



14TH FICCI GSS

Global Skills Summit 2023

September 20-21, 2023

Federation House, Tansen Marg, New Delhi

**Building Skills.
Empowering Youth.
Creating Future.**

**SUMMIT'S
RECOMMENDATIONS
2023**



GLIMPSES



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About Global Skills Summit 2023



The Federation of Indian Chambers of Commerce & Industry (FICCI) organized the 14th FICCI Global Skills Summit (GSS) 2023, on September 20 and 21, 2023, in New Delhi. The theme "Building Skills Empowering Youth. Creating Future" focused on creating a roadmap for building a High Quality Industry led skilling ecosystem in India.

Since the announcement of the National Education Policy 2020, the School, Vocational and Higher Education systems have been working for building a robust industry driven education and skills system in our country. The Ministry of Education, Ministry of Skill Development & Entrepreneurship and Ministry of Labour and Employment have been the strong drivers of bringing the much-needed change in our learning ecosystem. We have been slowly and gradually moving towards the model of lifelong learning and market driven skilling.

For the last 13 editions, the Global Skills Summit has witnessed participation of over 10000+ national and international TVET stakeholders

from India and abroad. Over these years, GSS has witnessed deliberations on important aspects of skilling and engaging with leaders from Industry, Government, Multilateral & Bilateral agencies, regulating authorities and other important stakeholders of the skills ecosystem. The thematic discussions during this year's Summit delved deeper into the significant role of industry and the critical need of engaging youth in making them empowered and entrepreneurial.

There were discussions around how the stakeholders can navigate the skilling and education ecosystem in the changing times of Industry 4.0, Automation and Chat GPTs.

The summit featured more than 60 top speakers from public and private sector organisations, officials from the government, vocational training & skills providers, Edtech organisations, NGOs, Foundations and corporates.

Summit Overview

400+
Delegates Present

60+
Eminent Speakers

6+
Panel Discussions

300+ Learners
Employability Skills
Workshop

VIRASAT Exposition Overview



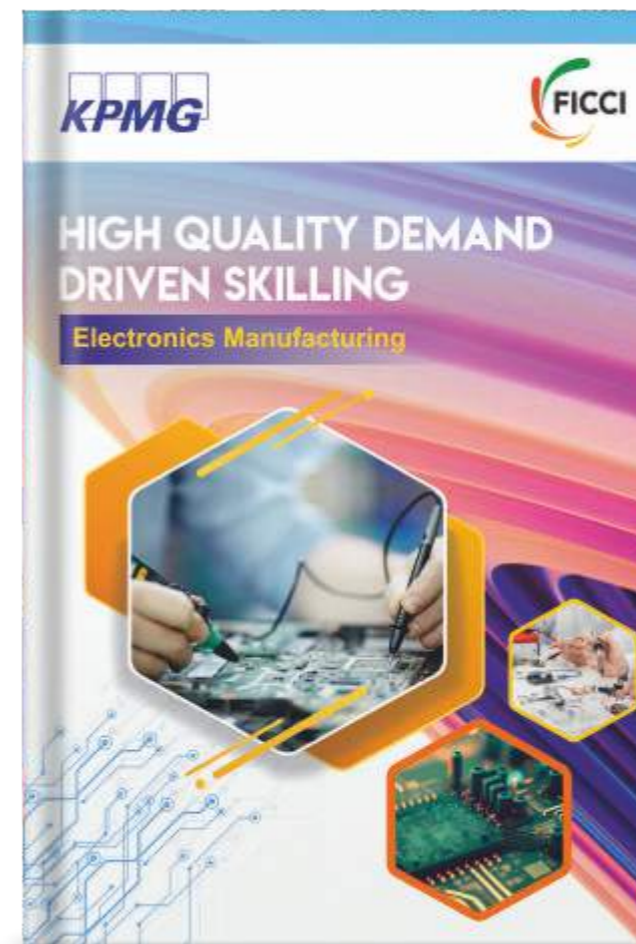
India is home to 3,000 craft forms with artisans spread across the country. The handloom and handicraft industry has been the backbone of India's rural economy for decades. It is one of the largest employment generators after agriculture, providing livelihood to the country's rural and urban population. According to official estimates, India is home to 7 million artisans. However, data from unofficial sources indicates that the artisan strength is as high as 200 million. The wide nature of this range and disparity in the number is due to the informal and unorganised character of this sector.

The tangible and intangible nature of India's craft heritage, coupled with its regional uniqueness, presents the country with a competitive global advantage. The Indian craft sector has the scope to become a billion-dollar marketplace with the right support and business environment. Developing a systematic approach, which nurtures the intrinsic value of craft skills and opens avenues for product design and manufacturing, will increase access to new markets. Alongside this, capitalising on e-commerce for online visibility and operational efficiencies will further add to its success as the sector evolves and gains further traction.

Recognizing the importance of the revival of the local clusters, FICCI initiated a program on 'Traditional Cluster, Development' called Virasat: The Heritage in 2018. 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 focusses 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. This year too, we had representation from four states at the exhibition.

Knowledge Reports



Fire Side Chat



The 14th Global Skills Summit gave the champions of the World Skills Competitions an opportunity to interact with 250 + students from ITIs, Polytechnics, Undergraduate institutions and Skill Universities.



Mr Saurabh Agarwal

India Skills Competition Winner - Cooking & represented India at 43rd WorldSkills 2015 São Paulo Brazil

Ms Talat Razia

India Skills Competition Winner - Fashion Technology & represented India at 44th WorldSkills 2017 Abu Dhabi



Mr Mohit Dudeja

Silver Medallist & Best of Nation, Patisserie and Confectionery at 44th WorldSkills 2017 Abu Dhabi

Mr Sonu Lather

Medallion for Excellence - Autobody Repair at 46th WorldSkills Shanghai, China 2022



The chat was moderated by Mr Harish Nachnani, Director - Didactics, Festo. He interacted with the four champions who have represented India at the International Skills Competitions and made the country proud. The young learners from the various institutions were amazed to know about the growth opportunities and appreciation that the World of Skills had brought to them.

Key Speakers



Keynote Address
Shri Atul Kumar Tiwari

Secretary, Ministry of Skill Development and Entrepreneurship, Government of India

Shri Tiwari began by addressing the opportune moment India finds itself in, with significant developments such as the new Parliament, G20 participation, Chandrayaan missions, and infrastructure growth. He acknowledged that while these developments raise expectations, they also come with challenges that must be managed efficiently.

One of Shri Tiwari's central points was the urgent need for India to revamp its education, skilling, and entrepreneurship ecosystem. He emphasised that the younger generation seeks a balanced work-life, digital qualifications, and diverse career paths. Shri Tiwari stressed on the importance of aligning education & skilling and the need to make education more application oriented.

He also mentioned about the efforts being undertaken on convergence of Ministry of Education, Ministry of Skill Development & Entrepreneurship and various stakeholders of the skilling ecosystem. While highlighting the PMKVY 4.0 & PM Vishwakarma scheme, he emphasized on the detailed and rigorous process that the applicants need to undergo before receiving vouchers under the scheme. He also highlighted that the perception of skilling is no longer limited to non technical occupations but extends to high end domains like semi conductor design & manufacturing that India aims to excel in and work towards self sufficiency.

In conclusion, Shri Tiwari spoke about the critical role of skilling and education in India's development. He called for a united effort amongst stakeholders to harness India's demographic dividend and achieve the nation's vision for 2047 as a developed economy.

Shri Tiwari also released two knowledge reports during the Summit. High Quality Demand Driven Skilling in India : Focus - Electronics Sector and the second report was on Skill Financing Models in India.



Special Address
Dr Nirmaljeet Singh Kalsi
IAS (Retd.), Chairperson,
National Council for Vocational
Education & Training (NCVET),
Government of India

Dr. Nirmaljeet Singh Kalsi emphasized the critical role of skill development in nurturing the youth and shaping the future of the nation. He pointed out that India stands as the largest recipient of remittances, amounting to a significant \$110 billion, a testament to the expansive talent pool abroad, which could potentially be harnessed for the nation's development.

Dr. Kalsi underscored the substantial social sector spending of 21.3 lakh crore in 2023, signifying a significant allocation of resources, exceeding 50% of the national budget. He emphasized that this growth and expansion in various sectors demand a highly skilled workforce, thereby emphasizing the urgency of quality skill development.

While elucidating the transformation of the notion of "skilled manpower," He highlighted that it was no longer restricted to the traditional/conventional job roles and there was an acceptance of mid spectrum of rules. delineated the global division of manpower into eight levels, spanning from school education to higher education. Focusing on the theme of Industry 4.0, Dr. Kalsi expounded on its significance as a representation of the modern industrial landscape. He emphasized how

Industry 4.0 seamlessly integrates ten core technologies, which transcend sectors and culminate in the desired outcomes. While highlighting the emergence of Industry 5.0, involving cyber-human interaction, he expressed his concern on the Indian industry that is yet to fully embrace Industry 4.0.

He emphasized the pressing need to bridge the gap between the demand for skilled professionals and the willingness of people to undertake skill development courses.

Delving into the education landscape, Dr. Kalsi elucidated the transition from Education 1.0 to Education 4.0. He highlighted the incorporation of innovation and skill-based education, active and blended learning methods, cloud computing, smart technologies, and skill development for advanced industries. He also talked about the disruptive changes in the education and skill ecosystem brought about by the National Education Policy 2020. He emphasized the National Credit Framework, which integrates vocational education and skilling into the fabric of academic subjects across various domains is going to bring about the desired positive reforms.

He stressed on developing an approach where learning emanates from three dimensions: academic, skill, and experiential learning, permitting individuals to craft their unique diploma or degree programs based on credits accrued from these areas. This innovative approach resonates with industry demands for skill-intensive programs. Dr. Kalsi also emphasized the integration of employability skills into qualifications, addressing the needs of the rapidly evolving job market. He stressed on the urgent need of industry collaboration in designing and offering skill courses that align with their specific requirements.



Special Address
Mr. Shailendra Katyal
Managing Director,
Lenovo India P Ltd and
Site Leader Lenovo Group

With India's ambition of being the Global power and the most promising nation of the future, Mr. Shailendra Katyal highlighted the role of skilling the youth of our country. Giving the context of the recent G20 Summit, he emphasized on India's position as one of the fastest-growing large economies, contributing 15 to 20 percent of the world's incremental growth, and its pivotal role in shaping the global progress.

Mr. Katyal touched upon the notion of the "decline of the West" and the demographic advantage India possesses with a massive active workforce of almost 700 million. He underlined the untapped potential of India's domestic consumption story, emphasizing that the country's attractiveness as a market will continue to grow.

Mr Abhiraj Singh Bahl in his address provided a glimpse of the transformative journey of Urban Company ; one that began with modest origins and has since reached remarkable heights, all while shedding light on the broader landscape of skill development.

At its core, this journey was driven by a bold vision, to empower service professionals across the nation. This vision aimed not only to facilitate the delivery of high-quality services to customers at their doorsteps but also to ensure a dignified livelihood for the service providers themselves.

Acknowledging the pivotal role of skill development in realizing this vision, Mr. Bahl elucidated the formidable challenges encountered by Urban Company. One of the

He affirmed that this was indeed India's decade, asserting that India's prowess in IT and ITES sectors had already established the country as a new IT capital of the world. He further emphasized the need to build the capability to other sectors by harnessing the potential the way er did with the country's engineering talent.

Mr. Katyal acknowledged the global pressure on the planet and India's role in embracing sustainable energy sources to ensure continued economic growth.

In the context of India's global role, Mr. Katyal stressed that the world is watching India closely, expecting innovative ideas and breakthroughs to originate from the country. He highlighted the challenge of skilling a massive pool of learners, emphasizing the need for early access to technology and digital literacy.

With respect to manufacturing, he advocated for India to lead in design and innovation till the time we can scale production. He also highlighted the need for collaboration between universities and industry to foster innovation and the monetization of intellectual property.



Special Address
Mr. Abhiraj Singh Bahl
Co-Founder, Urban Company

most critical challenges was the scarcity of skilled professionals capable of meeting stringent quality standards, given the unstructured nature of the Indian service industry. Urban Company strategically invested

in skill development and training, even in the absence of prior experience in this domain. In a period of eight to nine years, a network of more than 250 training centers were established across India. These centers offered intensive training programs across 20 distinct trades, condensing extensive learning into concise three to six-week programs.

What distinguishes this approach is its unique pedagogical method, which transforms novices into proficient experts across various categories such as air conditioning technicians,

masseuses, and cleaners. The emphasis on providing professionals with top-tier products and tools enhances their confidence and self-esteem, earning respect from clients.

Mr Bahl re-emphasised that his organisation is a real time demonstration of how the organisation can turn individuals from diverse backgrounds into highly skilled professionals who deliver quality services to customers across India, Thus exemplifying the summit's theme of "Building Skills, Empowering Youth, Creating Future."

world" in the service and technology sectors. He attributed India's demographic advantage, with more than 50% of its population being under 30 years old, as a major contributor to India's rapid economic growth and increasing per capita income.

Mr. Gupta underscored the critical role of electronics and semiconductor design, asserting that it is the largest emerging sector in India, with the potential to triple in size over the next five years. He stressed the importance of government initiatives like "Make in India" and "Production Linked Incentive Scheme (PLI)" to localise electronic subsystem design, which will, in turn, generate a substantial number of jobs, particularly in the semiconductor manufacturing sector.

Highlighting the burgeoning demand for skilled workers in the electronic system design and manufacturing (ESDM) sector, Mr. Gupta noted that there is a significant gap between the supply of engineers and the requirements of cutting-edge technologies. He stressed the importance of bridging this gap through skill development programs to provide opportunities for India's youth in this growing sector. Mr. Gupta emphasized on the need for collaborative efforts to achieve India's vision of becoming a vibrant economic superpower and also highlighted the expansion of the semiconductor industry into various clusters and called for the seamless collaboration of experts, teams, and companies to realize this vision.

Mr. Sanjay Gupta during the session on Industry Driven High Quality Skilling: Imperative Roadmap underscored the pivotal role that skill development and education play in the progress of any nation. He drew an interesting analogy between a nation's economic power and the value it creates, explaining how the value of a currency reflects the economic strength of a country. He elucidated that creating value through skill development is crucial for a nation's growth.

He delved into India's historical economic prominence, highlighting that India over 2000 years ago was the world's leading economic power. While highlighting the missed opportunities during the industrial revolution, he expressed optimism about India's current status as one of the fastest growing and youngest nations globally.

A significant point raised by Mr. Gupta was India's emergence as the "skill capital of the



Special Address
Mr. Sanjay Gupta

President & CEO - Electronics & Advanced Technologies, Minda Corporations and Chairman, India Electronics and Semiconductor Association



Theme Address
Mr. K Ramakrishnan

Chair - FICCI Skill Development Committee and Chief Executive - Skill Development Mission, Office of the Group Chairman L&T, Larsen & Toubro Limited

Mr Ramakrishnan highlighted the importance of building skills and empowering youth and aligning them seamlessly with the global narrative set by the G20 Summit. His speech underscored the importance of unity and shared vision for a prosperous future.

He opened with a retrospective glance at India's significant efforts in skill development, tracing back to the Honourable Prime Minister's vision in 2014-15, when he initiated the quest to position India as the skill capital of the world. This initiative catalysed numerous programs aimed at equipping the youth with the skills necessary to become productive, quality-conscious, and safety-focused workers. The ultimate goal was to transform India into a global workforce provider, acknowledging the challenge of generating jobs for its vast population.

Mr. Manish Kumar Vimal in his special address during the session on Green Skills and Green Jobs emphasised on the pivotal role of sustainable development goals in the contemporary global landscape. He highlighted the widespread global recognition of the importance of the green economy, emphasising that countries, including India, are actively embracing sustainable practices and green industries. He underscored the multifaceted benefits of the green economy, particularly its ability to reduce greenhouse gas emissions, combat climate change, optimize resource utilization, and stimulate economic growth while fostering job creation and global competitiveness.

Mr. Ramakrishnan pointed out the paradoxical situation arising from a growing demand of skilled workers, particularly in sectors like carpentry and bar bending, amidst concerns about job scarcity. He emphasised the need for a shared vision, collective action, and adaptability in the face of technological disruptions, stressing that skilling programs must align with industry demands not only in terms of domain expertise but also in quality, safety, and productivity standards.

Mr. Ramakrishnan highlighted the importance of sharing knowledge and experiences to fortify India's position as the skill capital of the world and work towards the nation's development goals by 2047.



Special Address
Mr Manish Kumar Vimal

Director, NITI AAYOG

Referring to Prime Minister Modi's commitment at the Glasgow Summit in 2021, Mr. Vimal reiterated India's pledge to achieve net-zero emissions by 2070. He emphasized that this ambitious goal aligns with the government's vision of green energy and energy independence, offering substantial

opportunities for job creation across various sectors, including renewable energy, water and waste management, green construction, smart cities, green transportation, circular economy, and energy efficiency. He stressed on the importance of a just transition, ensuring that vulnerable groups are not left behind in the journey towards a green economy. **He cited the International Labour Organization's estimate of 24 million potential green jobs worldwide by 2030 and India's capacity to generate 35 million such jobs by 2047.**

Mr. Vimal highlighted the pivotal role of the National Council for Vocational Training and Education (NCVET) in setting standards, regulations, and enhancing vocational education and training ecosystem in our county. Further, Mr. Vimal discussed the crucial role of the Skill Council for Green Jobs, a sector skill

council under the Ministry of Development and Entrepreneurship (MSDE), in promoting green businesses, climate-friendly technologies, and industry-led skills development. He highlighted that this council has already trained and certified over five lakh candidates and approved four thousand training trainers.

Mr. Vimal stressed the importance of aligning vocational education and training with sectoral demands, advocating the use of technology to scale skilling programs, and fostering public-private partnerships. He called for united efforts among policymakers, environmentalists, educational institutions, and training organizations to transition into a green and sustainable economy. He proposed a vision where every job role contributes to the green energy transition, making green energy accessible to every household and industry in India.

loans compared to educational loans. She underscored the importance of flexibility in the TVET system, and emphasised the need to adopt new courses and provide credits for courses taken outside the system. She briefly mentioned about the various initiatives in Kerala, including the Additional Skill Acquisition Program (ASAP), industry roundtables, activities undertaken by the business advisory committees, competency-based standards, and industry roundtables.

In her address, she highlighted the German model of Apprenticeship where all the stakeholders (Industry, Employers, ITIs, Polytechs, Employee Unions and Academics) work closely to make industry led skilling possible. Emphasizing on the need for collaboration between the private and public sectors and adaptability within the TVET system to empower the youth and bridge the skill gap effectively. She also highlighted the effective role of TVET leadership.

In her Special Address during the session on Empowering TVET Leadership & Practitioners, Dr. Usha Titus addressed a range of significant challenges and potential solutions in the context of skill development and empowerment of youth. Her remarks provided valuable insights into the pressing issues and strategies necessary to bridge the skill gap and ensure employability for India's youth. She highlighted the global talent crunch and India's situation, where only 60% of the labor force participates formally. Additionally, 28% of youth are not engaged in education, employment, or training (NEET), with many in vulnerable employment due to the lack of digitalization and business transformation.

Indicating that 50.3% of youth in the 18 to 23-year-old category are employable, although indicated challenges persist. The goal of making all citizens employable by 2047 faces hurdles, particularly within the TVET system. She emphasised challenges within the TVET system, including the lack of awareness among

faculty and the need for greater industry alignment. The existing education and skilling system struggles to adapt quickly to technological disruptions, resulting in a shortage of skilled individuals and an oversupply of degree holders.

Dr Usha pointed out the digital divide in India, which is hindering access to online education. Financial constraints also limit the acquisition of higher-order skills, as banks offer fewer skill

Special Address
Dr Usha Titus
Executive Director,
Chairperson & Managing
Director, ASAP Kerala



Summit's Recommendations



Theme Building Skills. Empowering Youth. Creating Future

1. For India to become a 5 trillion economy we need to harness our skilling potential through reskilling and upskilling.
2. The Indian workforce needs to be skilling on international standards to ensure that workforce is recruited both nationally and internationally.
3. In the urgency to cater to the demand of new job roles we also need to maintain the supply of skilled workforce to the traditional and fundamental job roles as well.
4. Proving talent to the industry has to be thought upon not just from the perspective of skills, but also quality, competency, safety, & productivity standards.
5. To make skilled workforce employment ready, they need to gain appropriate soft skills and be aware of the social and environmental responsibilities of their jobs.
6. A robust ecosystem which will make India a developed country by 2047 needs to be more inclusive and have participation from all sections of the society.
7. To make India's demographic dividend a significant contributor to global development in coming years, the stakeholders needs to realise the importance of career guidance and counselling at all stages of learning.

8. The young workforce needs to be exposed to the skills required for the growth sectors such as IT, Retail , Green Manufacturing to name a few.

Industry

1. Globally, an Industry led skilling ecosystem has supported the development of a strong workforce. It is the industry only which can support new and existing workers to be skilled on most relevant market skills.
2. To make this vision a reality, the industry needs to deeply engage with academic institutions at all levels (i.e School, Vocational Training Institutions and Higher Education Institutes). The collaboration can include mentorship, infrastructure support, knowledge sharing, apprenticeship opportunities, capacity building of professors of practice.
3. The country needs more international partnerships and exposure to global TVET models so that we can create a smooth education to employment transition for the young Indians.
4. The Industry can support this mission by establishing global capability centers in India for research projects to create more R&D jobs and attract foreign investments.

Government

1. Technological penetration has to happen on a larger scale, especially in schools to bridge the digital divide, and technology has to be introduced in schools at a much early age to the students.
2. Create infrastructure that offers impetus to the brightest minds for innovation in our own country & fight against brain drain.

Session 1 - Education & Skills: Pillars for making India the Skill Capital of the World

- In a visionary move, the National Education Policy (NEP) of 2020 strongly recommends to bridge the gap the gap between vocational and formal education, positioning India on the path to becoming the Skill Capital of the World. This panel discussion delved into the pivotal theme of "Education & Skills: Pillars for Making India the Skill Capital of the World," shedding light on the transformative journey that education and skilling have embarked upon.
- The Academic Bank of Credits, the National Curriculum framework and the National Credit Framework are the guiding documents that will enable the transitions and provide the much-needed flexibility to the education and skills ecosystem.
- Schools are being mandated to promote integration of skills in education along with regular curriculum to ensure students are future ready. Integrating hands-on skills along with the regular curriculum to ensure students are future ready.
- The learners are realizing the ever-increasing need for starting the vocational skills journey at a young age.

Recommendations to the government :

1. **Promote Skill Upgradation:** The government should continue to support skill upgradation initiatives like those provided by ITIs (Industrial Training Institutes). These initiatives can be in the form of infrastructure , technological & digital adaption support to polytechs and ITIs courses ranging from 6 months to 3 years, covering a wide range of skills, and are essential for reducing unemployment.

2. **Gender Equality in Skill Development:** Encourage gender equality in skill development by reserving a percentage of seats, Providing free training for girls is also a strategy that promotes equal access to skill development.
3. **Collaboration with Department of Industries:** Foster collaboration between educational institutions and industries. The Department can guide, connect and navigate the education institutions towards building a strong industry led education & skills ecosystem.
4. **Diversify Skill Programs:** Expand skill development programs to cater to a diverse audience, including business people and entrepreneurs. Offer training sessions that help individuals acquire the necessary skills to start and manage their businesses effectively.
5. **Support Sustainable Development:** Incorporate sustainability education into courses to raise awareness about environmental and social responsibility among students. Encourage practices that promote sustainable development in various sectors.
6. **Rural and Tribal Skill Development:** Implement skill development programs that are accessible to rural and tribal communities.
7. **Develop a robust system for standardized skill credentialing.** This system should simplify the assessment of candidates' skills for recruiters, ensuring transparency and trust in candidates' abilities, leading to appropriate wage premiums

Recommendations to Industry:

1. Collaborate with Educational Institutions: Industry leaders should proactively engage with educational institutions like universities and ITIs. These collaborations can help bridge the gap between academic knowledge and industry needs, ensuring that graduates are well-prepared for the workforce. The Industry should also look at tier II institutions as they house a lot of talent.
2. Offer Training for Entrepreneurs: Industries can contribute to skill development by offering specialized training for aspiring entrepreneurs. These programs should focus on equipping individuals with the skills needed to establish enterprises and give opportunity to working professionals also to intern with them and manage their businesses successfully.
3. Encourage the active participation of Small and Medium-sized Enterprises (SMEs) in

skill development initiatives. Recognize the significant role SMEs can play in providing valuable experiences and employment opportunities to youth, contributing to a well-rounded skill development ecosystem.

4. Promote Skill Upgradation: Companies should actively provide opportunities for students to engage in projects, internships, or apprenticeships. Hands-on experience is crucial for preparing students for the dynamic job market and ensuring they possess practical skills.
5. Emphasise skill development in emerging areas such as AI, blockchain, digital marketing, and other Deep Technologies. Provide guidance and training to graduates from diverse educational backgrounds, including Commerce and Humanities, to enhance their employability in these evolving sectors..



Session 2 -

Industry Driven High Quality Skilling: Imperative Roadmap

- In the rapidly evolving landscape of the job market, the critical need for reskilling and upskilling cannot be overstated. Recognizing that industries are at the forefront of identifying evolving skill requirements, it becomes imperative to align skilling initiatives with industry best practices. This panel discussion, titled "Industry Driven High-Quality Skilling: Imperative Roadmap," delves into key themes and insights aimed at transforming India's skilling ecosystem.
- Creating an employability-led skilling ecosystem is seen as the key to smoother transitions from education to employment. This ecosystem is expected to be more inclusive, fostering greater engagement of women in the workforce. The session emphasized that the time has come for the TVET (Technical and Vocational Education and Training) ecosystem to shift from being government-led to a collaborative effort involving corporate organisations, social sector organisations, and CSR foundations.
- Parameters to measure the quality of skills, and individual competency need to be in place for a robust skilling ecosystem.

Recommendations to Government :

1. Create a Larger Market: Government should focus on policies and initiatives that expand domestic and international markets for industries. A larger market will drive demand for a skilled workforce and encourage industries to participate more actively in skill development.

2. Foster close collaboration with industries to actively participate in curriculum development, ensuring alignment with industry needs. Provide robust support for skilling initiatives by allocating necessary infrastructure and resources to educational institutions and organisations involved in skill development..
3. Streamlined Regulations: Simplify and streamline regulations that affect industries' ability to participate in skill development programs. Reducing bureaucratic hurdles can encourage more companies to get involved.
4. Collaboration: Expand the availability of skill loans, making them more accessible to a broader population, to meet the increasing demand for skill development.
5. Advertise and Promote Job Opportunities : A Global Competency Centre is one place where talent and skills are appreciated where Indian talent is highly sought for. The Government and Industry can work together to promote and advertise the job opportunities and openings that are available geographically in a given time frame.

Recommendation to Industries :

1. Invest in Talent: Recognize the importance of investing in talent development. Industries should be willing to pay competitive salaries to skilled workers, which will attract individuals to skill development programs and careers in the industry.

2. Have a growth and career plan for interns/ apprentices, support capacity building of faculty. Explore schemes like Earn while you Learn, NAPS, Flexi MoUs which are a win win for Industry and learners.
3. Adoption of ITIs by industry Should be scaled up to ensure that all 14500 ITIs in India are Industry led in collaboration with educational institutions and government agencies. By sharing expertise and resources, industries can play a more significant role in shaping skill development programs.
4. Diversify Skill Development Programs: The FICCI - NESTLE - NIFTEM partnership is one such unique program that looks at

developing professionals through an industry - government led skilling model. Consider supporting a variety of skill development programs, including vocational training, apprenticeships, and higher education partnerships. Diversifying the approach can address a broader range of skill gaps and also address the issue of sustainable and green skills.

5. Promote Entrepreneurship: Encourage entrepreneurship within the industry. Invest in programs that empower individuals to create their businesses and become job creators, reducing the pressure on seeking traditional employment.



Session 3 - Green Skills and Green Jobs

- The entire universe of green skills needs to be exposed to the youth. This needs to include skills on waste management, water management, reducing wastages and many more.
- The goal of all Green Skilling Initiatives is towards fostering a low-carbon and resource efficient green economy. We also need to learn from the retreat of glaciers which is forcing the businesses to adapt and reduce their environmental foot print , necessitating a skilled workforce capable of driving these changes.

Recommendation for Government

1. Promote Green Jobs Education: Introduce and promote educational programs that specifically teach students about green jobs and sustainability. The curriculum should include topics on renewable energy, electric vehicles, and environmental conservation. Technical skills in the realm of green jobs may encompass areas such as solar panel installation, urban transport planning, and sustainable farming practices should also be included.
2. Invest in Green Technology: Provide incentives and financial support for the adoption of green technologies, such as solar panels and electric vehicles, to accelerate the transition to a more sustainable future. Solar panels, electricity 4.0, electric vehicles to accelerate the transition and reduce the carbon footprints and usage of fossil fuels.
3. Environmental Education: Implement environmental education initiatives that encourage individuals to participate actively in creating a greener world. This could include campaigns on recycling, waste reduction, and responsible resource management.

4. Promote Deep cognize the ever-evolving nature of green jobs and support continuous skill development programs to ensure that the Skilling, Continuous Skill Development: Reworkforce remains up-to-date with the latest technologies and practices.
5. Usage of Environmentally Sustainable Training Delivery Models : The Skill India Digital is one such move that ensures that global outlook in skilling is addressed in a scaled and sustainable way.

Recommendation for Industry

1. Partner with Educational Institutions: Collaborate with educational institutions to develop and offer skill development programs related to green jobs and sustainability. Industries can contribute to curriculum development and provide real-world expertise.
2. Embrace Sustainable Practices: Commit to sustainable practices within industries. This includes adopting energy-efficient technologies, reducing emissions, and implementing eco-friendly manufacturing processes. Create awareness and knowledge about Skills on Smart city technology, smart manufacturing, digitized electronic equipments.
3. Support Green Innovation: Invest in research and development of green technologies and innovations. This not only helps industries stay competitive but also contributes to a more sustainable future.
4. Employee Training: Provide ongoing training and upskilling opportunities for employees to enhance their knowledge and skills in green and sustainable practices. Integrated thinking is the way forward. For example Architects are educated and

skilled on aligning the structure with the energy emissions, electronic maintenance of buildings, installation of energy efficient glass..

- Promote Sustainability Culture: Foster a culture of sustainability within the industry. Encourage employees to engage in

sustainability initiatives both at work and in their personal lives Some of the skills that the sector will see in demand are Data literacy, Data Analysis, Artificial Intelligence - Machine Learning ,Cyber security and Soft Skills like Critical thinking, Creativity & attention to detail will be the focus in the coming years.



Session 4 - Empowering TVET Leadership & Practitioners

- The relentless pace of technological disruption often outstrips the ability of academic institutions to revise curricula, resulting in a disconnect between what is taught and what is needed in the job market. This concern is the imperative for upskilling and adaptability, as industry trade and employment scenarios rapidly transform To develop a robust TVET ecosystem in our country, we need to have

not only a great training infrastructure but also highly skilled practitioners/faculty/trainers.

- The financial means to acquire industry-relevant skills remain out of reach for many individuals. While certain sectors grapple with an acute shortage of skilled workers, there exists an oversupply of degree-qualified job seekers, highlighting a

mismatch between educational qualifications and job market demands.

- Community colleges and innovative programs like "Talent Base Builders," which emphasise education, entertainment, and earning, have played pivotal roles in cultivating a more committed and job-ready workforce.
- Across the globe there is a growing demand of the professional development program for educators especially in the vocational education and training sector.

Recommendations for Government:

- A new way of building the capacity of TVET practitioners through deeper industry academia engagements. Teachers interning at industry, developing industry-academia clusters. Exposure to TVET pedagogy and technology based learning methodologies are the areas where the TVET practitioners need constant upskilling on.
- Promote Industry Exposure: Establish programs or initiatives that facilitate greater industry exposure for TVET leadership. Encourage partnerships between educational institutions and industries to expose leaders to real-world industry practices.
- Pedagogy Training: Provide specialized training in skill pedagogy and TVET pedagogy for educational leaders. Ensure that TVET educators are equipped with the necessary teaching methods and techniques to effectively impart vocational skills.
- Technology Integration: Invest in technology integration within TVET institutions. Support the adoption of modern teaching tools and platforms to enhance the quality of vocational education.
- Mentorship and Counseling Programs: Create mentorship and counseling programs for TVET leadership. These programs can help leaders navigate

challenges and provide guidance in areas such as career development and student support.

- Quality Assurance: Implement quality assurance measures in TVET institutions. Ensure that vocational education is of high quality, aligning with international standards to equip students with skills recognized worldwide.
- Promote Soft Skills: Emphasize the development of soft skills in TVET leadership training, including communication, resilience, adaptability, and critical thinking, to better prepare leaders for the dynamic vocational education landscape The other important skills are creating a positive learning environment, understanding learner's requirement and supporting learners with mental wellbeing.

Recommendations for Industry:

- Work-Based Training: Collaborate with TVET institutions to provide work-based training opportunities for TVET practitioners. Create internship programs, apprenticeships, and on-the-job training to bridge the gap between education and industry needs.
- Quality Education: Partner with TVET institutions to ensure that the education provided is of high quality and aligns leading TVET with industry demands. Contribute to curriculum development and provide industry-specific insights.
- International Partnerships: Establish partnerships with international organizations and institutions for assessments, workshops, and exhibitions. This can help expose educators to global best practices.
- Continuous Learning: Encourage a culture of continuous learning among employees and leaders in the industry. Invest in ongoing professional development to keep up with evolving vocational skills Exposure to international and national best practices through learning tours.

5. Entrepreneurship Focus: Recognize the importance of upskilling and entrepreneurship in driving business success. Offer skill development programs for entrepreneurs to enhance their capabilities.
6. Collaboration between Higher and Vocational Education: Promote closer collaboration between higher education and vocational education by forming partnerships. This can create a more seamless transition between the two sectors.



Session 5 - Skilling Initiatives in India: Sharing of Best practices

- Despite the introduction of the National Education Policy (NEP) in 2020, its full implementation remains elusive, leading to an information gap and disconnect between industry and academia. We need a system to keep learners engaged.
- Bridging the chasm between industry and academia, fortified by media-enhanced learning, lights the path to a thriving future. Together, we stand on the threshold of transformative growth, constructing a bridge to a brighter, tech-driven tomorrow.

Recommendations for Government

1. Promote Challenge-Based Pedagogy: Encourage the adoption of challenge-based pedagogy systems in educational institutions. This approach can foster problem-solving skills and practical learning among students.
2. Industry Collaboration: Facilitate partnerships between industries and higher education institutions. Encourage industries to set up parts of their operations within the higher education ecosystem,

providing students with real-world exposure. An alternate model is being followed by the Government of Andhra Pradesh where a Skill University (A Centre of excellence with university provisions) positions at the top followed by organization like Skill Colleges (For NSQF Level 4- 8), Skill Hubs (for NSQF Level 1-3), Skill Spokes (Joint Industry and Government program centers) and ICSTP (Industry customized skill training programs which are skill or demand based).

3. Accessibility and Affordability: Follow the Kerala model of education, emphasizing availability, affordability, and accessibility. Make education accessible to a broader population by offering cost-effective and inclusive programs. Much like the state of Maharashtra which is focusing on making skilling infrastructure available and accessible to the tier 2 and 3 towns of the state.
4. Information Dissemination: Address the information gap by developing a comprehensive and accurate information dissemination system. Ensure that the correct information about skill development programs reaches the candidates.
5. Single Framework: Develop a unified framework for skill development that brings together industry, academia, and government. This framework should outline the skill needs, standards, and

expectations, ensuring alignment between education and industry requirements.

Recommendations for Industry:

1. Engage in Skill Development: Collaborate actively with educational institutions to contribute to skill development initiatives. Provide insights into industry needs, help design curricula, and offer internships and practical training opportunities.
2. Invest in Applied Research: Support applied research in various areas relevant to your industry. Encourage universities to conduct research projects that address real-world challenges faced by the industry.
3. Technology Integration: Embrace technology in skill development. Invest in online learning platforms, video lectures, digital interactivity, and immersive experiences to enhance the quality and accessibility of education and training.
4. Private Sector Collaboration: Collaborate with the private sector to expand skill development initiatives. Recognize that public-sector efforts alone may not suffice, and a combined effort can reach a wider audience.
5. Peer Learning: Explore peer learning models, which can be a valuable tool in skill development. Peer-to-peer interaction can enhance understanding and practical application of skills.



Session 6 - VIRASAT – The Heritage' Vocal for Local: Go Global'

- In the heart of India's rich traditions and skills, there exist a visionary artisans who has breathed new life into the fading artistry of craftsmanship. Their vision spans diverse sectors such as food processing, apparel, handicrafts, and beyond, leaving an indelible mark on India's socio-economic fabric.
- In the post-pandemic era of digital transformation, the vision aims to bridge the digital gap in traditional skills, acknowledging craftsmen and craftswomen as India's economic backbone, advocating for their recognition and digital empowerment.
- Artisans have championed an innovation-led skill system that extends beyond the looms and artisan workshops to domains like financial literacy, digital empowerment, efficient supply chains, and thriving e-commerce platforms.

Recommendations for Government:

1. **Cluster-Based Skill Development:** Continue and expand the cluster-based skill development approach. Encourage the division of the economy into meta-clusters and sub-clusters to provide specialized training and support to various sectors.
2. **Policy Alignment:** Align government policies and schemes with the needs of artisans, craftsmen, and traditional skills. Ensure that policies reflect the unique challenges and opportunities within this sector.
3. **Incorporate Indigenous Knowledge:** Recognize and incorporate indigenous knowledge and practices into skill development initiatives. This can help preserve and promote traditional crafts and skills.

4. **Digital Skill Training:** Recognize the importance of digital skills in the post-COVID era. Invest in digital skill training programs for artisans and craftsmen to bridge the gap between traditional and digital practices.
5. **Empower Rural Artisans:** Focus on empowering rural artisans and craftsmen, who play a significant role in preserving culture and heritage. Support initiatives that provide them with skills and resources to improve their livelihoods.

Recommendations for Industries:

1. **Support Craftsmanship:** Partner with skilled artisans and craftsmen to promote and preserve traditional crafts. Companies can provide opportunities, resources, and platforms for artisans to showcase their work.
2. **Skill Enhancement Programs:** Offer skill enhancement programs to artisans and craftsmen in partnership with industry. These programs can help improve their skills and adapt to changing market demands.
3. **Cultural Respect:** Recognize and respect the cultural heritage of India. Encourage the appreciation of traditional arts and crafts within organizations and society.
4. **Diversity Celebration:** Celebrate the diversity of India through products and initiatives that showcase traditional craftsmanship. Encourage the creation of products that reflect the rich cultural heritage of the country.
5. **Industry-Academia Integration:** Promote collaboration between industries and academia, including foreign universities. Facilitate partnerships that lead to outcome-based learning and skill development programs.



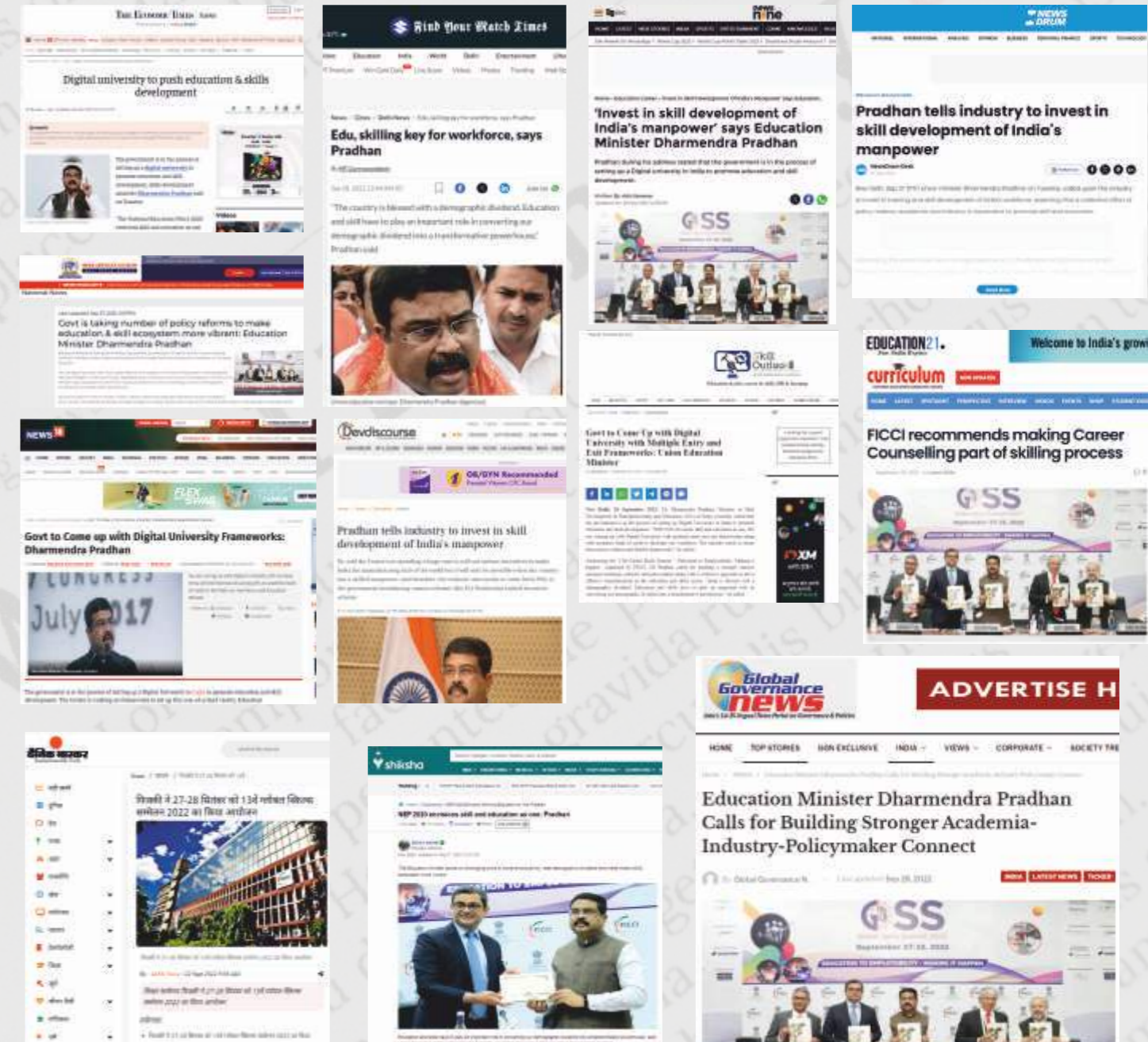
Employability Skills Workshop



On the second day of the conference, over 250 students from graduate, undergraduate levels representing State Universities, Skill Universities, Vocational Skill Training Providers and ITIs attended the 90 mins workshop on Employability Skills organized jointly by FICCI - UNICEF - Magic Bus. The trainers during the workshop focused on the top skills that the recruiters are looking for in the workforce. The workshop saw interactions with new recruits & hiring manager from Mc Donalds. The session was well received by the learners as they asked multiple questions around new age skills, and how youth can have access to these courses. They also talked about the academic bank of credit which will ensure that all learning and certifications are duly credited to the learner's academic bank of credit.



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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.

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