NCVET
कौशल गुणवत्ता प्रगति

Skill India
कौशल भारत-कुशल भारत

सत्यमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP

VIRASAT
THE HERITAGE

FICCI



15TH FICCI GSS

Global Skills Summit 2024

September 25-26, 2024 | New Delhi



Skills First: Unlocking Opportunities For All

SUMMIT'S RECOMMENDATIONS

2024



TABLE OF CONTENT

About Global Skills Summit 2024 03

VIRASAT Exposition - PICS 04

Knowledge Report - FICCI EY 07

Key Speakers 08

Summit's Recommendations 13

Thank You Partners 23



About Global Skills Summit 2024

Since its inception, the FICCI Global Skills Summit (GSS) has been at the forefront for contemporary deliberations surrounding the transformation and evolution of the technical and vocational education ecosystem. FICCI has been organizing the Global Skills Summit (GSS), since 2007 and contributing towards shaping the future of young India. The Summit brings together key stakeholders, including policymakers, TVET experts and industry, for deliberations and knowledge sharing on the current and future trends, providing a forum for facilitating partnerships and effective collaborations. The Summit fosters an ethos of active engagement and contribution from a diverse array of stakeholders, while serving as a beacon of innovative solutions and catalyzing a paradigm shift in the Indian skilling ecosystem.

The 15th edition of FICCI Global Skills Summit was held on the theme "Skills First: Unlocking Opportunities For All" and was held at Kaushal Bhawan, Ministry of Skill Development & Entrepreneurship, New Delhi on September 12 & 13, 2024. With the objective of channelizing the power of our youth into nation-building & economic development, the Summit brought together all the relevant stakeholders to ideate and contribute to the vision of Viksit Bharat by 2047. The Summit witnessed participation of 500+ participants, including senior government officer, policymakers, officials, and other key stakeholders of TVET Ecosystem.

The discussions were centred around the challenges and opportunities in the Indian skilling and education ecosystem in the changing times of industry 4.0 and automation.



VIRASAT Exposition - PICS









Recognizing the importance of the revival of the local clusters, FICCI initiated a program on 'Traditional Cluster, Development' called Virasat: The Heritage in 2019. As of now, more than 10 states have participated in this program. The program is directly in line with the Hon'ble Prime Minister's clarion call for an 'Atmanirbhar Bharat ' that focuses on reducing our dependency on imported good and supporting local units to manufacture products for our consumption. Every year during the Global Skills Summit we celebrate the efforts of the artisans and craftsmen of India by having a dedicated session on VIRASAT and having an exhibition during the two days of the Summit. There was representation from four states at the exhibition at the 15th GSS.

Exhibition


Madeeha Educational Society
MADEEHA
MIMT


IT training and certification from Pearson.
IT training and from Pearson


E-Ashram
E-ASHRAM INFOTECH GROUP


NATIONAL APPRENTICESHIP PROMOTION


Orion Educational Society


HIKVISION


Engg Online Feast Software


Imarticus Learning


'सिद्ध'
SKILL INDIA DIGITAL HUB















FICCI-EY Knowledge Report 2024 on the 'Future of Jobs 3.0' was release in the inaugural session of the summit. This report is in continuation to previous FICCI-EY Future of Jobs reports released in 2017 & 2018, and deep dives across 5 sectors namely Manufacturing, FMCG, Healthcare, Energy and Infrastructure. The key focus has been to understand the macroeconomic trends, international benchmarking and diverse perspectives on emerging role of jobs and skills. This report brings together a comprehensive analysis of current trends and future projections and explores the implications of emerging technologies, focussing on green jobs and workforce mobility. As we look forward, understanding the future of skills is not just about keeping pace with the rapidly changing industrial environment but also about anticipating it and preparing proactively. The report further reaffirms that the time has now come for us to reimagine career paths, invest in lifelong learning, and foster an inclusive and adaptive workforce.



Knowledge Report - FICCI EY - Future of Jobs 3.0





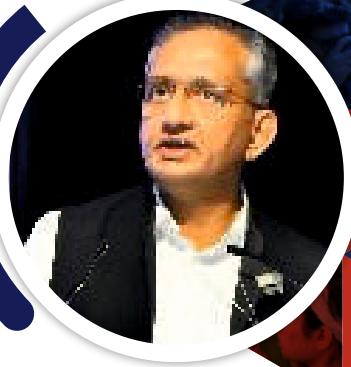








Key Speakers



Shri Atul Kumar Tiwari

Secretary, Ministry of Skill Development and Entrepreneurship and Chairperson, National Council for Vocational Education & Training
Government of India

Delivering the special address during the Summit, Shri Atul Kumar Tiwari shared valuable updates about India's skill development landscape. He announced that the government is set to launch a Skill Voucher System soon, which will enable easier access to skill training and education for the workforce. Additionally, there is an ambitious plan to transform 1,000 Industrial Training Institutes (ITIs) across India, creating 200 hub institutions and 800 spoke facilities. This hub-and-spoke model aims to strengthen the skill development ecosystem and bridge the skill gap.

He highlighted that under the National Education Policy, skilling and education are now integrated through the National Credit Framework, with up to 50% of degree course content being skill-based or vocational, promoting a culture of lifelong learning. The revised school curriculum now includes skilling and application-based learning for classes 6 to 12, ensuring that youth are equipped with future-ready skills. Furthermore, the government is working on new programs that embed apprenticeships within degree courses, enhancing industry-academia collaboration. Shri Tiwari emphasized the need for greater collaboration between industry, academia, and government to scale upskilling efforts and align skill development with industry requirements.



Prof. Anil Sahasrabudhe

Chairman
National Educational Technology Forum

Prof. Anil Sahasrabudhe, in his insightful remarks, highlighted that to build a skilled workforce, we need a competency-based education model that aligns with industry needs. Platforms like SWAYAM Plus are making education more application-based and accessible, helping students gain skills that truly matter. He emphasized that higher education and skill-based learning should also be available in local languages, so that communities across India could actively participate. He highlighted the critical need of translating educational content into all Indian languages. He also mentioned that reaching children in the remotest areas was essential and is a joint responsibility of both industry and academia to create affordable, accessible platforms for skill development. He proposed that for nurturing innovation in schools and institutions , innovation centres could be established and also by rethinking the way exams are conducted , the current education system could move away from the rote learning practice.



Mr. Amit Kalyani

Chair, FICCI HR & Skills Committee and Vice Chairman & Joint Managing Director, Bharat Forge Limited

Mr. Amit Kalyani in his theme address highlighted that Skills are becoming the currency for both personal and national progress. He shared that by 2030, more than 85% of jobs would be replaced by technology and AI - but at the same time, it would also create 97 million new roles. However, to meet this demand, our country needs to focus on training and skilling. By 2024, over 55% of employees will require reskilling, and 75% of youth will need to upskill to stay competitive. He also highlighted that India needs 130 million new workers with the right skills to match modern industry demands. He emphasized that we must create flexible work environments that encourage and enable more women to contribute as the future of our workforce depends on how we prepare ourselves today.

Mr. Aseem Kaushik

Country Managing Director
Loreal India



Mr. Aseem Kaushik in his special address mentioned that skilling isn't just about artisans, products, or services, it's also about teaching business skills to ensure people can contribute to the economy. He emphasized that inclusivity in skilling is the key to ensure an overall economic growth, especially for women and underprivileged sections of society. He emphasized that the digital economy plays a crucial role today that not only teaches skills but also enables connectivity of skilled workforce with real opportunities in the industry. In his speech, he highlighted the need of platforms that help people leverage their skills, reach the masses, and create sustainable futures.



Mr. SK Arya

Chairman
JBM Group

In the keynote address Mr. SK Arya emphasised that Technology is rapidly reshaping the world, and the future of work and skills are more interconnected than ever. With Industry 4.0 driven by disruptive trends like data, connectivity, and machine learning, the transformation of businesses and the economy is in full swing. But the success of this revolution depends on the readiness of the workforce. We need stronger collaboration to develop curriculums that align with industry needs, offer hands-on training, and leverage digital platforms for learning. He stressed on the need to prioritize diversity and inclusion in skilling, whether it's women, differently-abled individuals, or underprivileged communities.

Mr. Sivaramakrishnan Venkateswaran

Chief Executive Officer
Apollo Knowledge



Mr. Venkateswaran in his special address underscored that in today's world, the government must create meaningful jobs for youth, while enterprises require skilled labor to fill these positions. He urged that there was a need to look at successful models of countries, where there is a deep connection between educational institutions, learners, and enterprises, facilitated by government initiatives. He urged that our country needs a robust competency-based mapping to align skills with job requirements effectively. And for creating such effective model, work-integrated learning program plays an essential role. This helps in deploying an industry-ready workforce, reduces training costs, and fosters learning through hands-on experience.



Dr. Robert Gordon

President and Vice-Chancellor
University of Windsor

Dr. Gordon highlighted the importance of building strong partnerships between the public and private sectors to improve skill-based learning, increase work placement opportunities, and support research for students. He explained that these collaborations help connect academic knowledge with real-world experience, better preparing students for today's competitive job market. Dr. Gordon also pointed out that sustainable development is a complex challenge that requires teamwork across different fields. To make real progress on environmental and social issues, he said, we need experts from the social sciences, arts, sciences, and engineering to work together. By combining their strengths, we can create effective, inclusive, and lasting solutions to the challenges we face.



Collage






15th FICCI
GSS
Skills First: Unlocking
Opportunities For All


15th FICCI
GSS






15th FICCI
GSS
Global Skills Summit 2024
Skills First: Unlocking
Opportunities For All
OVER THE YEARS
FICCI



Summit's Recommendations

Theme: Skills First: Unlocking Opportunities for All

- **Collaborative Skilling Ecosystem:** Effective skilling initiatives require strong partnerships between governments, educational institutions, and industries. This means working together to design curricula, share resources, and create training programs that truly meet the needs of the job market. By aligning their efforts, these stakeholders can ensure that individuals are equipped with the skills and knowledge required for success in the workforce.
- **Government Incentives for Skilling:** The government is committed to boosting employment and skilling through initiatives like the "Employment Linked Incentive Schemes." This involves significant financial investment to incentivize skill development and job creation. By encouraging businesses to hire skilled workers and providing individuals with opportunities to upskill, these schemes aim to drive economic growth and reduce unemployment.
- **Empowering Women in the Workforce:** Increasing women's participation in the workforce requires a multi-pronged approach. This includes addressing the barriers that prevent women from entering or remaining in the workforce, such as societal expectations, lack of childcare support, and workplace discrimination. Creating supportive and inclusive work environments with flexible policies and opportunities for skill development and re-entry is essential to empower women and enable them to contribute fully to the economy.
- **Equitable Compensation:** Exploring the feasibility of a national wage matrix that standardizes compensation based on skills and competencies is a key step towards fair and equitable pay. This involves considering regional variations in cost of living and industry needs, while ensuring that compensation reflects an individual's skills and experience. A national wage matrix can help reduce wage disparities, promote transparency, and encourage continuous skill development.
- **Global Best Practices in Skilling:** Sharing best practices for skilling is essential to position India as a global talent hub. This involves focusing on employability, global mobility, employer-driven training, and lifelong learning. By adopting global standards, promoting international mobility, and ensuring that training programs align with the demands of the global job market, India can develop a highly skilled workforce that can compete on a global scale.
- **Strengthening Apprenticeship Models:** Prioritizing apprenticeship models is crucial for enhancing India's talent pool. This involves addressing concerns about labor exploitation and streamlining initiatives to encourage industry participation. By providing quality apprenticeship experiences that combine theoretical learning with on-the-job training, India can develop a skilled workforce that is ready to meet the challenges of the future.

Recommendations for Industry:

- **Competency-Based Hiring:** Move beyond traditional hiring practices that rely solely on degrees and focus on identifying, assessing, and developing specific competencies (skills, knowledge, and abilities) required for each role. Use assessments that accurately measure these competencies and provide opportunities for employees to demonstrate their skills in practical settings.
- **Scalable and Inclusive Training Models:** Develop and implement training programs that can be easily scaled to reach a large number of employees across various locations and sectors, including the unorganized sector. Utilize a blended learning approach combining online platforms, in-person workshops, and on-the-job training. Ensure programs are sustainable through ongoing funding, continuous improvement, and address the specific needs of diverse groups, including women and those in underserved communities.
- **Tech-Enabled Skilling:** Leverage AI and technology for skill gap analysis, personalized learning recommendations, predicting future skill demands, and providing immersive training experiences. Foster a culture of innovation and lifelong learning within the organization, encouraging employees at all levels to continuously upskill and reskill.
- **Collaborative Curriculum Development:** Foster strong partnerships with training institutes, educational institutions, and local industry chambers to co-create curricula, share industry expertise, provide access to real-world work environments, and facilitate job placements. Actively engage with educational institutions to co-develop curricula, provide guest lectures, and offer real-world projects to students, ensuring graduates are equipped with the skills and knowledge required for immediate productivity in the workplace.
- **Inclusive Workplace Culture:** Foster a workplace culture that values diversity and inclusion, implementing policies and practices that support work-life balance, address career breaks, and promote women in leadership roles. Enforce strict policies against gender discrimination and harassment and conduct regular gender audits to identify and address any biases or barriers to women's participation.
- **Transparent Skill-Based Compensation:** Establish transparent wage structures that clearly link compensation to skills, competencies, and experience levels. Partner with independent certifying agencies to validate employee skills and ensure they meet industry standards.
- **Apprenticeship as Talent Development:** View apprenticeships as a valuable investment in developing future talent and building a skilled workforce. Create enriching and supportive apprenticeship environments that foster learning, skill development, and personal growth. Provide clear learning objectives, regular feedback, and opportunities for apprentices to apply their skills in real-world settings.





Recommendations for Government:

- **Promote Competency-Based Education:** Encourage the adoption of competency-based education frameworks in schools, vocational training, and higher education. Ensure accessibility and inclusivity in education and skilling, making education accessible to all, including those in remote areas and marginalized groups.
- **Invest in Skills Development and Innovation:** Provide funding and incentives for upskilling and reskilling initiatives, supporting individuals and organizations participating in these programs. Promote innovation and entrepreneurship in education and skilling, encouraging the development of innovative learning models.
- **Develop a National Skills Framework:** Develop a national skills framework and qualifications registry to define competency standards across various industries and job roles. Promote skill segregation and mapping to align training programs with industry needs.
- **Foster Collaboration and Knowledge Sharing:** Foster collaboration and knowledge sharing by establishing platforms and mechanisms to facilitate collaboration between industry, training providers, and educational institutions.
- **Promote Apprenticeships and Industry-Based Learning:** Strengthen and streamline apprenticeship schemes to encourage industry participation and address concerns about labor exploitation. Encourage a shift from direct employment to industry-based learning through apprenticeships and internships.
- **Ensure Inclusivity and Address Gender Disparities:** Implement measures to ensure that all skilling programs and initiatives are inclusive and accessible to all genders. Address the gender wage gap and promote pay equity. Develop policies to facilitate labour mobility across regions.
- **Promote Skilling and International Mobility:** Promote skilling as a desirable career pathway for youth. Allow students to earn credits for industrial courses and apprenticeships. Develop policies and programs to support international mobility of skilled workers.
- **Enhance TVET Systems:** Invest in the advancement of Technical and Vocational Education and Training (TVET) systems to keep pace with the changing needs of the economy.
- **Strengthen Public-Private Partnerships:** Foster strong partnerships between the public and private sectors to enhance skill-based learning, work placements, and research opportunities.





Session 1:
Success Stories: When Skills are put First by Industry Government & Academia

Recommendations for Industry:

- **Adopt Competency-Based Hiring:** Move beyond traditional degree-based hiring and focus on identifying and assessing specific competencies required for each role. This involves clearly defining skills, knowledge, and abilities needed for success and using assessments that accurately measure these competencies.
- **Invest in Scalable Training:** Invest in scalable and sustainable training programs that can be easily scaled to reach a large number of employees, including those in geographically dispersed locations. Utilize a blended learning approach combining online platforms, in-person workshops, and on-the-job training. Ensure programs are sustainable through ongoing funding and continuous improvement based on feedback and evolving needs.
- **Leverage AI and Technology:** Utilize AI-powered platforms for skills gap analysis, personalized learning recommendations, and predicting future skill demands. Explore virtual reality (VR) and augmented reality (AR) for immersive training experiences, particularly for hands-on skills development.
- **Foster Strong Partnerships with Training Institutes:** Collaborate with training institutes to co-create curricula, share industry expertise, and provide access to real-world work environments. This ensures training programs remain relevant and aligned with industry needs.
- **Expand Internship Opportunities:** Offer more internship opportunities to provide practical experience and mentorship for students and recent graduates. Explore partnerships with international organizations to offer global internships, fostering cross-cultural skills and expanding the talent pool.
- **Engage the Unorganized Sector:** Develop targeted programs to upskill and reskill workers in the unorganized sector, focusing on i mproving productivity, safety, and employability. Consider providing financial incentives, flexible training schedules, and mentorship to support their participation.
- **Promote Lifelong Learning Culture:** Communicate the importance of continuous learning and upskilling to employees at all levels. Create a culture that encourages and rewards skill development, providing opportunities for career advancement based on acquired competencies.
- **Deepen Industry-Academia Collaboration:** Go beyond traditional internship programs and actively engage with educational institutions to co-develop curricula, provide guest lectures, and offer real-world projects to students. This ensures graduates are equipped with the skills and knowledge required for immediate productivity in the workplace.

Recommendations for Government:

- **Promote Competency-Based Education at All Levels:** Encourage the adoption of competency based education frameworks in schools, vocational training, and higher education. This involves defining clear learning outcomes, using authentic assessments, and providing personalized learning pathways.
- **Ensure Accessibility and Inclusivity in Education and Skilling:** Make education and skill-based learning accessible to all, including those in remote areas, by providing resources in local languages and leveraging technology for online learning. Implement policies to ensure inclusivity and address the specific needs of marginalized groups.
- **Provide Funding and Incentives for Upskilling and Reskilling Initiatives:** Offer financial support and incentives to individuals and organizations participating in upskilling and reskilling programs. Prioritize funding for programs in emerging fields like green technology, AI, and data science.
- **Foster Collaboration and Knowledge Sharing:** Establish platforms and mechanisms to facilitate collaboration between industry, training providers, and educational institutions. Encourage the sharing of best practices, industry trends, and labor market information to ensure alignment between skills development and industry needs.

- **Promote Innovation and Entrepreneurship in Education and Skilling:** Encourage the development of innovative learning models, including the use of technology, experiential learning, and project-based learning. Support the creation of incubation centers and entrepreneurship programs within educational institutions to foster a culture of innovation and self-employment.

- **Increase Awareness and Accessibility of Government Programs:** Conduct outreach campaigns to raise awareness about government-funded skilling programs and incentives. Simplify application processes and provide guidance to individuals and organizations on accessing these programs.



Session 2:
Employment Linked Incentive Schemes

Recommendations for Industry:

- **Promote Work-Integrated Learning:** Embrace apprenticeships and other work integrated learning programs. Collaborate with educational institutions to provide students with hands-on experience and mentorship. Develop clear frameworks for these programs, including well-defined roles, responsibilities, and learning outcomes.
- **Adopt Holistic Candidate Assessment:** When assessing candidates, look beyond technical skills and consider their aptitude for learning and their attitude towards work. This ensures long-term employability and adaptability in a dynamic work environment.
- **Promote a Lifelong Learning Culture:** Invest in continuous learning and upskilling. Recognize that skills become obsolete quickly. Provide ongoing training and development opportunities to employees to keep their skills current and aligned with evolving industry needs. Encourage a culture of lifelong learning.
- **Strengthen Feedback and Monitoring:** Establish clear and transparent feedback mechanisms for apprentices and trainees. Provide constructive feedback on their performance and offer opportunities for improvement. Use feedback to adapt training programs and ensure their effectiveness.
- **Balance Technology and Human Support:** Leverage technology platforms for online learning, skills assessment, and tracking progress. Explore the use of AI-powered tools Leverage technology platforms for online learning, skills assessment, and tracking progress. Explore the use of AI-powered tools.

Recommendations for Government:

- **Design Industry-Friendly Incentive Schemes:** Ensure that incentive schemes are designed to encourage industry participation in apprenticeships and work-integrated learning programs. Provide clear guidelines and support for implementation, monitoring, and evaluation of these schemes.
- **Develop Sector-Wise Skill Maps:** Develop a comprehensive system for classifying and mapping skills across different sectors and job roles. This will help align training programs with industry needs and facilitate better matching of skills with job requirements.
- **Standardize Skill-Based Compensation:** Develop a standardized system for benchmarking compensation based on skills and competencies. This will help attract and retain skilled workers, particularly in the MSME sector.
- **Focus on Sustainable Job Creation:** Go beyond job creation and prioritize the creation of sustainable jobs that offer long-term career paths and opportunities for growth. This requires a focus on continuous learning and upskilling.
- **Leverage the Services Sector:** Recognize the significant job creation potential in the services sector. Promote education and training programs that prepare individuals for careers in this sector.
- **Ensure Gender-Inclusive Skilling:** Implement measures to ensure that all skilling programs and initiatives are inclusive and accessible to all genders. Address any barriers that may prevent women from participating fully in the workforce.
- **Strengthen Feedback and Monitoring:** Establish robust feedback mechanisms to monitor the effectiveness of skilling programs and incentive schemes. Use feedback to make adjustments and ensure that programs are meeting their objectives.
- **Balance Technology and Human Support:** Utilize technology to enhance the efficiency and effectiveness of skilling programs, but also recognize the importance of human intelligence in areas such as mentorship, coaching, and feedback.



Session 3:
Enabling Enhanced Women Participation in Workforce

Recommendations for Industry:

- **Promote Inclusive Culture:** Foster a workplace culture that values diversity and inclusion. Implement policies and practices that support work-life balance, such as flexible work arrangements, parental leave, and on-site childcare facilities. Address issues of safety, accommodation, and discrimination.
- **On-the-Job Training:** Offer women opportunities for on-the-job training and mentorship to enhance their skills and advance their careers. Ensure that training programs are designed to meet their specific needs and aspirations.
- **Career Re-Entry Support:** Develop programs to support women re-entering the workforce after career breaks due to marriage, maternity, or other family responsibilities. Offer refresher courses, flexible work options, and mentorship to help them transition back into their careers.
- **Women in Leadership:** Encourage and support women in leadership roles. Provide leadership training and mentorship opportunities to help them develop their skills and advance to senior positions.
- **Zero Tolerance Policy:** Enforce strict policies against gender discrimination and harassment. Create a safe and respectful workplace where women feel valued and empowered.
- **Gender Bias Review:** Regularly assess workplace policies and practices to identify and address any gender biases or barriers to women's participation. Use data and feedback to drive continuous improvement.

Recommendations for Government:

- **Bridging Learning Gaps:** Ensure that girls and women have equal access to quality education and skilling opportunities. Encourage their participation in STEM fields and other non-traditional career paths.
- **Women Entrepreneur Support:** Provide access to funding, training, and mentorship programs specifically designed for women entrepreneurs. Simplify regulatory processes and create a supportive ecosystem for women-owned businesses.
- **Awareness & Advocacy:** Launch public awareness campaigns to challenge gender stereotypes and promote the value of women's participation in the workforce. Work with communities and families to address cultural barriers that may hinder women's employment.
- **Workplace Rights Enforcement:** Enforce laws and regulations that protect women's rights in the workplace, including equal pay, maternity benefits, and protection against discrimination and harassment.
- **Data-Driven Policies:** Collect and analyze data on women's participation in the workforce, including their access to education, skills training, and employment opportunities. Use this data to inform policy development and track progress.
- **Stakeholder Collaboration:** Partner with industry associations, NGOs, and other stakeholders to develop and implement initiatives that promote women's economic empowerment and workforce participation.



Session 4:
National Wage Matrix: Feasibility of having a Nation-Wide Compensation System Based on Skills

Recommendations for Industry:

- **Transparent Wage Structures:** Establish transparent wage structures that clearly link compensation to skills, competencies, and experience levels. This promotes fairness, motivates employees, and helps attract and retain talent.
- **Tech Skills Training:** Recognize the increasing importance of technology in the workplace. Invest in training and upskilling programs to prepare employees for tech-enabled work and ensure they have the skills to adapt to evolving technologies.
- **Skill Certification Support:** Partner with independent certifying agencies to validate employee skills and ensure they meet industry standards. This helps maintain quality and consistency in the workforce.
- **Promote Workforce Mobility:** Encourage workforce mobility by creating a welcoming environment for employees from different regions. Provide support for relocation and address any language or cultural barriers.
- **Soft Skills Focus:** Recognize the importance of soft skills, such as communication, teamwork, and problem solving, in addition to technical skills. Provide training and development opportunities to enhance these essential skills.
- **Lifelong Learning Culture:** Encourage employees to engage in continuous learning and upskilling to stay competitive in a rapidly changing job market. Provide access to l earning resources, training programs, and mentorship opportunities.

Recommendations for Government:

- **Wage Matrix Feasibility:** Conduct thorough research and consultations to assess the feasibility of establishing a nationwide wage matrix based on skills. Consider regional variations, industry differences, and organizational capacities.
- **Entry-Level Wage Standardization:** Focus on standardizing wages at the entry level to ensure fairness and reduce wage disparities. This can be achieved through minimum wage regulations or industry-specific guidelines.
- **Close Gender Pay gap:** Implement policies and programs to address the gender wage gap and promote pay equity. This may include pay transparency measures, equal pay audits, and initiatives to support women's career advancement.
- **Invest in Certification:** Increase investment in skills development programs and promote certification to ensure a skilled and job-ready workforce. Support the development of industry-recognized certifications and standards.
- **Enable Labour Mobility:** Develop policies to facilitate labour mobility across regions, including support for relocation, housing, and integration. Address any barriers that hinder workers from moving to areas with better job opportunities.
- **Incentivizing Upskilling Schemes:** Provide incentives for individuals and organizations to invest in upskilling and reskilling. This may include tax benefits, subsidies, or access to government-funded training programs.
- **Monitor Wage Matrix:** If a national wage matrix is implemented, establish a mechanism for continuous monitoring and adaptation to ensure it remains relevant and responsive to market trends and technological advancements.



Session 5:
Exchange of Best Practices in Skilling

Recommendations for Industry:

- **Education-Industry Collaboration:** Partner with schools, vocational training institutes, and higher education institutions to develop industry-relevant curricula and provide work placements for students. Share industry expertise and participate in training programs.
- **Competency-Based Training:** Adopt a competency-based approach to training, focusing on specific skills and knowledge required for different job roles. Align training programs with industry standards and employer demands.
- **Industry Chamber Partnerships:** Work closely with local industry chambers to identify skill gaps and collaborate on training initiatives. Leverage their networks and expertise to connect skilled individuals with job opportunities.
- **Global Talent Mobility:** Facilitate global talent mobility by providing opportunities for international internships, apprenticeships, and work placements. Collaborate with specialized industries and international organizations to create these opportunities.
- **Lifelong Learning Culture:** Promote a culture of lifelong learning within the organization. Provide employees with access to continuous learning opportunities, such as online courses, workshops, and mentorship programs.
- **Skilled Trainer Support:** Ensure that trainers have relevant industry experience and are certified by employers. Provide them with ongoing professional development opportunities to keep their skills and knowledge up to date.
- **In-House Placement Cells:** Create dedicated placement departments within organizations to connect skilled individuals with job opportunities. Work closely with training institutions and industry chambers to facilitate job placements.

Recommendations for Government:

- **Promote Skilling Pathways:** Promote skilling as a desirable career pathway for youth. Highlight the value of skills and their connection to employment and economic growth.
- **Credit-Based Apprenticeships:** Allow students to earn credits for industrial courses and apprenticeships. This will encourage greater participation in skill-based training and enhance the value of these programs.
- **Competency Mapping System:** Develop a system for creating individual competency maps that are tied to specific companies and job roles. This will help individuals identify their skill gaps and pursue targeted training.
- **Curriculum-Industry Alignment:** Ensure that curricula in schools and training institutions are aligned with current and future industry demands. Regularly review and update curricula based on industry feedback and labor market trends.
- **Support Global Mobility:** Develop policies and programs to support international mobility of skilled workers. Identify emerging roles abroad and provide training that aligns with international standards.
- **District-Level Linkages:** Encourage district-level initiatives that connect local skills development with global opportunities. Leverage industry partnerships to create training programs and factory setups that meet both local and global needs.
- **Modernize TVET Systems:** Invest in the advancement of Technical and Vocational Education and Training (TVET) systems to keep pace with the changing needs of the economy. Incorporate new technologies, address climate change concerns, and prepare students for the challenges of the Industrial Revolution.
- **Public-Private Partnerships:** Foster strong partnerships between the public and private sectors to enhance skill-based learning, work placements, and research opportunities. Encourage collaboration on initiatives that promote sustainable development and address environmental and social challenges.



Session 6:
Apprenticeships & Internships: Transforming India's Talent

Recommendations for Industry:

- **Invest in Apprentices:** View apprenticeships as a valuable investment in developing future talent and building a skilled workforce. Provide meaningful learning experiences and mentorship to apprentices, equipping them with the skills and knowledge needed for successful careers.
- **Supportive Learning Environments:** Create enriching and supportive apprenticeship environments that foster learning, skill development, and personal growth. Provide clear learning objectives, regular feedback, and opportunities for apprentices to apply their skills in real-world settings.
- **Career-Aligned Matching:** Go beyond simply filling vacancies and prioritize matching apprentices' aptitudes and interests with suitable career paths. Provide guidance and counselling to help them make informed career choices.
- **Policy Compliance Engagement:** Comply with government mandates and policies regarding apprenticeships. Actively engage with educational institutions to develop and implement apprenticeship programs that meet industry standards.
- **Upskill and Reskill:** Recognize the importance of upskilling and reskilling to address workforce challenges, such as attrition and productivity. Provide opportunities for apprentices and existing employees to enhance their skills and adapt to evolving industry needs.
- **Promote Apprenticeships Publicly:** Encourage students and job seekers to view apprenticeships as valuable investments in their future growth and career development. Highlight the benefits of hands-on experience, mentorship, and industry-recognized credentials.

Recommendations for Government:

- **Simplify Schemes Access:** Simplify and streamline existing apprenticeship schemes to reduce complexity and improve accessibility for both industries and apprentices. Address concerns about labor exploitation and ensure that schemes are aligned with industry needs.
- **Promote Industry-Based Learning:** Encourage a shift from direct employment to industry-based learning through apprenticeships and internships. Provide incentives and support to industries that invest in apprenticeship programs.
- **Foster Institutional Collaboration:** Facilitate stronger collaboration between industry and educational institutions to develop and implement apprenticeship programs that meet industry standards and provide relevant skills training.
- **Prevent Apprentice Exploitation:** Implement measures to prevent the exploitation of apprentices and ensure that they receive fair wages and benefits. Strengthen monitoring and enforcement mechanisms to protect their rights.
- **Ensure Quality Standards:** Develop standards and guidelines to ensure the quality of apprenticeship programs. Provide training and support to mentors and supervisors to enhance their ability to guide and support apprentices.
- **Raise Public Awareness:** Conduct public awareness campaigns to promote the benefits of apprenticeships for both individuals and industries. Highlight success stories and showcase the value of apprenticeship training.





Thank You Partners

Title Sponsor

BHARAT FORGE | KALYANI

Session Partner

german cooperation

implemented by giz

Industry Partner

vedanta
transforming for good

Industry-Led Skilling Partner

L'ORÉAL INDIA

Security & Surveillance Solutions Partners

PRAMA
MADE FOR INDIA - MADE BY INDIA - MADE IN INDIA

HIKVISION
See Far, Go Further

Stainless Partner

JSL
JINDAL STAINLESS

Skilling Partner

eduvantage
Apprenticeship

Knowledge Partner

EY
Building a better working world

Technology Partner

EnggOnline | FEAST Software Pvt. Ltd.

University Partner

Jagannath University

Established in 1927, FICCI is the largest and oldest apex business organisation in India. Its history is closely interwoven with India's struggle for independence, its industrialization, and its emergence as one of the most rapidly growing global economies.

A non-government, not-for-profit organisation, FICCI is the voice of India's business and industry. From influencing policy to encouraging debate, engaging with policy makers and civil society, FICCI articulates the views and concerns of industry. It serves its members from the Indian private and public corporate sectors and multinational companies, drawing its strength from diverse regional chambers of commerce and industry across states, reaching out to over 2,50,000 companies.

FICCI provides a platform for networking and consensus building within and across sectors and is the first port of call for Indian industry, policy makers and the international business community.





Contact Us

Dr Rajesh Pankaj
Director & Head

Deepti Singh
Joint Director

FICCI, Federation House Tansen Marg, New Delhi-110001

sdf@ficci.com

www.ficci.in