



Shaping the
Workforce of
Tomorrow

Is Your Organisation Future-Ready?



Are your job offers attracting top talent as effectively as your **office perks**?

Is your team's skill set evolving with industry trends, or could it use an upgrade?

How efficiently does your HR infrastructure handle evolving payroll and compliance demands?

How effectively does your learning and development strategy prepare your workforce for tomorrow's challenges?

How accurately can you identify and nurture high-potential talent for future leadership roles?

How agile is your workforce in adapting the project-based demands and changing skill requirements?

Industry Insights You Can't Ignore

By 2030, AI and automation are expected to revolutionize 25% of traditional tasks in the workforce.

(Goldman Sachs, Economic Research, March 2023)

By 2030, India aims to upskill 400 million people through its Skill India initiative, transforming the nation's workforce across diverse capabilities.

(KPMG Report)

By 2030, 59% of workers will require upskilling and reskilling to meet evolving skill demands, driven by advancements in technology and shifting workforce dynamics.

(World Economic Forum's Future of Jobs Report 2025)

According to The Insight Partners Report, India's Staffing and Recruitment Market is projected to reach US\$ 48.53 billion by 2030, growing at a CAGR of 13.2% from 2022 to 2030.

(Insight Partners Report)



A 360° Approach to Workforce Management

Workforce Planning and Talent Acquisition

Building a strong workforce starts with hiring the right people. Our tailored recruitment solutions help you find top talent quickly and efficiently.

- ▶ Value Staffing, NAPS & NATS (Apprenticeship Programmes)
- ▶ Executive Search, Full-Time Hiring and RPO
- ▶ Professional Staffing (IT Staffing and EPC Staffing)
- ▶ Managed Services Programme (MSP)
- ▶ Background Verification: *Vibrant Screen*

Skilling, Learning and Development

The workforce of tomorrow needs continuous learning to stay competitive. Our cutting-edge learning platforms help upskill and reskill employees, ensuring they stay ahead.

- ▶ Comprehensive Skilling Programmes: *CIEL Skills & Careers*
- ▶ Fresher Upskilling Platform: *ProSculpt*
- ▶ LXP, LMS, PMS: *Courseplay*
- ▶ Expert-Led Development Centre: *People Metrics*



At CIEL HR, we provide comprehensive solutions across the employee lifecycle, empowering your organisation to thrive in an ever-evolving business landscape

Talent Engagement and Retention

Engaged employees drive productivity. Our solutions improve culture, boost motivation, and ensure compliance, fostering thriving talent.

- ▶ Engagement Platform: *Jombay*
- ▶ HRMS: *Hfactor*
- ▶ Statutory Compliance Management: *eZYCOMP*
- ▶ HR Managed Services: *Ma Foi*

Talent Management and HR Advisory

Great businesses are built on strong people strategies. Our expert advisory services help optimise workforce management.

- ▶ Strategic HR Advisory: *Ma Foi*
- ▶ Talent Assessment & Development: *Jombay*
- ▶ Talent Assessment & Development: *Thomas Assessment*
- ▶ Talent Assessment: *People Metrics*

CIEL HR philosophy for Engagement

Technology + Science + People
Future-Ready HR



Shaping the Workforce of Tomorrow

Scaling

Building Tomorrow's Workforce

With a nationwide presence across multiple locations, we provide a robust foundation for organisational growth. Our solutions adapt seamlessly to evolving needs, supporting businesses from startups to established enterprises in shaping their future workforce.

Scientific

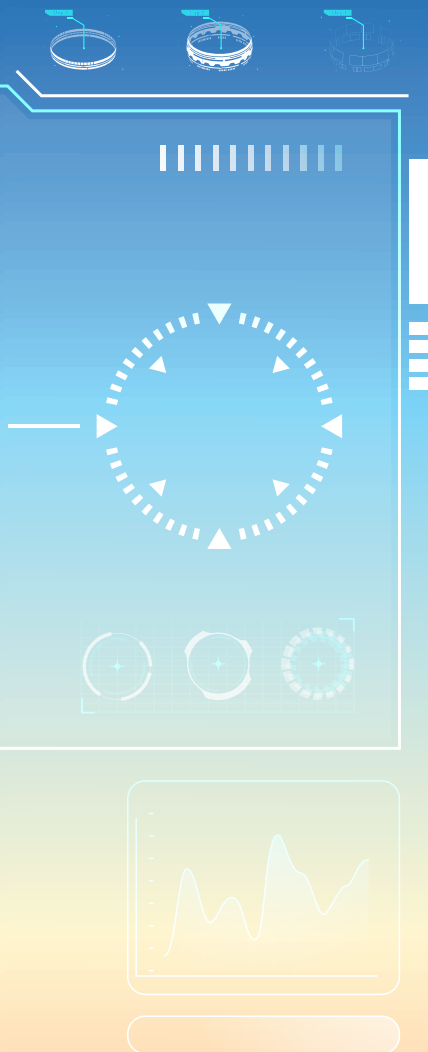
Driven by Data and Insights

We combine deep sector insights with AI and cloud-based technology to optimise HR processes. Our AI tools match resumes and automate initial interactions, while custom software manages the employee lifecycle—from assessments to learning programmes. This data-driven approach enhances efficiency and precision, helping organisations build a future-ready workforce.

Sensitive

The Human Touch

While embracing advanced technology, we prioritise the human touch in our solutions. Our approach is designed to understand and respond to the unique needs of employees, fostering engagement and driving growth. For deputies and temporary employees, this human-centric focus is particularly crucial, ensuring they feel valued and connected.



CIEL HR: Transforming India's HR Landscape

CIEL HR, a pioneering force in India's HR solutions landscape.

Founded in 2015, our mission is to transform how businesses find, develop, and retain talent. Our journey began in Bengaluru and Chennai; it has since expanded across India



CIEL HR Group: The Collective Strength Behind Your Workforce

At CIEL HR, we're more than a company-we're a family of specialised brands solving every HR challenge. From talent acquisition to leadership development, we offer a complete, tech-driven HR solution, making us India's pioneer in end- to-end workforce transformation.



Our Presence*



82
Offices
across India

37
Cities across
India

5,000+
Clients served

43,000+
Deputies*

*as of March 2025

HR Alchemy: Challenges into Opportunities

CIEL HR Offerings: Turning your challenges into opportunities. At CIEL HR, we don't just offer services we craft solutions. Our fresh blend of expertise, innovation and tech turns tough HR head- scratchers into golden opportunities to grow things big and bold. Discover how our tailored solutions at each stage of an employee's lifecycle add value to your organisation's success.



Workforce Planning and Talent Acquisition

Professional Staffing

CIEL HR, along with CIEL Technologies, delivers specialised IT and engineering professionals on flexible contracts, ensuring businesses access niche talent for both short and long-term projects.

Managed Services Programme

We help businesses run their talent acquisition programmes end-to-end for the contractual as well as full-time roles, right from supplier management to strategic workforce planning.



Value Staffing

We provide flexible workforce solutions across industries, helping companies manage short-term talent needs without increasing permanent headcount or costs. With our national presence and inhouse technology platforms, we provide apprentices and temp employees covering a wide range of skillsets.

National Apprenticeship Promotion Scheme (NAPS)

CIEL HR provides end-to-end apprenticeship management under the Government of India's upskilling initiative. From sourcing and training to assessments and certification, we streamline the process, ensuring compliance and structured skill development.

National Apprenticeship Training Scheme (NATS)

We offer end-to-end apprentice recruitment and management, from sourcing and assessment to training, certification, and compliance. Leveraging our expertise and network, we help organisations identify the right talent and seamlessly maximise scheme benefits.





Executive Search

We specialise in hiring top talent for CXO, leadership, and high-impact roles. With deep market insights, a strong network and our inhouse psychometric assessment capability, our experts identify, attract, and assess the best-fit candidates for strategic hiring decisions.

Recruitment Process Outsourcing (RPO)

Our end-to-end RPO services manage everything from strategy and job descriptions to sourcing, screening, and onboarding-enhancing efficiency so businesses can focus on core operations.

Permanent Recruitment

We help organisations seamlessly fill open roles, complementing their internal recruitment efforts. With industry expertise and advanced AI technology, our team ensures an efficient and effective hiring process.



Background Verification

Our group company, Vibrant Screen, provides 25 ISO-certified background checks to 450+ organisations in India and abroad, covering employment, education, ID, criminal, credit history, global verifications and more. With 32M+ candidates screened, Vibrant Screen holds NASSCOM Platinum status and uses proprietary technology to ensure secure hiring decisions.



Skilling, Learning and Development



CIEL Skills & Careers

Specialising in government initiatives such as Deen Dayal Upadhyaya Grameen Kaushalya Yojana, Pradhan Mantri Kaushal Vikas Yojana, and Electronics System Design and Manufacturing, we equip candidates with industry-relevant skills for seamless placements across sectors. Additionally, we design and implement large-scale CSR projects for Indian companies.



Fresher Upskilling

ProSculpt, our HR tech platform, bridges academia and industry by enhancing skill development, student evaluation, and graduate placements. Leveraging data-driven insights, it optimises curriculum alignment and placement processes. Its specialised HR training programme, Helevate, equips HR students with practical skills essential for success in HR operations.





Learning Experience Platform (LXP)

Courseplay, by FirstVenture Corporation, is an AI-driven learning platform for enterprises. It analyses skills, identifies gaps, and recommends targeted programmes. With personalised content, auto-generated quizzes, multilingual support, and progress tracking, it ensures continuous employee learning and development, enhancing workforce capabilities and performance.



Talent Assessment

Offers tailored talent assessment solutions aligned with business goals.

- ▶ Fully Automated Assessment Centre: Uses technology-driven simulations to evaluate early-career professionals and first-time managers remotely.
- ▶ Expert-led Assessment Centre: Leverages experienced assessors to identify high-potential leaders for critical roles.



Talent Engagement and Retention



Engagement Platform

Jombay's Workplace of Winners (WOW) enhances employee engagement through AI-driven feedback analysis. It identifies improvement areas, provides tailored action plans, and showcases positive employee experiences for employer branding. Optimized for diverse, hybrid workplaces, WOW helps Organizations foster a more engaged, satisfied workforce with data-driven strategies.



Human Resource Management System (HRMS)

HfactorR, a SaaS-based HR tech platform by our subsidiary, Integrum Technologies, streamlines core HR functions, including leave management, attendance tracking, payroll automation, expense management, and employee lifecycle management. It also supports strategic HR needs, using AI to score and recommend the best-matching resumes. The platform is customisable to fit organisational requirements.





Statutory Compliance Management

eZYCOMP, by Ma Foi Strategic Consultants, is a cutting-edge RegTech platform that streamlines HR compliance with India's employment laws. Designed for medium to large enterprises, it simplifies statutory obligations, minimises compliance risks, and enhances efficiency-ensuring organizations stay compliant, avoid penalties, and focus on driving business growth with confidence.



Talent Management and HR Advisory



Strategic HR Advisory

Provides human capital solutions, including organisational design, workforce planning, HR policy refinement, and compensation strategies.



Talent Assessment, Development

Jombay is a leadership assessment platform that identifies and develops future managers through data-driven evaluations. It assesses strengths, weaknesses, and derailers, enabling informed promotions and succession planning. With tailored developmental journeys, it nurtures key competencies, ensuring organisations of all sizes place the right talent in the right roles.





Talent Assessment, Development

Thomas Assessments, a CIEL HR subsidiary, is a global leader in psychometric assessments, enhancing talent management and leadership development. Its solutions include behavioural, cognitive, leadership, and emotional intelligence assessments. With data-driven insights, it enables better hiring, leadership growth, and high-performing teams.



Pioneering Excellence in HR Solutions

At CIEL HR, we don't just keep up with the industry-we lead it. Here's why we are the partner of choice for businesses across India.

HR with Next-Gen Technology

We leverage cutting-edge AI and data analytics to transform traditional HR processes into powerful business drivers.

Tailored to Fit Your Needs

Our flexible platforms adapt to your unique needs, ensuring tailored solutions that evolve with your business.

Largest On-Ground Presence

We leverage cutting-edge AI and data analytics to transform traditional HR processes into powerful business drivers.

Across Every Sector You Operate In

We leverage cutting-edge AI and data analytics to transform traditional HR processes into powerful business drivers.

Tailored to Fit Your Needs

Our flexible platforms adapt to your unique needs, ensuring tailored solutions that evolve with your business.

Largest On-Ground Presence

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Recognised, Certified, and Trusted: The CIEL HR Difference



Awards

Featured in Brand Finance's India 100

Recognised as one of India's most valuable and strongest brands.

Spotlight Awards Gold Winner

CIEL HR Services Limited's Annual Report 2023-24 received a Gold award in the 2024 Spotlight Awards Global Communications Competition, recognizing excellence in corporate communications.



Certifications

ISO 9001:2015 Certified

Demonstrating our commitment to quality management.s.

Great Place to Work Certification

Reflecting our dedication to employee satisfaction and well-being.

Workplace of Winners (WOW)

CIEL has built a dynamic workplace that cultivates a high-performance culture and a deep sense of belonging.



Our CSR Initiatives

Education and Skill Development

Empowering individuals through knowledge and training.

Environment Protection and Sustainability

Preserving our planet for future generations.

Health and Safety

Promoting well-being and security for all.



Achievement

Fortune India Partnership

Partnered with Fortune India for its widely followed study, Future Ready Employers, highlighting industry- leading workplace practices.

Our Clientele Across Sectors



1

Information Technology

- » Global Tech Centre of a world leader in consumer electronics and a leading position in India market

2

E-Commerce

- » One of India's largest foodtech and Quick commerce players

3

FMCG

- » Indian multinational conglomerate with leading FMCG brands in food and personal care products

4

Real Estate & Consultancy

- » A Premier real estate developer in India, regarded among the Top 10

5

Pharma

- » Indian multinational pharmaceutical company, one of the largest in India having a broad product portfolio

6

Banking

- » One of the largest private sector banks in India

7

Agro

- » World's leading seed company at the forefront of developing climate-smart and high-nutrition crops

8

EPC / Engineering

- » Prominent Indian multinational, a global leader in construction

9

Retail

- » A leading electronics retailer offering a wide range of consumer technology products.

10

Semiconductor

- » A global behemoth in modern computing and semiconductor technologies

11

Paints

- » A leading Indian paint manufacturer known for its wide range of decorative, industrial, and automotive paints and coatings

What's Your Next Move



Need strategic insights and actions for your HR roadmap?



Need to build a strong team?



Want to deepen your talent engagement?



Looking to enhance your team's capabilities?

✉ Email: info@cielhr.com ☎ Phone: + 91 7816 000 111

🌐 www.cielhr.com

