

Shantanu Rooj

Founder & CEO
TeamLease Edtech

Q & A



Shantanu is the Founder & CEO of TeamLease EdTech, India's leading learning solutions company providing comprehensive services across universities and corporates. In his current role, he oversees strategic operations, P&L management, special projects, etc., managing the overall organization's growth trajectory.

An IIT (BHU) and IIM Calcutta alumnus, he is widely recognized as a serial entrepreneur who has successfully led his ventures to successful IPOs/Acquisition started his career with HCL. Shantanu took his first step into entrepreneurship with Paradyne Infotech Ltd which had a successful IPO in 2005. Subsequently, he founded Broadlyne Technologies Limited, which swiftly evolved into a significant managed services player in the education industry; Broadlyne was acquired by a large, listed company in India in 2009.

With a vision of Making India Employable, Shantanu founded TeamLease Edtech (formerly known as Schoolguru Eduserve) in 2012. Team Lease Edtech is India's leading learning solutions company: it helps Universities launch, run and manage their own Online Programs, helps Institutes improve employability of their students through its Apprenticeship linked skilling programs and help Corporates upskill & reskill their workforce to improve productivity and build

talent supply chain. TeamLease Edtech has exclusive partnership with 50 of India's largest Universities across 16 Indian states, trains 5 Lakh students on its platform through 9 Indian languages, works with 4500 corporates in their upskilling/skilling initiatives.

Shantanu is a passionate business strategy professional, a serial entrepreneur and a columnist and has been speaking/writing extensively about his vision of University 5.0 - the Future of Higher Education.





How will human skills complement technical know-how?

In the future, human skills will complement technical know-how by adding creativity, critical thinking, empathy, adaptability, and leadership to technology's efficiency. While machines provide speed and scale, humans will bring judgment, ethics, and emotional intelligence — ensuring innovation, connection, and purpose in an increasingly tech-driven world.



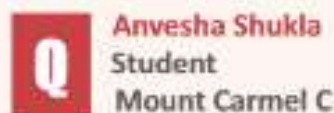
With organizations moving toward digital transformation, how can HR integrate EdTech tools into its core talent strategy to bridge the skill gap, enhance leadership development, and ensure that workforce capabilities evolve in sync with business growth?

One of our recent studies showed that whereas employees are concerned about their job resilience and are investing their own money for upskilling; the contribution from employers is still lagging behind. Employers must invest in the retraining of their employees and link their success to measurable skill and productivity improvements. Once training gets linked to appraisal outcomes, organisations see good improvement.



In the future of hiring, will degrees matter less than skills?

Even today, employers value skills over degrees. Degrees are the baseline hygiene and are used as qualifiers for many job roles. But in today's times (and in future) just degrees won't be enough. Candidates will have to demonstrate evidence of skill and experience.



With AI disrupting jobs, how can students future-proof themselves?

Employers today are looking for candidates who are not only skilled but also experienced. It's an irony but it's true that employers expect work-experience even from fresh candidates. Hence, students should pick up every opportunity to gain work skills through internships, apprenticeships and On-job training.



As an Edtech founder what's the biggest challenge and opportunity shaping the sector today?

The biggest challenge is bridging the gap between education and employability—ensuring learning translates into real-world skills. The greatest opportunity lies in leveraging technology to personalize learning at scale, making quality education accessible and job-relevant for millions. At TeamLease EdTech, we see this as our mission and responsibility.