

Your Employability Readiness Score (ERS): What's a Good Score at 0–2 Years?



The Question That Keeps Students Up at Night

You've got the degree. You've done the internships. You've built a few projects. You've even cracked a couple of coding challenges.

But if a recruiter asked you right now—*"Are you actually ready to contribute from day one?"*—could you say yes with confidence?

Be honest.

Most students can't. Not because they're not smart. Not because they haven't worked hard. But because **they don't know what "job-ready" actually means—and they have no way to measure it.**

And here's the terrifying part: **while you're reading this, thousands of your peers are quietly falling behind. They don't know it yet. But recruiters do.**

The Secret Most Students Don't Know

Here's something your professors won't tell you, your parents don't understand, and your college placement cell probably ignores:

16,728 students, every 1-point increase in Litcoder score was associated with a 1.43% higher probability of placement. Higher scores consistently correlated with better job categories and salary brackets.

That's what the data proves.

Your score matters. Not your degree. Not your college brand. Your actual, measurable competency.

And here's the brutal reality: **India produces around 1.5 million engineering graduates every year** ^[1]. Yet **only 56.35% of candidates tested scored above 60% on the Graduate Employability Test**, meaning nearly half the talent pool is still not job-ready ^[2].

Even more alarming: **only 4.77% of candidates can write correct logic for a program**—the minimum requirement for any programming job. **Over two-thirds cannot even write code that compiles, and only 1.4% can write functionally correct and efficient code** ^[3].

The gap between "knowing concepts" and "being able to deliver working software" is the single biggest reason students get rejected. And almost nobody talks about it.

What Happens If You Ignore This

Here's what ignoring this gap looks like in real life:

You'll keep practicing coding, thinking more DSA problems will solve everything. They won't.

You'll keep memorizing syntax, believing that knowing more Python or Java will make you valuable. It won't.

You'll keep building the same type of projects—the ones that impress your professors but make recruiters yawn. They're not impressed.

You'll ignore AI skills, thinking they're optional. They're not.

India's technology sector will need more than 1 million engineers with advanced AI and other tech skills in the next 2-3 years ^[4]. NASSCOM predicts the **digital talent gap will widen from 25% to 29% by 2028**. Major IT firms are already struggling to fill thousands of positions due to this mismatch ^[5].

And when the interview comes, you'll freeze. Because the recruiter won't just ask you to reverse a linked list. They'll evaluate you across the SCAV framework:

- **Skills:** Can you write correct, efficient code using core programming concepts?
- **Capability:** Can you understand, structure, and improve solutions?
- **AI-Augmented Development:** Can you collaborate with AI tools while maintaining engineering ownership?
- **Velocity:** Do you have the learning ability and critical thinking to grow?

Recruiters are now evaluating all four dimensions. If you're only prepared for one, you'll be filtered out.

What "Job-Ready" Actually Means According to SCAV

The **SCAV framework** defines job-readiness across four measurable layers:

Layer 1: Skills

- Syntax and Language Control
- Data Structure Application
- Algorithmic Implementation
- Test and Edge Cases Handling
- Code Quality Implementation (Scalability, Maintainability, etc.)

This determines whether you can do the job.

Layer 2: Capability

- Problem Decomposition
- Abstraction and Modeling
- Solution Strategy Selection
- System Thinking
- Code Evaluation and Improvement Reasoning

This determines whether you can solve complex problems.

Layer 3: AI-Augmented Development

- Prompt Engineering Efficacy (Prompt Quality + Effectiveness)
- AI Assisted Iteration
- AI Output Evaluation

This determines whether you can work effectively with AI tools.

Layer 4: Velocity

- Learning Ability (Fluid + Crystallised Intellect)
- Reasoning Strength
- Critical Thinking Driven Decision Making

This determines whether you can grow and adapt over time.

These four layers together determine your **Employability Readiness Score (ERS)**.

The AI Dimension You're Ignoring

Here's the newest—and most dangerous—gap you probably haven't considered.

AI-Augmented Development makes up 20% of your Employability Readiness Score.

That's right. One-fifth of your job-readiness depends on your ability to:

- Write effective prompts (Prompt Engineering Efficacy)
- Iterate with AI tools (AI Assisted Iteration)
- Evaluate AI outputs critically (AI Output Evaluation)

Recruiters are now measuring these skills. According to the SCAV framework, this dimension is as important as your programming skills and cognitive ability.

India now accounts for 16% of the world's AI talent, projected to reach 1.25 million professionals by 2027 ^[6]. 70% of IT companies and 50% of BFSI firms have already implemented AI in their recruitment processes. Over 90% of employees across sectors already use Generative AI tools in their work ^[7].

If you're not building AI fluency, you're leaving 20% of your ERS on the table—and being filtered out by algorithms before a human even sees your resume.

Your Job-Ready Reality Check

This self-assessment is based on the SCAV framework. It's designed to help you identify areas for improvement—not as a scientific measurement, but as a practical starting point. For a comprehensive, validated evaluation, take LNBE's full SCAV assessment.

Rating Scale:

1 = I can't do this at all | 2 = Beginner | 3 = Intermediate | 4 = Advanced | 5 = I can do this confidently

1. Skills

#	Assessment Item	Rating (1-5)
1	I can write code with proper syntax and language control.	---
2	I can apply the right data structures for different problems.	---
3	I can implement algorithms efficiently.	---
4	I can handle test cases and edge cases thoroughly.	---
5	I write code that is scalable, maintainable, and high-quality.	---
Subtotal	Sum of all ratings	--- / 25

2. Capability

#	Assessment Item	Rating (1-5)
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1	I can decompose complex problems into manageable pieces.	----
2	I can create abstractions and models to simplify problems.	----
3	I can select the right solution strategy for different problems.	----
4	I can think in systems—how different components interact.	----
5	I can evaluate code and suggest improvements.	----
Subtotal	Sum of all ratings	___ / 25

3. AI-Augmented Development

#	Assessment Item	Rating (1-5)
1	I can write effective prompts that produce quality AI output.	----
2	I can iterate with AI tools to refine and improve solutions.	----
3	I can critically evaluate AI-generated code for correctness and quality.	----
Subtotal	Sum of all ratings	___ / 15

4. Velocity

#	Assessment Item	Rating (1-5)
1	I can learn new concepts quickly and retain them.	----
2	I have a strong reasoning ability to work through complex problems.	----
3	I can make sound decisions through critical thinking.	----
Subtotal	Sum of all ratings	___ / 15

Score Summary

Category	Maximum Score	Your Score
Skills	25	----
Capability	25	----
AI-Augmented Development	15	----
Velocity	15	----
Total	80	---- / 80

Final ERS Score

Your Total Score: ____ / 80

What Your Score Means

Based on the SCAV framework weightages and the Litcoder study findings, here's how to interpret your score:

Score Range	Interpretation
60–80	Strong SCAV competencies across all areas. You're well-positioned for competitive job opportunities.
45–59	Employable, but there are noticeable gaps. Focus on improving weaker areas, especially Capability and AI-Augmented Development .
30–44	Improvement needed. Strengthen your Skills and Capability to become more competitive in the job market.
Below 30	Build a stronger foundation. Prioritize core Skills , then develop Capability , AI skills , and Velocity .

The Real Cost of Not Being Ready

Every month you spend "studying" without building measurable SCAV competencies is a month you're falling further behind.

Nearly 83% of engineering graduates fail to secure relevant jobs or internships upon graduation. India's engineering employability rate stands at about 72% in

2025, yet only a small percentage of graduates find jobs aligned with their core disciplines ^[1].

16,728 students proved it: **higher SCAV scores = better job categories and salary brackets.**

Your degree got you in the room. Your SCAV score decides if you stay.

Your Next Step: Stop Guessing. Start Measuring.

The gap between where you are and where you need to be isn't just about effort—it's about **knowing what to fix.**

SCAV gives you that answer. It tells you exactly where you stand across Skills, Capability, AI-Augmented Development, and Velocity.

Take LNBE's SCAV assessment to get your personalized Employability Readiness Score and a roadmap to become a top-tier candidate.

References

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