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From the CEO's Desk

As Plato said, "The beginning is the most important part of the work". We have undergone the process of thinking, planning and beginning that will help us achieve our goals. IL&FS Skills through its skill development initiatives and programmes not only contributes to industry growth but also links trainees to employment. It is through the adoption of a 'culture of innovation' throughout the Skills Value Chain that ensures employability and sustainable livelihoods. By training candidates on 'valuable and future relevant skills' and successfully placing them in different sectors, IL&FS Skills creates a sustainable future for the youth

Our efforts were recognized at an early stage and we were awarded for delivering solution based, scalable skill development projects at the CSR Leadership Summit 2018. This gave us a robust start which was followed by our empanelment as a sending organization for the Indo-Japan Technical Internship Training Programme by Government of India

This issue brings to you highlights of our different programmes, candidate success stories and employer testimonials that are verdict to our work for the last quarter. We also explore in our cover story the need to focus on a 'demand based' skills training that feeds the skill development agenda and also fuels employment generation

Here's to more exciting months ahead!



RCM Reddy, MD & CEO, IL&FS Skills

IL&FS Skills awarded for delivering solution based, scalable, skill development projects at the CSR Leadership Summit in April 2018. The award was presented by Dr. Bhaskar Chatterjee, Former DG & CEO, Indian Institute of Corporate Affairs, Ministry of Corporate Affairs and Dr. Rusen Kumar, Founder, India CSR Network to Ketul Acharya, COO & Group Head and Vandana Bahri, National Head - CSR Solutions, IL&FS Skills

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IL&FS SKILLS DEVELOPMENT CORPORATION LIMITED

For
Delivering Solution based, Scalable,
Skills Development Projects
[Skill Development]

CSR leadership summit
Celebrating Innovation Leadership



Building a flexible and Effective Skills Ecosystem to fuel Job Creation

India has witnessed a strong economic growth in recent years, though poverty still remains a key challenge. Coupled with this is the ever increasing global talent crunch or the imminent skilled labor shortage affecting both developed and developing economies, while outstripping job creation. By 2030, the world will face a talent deficit of 85.2 million workers resulting in \$8.5 trillion in unrealized annual revenue (Korn Ferry survey, 2016). And India would see a labour skills shortage of 47 million and unrealized output of \$4.1 trillion

While some countries in the Asia-Pacific region are dealing with rapidly ageing populations, others have a rising number of working-age citizens. Hong Kong and Japan face particularly stark deficits and in contrast, India stands out as the only country that will have a talent surplus, expected to reach 245 million workers by 2030. But in the face of the changing world of work the perceived problems in the economy can become opportunities

As a result, the global leaders have invested in technology for future growth. Aligning automation, AI, and other technological advances with skills training will contribute to the growing talent deficits. This is especially important in the context of India's demographic transition that has also produced a youth bulge in the working age population

While the world has focus on building the skills ecosystem, there is also a need for the creation of jobs that meet the future needs. About 83% of India's labour

force works in the unorganised sector. Most of these are low-productivity, low-income jobs. Not enough decent and productive jobs have been created. In addition, there are persistent and notable disparities in the labour force participation rates of men and women. India's Economic Survey (2017) indicates that creating jobs is the country's "central challenge"

The World Bank reports that India needs to create 8 million jobs per year in order to maintain constant employment rates (Jobless Growth, WB Report, 2017), with the unemployment rate hovering around 3.4% in 2017 (Trading Economics). Also the process of transition of labour from low- to high-productivity activities has been much slower in India than in other Asian countries like China

India's Struggle For Jobs

- Casual labour forms 1/3rd of the employed workforce
- Only 17% of the workforce are salaried
- 71% of the workers don't get social security benefits
- 2 out of 3 households earn less than Rs. 10,000/month



Talent supply and demand by sector

According to an IndiaSpend report, between July 2014 and December 2016, the eight major sectors of manufacturing, trade, construction, education, health, information technology, transport, and hospitality created only 1.35 lakh jobs

Job creation is not the only challenge that the country faces, the nature of employment opportunities is equally a cause of concern. In 2016, one third of the workforce was employed as casual labour while just 17% of the people were working in the organized sector as salary earners (5th Annual Employment-Unemployment Survey). This implies that more people are employed on a contractual basis and, hence, ineligible for any social security benefits

Key recommendations to fuel job creation

In order to reduce the skills deficit while increasing employability, a range of policies and strategies are implemented. These include enhancement in work-relevant education systems, career guidance, life-skills, and technical, vocational education and training schemes, and on-the-job training in both formal and informal sectors

- Job creation would surge with a greater focus on entrepreneurship-based skill development programmes
- Cluster development that supports job creation in micro, small and medium enterprises (MSMEs) would surge job creation. The MSMEs, concentrated in specific geographic locations, houses most of the unorganised sector employment. Promoting capacity building, re-skilling and self-employment in these areas would create more jobs

- Ensure that employment and skills policies are adapted to regions where employer skills demands are low
- Ensure that people are matched to jobs that are commensurate with their skills and qualifications and avoid “work first” approaches where jobs are of low quality and “labour market churn” is high
- Provide technical assistance and training to improve work organisation so that worker skills are more effectively harnessed and technology fully utilized
- Leverage the public sector’s role as an employer and purchaser
- Serve as a role model - support the development of a quality driven supply chain
- Promote flexible lifelong learning systems that develop local training systems and allow people to undertake training throughout their lives
- Tailor entrepreneurship training programmes at the local level to meet the needs of the clients and the local area
- New age sectors like defence and aerospace, education and healthcare, and the green sectors like solar energy and wind, present another massive opportunity to identify ‘upcoming jobs’ and prepare talent accordingly

In conclusion, to boost productivity and local job creation, policy makers need to consider how skills are produced locally and how they are harnessed by local employers. This requires thinking more broadly about skills policy and its contribution to local productivity and economic development. It also requires better understanding of the overall balance between skills supply and demand in the labour market



SECTOR FOCUS

Improving employability & increasing employment opportunities in the Textile & Apparel sectors

The Indian Textiles industry is set for strong growth (13.6% CAGR), buoyed by strong domestic consumption as well as export demand. Over the past decade, the industry has experienced rapid growth with the entry of international players into the Indian market. Also technological modernization has led to high industrial growth creating a need for skilled workforce. In order to make the workforce future ready, vocational training is provided for skill upgradation of workers from both, the organized and unorganized sectors

In the Textile and Apparel sectors, IL&FS Skills implements various programmes to train youth as per industry standards and upgrade the skill sets of manpower available within industries. Youth are trained on trades and work as Industrial Sewing Machine Operators, Self Employed Tailors, Garment Checkers, Bamboo Artisans, Weavers, Pattern Makers etc. Other solutions that enhance industry productivity, reduce costs and develop an ecosystem that aids employment generation are being incubated

Our Model

Fresh training for entry level jobs

Short and Long-term skilling programmes impart basic skills necessary to become a shop floor entry level operator

Skilling supervisors for productivity enhancement

Understanding gaps and empowering existing workforce to align competencies with National Skills Qualification framework (NSQF) to increase productivity and career growth

Process improvement for SMEs to enhance competitiveness

Training and advisory services including training for manufacturing excellence, technology interventions for process improvement & process re-engineering to SMEs in manufacturing sector for enhancing their competitiveness

3.16 lakh youth
trained, over 80% placed
with leading employers

5,000+
training centers

4,000+
industry partners for
training & placement

5,000+
trainers, 10 domain
experts



Traditionally, in our industry, we hired people with no skills and trained them on our shop-floor which hampered productivity. Today, in our factory almost 80% of the manpower has been trained by IL&FS Skills. By hiring trained manpower, our training costs have come down and even the recently hired employees are producing as per the efficiency of the industry

- Gunish Jain, Director, Akriti Apparel

Delivering scalable skills solutions for industry leaders



#IIS_Champion



Pooja Sharma, a Sewing Machine Operator works with Orient Fashion, earning Rs. 15,000/month

As a Class 10 pass out, I had few job opportunities available for me, till I enrolled for the Sewing Machine Operator course at PMKK South Delhi. The entrance exam not only checked my physical ability, but also coordination of the body with the mind, as the industry demands the same. I completed the 45 day course and learnt sewing alongwith soft skills, IT, and English language. I work with Orient Fashion, and earn Rs. 15,000/month, but more than that the prospects of growing in my job because of the skills training, gives me immense confidence

Write to **Mr. Abhishek Singh**, Lead - Textile Sector, IL&FS Skills at abhishek.singh@ilfsindia.com

Partnering with Industry for demand-led skill development & sectoral approaches

There is an overpowering need for skilled workers in India. With around 20 million youth added to the workforce every year, only a small percentage are able to secure a job. Skills of learners at each level are not in sync with existing vacancies creating a significant mismatch and leading to a low employability quotient. Employers need to spearhead a demand-led skill development initiative in order to ensure that training can closely support industries and the workforce

The IL&FS Skills model with a strict quality control mechanism is a proven success. Through robust partnerships with private players and institutions, we map demand with industry requirements and link training with relevant jobs. These progressive initiatives have a deeper alignment with the recruiting industry and translate into employment for trainees

Our Model

Short term skilling programmes

Implementing market-led, standardized and customizable placement-linked entry level vocational skills programmes for youth

Long term skilling programmes in collaboration with industry

A blended model wherein a large part of the programme comprises on-job-trainings for hands-on-learning and industry exposure

Hire & train programmes as per industry requirements

Partnering with large industry players to specifically cater to their demand and skill candidates as per industry requirements

Upskilling of supervisors leading to productivity enhancement

Programmes to upskill the existing workforce of an employer on domain, work & life skills to keep abreast with changing work requirements and improve productivity & efficiency

#IIS_Champion



Bablu Kumar, a CNC Machining Technician, works with PMT Engineering Workshop Private Ltd. earning Rs. 12,500/month

“

My hometown is in Manesar. My father is a retired army officer and now a farmer. Our financial condition was never good. As a result, I could not pursue further studies post class 12. Once I joined the CNC training, there was no looking back. I joined Parker Legris and worked for a year, subsequent to which I joined PMT Engineering Workshop Pvt. Ltd. With the passage of time, I grew confident, with my employers appreciating my skill sets

”

Write to **Mr. Punit Singh**, Head - Community Engagement & Industry Partnerships, IL&FS Skills at punit.singh@ilfsindia.com

2000+
employers

75%
successful trainees
are placed in jobs

90+
trades across 27 high
growth sectors

70%
trainees are retained in
jobs for over 3 months

“



We are very happy to receive quality manpower from IL&FS Skills for past couple of years. We are hiring trained General Duty Assistants & Home Care professionals. We are completely satisfied with the skills sets of the recruits. The holistic & simulated training approach of IL&FS Skills has certainly given a platform to those who wish to join this industry. We are happy to continue this association in the future

— Suman Yadav, Manager HR, Portea Medical

”

Meeting skills demands of 2000+ employers

EICHER

Apollo
HOSPITALS
TOUCHING LIVES

MARKS & SPENCER

VIVANTA
HOTELS & RESORTS
BY TAJ

TRIDENT GROUP

SUZUKI

fbf
HOMES & OFFICES

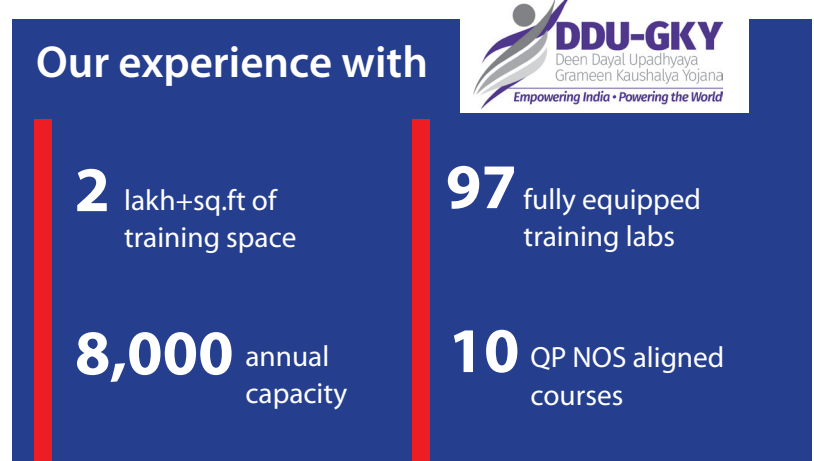
HAVELLS

FORTUNE
Member ITC's hotel group

DDU-GKY transforms rural poor youth into an economically independent and globally relevant workforce

With an ambitious agenda to benchmark placement-linked programmes to global standards, the Ministry of Rural Development (MoRD) launched the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY). DDU-GKY is a part of the National Rural Livelihood Mission (NRLM), tasked with the dual objectives of adding diversity to the incomes of rural poor families and catering to the career aspirations of rural youth

IL&FS Skills has implemented 29 projects under various schemes of MoRD (Swarnajayanti Gram Swarozgar Yojana & Himayat) with an impact of 87% placement among 2.66 lakh rural unemployed youth across the country. DDU-GKY is implemented in 20 Institute of Skills across 3 states (Jharkhand, Tripura & Punjab) since June 2016, overcoming implementation challenges like identification of right candidates and providing them employment opportunities. Both the trainees and employers needs are kept at the core of the training methodology to ensure positive placement ratios and retention of trainees



Since most of the trainees are school drop outs and unaccustomed to structured training or work environment, it is imperative to counsel and prepare them for the future job requirements. In some cases, due to lack of employment opportunities within the State youth are required to migrate to other states for employment. Therefore, IL&FS Skills undertakes the post-training migration process to help youth smoothly transition into the new work environment and place

#IIS_Champion



Nutan Kumari, an F&B Service - Steward, works with Taco Bell earning Rs.12,061/month

“We are a poor family of five from a remote village in Ranchi, where we lack basic amenities like electricity and clean drinking water. Being a farmer, my father was unable to make ends meet. Things took a turn for good when I came to know about DDU-GKY programme through mobilizers who were visiting my village. My parents supported my decision to undertake training at IL&FS Institute of skills (IIS), Ratu. Having worked for more than four months now I am no longer a burden on my family; rather I am the pillar of strength and support for them”

Employer Speak



Adding value to the lives of millions

“Our experience of working with DDU-GKY candidates has been extraordinary. The candidates demonstrate the sound practice and a strong will to learn and apply knowledge at the workplace. Their enthusiasm and preparedness has been a big leap towards achieving perfection and inspiration to others”

Ms. Sushmita, HR, Taco Bell



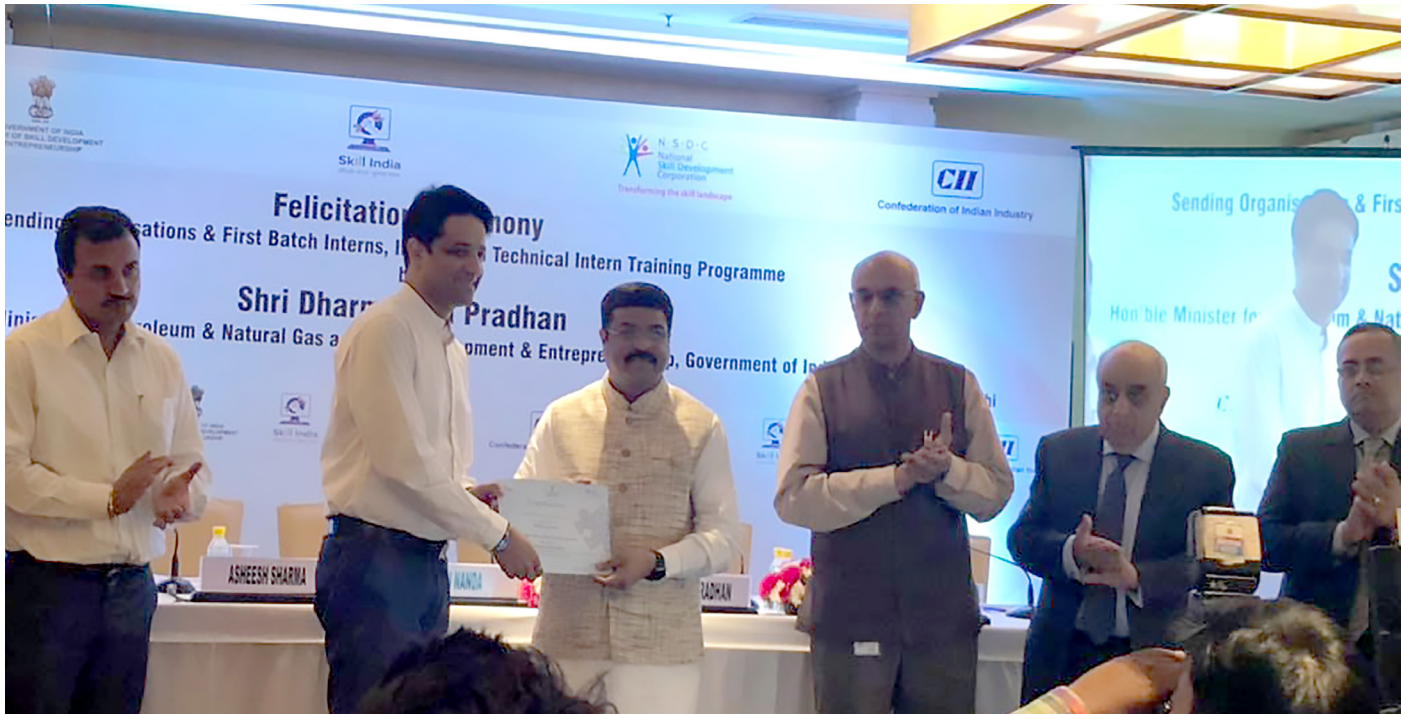
Moving a person from a state of inertia

“Youth are coming forward and taking pride in holding blue collar jobs as these constitute a major portion for the economic development of the country. Indeed, IL&FS Skills play an important role in building capacity of youth through its varied skilling programmes like DDU-GKY”

Mr. Sunil Kumar Yadav, HR, Roki Minda

Write to **Ms. Shelley Brahma**, Lead- DDU-GKY, IL&FS Skills at shelley.brahma@iflindia.com

Creating Overseas Placement opportunities: Indian technical interns in Japan



IL&FS Skills has been empanelled as a sending organization for Indo-Japan Technical Internship Training Program. The TITP is an important initiative to promote skill development not only for employment but also to empower youth for greater social mobility & economic advancements



Mr. Ketul Acharya, COO & Group Head IL&FS Skills probes upon 'Improving performance outcomes in Skilling via Counselling' at Odisha Skill Conclave. He shares "expectation setting is critical to the effective mobilization of candidates for training programs across different sectors"



IL&FS Skills Healthcare Academy launches its first aid and CPR training programme in collaboration with World renowned author of first responder textbooks Daniel Limmer at Vasant Valley School. The programme was endorsed by society of Emergency Medicine Delhi Chapter

CELEBRATIONS

Trainees across all 300+ IL&FS Institute of Skills unite against plastic pollution on World Environment Day. Activities were organized to spread awareness about the environment and ways of protecting it. Nukkad Nataks, tree plantation drives, poster making competitions, awareness marches, slogan writing competitions were some of the key highlights. Community members in large numbers along with local dignitaries and community leaders participated with vigor. Over 700 trees were planted by IIS trainees who pledged to preserve the environment



IIS Balotra, Rajasthan



IIS Delhi (PMKK South Delhi)



IIS Visakhapatnam, Andhra Pradesh



Skill development is much more holistic than training in the classroom. It requires commitment and dedication through practice by being physically and mentally fit. IL&FS Skills with the support of NSDC and various Sector Skill Councils celebrated International Yoga Day across all IL&FS Institutes of Skills with an aim to imbibe the physical, mental and spiritual practice into a skill that benefits not only the trained but touches the lives of many others, ultimately adding to a healthy and New India. To inculcate yoga into their daily routines, the morning assembly at each institute begins with fifteen minutes of asana, pranayama and meditation under the careful instruction of a certified yoga teacher



IIS Rourkela, Odisha (PMKK Rourkela)



IIS Jalandhar, Punjab



GAIL Institute of Skills, Nagaram, Andhra Pradesh
(Implemented by IL&FS Skills)

For enquiries, updates and feedback, write to Mr. Ketul Acharya, COO & Group Head at ketul.acharya@ilfsinidia.com



IL&FS Skills Development Corporation Limited

NTBCL Building, Toll Plaza, DND Flyway, Noida - 201301, Uttar Pradesh

Tel: 0120-2459200 | Toll Free: 1800224044 | Website: www.ilfsskills.com

Editorial : Tamanna Shah & Vartika Khara | Design : Javed Ahmed