



IInd SKILL DEVELOPMENT COMMITTEE MEETING

June 14, 2023; 1130am

Committee Room

Minutes of the Meeting (MoM)

The 2nd FICCI-Skill Development Committee Meeting was held at Committee Room, Federation House on 14th June 2023. The meeting commenced with the opening remarks by Dr. Rajesh Pankaj, Director & Head – Education & Skills, FICCI. He welcomed the members who had joined offline and online for the meeting.

- Mr. K Ramakrishnan, Chair - FICCI Skill Development Committee and Chief Executive – Skill Development Mission, Larsen & Toubro extended his warm welcome to all the members of the committee. As part of his welcome address, he suggested that the committee's focus this year is on deliverables that are implementable, impactful and measurable. He then handed over the proceedings to the co-chair Mr. Sanjay Shivnani, Co-FICCI Skill Development Committee and Joint President, Corporate HR – Technical Training & HTU, Hindalco Industries Ltd, Aditya Birla Group
- Mr. Sanjay Shivnani in his welcome speech shared that the deliverables that the committee had agreed upon in the first SDC meeting are taking shape and taskforces and activities in the areas of policy & advocacy on apprenticeship, aligning the activities as per the priorities of the MSDE and voicing the issues of the skilling ecosystem of our country have begun.
- Dr Rajesh made the update presentation and shared details of the activities undertaken by the FICCI Skills team. In his presentation he shared the update on
 - Members for the task forces on apprenticeship and traditional cluster development.
 - Odisha Skill Conclave and Madhya Pradesh – Roadshows on Mukhya Mantri Seekho Kamao Yojna
 - Shared the details of the upcoming events & state engagement of the FICCI Skills Division
 - a) WYSD-(World youth Skill Day) on 15th July 2023
 - b) G20-Skilling the Shakti event on 26th July 2023
 - c) 14th Global Skills Summit 2023 on 20,21st September
 - BRICS-India skills development working group and explained details regarding its members to represent India at Johannesburg in South Africa between 20-22 August 2023.
 - Knowledge Report on “High Quality Demand Driven Skilling: Electronics Manufacturing Sector”

The chair then opened the discussion for all the members. In the open discussion, the following was discussed:

Apprenticeship Promotion

- The current registration for apprenticeship on the NAPS portal, as on date 1,68,730 Registered establishments are present on the portal of which only 40,105 Active establishment are present. To increase these numbers, manifold the focus on MSMEs and clusters is needed to promote hiring of apprentices.



- It was also discussed that apprenticeship should not be for people who have dropped out from schools or for people who want to get into employment but should also be for people working towards a degree. The credits should be made applicable for realisation of a degree. If the credits are added and the learning outcomes are defined; the assessment percentage can be improved.
- A successful model of promoting Apprenticeship could be by positioning it as learning and a method of attainment of industry skills rather than for the poor and deprived. We should tie up with education institution and make it a part of academics and link apprenticeship to placements.
- Lack of awareness was also discussed as an issue in attaining numbers and the members agreed that concerted effort should be made for marketing and promoting the National Apprenticeship Act. The organisations including MSMEs should be made aware about the ROI of hiring apprenticeship. The confusion between NATS and NAPS still exists.
- The members also discussed the interchangeable use of apprenticeship and internship by industry. However, the committee and the chair agreed to focus on apprenticeship hiring and promoting the apprenticeship act.
- An example of Government of Telangana (TASK) and UNICEF's joint effort was shared. The objective of the collaboration was to improve the hiring of apprentices in the state. The learning was that apprenticeship hiring can be promoted while the students are in the education institutions. During the first semester of the 4th year, the students were given an unpaid virtual internship opportunity for 3 months. In the next semester they were given a 3 months' paid internship opportunity. And based on their performances some of the organisations offered them offer letters.
- One of the suggestions was the need for a robust database of the numbers attained to measure and subsequently act for making a larger impact.

Knowledge report on “High Quality Demand Driven Skilling: Electronics Manufacturing Sector”

- Mr. Narayanan Ramaswamy, KPMG made the presentation on the scope of the Knowledge Report “High Quality Demand Driven Skilling: Electronics Manufacturing Sector”. The report will look at the demand and supply side, the emerging job roles and the subsectors in which the demand is driven. He said that report will have information about the vocational schools, higher education institutions, universities and the current training models in this sector. The report will have insights on who should get into this sector. It will capture through a primary survey and industry interaction the upskilling requirements for the existing work force and the future jobs of the industry. It will also highlight the best practices from other countries who have taken a lead in this sector etc. The geographical locations of the emerging job demand will eventually emerge as outcomes from this report. The Table of Content has already been created and circulated for updates.
- The CEO, TASK offered to partner and proposed to be one of the locations for the interactions and surveys for the primary study.



- Member from Schneider Electric shared about the work it is doing with technical institutes like ITI, diploma and B. Tech institutions. They have a model in which they work with autonomous institutions where they can alter the curriculum and have labs for these courses set up at the institutions. It was also suggested if the ITI, NCVET can update curriculum accordingly it can be useful for candidates. Schneider also spoke about the finishing schools by the Uttarakhand government with the support of World Bank. Schneider offered to support the knowledge report
- The CEO, Electronics SSC suggested that scope of the report should clearly define the sub sectors as well, like the mobile phone, electric vehicle, variables & hearables, defence and medical equipment's. Knowing about this subsector will help in understanding the demand and supply of electronic manufacturing.
- OPPO Mobiles also shared their consent in offering help and suggestions for the knowledge report. It was shared that OPPO has many opportunities for roles in the service and manufacturing areas of electronics. OPPO is focused and committed towards skilling and upskilling opportunities for the sector and attempting to align the ITIs as per the latest standards.
- Siemens also suggested that the case studies of people who earn while they were learning should be marketed. The new type of job roles like data analysis etc must be popularised. There should be focus on individuals as they might want to change organisation. And this is how we connect business models. Siemens also offered to support with primary information for the knowledge report.
- The telecom SSC also suggested to include 6G technology/satellite communications

Global Skill Summit (GSS) 2023

Suggestions were invited from the members on the theme of the Global Skills Summit.

- There was a request for engagement with all the members on partnership for the summit.
- There were suggestions on making the theme more people centric and youth focused.
- The sessions could focus on
 - Multi-dimensional sub issues like unemployment and underemployment.
 - Declining participation of women workforce
 - Green skills

The chair thanked all the members present in person and online for their active participation in the meeting.



List of participants

Chair- Mr K Ramakrishnan, Chair - FICCI Skill Development Committee and Chief Executive – Skill Development Mission, Larsen & Toubro

Co-Chair- Mr Sanjay Shivnani, FICCI Skill Development Committee and Joint President, Corporate HR – Technical Training & HTU, Hindalco Industries Ltd, Aditya Birla Group

Committee Members-

Mrs Veena Swarup, Former Director HR, EIL

Mrs Pritha Dutt, Director, Empower Pragati Vocational & Staffing Pvt Ltd

Dr Blossom Kochhar, Chairperson, Kochhar Group of Companies

Mr.Narayanan Ramaswamy, Partner & Head - Education and Skill Development, KPMG **(Joined Virtually)**

Ms Anuka Kumar, Head CSR, OPPO Mobiles India Pvt. Ltd.

Mr Ranjan Choudhury, Head Partnerships – VE, TCS iON

Mr Gabriel H. Bordado, Skills & Employment Specialist, ILO

Mr Raj Gilda, Co-Founder, Lend A Hand India **(Joined Virtually)**

Col. (Retd.) Anil Kumar Pokhriyal, CEO, Management & Entrepreneurship and Professional Skills Council

Mr B Shadrach, CEMCA **(Joined Virtually)**

Mr.Sunil K. Marwah, CEO, Food Industry Capacity & Skill Initiative

Ms Shalini Singh, COO & Acting CEO, Capital Goods Skill Council

Ms Anita Rajan, CEO, TATA STRIVE **(Joined Virtually)**

Shri Shrikant Sinha, CEO, Telangana Academy for Skill and Knowledge (TASK) **(Joined Virtually)**

Mr.Sehul Shah, Sr.Manager- Education and Training, Schneider Electric

Ms.Sakshi Chawla, Senior Advisor, GIZ

Mr.Akshay, KPMG

Mr Manojkumar Belgaonkar, General Manager Quality Management, Siemens Ltd. **(Joined Virtually)**

Mr.Arvind Bali, CEO, Telecom Sector Skill Council of India

Mr.Navanit Samaiyar, Head FutureSkills, NASSCOM

Dr.Darlie Koshy, Chief Mentor, Central Bharat Sevak Samaj

Dr. Abhilasha Gaur, COO, Electronic Sector Skill Council of India

Mr.Varun Bhardwaj, Manager- Public Affairs, OPPO Mobiles India Pvt. Ltd.

Ms.Astha Katyayan, Manager- Marketing, Telecom Sector Skill Council of India

FICCI Secretariat Members

Dr Rajesh Pankaj, Director & Head -Education & Skills

Ms Deepti Singh, Deputy Director

Mr Varghese George, Sr Asst Director

Mr Amit Mishra, Asst Director

Ms Sahiba Aggarwal, Consultant

Mr Sunil Sonkhla, Consultant