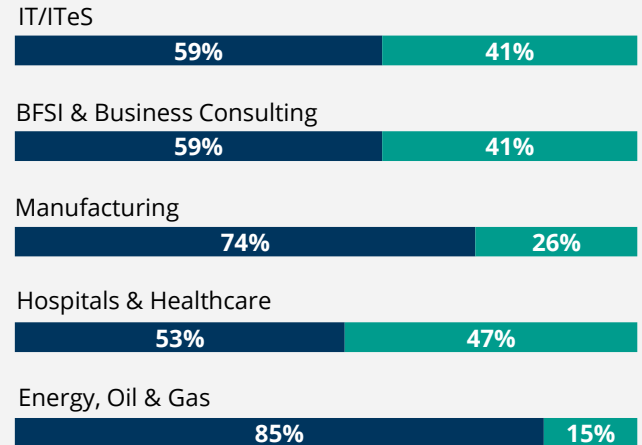
By Volume



Top Industries

Gender Split

■ Male
■ Female

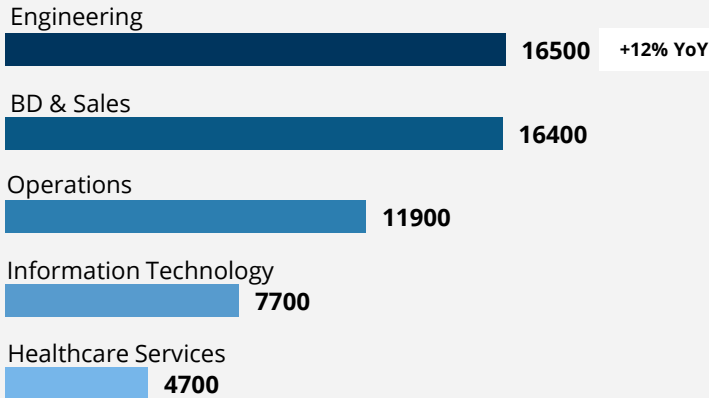


ENTERPRISE FUNCTIONS BREAKUP

TOP ENTERPRISE FUNCTIONS BY ACCESSIBLE EXPERIENCED WHITE-COLLAR TALENT

Top Enterprise Functions

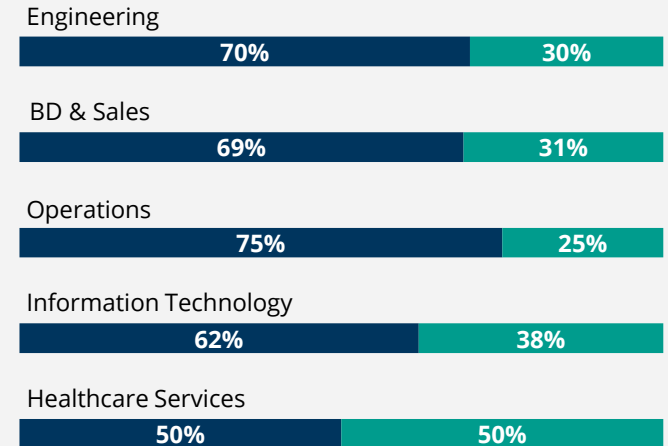
By Volume



Top Enterprise Functions

Gender Split

■ Male
■ Female



WHO EMPLOYS THE SILICON BEACH TALENT

TOP EMPLOYER BRANDS BY ACCESSIBLE EXPERIENCED WHITE-COLLAR TALENT

IT/ITeS

13 Brands



Infosys



Cognizant



TCS



Niveus Solutions



EG India



Mphasis



Cogent E
Services



Amazon



Novigo
Solutions



MResult



Wipro



Robosoft
Technologies



Capgemini



BFSI

3 Brands



Manipal Technologies



Karnataka Bank



HDFC Bank



Business Consulting

2 Brands



Accenture



EY



Others

2 Brands



Unify CX



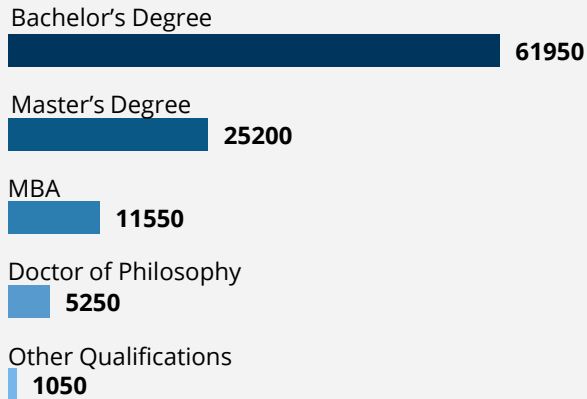
Petrocon Engineers & Consultants

HOW THE REGION IS QUALIFIED

DISTRIBUTION BY TOP QUALIFICATION, EDUCATION STREAM

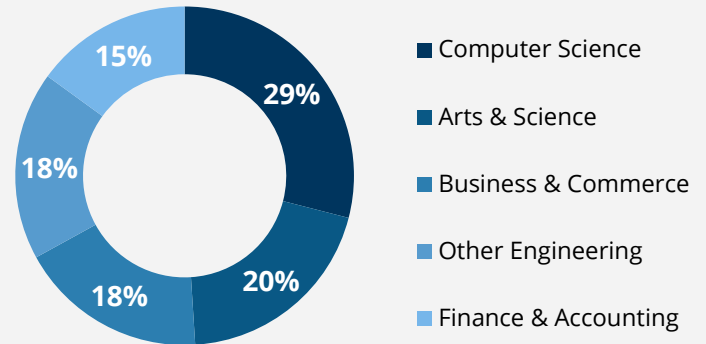
Qualifications

By Volume



Education Streams

By Volume



ACADEMIC SUPPLY CHAIN

LEADING INSTITUTIONS PRODUCING THE CLUSTER'S WHITE-COLLAR TALENT



MANGALORE
UNIVERSITY



ST. ALOYSIUS



VISVESVARAYA
TECHNOLOGICAL
UNIVERSITY



MANIPAL INSTITUTE OF
TECHNOLOGY



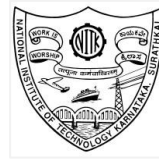
MANIPAL ACADEMY OF
HIGHER EDUCATION



NMAM INSTITUTE OF
TECHNOLOGY



SAHYADRI COLLEGE OF
ENGINEERING &
MANAGEMENT



NATIONAL INSTITUTE OF
TECHNOLOGY
SURATHKAL



ST JOSEPH ENGINEERING
COLLEGE, MANGALURU



SRINIVAS INSTITUTE OF
TECHNOLOGY,
MANGALURU

SKILL MIX

TOP SKILL GROUPS BY ACCESSIBLE EXPERIENCED WHITE-COLLAR TALENT VOLUME

Top 5 Skill Groups

By Professionals

Top 5 Skill Groups	Professionals
Programming	25,600
Business Skills	22,300
Finance & Accounting	18,100
Analytics	14,300
Database	14,000

Top 5 Skill Groups

Gender Split

■ Male
■ Female

Programming



Business Skills



Finance & Accounting



Analytics



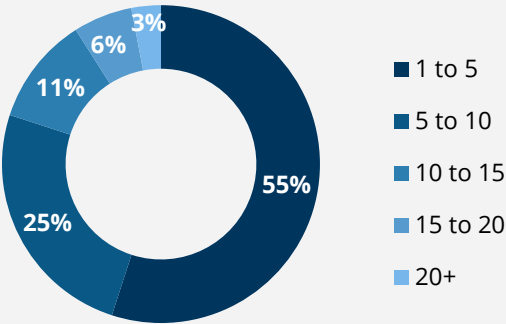
Database



PROGRAMMING SKILL GROUP

DEEP DIVE OF NO.1 SKILL GROUP IN THE CLUSTER

Split by Years of Experience



Professionals

25,600

+26% YoY

Gender Mix

Male
62%

Female
38%

1 Year Growth %

14%

Growth in talent volume in 1 year

Talent Churn

16%

Talent with one or more job switches in 1 year

Median Tenure

1.1 Year

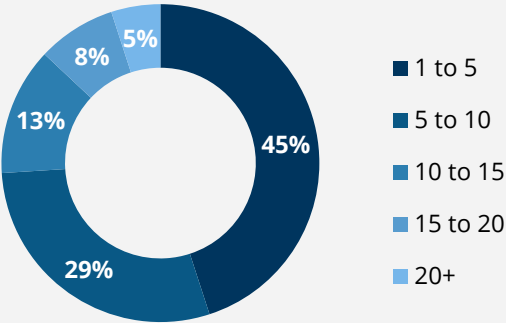
Top 3 Locations

Mangaluru, Udupi, Bhadravathi

BUSINESS MANAGEMENT SKILL GROUP

DEEP DIVE OF NO.2 SKILL GROUP IN THE CLUSTER

Split by Years of Experience



Professionals

22,300

+23% YoY

Gender Mix

Male
61%

Female
39%

1 Year Growth %

21%

Growth in talent volume in 1 year

Talent Churn

15%

Talent with one or more job switches in 1 year

Median Tenure

1.2 Year

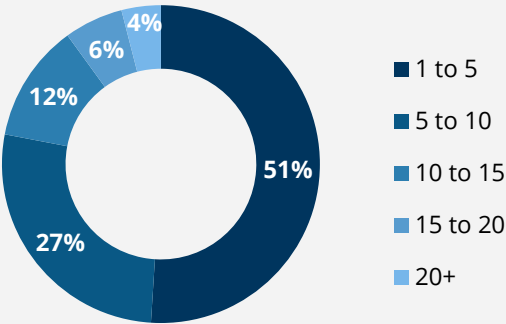
Top 3 Locations

Mangaluru, Udupi, Bhadravathi

FINANCE & ACCOUNTING SKILL GROUP

DEEP DIVE OF NO.3 SKILL GROUP IN THE CLUSTER

Split by Years of Experience



Professionals

18,100

+23% YoY

Gender Mix

Male

58%

Female

42%

1 Year Growth %

17%

Growth in talent volume in 1 year

Talent Churn

13%

Talent with one or more job switches in 1 year

Median Tenure

1.3 Year

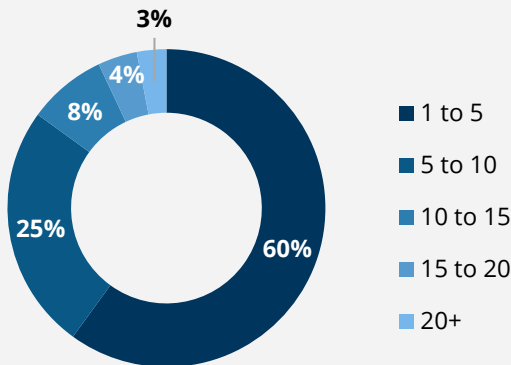
Top 3 Locations

Mangaluru, Udupi, Chikkamagaluru

ANALYTICS SKILL GROUP

DEEP DIVE OF NO.4 SKILL GROUP IN THE CLUSTER

Split by Years of Experience



Professionals

14,300

Gender Mix

Male
59%

Female
41%

1 Year Growth %

20%

Growth in talent volume in 1 year

Talent Churn

17%

Talent with one or more job switches in 1 year

Median Tenure

1.1 Year

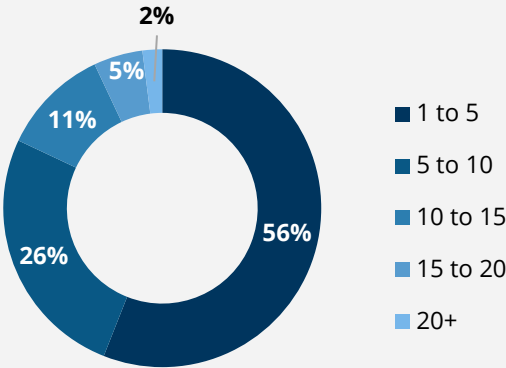
Top 3 Locations

Mangaluru, Udupi, Bhadravathi

DATABASE SKILL GROUP

DEEP DIVE OF NO.5 SKILL GROUP IN THE CLUSTER

Split by Years of Experience



Professionals

14,000

Gender Mix

Male
59%

Female
41%

1 Year Growth %

17%
Growth in talent volume in 1 year

Talent Churn

16%
Talent with one or more job switches in 1 year

Median Tenure

1 Year

Top 3 Locations

Mangaluru, Udupi, Bhadravathi

ACTIVE INBOUND JOBSEEKERS

FROM OTHER LOCATIONS IN INDIA TO SILICON BEACH CLUSTER (Freshness cutoff - 3 months)



Karnataka Digital
Economy Mission

K-tech

INBOUND TALENT

24 K

+3% YoY

Active jobseekers with preference to migrate from other locations across India into Silicon Beach Cluster

Top Industries

Inbound Talent Mix

IT Services and Consulting 26%

Software Product 4%

Engineering & Construction 4%

Top Functions

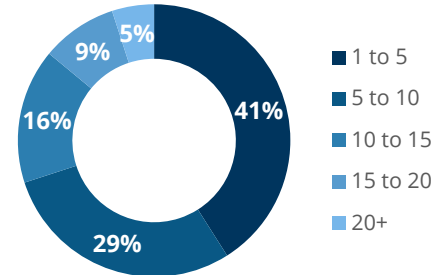
Inbound Talent Mix

Engineering – Software & QA 10%

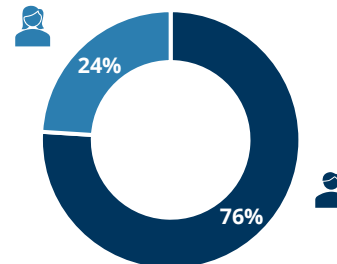
Finance & Accounting 5%

Production, Manufacturing & Engineering 3%

YoE Split



Gender Split



YoE – Years of Experience

ACTIVE OUTBOUND JOBSEEKERS

FROM SILICON BEACH CLUSTER TO OTHER LOCATIONS IN INDIA (Freshness cutoff - 3 months)



Karnataka Digital
Economy Mission

k-tech

OUTBOUND TALENT

29 K

-20% YoY

Active jobseekers with preference to migrate from the Silicon Beach Cluster to other locations across India.

Top Industries

IT Services and Consulting 32%

BPM/BPO 5%

Accounting/Auditing 5%

Top Functions

Finance & Accounting 9%

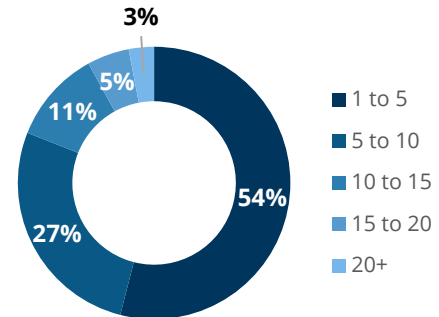
Engineering – Software & QA 8%

IT and Information Security 2%

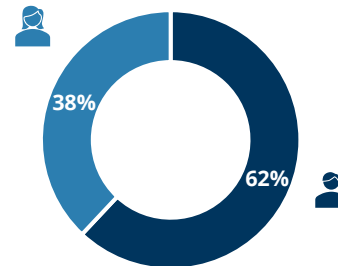
Inbound Talent Mix

Inbound Talent Mix

YoE Split



Gender Split



YoE – Years of Experience

SUMMARY

	2025	2026	YoY Growth
Talent Pool with 1+ YoE	90k	105k	+17%
Mangaluru – Talent Pool	45.8k	55k	+20%
Udupi – Talent Pool	19.7k	22.5k	+14%
Top Industry – IT/ITeS	20.3k	24.5k	+21%
Top Function – Engineering	14.7k	16.5k	+12%
Skill Group #1 Programming	20.3k	25.6k	+26%
Skill Group #2 Business Skill	18.2k	22.3k	+23%
Skill Group #3 Finance & Accounting	14.7k	18.1k	+23%
Inbound Jobseekers	23.2k	24k	+3%
Outbound Jobseekers	36.4k	29k	-20%

YoE – Years of Experience



INSIGHTS
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Silicon Beach Skills

Talent Landscape of Udupi & Mangaluru Cluster

Annual Edition 2 | September 2026

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KDEM Website
&
Govt Policies