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Press Release

GIBA and IPS Group Announce Strategic Partnership to Address Skilled Workforce Shortages in Germany's SME Sector

Munich / Mumbai, 25.11.2025 – The German Indian Business Alliance (GIBA) and Integrated Personnel Services Limited (IPS) have entered into a strategic partnership to enable the targeted deployment of skilled professionals from India to Germany. The initiative aims to provide structured solutions to Germany's growing shortage of qualified workers across key sectors such as healthcare, manufacturing, and technical trades.

The strategic partnership follows a Memorandum of Understanding (MoU) previously signed in Chennai by Nirmal Raman Kannaiyan, Co-Founder of GIBA, and Alok Jha, Global CEO of IPS Group. The MoU reflected the parties' mutual interest in exploring collaboration, which has now been formalized through this partnership.

While Germany's economy continues to demonstrate resilience and growth capacity, demographic shifts and widening skills gaps remain persistent challenges. In response GIBA will lead ecosystem coordination, employer engagement, and integration efforts for candidates in Germany, while IPS will manage talent identification, recruitment, professional training, and language preparation in India.

The partnership will be executed in a phased and scalable execution model:

- Deployment of skilled professionals in the industrial manufacturing sector, with subsequent expansion into healthcare and allied services.
- Vocational training pathway – creating a sustainable talent pipeline of young Indian graduates through Germany's dual vocational training system (Ausbildung).

"Through this partnership, we aim to establish a coordinated, structured, and sustainable pathway for integrating qualified Indian professionals into Germany's SME sector," said Nirmal Raman Kannaiyan, Co-Founder of GIBA. "Our approach goes far beyond simple recruitment – it lays the groundwork for genuine integration and long-term retention. This is how we can offer lasting solutions to one of Germany's most pressing challenges."

GIBA and IPS will introduce a continuous intake model, enabling German companies to access a steady pool of pre-qualified, language-ready professionals and trainees.



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“When we look at the problems of sectors such as healthcare, engineering, and skilled trades, it becomes clear that deepening the exchange between Germany and India is essential,” added Selvakumar Periasamy, Co-Founder of GIBA. “In India, we find answers to challenges that Germany can no longer solve on its own.”

About GIBA

The German Indian Business Alliance (GIBA) is a platform dedicated to strengthening economic cooperation between Germany and India. GIBA helps foster innovation, build strategic partnerships, and unlock new growth opportunities. With deep insights into both markets, strong cultural expertise, and an extensive bilateral network, GIBA creates sustainable collaborations that drive economic and social progress.

About IPS Group

IPS India is an NSE-listed public company with a strong presence across six countries. It is widely recognized as a leading HR solutions provider in the HR industry, known for its scale, reliability, and extensive service capabilities.

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