

Ist SKILL DEVELOPMENT COMMITTEE MEETING

February 2, 2023; 1130am
Minutes of the Meeting (MoM)

The first FICCI Skill Development Committee (SDC) Meeting was held at FICCI Federation House, New Delhi, on February 2, 2023. The agenda of the meeting was to delineate, discuss and develop a consensus on SDC's activities/initiatives for the year. In his introductory remarks, **Dr Rajesh Pankaj**, Director & Head Education & Skills, FICCI, welcomed the newly appointed Chair of FICCI SDC, **Mr K Ramakrishnan** (Chief Executive – Skill Development Mission, Larsen & Toubro) and co-Chair **Mr Manoj Agarwal** (Executive Advisor -Training Academy, Maruti Suzuki India Ltd.). He also welcomed and thanked Mr Sanjay Shivnani (Joint President, Corporate HR – Technical Training & HTU, Hindalco Industries Ltd, Aditya Birla Group), for kindly agreeing to continue co-chairing the SDC for the year 2023. He further welcomed all the SDC members and opened the meeting by briefly setting the context.

- In his opening remarks, **Mr K Ramakrishnan** welcomed all the members and shared his professional journey and his recent association with work related to skill development in the country. Through the course of the meeting, he made the following suggestions:
 - The committee should work on designing a sustainable model for high-quality, demand-driven skilling in the country.
 - He also urged all members to be engaged and involved in discussions, feedback, and inputs on issues related to skilling.
 - He suggested that the committee could work on projects, model centres, and create role models for a sustainable training ecosystem. This could involve a holistic cycle of skill-based training i.e., from counselling to post-placement tracking.
 - The committee could also act as a catalyst in facilitating skill training for MSMEs/ small businesses and organizations/ industries in real need of skilled manpower
 - He gave the example of PARFI, a training provider which works on an association-based model, where they work on demand-based training with the Industry and connect with local youth to take up paid training (loan through CSR/ donor) and get placed with these industries.
 - The Chair indicated a proposed meeting with the Secretary, Ministry of Skill Development & Entrepreneurship (MSDE), and emphasized that the SDC will work in tandem with the line ministries' priorities.
 - He also emphasized that given the limited bandwidth of FICCI Skills teams, SDC should prioritize and work on a few identified focus areas.
- In his opening remarks, **Mr Manoj Agrawal**, shared his journey with Maruti and his current role at the Training Academy. He suggested that the committee could work on easing the match-making process of the demand and supply of skilled workforce. He also suggested that a more robust framework for formalizing vocational education would make skills aspirational.
- **Mr Sanjay Shivnani**, briefed the committee about his long association with FICCI and the work done in the previous years. During the discussions, he emphasized that the committee should work

on strengthening the Industry-Academia / Institutional tie-ups with a special focus on the manufacturing sector.

- **Dr Rajesh Pankaj**, Director & Head-Education & Skills, FICCI, briefly shared the work of SDC during the year 2022-23. In his presentation, he highlighted the various recommendations submitted to MSDE and the reports/studies that were released while highlighting the Global Skills Summit (GSS) 2022 that was successfully held, he urged members to extend their full support for the 14th GSS to be held in Aug/Sept 2023.

The meeting was then opened for discussions and input from the members. Some of the key discussions/suggestions are given below.

- **Dr Venugopal Shankar** from Mahindra highlighted the need for an organization and industry-wide drive for reskilling in the automotive sector, given that the Electric Vehicle revolution is impacting the business.
- **Ms Kanta Singh** from UN Women shared that the committee could organize an event under the G20 empower where some recommendations on the women workforce could be made and represented at the international forums.
- **Ms Pritha Dutta** from Empower Pragati proposed that her organization and the committee could work on a project for developing women entrepreneurs in the western cluster of our country.
- **Ms Anuka Kumar** from OPPO shared the details of the OPPO's Citizen Cyber Ambassador Program project, where the women workforce is trained on cyber security skills. She offered that OPPO and FICCI SDC could work together in this area and impact women workers.
- **Ms Anita Rajan** from TATA STRIVE emphasized that CSR funds could be directed towards entrepreneurship training. She shared that backward and forward integration of people with the existing supply chain of the Industry could support budding entrepreneurs.
- **Mr Shrikant Sinha** from TASK shared that the model that TASK follows is to start from developing entrepreneur mindset and then focus on innovation. He urged FICCI SDC to create an awareness drive on various job roles, industries, and future technologies.
- **Mr Chirag Chawla** from GMR group also focused on the need for upskilling programs for the existing workforce. He suggested that the committee could design an upskilling program in project mode for member organizations of the committee. The success of this program could be replicated, and the recommendations could be submitted to the Government.
- **Mr Gabriel Bordado** from ILO highlighted the importance of Global Skills in the G20 agenda and Skills Harmonisation. He insisted that our country's skilling and human resource development schemes should converge to have a greater impact. He also proposed that FICCI SDC could partner with ILO to survey career guidance in India. For the second study with ILO, he suggested that FICCI SDC and ILO could collaborate on conducting is on Financing Skills & Lifelong learning with a lens of reskilling and upskilling.
- **Mr Tahsin Zahid** from Sports SSC highlighted the need to focus on the financing aspect of skill-based training programs in our country. He shared with SDC members how Sports SSC has transformed from Government funded skilling to paid skilling model and advocated the waiver of GST on paid skilling courses (at least for the QPs of PMKVY and other Government sponsored schemes).
- **Ms Veena Swarup**, Former Director – EIL emphasized the need to upgrade the ITI curriculum at par with the industry demand. She further highlighted that the SDC should look at working around formalization of the informal sector workforce. She also suggested that the FICCI

Traditional Cluster Development model should be looked at and some work should commence by engaging industry partners.

- **Mr Sandeep Ahuja** from Beauty & Wellness Sector Skill Council proposed that the committee could work on a campaign in partnership with MSDE on Making Skills Aspirational. He emphasized talking about future skills, success stories and testimonials from well-placed learners from the vocational & skill development sector.
- **Mr Abhishek Pandit** from Eduvantage proposed that FICCI SDC and CSME could work together on the knowledge paper on Making Apprenticeships work for MSMEs. He also suggested to encourage effective counselling for youth at the PMKK/ PMKVY or any vocational training centre in our country.
- **Mr Manoj Belgaonkar** from Siemens made the following suggestions:
 - **Data analytics:** Due to digitalization across industries, many job roles now require the analysis of data and business intelligence. These include identifying relevant data sets for better decision-making, gathering data, and making meaning out of the same towards better outcomes. So, current skills need to be complemented with appropriate data analytics capabilities.
 - **Project Management:** With a focus on the execution of infrastructure projects, we need to have separate skill profiles to manage projects with varying complexities, from simple automation projects to large-scale metro-related projects. Currently, we have PMI Inc giving PMP and IPMA giving IPMA qualifications. We need to identify whether these are relevant or need additional requirements.
 - **Industrial Cybersecurity:** Currently, we have information security professionals based on ISO 27001, but with increasing levels of digitalization, one needs to include cybersecurity-related controls while laying out the architecture of the same. These are based on the IEC 62443 series of standards.
 - **Circular economy:** Circular economy needs to focus on resource efficiency, life cycle assessment and waste management. Many of the activities will happen in locations different from the typical mining of virgin materials. Resource efficiency means choosing the materials consciously, deploying efficient value-adding processes, considering product platforms to reduce variations in parts, repair, reusing, and refurbishing the products to extend their useful life of products. We need to identify related skills to enable these circular economy aspects.
 - **Upskilling as vertical / deeper skills, e.g.,** including artificial intelligence, machine learning to automation engineer
 - **Reskilling as additional skills due to changes in basic job profiles such as automation, outsourcing, etc.** Site supervisor to Project manager to manage resources to timely completion of the job within defined budgets.
- **Mr Raj Gilda** from Lend a Hand proposed a pilot with FICCI SDC for internships with MSMEs and toolkit-based training models, which their organization is currently doing. He shared his organization's experience in aiding locals from tier 2 & 3 cities at small and medium enterprises. He also suggested the SDC could make stronger recommendations and facilitate the convergence of MSDE and MoE.
- **Mr B Shadrach** from Commonwealth Educational Media Centre for Asia (CEMCA) highlighted the committee could focus on how to add value to the RPL assessments & certifications so that the Industry recognizes and appreciates it.
- **Ms Shalini Singh** from Capital Goods Sector Skill Council proposed that the committee could work on a formal framework for internships in our country. This could include micro crediting of the internships, their nature and duration of them.

The meeting was concluded with a Vote of Thanks to the Chair and members.

Annexure -I
List of the Participants

Chair-

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

Co-Chairs-

- **Mr Sanjay Shivnani**, FICCI Skill Development Committee and Joint President, Corporate HR – Technical Training & HTU, Hindalco Industries Ltd, Aditya Birla Group (**Joined Virtually**)
- **Mr Manoj Agrawal, Co-Chair** – FICCI Skill Development Committee and Executive Advisor - Training Academy, Maruti Suzuki India Ltd

Other 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
- **Ms Anuka Kumar**, Head CSR, OPPO Mobiles India Pvt. Ltd.
- **Mr Ranjan Choudhury**, Head Partnerships – VE, TCS iON
- **Ms Kanta Singh**, Deputy Country Representative - India, UnWomen
- **Mr Gabriel H. Bordado**, Skills & Employment Specialist, ILO
- **Mr Raj Gilda**, Co-Founder, Lend A Hand India
- **Mr Tahsin Zahid**, CEO, Sports, Physical Education, Fitness and Leisure Sector Skill Council
- **Mr B Shadrach**, CEMCA
- **Ms Shalini Singh**, COO & Acting CEO, Capital Goods Skill Council
- **Ms Pervin Malhotra**, Director, Career Guidance India (CARING)
- **Mr Sanjay Sharma**, CEO, Skill Council for Mining Sector
- **Ms Anita Rajan**, CEO, TATA STRIVE
- **Mr Sandeep Ahuja**, Director, VLCC Health Care Ltd
- **Shri Shrikant Sinha**, CEO, Telangana Academy for Skill and Knowledge (TASK)
- **Mr Sachin Kumar**, English Score British Council
- **Mr Chirag Chawla**, GMR Aviation
- **Mr Abhishek Pandit**, Director, Eduvantage
- **Ms Anita Rajan**, CEO, TATA STRIVE (**Joined Virtually**)
- **Mr Supreeth Nagaraju**, Head Education, Adobe (**Joined Virtually**)
- **Mr Manojkumar Belgaonkar**, General Manager Quality Management, Siemens Ltd. (**Joined Virtually**)
- **Mr Shankar M Venugopal**, Vice President, Mahindra (**Joined Virtually**)

FICCI Secretariat

- **Dr Rajesh Pankaj**, Director & Head -Education & Skills
- **Ms Deepti Singh**, Deputy Director, Skills Development
- **Mr Amit Mishra**, Assistant Director, Skills Development
- **Ms Himani Singh**, Manager, Skills Development