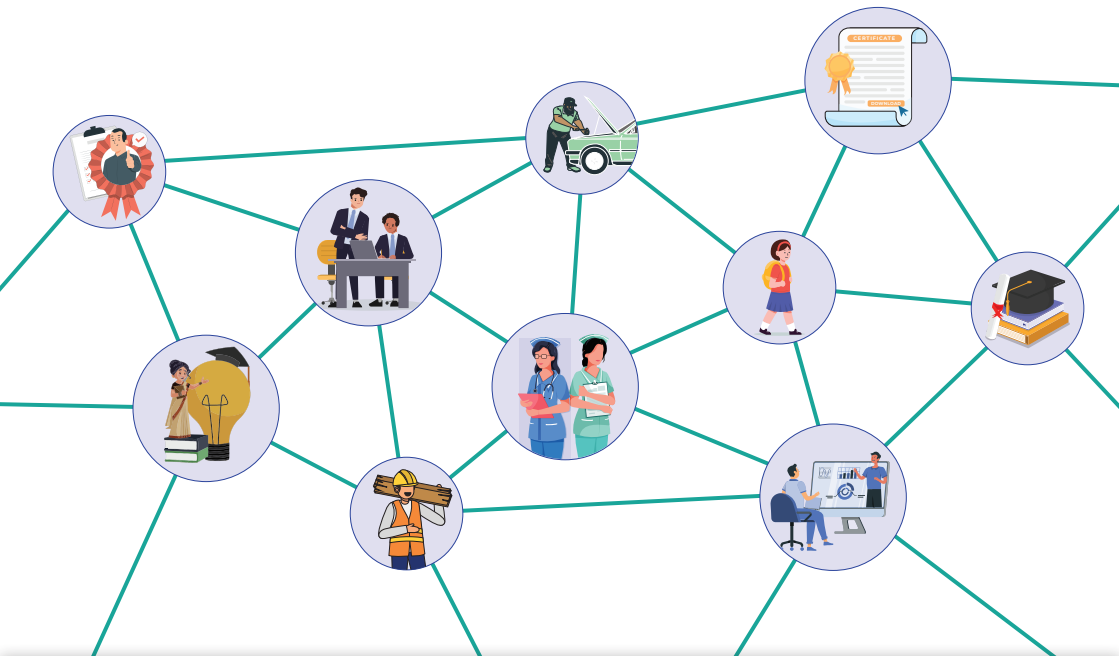




# Open Network for Employment & Skilling Transformation



**kStep**  
Network incubator

**ONDC**  
Open Network for Digital Commerce  
Network facilitator

**FIDE**  
Foundation for Interoperability  
in Digital Economy  
Protocol partner

**protean**  
Change is growth  
Knowledge partner

## Meet Kavya.



A 22-year-old graduate from a small town near Bengaluru, Kavya dreams of securing a stable and respectful administrative position in an office environment. Despite her determination, six whole months have passed without finding the right opportunity that aligns with her aspirations.

### THE ORDEAL THUS FAR:

- ✗ Relying on **friends and family** for leads
- ✗ **College placement** services with limited options
- ✗ Attending **job fairs** that haven't yielded results
- ✗ Scanning informal job postings on **trees and poles**



**500 million other young and ambitious Indians like Kavya lack a verified digital resume.** These individuals represent the core of India's untapped potential, poised to unlock the promise of its famed demographic dividend. Without a digital presence, millions are missing out on countless employment and skilling opportunities.

## Namma EV, Hosur, Tamil Nadu



On the other side of the coin, an electric vehicle manufacturing company, located in the same town, has been on the look out for a candidate just like Kavya.

The two are yet to discover each other.

### WHAT'S CAUSING THIS?

**Over 80% of all the jobs in India today are not digitally discoverable.** Many such opportunities still exist as posters on trees, poles, gates, fences and auto rickshaws—something you will consciously notice, now that you are aware of it. Jobs that have been given the digital treatment, on the other hand, do not necessarily meet the standards they should ideally adhere to. In fact, most digitally listed jobs today follow a template that was first put to use almost two decades ago for the white collar space.

This either results in candidates not finding the opportunities they want, dismissing opportunities they do not understand or applying for any and every opportunity, not knowing what the jobs truly entail. For the hirer or recruiter, this typically means:



More  
Noise



Higher  
Costs



Longer  
Turnarounds



Greater  
Effort



Lowered  
Trust

**Thus, despite an obvious overlap in their needs, Kavya and the EV manufacturing company never crossed paths.**

Countless platforms do great work. However, no platform can meet the requirements of entire populations.

1:1

Integrations  
between  
platforms

- Limited services
- Several efforts
- High costs
- Long turnarounds
- Considerable efforts

1:1000+

Integrations  
via open  
networks

- Bouquet of services
- One-time effort
- Low costs
- Quick turnarounds
- Reduced efforts

From cumbersome 1:1 integrations between platforms to a one-time integration with an open network of platforms to unlock services for entire populations.

ONEST drives employment and skilling transformation by enabling trusted, timely discovery of demand to address information asymmetry.

The impact of open networks isn't confined to India alone. Open networks are global, and can work seamlessly across borders and diverse contexts to unlock opportunities worldwide.

Start your own open network on employment and skilling to create a larger interconnected grid.



FIND OUT  
MORE

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Discover how an open network can unlock value for employment and skills development in your country.



JOIN THE  
COMMUNITY