



## **Bangalore Chamber of Industry and Commerce**

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### **Report on the Seminar on Innovation and e-Assessment held on January 11, 2011**

With skill sets assuming a crucial differentiator for an organization's success in a modern competitive business, it is imperative to pose the question how best is India Inc equipped to deal with the issue? Its advantageous demographic profile that boasts of 30 per cent in the age group of 25, far younger than many countries including the strong peers China and Japan, has put India on an enviable position.

It is precisely this poser that found a loud expression in the Seminar organized by the Bangalore Chamber of Industry and Commerce (BCIC) in association with Assessment Tomorrow Ltd., United Kingdom (UK) and supported by UK Trade and Investment, Government of United Kingdom on January 11, 2011. The half-day Seminar dwelt at length the emphasis on recognition of skill recognition matrix to be built into the education system to make larger number of talent a better employable material than now.

In his welcome address Dr. Vinod Nowal, Vice President, expressed his profound thanks and gratitude to all the distinguished speakers and the UK Trade & Investment Agency as well as Mr. Jeff Ross, Director, Assessment Tomorrow Ltd., UK for associating Bangalore Chamber of Industry and Commerce (BCIC) for organizing this very important Seminar.

Briefing about the Chamber and its activities, Dr. Nowal mentioned that the take-up of e-Assessment is increasing world-wide and is defined as the use of technology to measure skills, knowledge and understanding. Within education (from the schoolroom to the workplace), trainers, government agencies and assessment providers are actively engaged in using technology based learning and development solutions that enable them to provide reliable, flexible education and assessment to learners, students and employees.

Dr. Vinod Nowal further dwelt on the BCIC's involvement under the Modular Employable Skills (MES) (under the supervision of the Hon'ble Prime Minister) with most of the industry Members of the Chamber contributing these initiatives and especially Mr. S J Amalan being the main architect for the above programme and spearheading this initiative from Southern India till last year.

The Chamber had developed curriculum for 5 Sectors under MES programme viz., Production & Manufacturing, Electrical, ICT, Automobiles and Retailing which are being implemented throughout the country and has been recognized and awarded to carry out the Assessments in the State of Karnataka for 12 sectors, Dr. Nowal further added.

Mr. Jeff Ross, Director, Assessment Tomorrow, UK introduced the topic and said speakers dwelt on key issues like how to bridge the skills gap and cope with the increasing numbers and the demands of industry; technology options before industry for adopting innovative approaches for skills development, recognition of right talent, benefits from the new technologies and the cost effective solutions in pursuit of building a strong skill development matrix by an organization.

Mr. Sunish Jauhari, Senior Trade & Investment Adviser, UK Trade & Investment in his Inaugural Address clearly spelt out the various programmes and initiatives being undertaken by UK Trade & Investment both in India and UK. The area of leadership and skills is gathering a lot of attention from the UK with more opportunities for working with such companies could help with capacity building in cross-cultural organisations, especially given the consolidation, M&A etc that appears like a practice in the growth sectors like ICT, Pharma and life sciences, Mr. Sunish Jauhari further added.

### **The Inaugural Session was followed by Technical Sessions.**

#### **Technical Session I: Chaired by Mr. Jeff Ross, Director, Assessment Tomorrow Ltd., UK.**

Mr. Jeff Ross, Director, Assessment Tomorrow Ltd., UK in his presentation on “e - Assessment, Computer Based Assessment of Skills and Knowledge” emphasized on “Developing Skills”. Mr. Ross encapsulated the importance of skill development and reiterated that one need to find the talent in each individual and clearly demonstrated that developing skills is of paramount importance.

Mr. Vivek Kulkarni, Chairman and CEO, Brickwork India Pvt Ltd., in his presentation on “New Skills Sets to Rethink Business in the Global Era” dwelt on the educational aspect and said the assessment system at the education system should be changed to give weightage to skill recognition for the students to become easily employable.

Mr. Vivek Kulkarni stressed on assimilation of core professional skills with technical skills to equip them with versatile task management ability so that employees could meet the challenging situations with ease.

Risk management has assumed greater importance in the post-post financial crisis of 2008 with companies appointing chief risk officers becoming an important part of executive suite.

Skill sets and competency requirement across occupations are the new dimensions to skill development. Multi-dimensional thinking across occupation encompassing core projects skills with adequate technical skills in the human resource of an organization would go a long way in strengthening its competitive edge, Mr. Kulkarni further added.

Mr. S J Amalan, Regional Director of Apprenticeship Training (RDAT), Kolkata (West Bengal, Bihar, Jharkhand, Orissa, Chhattisgarh, A & N and North Eastern States), Ministry of Labour, Government of India in his impressive presentation on “National skills standards for Vocational Education and Training - Reaping the Benefits”

highlighted the need for spotting the talent and imparting training in relevant skill development with an emphasis for its acceptance in tuned with the needs of a given society.

Mr. Amalan, Project Advisor for Skill Development was responsible for establishing the world class Vocational Training Institute and is currently at helms of implementing the Modular Employable Skills (MES). He is also the implementer of the MES in the country for all skilled personnel and Designing National Systems for Skill Recognition and Development.

The need for recognizing the young talent's sharp aptitude and moulding their capabilities assumes importance along with right training and orientation to build a strong talent pool to meet challenges of the modern economy, Mr. Amalan said adding it is equally important that an organization should create a congenial environment for deploying the right hand in the right job.

He said a carefully planned skill development oriented education system should help in combating the problem of employability issue that dogs the industry recruiting fresh professional graduates.

Mr. Keith Kilpatrick, Assistant Director, LSN, (UK) participated at the Seminar through Video Conferencing. He briefly mentioned about his organization which is currently engaged in a project to use mobile technology to enable organizations use the tool for skill training, the project titled MoLe NET, being implemented in two phases, tackles various issues to simplify training process through mobile learning. The objective is to facilitate ease of teaching with a 'personal touch' to make training more effective.

Mr. Keith said M-learning makes will be an effective and interactive method for collaborative learning among students. Among its several advantages are that it acts as an effective tool for evidence collection for advice and assessment at workplace of technical skill, besides making performance tasks easily reviewed by video replay on the device. Mr. Kilpatrick said the mobile learning is a new method and is presently being used fairly at a low risk area of language assessment. However, its potential are immense, he said.

### **Technical Session II: Chaired by Mr. T. R. Parasuraman, Chairman, Industry - Manufacturing Expert Committee, BCIC**

In his presentation on "Developing Innovatory, Robust and Valid Skills Assessment", Mr. Parasuraman echoed the sentiment of other speakers in giving emphasis to skill building with a focus to make the resource easily employable. This would help in evolving a sustainable production system, he further added.

Prof. Krishnendu Sarkar, De Bono Education (The FyneClub Project) in his presentation on "Problems Solving and Creative Thinking" highlighted the importance of two way communication – employer and employee as a key to assess the value of creative thinking and the thought process should focus on a comprehensive problem redressal approach than merely throwing up new ideas. "Creative thinking should be positive and constructive", Prof. Sarkar emphasized in his address.

Though belated significance of creative thinking and diversity in skills are beginning to assume importance, he added.

Mr. R. Dhirendra, CEO Eduquity in his presentation on “Skills Needs Analysis in Industry and Education” said that the solution to the nagging problem faced by industry is employability of young talent and added that application of knowledge and possessing the right attitude are the key precept to skill excellence.

Mr. Mick Todd, Chief Mentor, De Bono Education (The FyneClube Project) and a leadership coaching expert from Australia in his presentation on “Skills Development & Enhancement Programme” said that India’s emergence in the international scene as a strong economy has imposed on it a crucial responsibility of skill building as a key task. With its vast work force under 25 years, an envy of any modern economy, India should focus on innovation as a key component for skill building exercise. He cited the example of the Indian cricket maestro, Sachin Tendulkar’s astounding achievements to illustrate the point and said he kept innovating after having honed his skills constantly during his career.

“Skill is central employability and the process of skill building is the key which can be achieved with properly designed educational system, selection process and training” Mr. Todd stressed.

Mr. T R Parasuraman, Chairman, Industry - Manufacturing Expert Committee, BCIC in his concluding remarks stressed on the importance of innovation as a cultural change. He pointed out that this Seminar was a lively session that threw up constructive views from the distinguished speakers from various sectors.

He proposed a hearty vote of thanks to all the Speakers and said that the interactions were more focused and purposeful. He also thanked all the participants for their support and cooperation in making this Seminar a grand success. The Seminar was attended by over 70 participants.

**Click below links to view Presentations:**

Presentation by Mr. Jeff Ross

Presentation by Mr. Keith Kilpatrick

Presentation by Mr. R Dhirendra

Presentation by Mr. Vivek Kulkarni

Presentation by Mr. Krishnendu Sarkar