



Enabling a skilled ecosystem

7th CII Global Summit on Skill Development – A Report

The excitement in the air was quite palpable at the Summit, as there was hectic activity at the registration counters and the sponsors were giving final touches to their booths. The location was strategic, and the day – historic! While the world was waiting to know the American presidential election results and India was overcoming the shock of demonetizing Rs.500 and Rs.1000 notes, Hyderabad was all charged up to discuss skill development for global mobility, productivity, industry demand and supply of skilled workforce at the **7th CII Global Summit on Skill Development 2016, held at Taj Krishna on 9th and 10th November.**

The Summit witnessed active participation from over 400 national and international delegates and over 40 speakers (industry, government, sector skill councils, training partners, international organizations and foundations) and 20 sponsors who showcased at the venue. A key highlight was the release of **India Skills Report 2017 by Honourable Union Minister for Labour and Employment, Mr B Dattatreya**. On this occasion, 2 MoUs were signed between Telangana Academy for Skill and Knowledge (TASK), BSE Institute Ltd and Call Health.

The **CII – Pramaan Job Fair** at Government Polytechnic College, Hyderabad, drew enthusiastic youth as there were more than 3000 visitors with 300+ candidates getting shortlisted for jobs. The impact sessions had live stories of success from different sectors like hospitality, automotive and healthcare where we saw young migrant women and men sharing their journey and challenges in getting skilled and gainfully employed. We also saw students from the hospitality training demonstrating their skills in fruit, vegetable and ice carving, while there was a Zumba showcase from the Beauty and Wellness sector on dancing away to fitness, showing the potential for self-employment for Zumba trainers. The networking dinner provided a great opportunity to connect with professionals from the industry, training companies, academia and non-profit organizations.

The inaugural session and release of India Skills Report 2017

Mr. Pramod Bhasin, Chairman, CII National Committee on Skill Development

In his welcome address, **Mr. Pramod Bhasin** emphasized on the need to train people with global standards. He underlined the need to create a link

between the industry and training while ensuring that trained people are well-paid and find it worthy. At the same time, he reiterated the need for the training industry and the government to work together and explore ways to deal with the unorganised workforce which constitutes nearly 85 % of the entire workforce.

The need for considering various aspects of the skilling ecosystem were brought out clearly while he said “We need to focus on entrepreneurship, which is unfortunately not something that comes naturally to many. Unless we strike a balance between entrepreneurs, organised work force, bring more women migrants’ issue, economic diversity and unorganised work force, we cannot grow as a country and if we do not do so, majority of our workforce will be left in wilderness unprotected by social security, labour laws change in work practices”.

He further added that in a country as complex as India, there are many challenges to skilling! He was happy with the astounding response to the Summit as a huge hall packed with enthusiastic delegates is the ultimate testimony to the success of any Summit. He appreciated the momentum and awareness skill development is getting through more it is and Sector Skill Councils being recognized by employers and trainees. “Now we need to take it to the next level, building a nation of skilled and highly efficient workforce. Government and industry must come together for creating and implementing a strategic roadmap to train 50 million people in 120 skills, with necessary soft skills to make them employable over the next 5 to 10 years – challenge ahead of us.”

Mr. Mahalingam – Chairman of CII Sector Skills Councils and employment

Recalling his association with different industries, and referring to the amount of money spent on training, **Mr. Mahalingam** felt that it would be easy to spend that kind of money if the margins are high. This is because, in the industries, where the margins are lower, the relevance of skilling and employability and productivity wouldn’t make a difference.

While describing the economic aspects of skilling, he pointed out several key issues, when he said, “we have embarked on a national mission and in the process of training thousands of people, extra care and quality check is required to train these youth to bag jobs. There are 41 active sector skill councils today and these are essentially important to increase the current pace of skill development in India. Some of the SSCs are promoted by CII; they have developed qualification frameworks etc. However, we are not able to overcome the low employability ratio; the data is not tracked, hence we need to form a task force to work on employment.”

He also stressed on the need for an organized way to manage skill deficit, when he said, “demand and supply gap should be worked at the state level not just national level. We need to create icons and medals in World Skills Competitions and be the force to reckon with by demonstrating our skills and

abilities. And, there is an urgent need to create the linkage between training, training partners and the assessment partners.”

Dr. Jaco Cilliers - Country Director UNDP

Dr. Cilliers’ talk had all the elements of connecting the dots in the evolving skilling environment in India. While expressing the dire need to make the skilling exercise inclusive and holistic, he said, “ a major direction to increase skill growth in the country will be to create gender equality among men and women. Equal workforce participation is a primary factor that enhances the skill growth in the nation. The workforce equality has been constantly dropping each year. We need to talk about bringing in more efforts to keep the skilling process active all the time and we also need to focus on how these skilling policies and initiatives reach the various sectors of the society. For instance, multiple stakeholders have funded many projects initiated in Telangana. It is necessary to find out the number of job openings first and then make sure that they are equally available for both men and women. This works best when the skill acquired formally connect with sustained employment and job opportunities.”

His Excellency Dr. Mbuya Isaac Munlo, Malawi High Commissioner to India

The fact that issues related to vocational training are not just India’s problem alone, came out very strongly in the inaugural address by **Dr. Munlo**. His talk brought out some priority issues that we need to address immediately as was evident in his address. “Vocational training and education will definitely play a crucial role in the process of skill development. Our target audience being youth and young unemployed people from the under developed areas of our country, we need to focus more on mobilisation and the counselling. We need to understand our demographic dividend and act accordingly with right initiatives. This has to be supported by building proper infrastructure and use good equipment for the process of skill development. Reaching out to the target audience with updated infrastructure and easy access to training centres is the right thing to do in order to promote skill development. “

Mr N. Narasimha Reddy: Honourable Minister Labour, Employment and Training, Govt of Telangana

“The initiatives taken by the Government of Telangana are in the right direction and there is ample commitment to skill development and entrepreneurship.” This was the message from **Mr. N Narasimha Reddy**, while he began his talk by appreciating the efforts of CII. He said, “It is a positive sign that the skill development summit is being held in Telangana. Networking for globally transferring skills is basically allowing people to work in various places of the world thoroughly equipped with all the skills. It is definitely a boon for the country if the youth are skilled accurately, as of now, India as a country is rapidly growing in this arena, but it is time we focus on the flaws and changes we can bring about in the system”.

Describing the investor-friendly ecosystem in Telangana that can support international ventures in skill development, he said, “observing the signs of development, it is time we partner with different countries globally and work towards this mission of a common global skill qualification framework. A lot of people from Telangana migrate to the gulf countries for work. Engineering colleges, construction, ITES are all undergoing certain changes to make the skill development process more impactful. The state of Telangana promotes entrepreneurship through T-Hub, a world class facility for startups and new ideas. We, as a country, need to work together and make our country the largest skill capital in the world.”

Mr. Bandaru Dattatreya, Honourable Union Minister for Labour and Employment

Mr. Dattatreya’s inaugural talk was a fervent effort at positioning the young state of Telangana in the bigger picture of economics of skilling, employability and entrepreneurship. His message echoed the sentiments of the people of the state as he said, “Telangana has been selected as the best state for ease of doing business, and that there are more and more stakeholders and investors and start-ups coming up in the state. The PM has three major flagship programs: Make in India, Skill India, Start-up Stand-up and also Digital India. He also referred to the importance of formation of independent ministry for skill development and entrepreneurship. “Make in India” can increase avenues in many industries and skill India will give rise to more man power. India should be the world capital for skills. 80% of the population is capable to get opportunities at the global level, India’s biggest asset is trained workforce, but there is a lot of mismatching. By 2025, 30% of the world’s labour force will be from India.”

Re-emphasising on a few initiatives by the Ministry he said that “The old employment exchanges have been revamped and relaunched as Model Career Centres to provide counselling and career guidance to the youth. 100 such MCCs have been granted with CII having partnered in 3 such Centres at Gurugram, Mumbai & Chennai” He urged CII to set up another MCC at Secunderabad.

He further announced that his ministry will reimburse the employers contribution of EPS for all new employees enrolling in Employees' Provident Fund Organisation (EPFO) for the first three years of their employment

Theme Session 1: Networking for Globally Transferable Skills –Adopting international skill standards in order to increase workforce participation, productivity and competitiveness as we prepare for global markets. The Session was chaired by Ninad Karpe, Deputy Chairman, CII, Western Region, CEO and MD, Aptech Ltd.

Session highlights: Key points discussed in the session

- Need for digital skills as enterprises transform into digital enterprises with industry 4.0

- Use of digital learning and creation of digital identity for scaling and tracking skill development programs
- Need for building a wide set competencies in the informal sector beyond technical skills; these include transferable skills and soft skills

Mr. V. Rajanna, Vice Chairman, CII Telangana & Vice President & Regional Head, TCS

Mr. V. Rajanna's take on the theme underscored the need for digital skills. Since these skills are going to have more demand because very enterprise is in the process of transforming themselves into digital enterprises. This is either to provide better services and products or more importantly, how they can learn to adapt to their consumers. His perspective brought out facts like:

- It is expected that 25million devices even like refrigerators will be wireless by 2020. Training partners need to consider the development in technology and the need for digital skills.
- Becoming digital can only help and improve the industry sectors by making companies self-sufficient reducing dependencies on humans.
- When training is enabled digitally, the content and course can be easily accessed.

Ms. Kshitija Krishnaswamy: Director-Corporate Citizenship, India Accenture

Ms. Kshitija Krishnaswamy referred to the efforts at Accenture while dealing with a liquid workforce and explored its application in the context of the underprivileged workforce, who are mostly unorganized. She talked about Accenture's "Skills to Succeed" program that skills people and tracks outcomes for employment and entrepreneurship. This is based on the premise that:

- There has to be a foundation that comprises critical thinking, communication, and decision making – components for life skills
- The creation of a digital identity through ICT , digital skills, digital delivery is important
- Blended learning or mobile learning is a package that makes them ready for global employment, also helps in closing the digital divide
- When applied to construction training and RPL, digital learning allows you to scale up the training and track efficiently.

Mr. Jurgen Mannicke, Senior Consultant, iMOVE

Mr. Jurgen Mannicke's talk pointed out that 'Transferable skills' could be interpreted in two ways considering the significance of digital skills and life skills – one, transferability of people with skills who get absorbed and accepted by labour market or two, transferring of skills from one person to the other. To mention some other key points he added to the panel:

- Skills are highly dependent on technology and hence they are uniform all over the world

- There is a need to look at the handling technology requirements
- Technology has become complex, for example, to learn metal engineering skills, one needs to have a solid amount of theory and academic knowledge which needs a combination of knowledge and skills

Mr. Gabriel Bordado: Skills & Employment Specialist ILO

Mr. Gabriel Bordado engaged the audience with some stunning numbers about graduates entering the job market. In the context of formal education, every 5 minutes, 3 adults complete the academic courses and go out into the market place. He talked about India's demographic dividend that needs to be leveraged and the challenge of 93% of employment getting created in the informal sector and stressed on the following points:

- The need for building a wide set competencies in the informal sector; these include, technical skills and transferable skills or deployable skills
- These skills include learning to learn, problem solving, life skills
- Enhancement of the curriculum at basic education level, introduction of apprenticeships and inviting people from the industry

.Dr Tarun Jain, Assistant Professor of Economics and Public Policy, ISB

.Dr Tarun Jain stressed on the need to introduce skill development at young age while describing the gaps in the skilling system without proper awareness and information for students, academic organizations and the industry.

- There are a lot of micro barriers in the skilling process and we should take many steps for the blue collared workers or college dropouts or even youth.
- There is a need to consider soft skills as important since they are not demonstrated by the students even after formal teaching in colleges and schools.
- Competencies in soft skills should become a deciding factor in employment

Session II: Right Skills for the Right Jobs – Discussion on India Skills Report 2017 as a major match making initiative, capturing the skill levels of the supply side and the needs of the demand side of the talent supply chain. The session was chaired by Pankaj Bansal, Co-Founder and CEO, PeopleStrong.

Session highlights: Key points discussed in the session

- Key findings of the India Skills Report in terms of employability and availability of skilled workforce
- Participation of Engineering colleges in PMKVY by sharing infrastructure
- Need for mobilising and counselling women with regard to employment options

Mr. Nirmal Singh Founder - CEO, Wheebox

Mr. Nirmal Singh presented the highlights of the India Skills Report by mentioning that the insights are based on largest sample size. The report is based on the study of the colleges with questions like: what skills are available (based on test) and a survey of employers – what skills and qualifications, what jobs are anticipated next year. Till today, there has been a voluntary participation of 630000 students, from 5800 colleges. Following are some of the key findings of the Report:

- 40% employable; marginally women more employable
- Maharashtra number 1 state for employable candidates, followed by Andhra Pradesh
- 80% employers want non-cognitive skills (in addition to technical skills)
- Most repetitive jobs will not remain, hence, institution should impart critical thinking and communication skills
- 7 to 10 % will be hiring – core engineering (power and mines) and telecom sectors (services)
- 40 % employers have a mandate for hiring women and 65% hiring will be in 0-5years segment
- Colleges should focus on alumni network

Dr. Alok Prakash Mittal – Member Secretary, AICTE

Dr Alok Mittal talked about the need for engineering colleges to participate in skilling initiatives for generating larger impact. He reiterated the directive from government when said that under PMKVY, all engineering colleges should share the infrastructure for skill development of unemployed youth. As per the latest reports, 1000 institutions are implementing this mandate and 80000 youth are selected for training.

Mr. Clement Chauvet, Chief – Skills and Business Development, UNDP, India

Mr. Clement Chauvet narrated his experience of partnering for surveys and research to create India Skills Report. He also touched upon some key issues related to women's employment:

- The impact women can make with gender inclusivity and how it is important to mobilize and counsel women, by quoting an example from Jindal steel plant where women get on the job training in the factory
- Need to educate women who lack information on career opportunities; they should not be limited to seeking jobs in just food processing and stitching
- Career guidance and counselling centers that would be started with SNDT university for helping women find the right jobs
- 60% of employers don't have focused plan for hiring women

Session III: Towards a Skill Delivery System – Discussion on realigning skilling with the emerging technologies and Industry 4.0. There immense challenges in scaling, how do we reach and with what infrastructure? This session was chaired by Mr Pramod Bhasin

Session highlights: Key points discussed in the session

- Need for holistic understanding of skill development
- Uniform qualification frameworks and promotion of apprenticeships
- Counselling the candidates, particularly from underprivileged sections
- Finding jobs for skilled youth and imparting skills from early childhood

Nigel Phillips, CEO, Career Life College

Mr. Nigel Phillips reflected on previous discussions and he stated that the issues faced with vocational training are the same around the world. The key focus of his perspective was that we should not fall into the trap of perceiving skill development as disjointed pieces. This calls for some shifts in perception because:

- Fragmented understanding means missing the actual whole system of skill development. There is a need to interconnect all the small parts that fit into the whole.
- Skilling involves changing the system or institutional models; there is a need to look at the core practices that should be changed and address the challenges at the top of the paradigm.

A B M Khorsed Alam, CEO, NSDC Secretariat, Ministry of Labour and Employment, Bangladesh

Mr. A B M Khorsed Alam spoke about the lack of qualified teachers at the training centers and the lack of organized apprenticeship, besides the disadvantages of theory based curriculum and lack of understanding about the labour market. He emphasized on some key points:

- Qualification frameworks must be the same for all the countries. Collaboration and networking amongst all major countries and training will be done in both online and offline methods.
- Blended learning program should incorporate theory and test in native language
- Networking or micro and small enterprises who can provide on-the job practical learning to be listed for helping online student
- These enterprises are remunerated by the government as the same organizations will take the candidates as apprentices depending on performance in the qualifying test
- Future policy reform for apprentices must insist every industry with 300 people to have apprentices.

Arun Nalavadi, Head CSR and Sustainability, Magic Bus India Foundation

Mr Arun Nalavadi brought to the fore issues related to handling first generation youth from underprivileged sections who take up skilling courses. He pointed out the need to:

- Fix mindset issues and connect with skills, match interest and aptitude; the youth are mostly unskilled with low confidence and self-esteem
- Connect adolescence learning to livelihood options after education
- Recognize that counselling is critical though it is expensive; proper use of technology can scale it up
- Get employers to form a consortium of skilling and come up with ways to respect skilled workers

Ms Maneesha Chadha, Head, Philanthropic Initiatives, J P Morgan

The most important aspect of skilling is to find jobs for the trained candidates. This was the focal point in **Ms. Maneesha Chadha's** perspective on the theme of this panel. She prioritized the need to look at skilling from the employer's perspective. While detailing this topic, she brought out the need to:

- Start by understanding the jobs and work backwards with what skill training is needed
- Convey the importance of skill development at early childhood stage and whether organizations are equipped to handhold the child till 18 years for securing decent employment
- Collaborate for scaling with (donors, funders, investors – not training partners alone) and other partners who have a comparative advantage

*Session IV: Viable and Scalable models - Sharing of Best Practices
How companies have adapted international best practices to Indian job market and demand for skilled workforce. What are the ways to develop sustainable business models for training partners? The session was chaired by Mr. S. Mahalingam.*

Session highlights: Key points discussed in the session

- Need for international partnerships in skill development and entrepreneurship
- Best practices from countries like UK, Switzerland and Australia in promoting vocational education and industry-specific training
- Business aspects of skilling with emphasis on practical training and better wages

Mr. Leighton Ernsberger , British Council

Mr Leighton Ernsberger presented his points about how British Council (BC) collaborates with India for research, skill assessments, blended learning while evolving the ecosystem for international partnerships. He also placed on

record some key points with regard to enhancing the aspirational value of skills:

- Place of technology in education for vocational skills, for instance, the use of simulations in training
- How apprenticeships programs work in UK and British Council's partnership with ITIs
- How World Skills Competition can create icons who could become role models and enhance the aspirational value of skills

Chandra Kumar, CEO, SkillSonics

Mr Chandra Kumar discussed at length about how skills are the foundation for moving to next level in jobs and they are driven by demand. Looking back at the experience of working with the Swiss VET, he suggested that employers should strive to make the employees 'thinking' workers who can innovate, design and help in cost cutting. There should be viable options for the job aspirant who wants a job, for the government that provides human capital for industry and for the employer who focuses on ROI. Some of the highlights of Swiss VET include:

- Switzerland Vocational Education is not cheap; 50% of the cost is borne by the government and 50% by industry or the private sector
- The system enables the individual to become a self learner
- Industry drives the course content and assessments in Switzerland

Dr Shubnum Singh, Chairperson, HSSC NOS Approval Committee and CEO, Max Institute of Health Education and Research

Dr Shubnum Singh discussed the need for applying business thinking and commerce to skill development as this would help in scaling up productivity, sustainable quality and increase in revenues. Her other insights include:

- How mobilizing the youth is the biggest challenge and they are obsessed with the sense of entitlement that goes into formal education and degrees
- Breaking the barrier of associating a Degree with competence; only then we can expect people to appreciate skill development
- There is need to re-look at mobilise-train-place cycle and rethink the practical component of training which usually happens in a 3000 square fee training classroom
- Employers should pay better wages and salaries to the trained workforce and reduce migration

Mr. Sam Freeman, Australian Retail College

Mr Sam Freeman shared the following points about how best practices from Australia can be used in Indian skill development initiatives:

- Using technology for retail training can be very effective
- Training and apprenticeship is an established system in Australia

- Need to create new pathways for learning that point to a career and not just the entry level
- Need for viable business models for sustaining training initiatives

Day 2

Special Session: Transforming the skill landscape – quality training, standards and scalability. The session was chaired by Pramod Bhasin

Session highlights: Key points discussed in the session

- Long term vision for skill development with career paths and apprenticeship options
- Training of trainers to meet high volumes with quality and effectiveness
- Promotion of entrepreneurship along with skilling for job creation
- Making skills aspirational through the concept of living wages
- Explore new ways to appreciate, respect and support skilled workforce

Mr. Franz Probst, Chairman and Founder, SkillSonics

Mr. Franz Probst talked about the Swiss vocational model and the 100 year old apprenticeship program that they want to share with India. In Switzerland, it is mandatory for a child to learn a vocation, but this is a key challenge that India is facing, the necessity to create a system viable for all stakeholders like job aspirants. According to Mr Probst, three major areas need immediate focus

- Create pathways for career opportunities
- Imbibe quality in all processes and systems that concern vocation
- Create excellent teachers and trainers through training

Mr. Mukesh Gupta, VP, Maruti Training Academy

Mr. Mukesh Gupta explained how skilling and entrepreneurship go hand in hand and they have to create viable job opportunities. He highlighted some aspects of training at Maruti while he discussed about how:

- In Maruti, for delivering one car they need 16 people working on 16 jobs and their aim is to make 2 million cars by 2020, and this shows how much manpower is needed.
- Maruti's challenge is to have trained trainers on pan India basis and expand the skilling process into rural areas through effective communication.

Mr. Sandeep Ahuja, Director, VLCC Healthcare

Mr. Sandeep Ahuja explained how with 76 Beauty Service centers in 45 cities in India, they are a major industry partner for skill development. He also mentioned the steps being taken to recognize and respect vocational

students, and observe the need to promote apprenticeships. Other insights from him include:

- Promotion of entrepreneurship since each of the center owners happens to be a former employee
- To overcome the huge dearth of trained workforce, the industry has to voluntarily get into the skill space and ensure better salaries after certification.

Mr. Shahanwaz Ali, Founder, Sevak, PanIT Reach for Indian Foundation PARFI

Mr. Shahnawaz Ali, emphasized on the need for a self-sustained model for training blue collared workers and the need to collaborate with policy makers at the top level. Elaborating on the need to implement the concept of living wage, he suggested that:

- Living wages become more aspirational for the candidate to enter the industry
- Real skill building happens only on the field
- We need to chase quality and productivity, and make sure the trainees get jobs and they in turn provide quality services to the skill sectors

Mr. Ajay Chhangani, CEO, Rise India

Mr. Ajay Chhangani exhorted the audience to appreciate and respect skilled workers. He talked about how the country is divided into two: India and Bharat (rural India) and skills could bridge the gap between them as his organization works with both and helps people in earning sustained livelihood. He laid emphasis on points like:

- Skill development has to become people's movement, only when it reaches into the lives of people, and channelize the energy and power we have in economic development.
- Need to support and appreciate the skilled people around us and we need to pledge to take skill India forward.

Session 2: Skilling India for Make in India – how both are interdependent and how Indian can take advantage of technical workforce with numbers and quality. The was session moderated by Anil Mathur, Chairman, Furniture and Fittings Skill Council, COO, Godrej Interio.

Session highlights: Key points discussed in the session

- NSDC's efforts at driving and ensuring quality in skill development project

- Map skilling courses with the industry demands and job roles
- Show the growth path to technically skilled workers through leadership roles
- Embrace digital technologies and create awareness about skilling at the grassroots level
- Impart sector specific training and improve wages to enhance the value of skilled workforce

Mr. Manish Kumar, CEO, NSDC

Mr. Manish Kumar, IAS, presented the high level overview of various aspects related to ensuring quality in skill development while striving to meet the target, from the perspective of MSDE and NSDC. He quoted an inspiring example from Mr. Rajiv Pratap Rudy, Minister for Skill Development and Entrepreneurship (MSDE) by saying that we cannot repair an airplane up in the sky. Since, Mr Rudy is a pilot himself, this point provides the essence and criticality of skilling at the right time. Following are other highlights from Mr. Kumar's presentation:

- Make in India is possible only when we have makers for India and for this skills are very important; the challenge is to ensure quality
- There's been quite a bit of learning on the feet as MSDE a new ministry.
- The biggest difficulty for firms is the quality of manpower and getting the right kind of people, there is a long-term training and short term training combination.
- NSDC is making effort to ensure quality through NSQF and conformance to international standards and PMKVY 2 has more rigorous quality parameters and norms to follow
- Every training should be of good quality, adhering to the NSQF and should be properly planned right from the grass root level.
- There an emerging synergy between DIPP and MSDE as there are 25 SSCs deeply involved in ensuring good quality NOS and QPs

Mr. Jawaid Ashraf, EVP, HR, JCB

With a background in construction industry, **Mr. Jawaid Ashraf** presented a 3-way perspective to look at skills: where do we the right people, how do we train them and how do we increase the workforce to meet the demand. Other points from his talk included:

- Being the largest construction manufacturing company of India, JCB employs around 5000 people and builds machines with global quality and exports to 60 countries.

- There is a mismatch between the courses that are being offered and the need for the skills required in the market. This widening gap has to be addressed.

Ms. Bhavana Jaggi, Schneider Electric India Pvt Ltd

Elaborating on the Schneider program, **Ms. Bhavana Jaggi** said, on the shop floor, they have explored getting more women and girls from rural areas and educating them on the importance of health, hygiene, sanitation, nutrition and discipline. She also suggested that there's a need to:

- Tie up with educational, leadership training providers for operators and engineers, pull them into executive roles for tapping the potential
- Work hand-in-hand with the government where there is plenty of room for everyone and there is gain from one another.

Mr. Dasari Rama Krishna, Chairman, Sub-committee, CII, SR and MD, Efftronics Systems Pvt Ltd

Mr. Dasari Rama Krishna presented his thoughts on the need to embrace digital technologies in skill development and prepare the workforce for industry 4.0. To mention some key messages from his talk:

- Today each chip is a system, roles in electronics together with digital technology and industry 4.0
- Biggest challenge and how to create value through the system, create awareness among students
- There is a need to create internships, encourage industry to take interns, train the trainers, modernize the curriculum
- The aspirational aspects of skilling should be promoted positively since at grassroots level since people only know top 10 IT companies and not about manufacturing industry

Mr. Suri Penobolu Director, Solon

Mr. Suri Penobolu began his presentation describing the potential for employment in solar energy industry. The solar energy industry generates 2 million jobs and there's severe dearth of talent. The need 3 million people at every NSQF level from 1 to 10. He also put forward points like:

- The need for on-the-job training for sector specific roles in SMEs
- Urgency to bridge the skill gap through short courses and there is no need for long courses to make people efficient on the job
- An example about how mundane cleaning of a solar panel can be a skillful job when done fast efficiently with right tools and monitoring
- Need to remove the Gordian knot as the non-IT jobs don't compensate well and automation jobs need reskilling

Session 3: Skilling for Golden Telangana and discussion on Telangana State Draft Skill Policy - Industrial growth of any state - 3 critical parameters, should have a conducive business ecosystem, physical infrastructure, availability of skilled workforce. Achievement in IT industry – The session was chaired by V Rajanna , Vice Chairman, CII Telangana and VP and Regional Head, TCS.

Session highlights: Key points discussed in the session

- Initiatives and plans from Telangana government in skill development and entrepreneurship
- Need to increase collaboration between the industry and the government
- Key focus areas of the draft policy on skill development from the Government of Telangana

Mr. Sujiv Nair, CEO, TASK

Mr Sujiv Nair reflected on the commitment of government of Telangana for the development of the state with several policy and infrastructure reforms. This included reduced power cuts, rejuvenation of lakes, provision of clean drinking water and most importantly promote ease of doing business. He exhorted the audience to review the draft policy and share feedback and suggestions to make it inclusive. He provided the backdrop of the draft skill development policy of the state by underscoring the following points:

- As per the NSDC study, there are several potential sectors in skill development in Telangana. This includes IT- ITES, BFSI, Construction, Manufacturing, Healthcare, Pharmaceutical, Agriculture and allied services
- 50 lakh jobs will be created over next 5 years
- There is a renewed focus on enhancing skilling and impetus for skill development policy

Mr. B P Acharya, IAS, Principal Secretary, Department of Planning, Government of Telangana

Mr. B P Acharya informed the audience about how the policy is based on learnings from the other states and other points like:

- The policy reflects the needs of the industry and is a platform for interfacing the industry
- There will be 2.2 crores working population (1.51 available workforce) and they need appropriate skilling
- The need to identify skill gaps and mismatches and collaboration between the industry and the government

Mr. B. V Papa Rao, Special Advisor to CM, Government of Telangana

Mr B. V Papa Rao presented the details of the draft Skill Development Policy and said that the policy has essentially adopted the National Policy. The only

point of disagreement was with regard to establishing skilling universities. Other highlights of the draft policy include:

- Regulating the engineering colleges and balancing them with skill development initiatives
- Policy advocacy for different courses, internships, apprenticeships, placement cells
- Constitution of different pillars to deal with clusters of industry sector that will follow NSQF
- Need to have active participation of sector skill councils at the state level
- Instead of creating a new ministry for skill development, the organization would work with multiple CEOs to head the pillars; there would be a mission directorate, supported by a unified website

Session 4: Policy enablement through quality and inclusion. How can the industry come forward and engage with the reforms? Challenges and expectations from the industry, and best practices for implementation. The session was chaired by Mr Pramod Bhasin.

Session highlights: Key points discussed in the session

- Making skill development inclusive by recognizing the contribution from workers
- Need for quality infrastructure and trained faculty
- Include more women in the workforce through appropriate skilling
- Incorporate cognitive skills as a part of the curriculum

Dr. Gayathri Vasudevan, CEO, LabourNet

Dr. Gayathri began her presentation by highlighting the lack of quality in mainstream education and how reforms could bring education and skilling closer. She emphasized on other important aspects such as:

- Skilling quality or vocational quality has to start with educational quality. And it cannot be achieved just by emulating different models of the world.
- The biggest challenge is the need for strengthening the quality of education with quality of skills where they have to meet.
- There is a shortage of skilled people across the world; we have a very fractured system where we do not recognise the workers.

Dr Srinivas Suriseti, Chairperson, Academic Program and School of Vocational Education, TISS, Hyderabad

Dr Srinivas Suriseti's perspective on policy enablement through quality has some key elements for creating a sound framework. This includes:

- Large- scale and demand-driven skill development is the need of the hour
- Quality infrastructure, and faculty are the two key requirements to meet the market demands
- Any placement or job should assure them that they can grow and learn in the sector they are placed in
- While we talk about technology and mobilisation, the infrastructure should come in first.

Dr. Sher Singh Verik, Deputy Director, ILO Country Office, India

Dr. Sher Singh clearly re-emphasised that quality has become a big force for skill development reforms around the world. This is mostly manifested through Qualification Packs (QPs) or National Occupational Standards (NOS).

Besides, he laid stress on other aspects like:

- Industry involvement is critical. Yet apprenticeship doesn't work because of the lack of awareness.
- Non-availability of trainers can become a huge bottleneck; remuneration for trainers is very important.
- India has the lowest inclusion of female workers in the workforce, and it is necessary we make this transition.
- Skilling school dropouts is difficult, so we have to level up the formal education so that drop outs decrease.

Dr. Pallavi Chaudary, Associate Fellow, NCAER

Dr. Pallavi Chaudary dwelled on how our education system has been exclusionary and has created limitations like reading and arithmetic skills. The industry needs people with basic cognitive skills. We need to look at skilling in a more comprehensive way but not individually. Our skilling policy does not actually focus on all the sectors.

- Many states of India have been ranked the lowest globally in a cognitive test conducted on 15 year olds
- In India, we do not have a culture of asking questions - both open and close ended.
- Non-cognitive skills reinforce cognitive skills, hence we need to impart both.

Session 5: Employment Solutions for Global Growth: Mobility of labour is a natural phenomenon as the world becomes a global village. How do we address the imperative to follow norms and standards? The session was chaired by Ramesh Datla, Chairman, CII Southern Region and MD ELICO Ltd

Session highlights: Key points discussed in the session

- Migration related issues for international employment for low/semi-skilled, medium-skilled and highly-skilled workforce
- Need for adherence to international standards and labour regulations
- Socioeconomic benefits of skilling as per global standards

Mr. Ramesh Datla presented the following points before the panelists

- Status of India in terms of employability by 2020
- Surplus 47 million employable youth and rest of the world will have 35 million shortage
- With reference to McKenzie Report in high-level skills, we have 6 million surplus; in mid-level skills, there is a shortfall of 13 million and in lower-level skills there is 27 million surplus
- The question that needs our attention: Are we training them for India or the world?

Mr. Max Tunon, Migration Specialist, ILO

Mr. Max Tunon began his talk by categorizing migration into two: high skilled and low or semi skilled. For the low and semi-skilled workers, the competition for labour market is between two countries (competition among countries that attract high, middle and for lower skills), for example, Asians competing for labour market in Gulf countries). To mention the key points from his talk:

- According to ILO, low and mid level workers are more vulnerable to labour rights abuses; migration is not fully capitalized and realized and learning gained from abroad is not utilized when they come back to countries of origin
- Some pilot projects are in progress at India, Sri Lanka, Pakistan, UAE
- It is important for domestic issues to be addressed, otherwise they get exacerbated in international labour market
- The minimum or referral wage has to be increased to attract candidates
- Lack of labour market information and this need immediate attention
- Regulation of recruitment industry both at countries of origin and destination is based on the ability to pay the low and middle levels

Mr Volker Schmid, Head of Asia Pacific, Festo Didactic

Mr. Volker Schmid enlightened the audience about how the need for training standards at the low levels of skilling. Other points from his talk included:

- The diversification of mobility and migration in different countries
- At the top level of skilling, international standards and assessments are clearly defined
- At the low level of skilling, there is a need to define international standards, criteria, quality, income levels
- There is a need to impart cultural skills and this can't be fulfilled through short term training

Mr. Ambarish Datta, CEO, BSE Training Institute

Mr. Ambarish Datta described that reasons for skilling people in India for international jobs and how it had many socioeconomic benefits. Implementation could be an issue since many countries may not have the capacity to absorb the migrants; there could be geopolitical issues. To mention other aspects of his talk:

- Lot of effort is needed to meet global standards, norms, international regulations
- We need identify the benchmarks and integrate local and global standards
- Certification gaps need to be fixed before transnational standards by testing application of knowledge rather than recall
- Certification is perceived as a binary – an exit or an entrance for recruiter to hire; results are also in binary format – it's either a pass or fail. This leaves out those who perform in between these two ends.

Conclusion: In the two-day deliberations, the agenda for globally transferable skills was interpreted and discussed from various angles, by a wide range of stakeholders. The international experience and know-how will definitely help in conceptualizing and driving skill development as a demand-side initiative, while support for entrepreneurship can strength the supply chain. While meeting international standards is essential, there were valuable inputs on using technology in training and making skilling aspirational for the youth and industry through better incomes, higher productivity and higher quality orientation.

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