



Bangalore Chamber of Industry and Commerce

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Report on the Conference on “Key Challenges in Skill management and Development” held on May 7, 2011

As the growth story of India is becoming an important script for its intrinsic value for the global economic scenario, the country’s planners and policy makers have taken yet another proactive step to address the key issue of Skill Development to its growth strategy. To spread the awareness and take stock of the measures adopted by the Government and the industry, the Bangalore Chamber of Industry and Commerce (BCIC) organized a Conference on “**Key Challenges in Skill Management and Development**” on May 7, 2011. A well attended meeting focused on the urgency and the need for addressing crucial issues of coordination between Government, Stakeholder and Industry for an effective implementation of the policy enunciated by the Government in this regard.

In his Welcome Address Mr. S Chandrasekhar, Past President, BCIC and Chairman of the ITI Task Force underlined the urgency to close the gap between policy and implementation strategy to narrow the demand supply gap in skilled workforce. He said for a balanced growth of the economy, the training programmes should address the needs of all sectors, principally the manufacturing and agriculture sector, which had a huge potential for employment.

Mr. T R Parasuraman, Chairman, Industry-Manufacturing Expert Committee, BCIC reiterated the role of human resource in harnessing technology and said it was imperative that cost of human capital, inherent in any economy should be reduced to the minimum through excellent training for multitasking for higher productivity.

Mr. S J Amalan, Regional Director of Apprenticeship Training (RDAT), Ministry of Labour and Employment, Government of Kolkata said it was the system more than the people which help in determining the right strategies and programmes to achieve right results. Thus any training programmes should adopt a system that is relevant socially to aid the country’s capability to attain a balanced growth economically, socially and culturally. Underlining the need to make skill development programme relevant to the needs of the society that will equip the country in not only meeting the domestic but international requirements by way of exports, Mr. Amalan also stressed on the need for addressing ‘skill mobility’, aspect to add versatility in labour to meet any demand. Along with this, evolving certification norms in training organizations would go a long way in adding credibility to the training programmes.

Mr. Raguram, President, Swiss-Indian Chamber of Commerce, Southern Region, India and Mr. G P Chandra Kumar, Project Director (India), Swiss Vocational Education and Training (VET) Initiative, India gave a presentation of Swiss Model in Skill Development

and said that VET believes that education and training enables young adults to make the transition into the working environment and ensures that there are enough qualified people in the future. It is geared to the labour market and is part of the education system, he further added. Highlighting the objectives of basic Vocational Training Pilot project launched in India, Mr. Chandra Kumar said VET aims at a comprehensive planned programme for industrial apprenticeship, establish models that can be used for expansion and ensure that it is industry driven based on a public private partnership model. Swiss initiative with Indian Government also envisages customizing the world renowned Swiss VET System pragmatically to suit Indian scenario. The Pilot Project in itself is also funded in a PPP model from Switzerland, they further added.

Mr. Dilip Chenoy, MD and CEO, National Skill Development Corporation, said though the task was gigantic and challenging, a well planned and coordinated efforts of NSDC and industry could pave the way for a smoother realization of the objectives of equipping 500 million skilled workforce by 2020. NSDC's strategy has been devised on three key pillars of catalyzing the creation of large vocational training institutions, funding assistance by government to encourage such initiatives through viability gap assistance to reduce risk and improve returns on investment by institutions in both Public and Private Sectors. He said India needs to step up its efforts eight fold to narrow the demand-supply gap and employability issues of labour and achieve the target of equipping skill in 500 million workers by 2020.

The Conference also touched on several other key issues such as accreditation, achieving high degree of standardization and continuous educational programme for updating knowledge and skill development. The Inaugural Session was followed by the Technical Session Chaired by Mr. T R Parasuraman, Chairman, Industry-Manufacturing Expert Committee, BCIC with deliberations from the following speakers:

Mr. Subbu Hegde, Vice President – Commercial Plant Management, Bosch Ltd in his presentation on “Skill building and Skill development” being practiced at Bosch Ltd., briefed on the challenges in the skill building in India and how Bosch has thrived to implement various training modules of international standards, creating awareness and showcasing opportunities. He also said that sharing the expertise with industry bodies to formulate short term programmes would also enhance the skill building and add value to the training programmes.

Mr. Srikantan Moorthy, Sr. Vice President & Group Head, Education & Research, Infosys Technologies Ltd., enunciated the way in which Infosys imparts the methodical training to its employees with rigorous 23 week programme for honing their skills.

He mentioned that there is a shortage of qualified and well trained manpower in India. He said that the present qualified engineers are found lacking in the following:

- Inability to apply concept to applications
- Lack of communication skills
- Inability to work as a cohesive team

The principal objective of training in Infosys is to provide the candidates necessary training to impart soft skills which could pave way for enhancing competition and productivity, Mr. Srikantan further added.

