

## **Industry Engagement for Skilled workforce through Apprenticeship – Stakeholders Workshop**

Friday, 16<sup>th</sup> October 2015, TANSIDCO Seminar Hall, Guindy, Chennai

FICCI TNSC had organized a half day workshop on apprenticeship on 16<sup>th</sup> October in Chennai. The event was a grand success and had a participation of about 150 delegates. This workshop was organized by FICCI for the Ministry of Skill Development and Entrepreneurship, Government of India.



(L-R) **Thiru Kumar Jayant IAS**, Secretary to Government, Labour and Employment Department, Govt of Tamil Nadu, **Shri Rajesh Agrawal IAS**, Joint Secretary, Ministry of Skills Development & Entrepreneurship and Director General – DGET, **Thiru Jagmohan Singh Raju IAS**, Principal Secretary to Government, Micro, Small and Medium Enterprises Department, Govt of Tamil Nadu, **Mr P Murari I.A.S (Retd)**, Advisor to FICCI President & Former Secretary to President of India, **Mr M Nandakumar**, Convenor - Energy panel, FICCI TNSC, COO, EDAC Engineering Ltd, **Mr Ruban Hobday**, Head, FICCI TNSC

**Mr. M. Nandkumar**, Convenor – Energy Panel, FICCI TNSC said that 119 million additional skilled work force will be required by 24 sectors such as construction, retail, transportation logistics, automobile, and handloom by 2022, says a government report. According to the skills gap report commissioned by National Skill Development Corporation, most of the sectors except agriculture will require more skilled workforce in the next seven years. He said we need to engage actively to skill youths in India.

**Thiru Kumar Jayant, IAS Secretary** to Govt, Govt. of Tamil Nadu said that the Banking and finance sector has huge demand. There are not proper bank jobs only marketing and other related jobs which do not evince interest. He questioned how many will get a good job. He mentioned that there should be no disparity in the salary structure to enable more youths to be skilled in the state. He said there should be more focus on need to vocationalize than the guidelines that are present today.

**Shri. Rajesh Agarwal**, IAS Joint Secretary, Ministry of Skill Development and Entrepreneurship, Government of India said that there was a mismatch of apprenticeship. Today engineers do the jobs of technicians. He spoke on how we to make skilling aspirational. He mentioned “This narrative is not about today but tomorrow, how skill can enable you to grow in your life”. He said that the Government is best trying to emphasise, that skilling is a pathway for education. He mentioned that the actual training takes place in the workplace which can be improved. He said that the MSME sector should actively come forward for apprenticeship programme.

**Thiru Jagmohan Singh Raju** IAS, Principal Secretary to Government, Micro, Small and Medium Enterprises Department questioned why apprenticeship is not very common today. He said that when the market is inspiring and well-made then it would be good for apprenticeship and there would be more interest for apprenticeship. He also said that there are certain industries that will not inspire, it cannot afford the remuneration that is offered elsewhere. He said for those kind of sectors the Government would those help migrate to different sectors where the remuneration is in par with other sectors. He said that the government was keen on helping the industry to get a workforce of their choice with the skillsets that you require. He said that Msme will get skilled workforce and that there was no dearth of resources with government in offering help to the industry.

**Mr. Murari**, IAS (Retd), Adviser to FICCI President said that we still have a long way to go for training of people for gainful employment. He mentioned that MSMEs would be the drivers of our economic growth and how the apprenticeship amendment is a wonderful initiative by the government. He said that education should come forward before skilling.

**Mr. Ruban Hobday**, Head, FICCI TNSC gave the vote of thanks and mentioned that FICCI would actively take up the skill development in Tamil Nadu supporting the Prime Minister's vision of skilling India.

The inaugural session was followed by presentation by **Dr T C Saravanabava**, DDG(Apprenticeship Training), Apprenticeship, Ministry of Skills Development & Entrepreneurship, GoI on the amendments in the Apprenticeship act.

This was followed by a panel of eminent speakers representing various chamber who discussed on the impact of the act in the present scenario and how the industry can be engaged to take it forward effectively.

The panellists were

**Shri Rajesh Agrawal**, IAS, Ministry of Skills Development & Entrepreneurship, GOI (Moderator)

**Dr T C Saravanabava**, DDG (Apprenticeship Training), Apprenticeship, Ministry of Skills Development & Entrepreneurship, GoI

**Mr V Murali**, President of Hindustan Chamber of Commerce

**Mr Rajeev Bhatnagar**, Convener, HR & IR Panel , FICCI TNSC & Vice President & Head-HR, Corporate Centre, L&T Construction Ltd

**Mr C K Mohan**, Vice President, Tamilnadu Small and Tiny Industries Association (TANSTIA)

**Mr R R Padmanabhan**, Chairman, Skill Development Sub Committee, Andhra Chamber of Commerce

**Ms. Saraswathi**, Secretary General, Madras Chamber of Commerce & Industry (MCCI)

\*\*\*\*\*