

International Conference on Mission Skilling India: Let's work together!  
**"Harnessing CSR for Skill Development & Employment of youth"**  
20th & 21st Nov 2013, Scope Complex, Lodhi Road, New Delhi.

### Recommendations & Observations

The International Conference - "Harnessing CSR for Skill Development & Employment of youth" hosted by the Construction Industry Development Council in association with Global Compact Network India was held on 20<sup>th</sup> & 21<sup>st</sup> November 2013, at SCOPE Complex, Lodhi Road, New Delhi. The Chief Guest, Dr. K. S. Rao, Hon'ble Minister, Ministry of Textiles, Govt. of India inaugurated the Conference.

Supported by the Planning Commission, Government of India, Department of Public Enterprises, Ministry of Statistics & Programme Implementation and a host of PSUs and Corporates, the prime objective of the conference was to bring together the entire cross section of stakeholders – donor organizations, vocational training providers, program developers, training assessors, program evaluators, impact assessment agencies and the beneficiaries themselves on a single platform to discuss, deliberate and think through strategies and solutions.



The deliberations revolved around the central theme of Mission 'Skilling India' - "Harnessing CSR for Skill Development & Employment of youth" and other initiatives launched by the government and the private sector, indicating the need for innovative methods and funding mechanisms where we can nurture talent and hone skills to provide all inclusive and broad-based vocational training to the youth.

Deriving from the 12th National Plan's strong emphasis on "Skilling India", the deliberations stressed the fact that an integrated approach is warranted to streamline the process and achieve maximum impact through amalgamation of efforts of all stakeholders.

The need for innovative methods and funding mechanisms to help nurture talent and hone skills to provide all inclusive and broad-based vocational training to the youth was discussed. While many organizations have successfully integrated Skill Development as a key intervention under their CSR mandate, it was felt that dearth of good proposals, robust training systems, training providers often stagnates the process.

### **Key findings & recommendations:**

#### **I. Observations & Findings:**

1. India's population is the youngest in the world with 50 % under the age of 28. While this can be an asset, currently a liability till they are skilled to employable levels.
2. Last 10 years skill development has become part of the government's agenda.

3. Skill development is important for all, the construction industry personnel to every profession which is part of our lives in some way or the other.
4. Challenges of training workforce on site are many. Women are more open to come out and get trained.
5. No nation can progress unless its citizens are skilled in some profession or the other
6. No economy can flourish if the construction industry of that country languishes
7. There is no dearth of jobs for skilled professionals. However, there is a growing scarcity of skilled professionals in every sphere of life.
8. Industry should proactively push the government for change as there are plenty of funds for skill development and vocational training.
9. More important to resolve the challenge of skills at a national level through government initiatives.
10. Emphasis on training of supervisors as this requirement is across industry verticals
11. The skills crunch problem affects all corporate houses and not just the government alone and all need to wake up to this call.
12. Skills training needs to be area specific according to the job opportunities in that locality or state.
13. Corporate houses need to become selfish enough to train their workforces as well as train according to the requirements of the region as well.
14. Companies Bill which is expected to during funding in this area, but corporate houses need to think about how best to deploy this money for skill development.
15. Geographical and social elements need to be factored in while evolving these courses.
16. The current model of classroom training for soft skills needs to move into a more hands on approach to become effective.
17. Industry should evolve its own accreditation rather than wait for the government to come up with certification modules



## II. CHALLENGES:

1. It is observed that candidates demonstrate a willingness to be trained in their own environment.
2. There is a resistance to stepping out of their comfort zones to be trained.
3. While engineering graduates are able to create thesis on principles that they have been taught, they falter when it comes to practical execution of these concepts.
4. There are too many channels to take approvals from and to arrive at any consensus.
5. The tedious paperwork is not only confusing but also does not deliver the desired results. This makes it tedious to source the resources that have been allocated and skilling suffers as a result of this complicated process.
6. Mobilisation of students and faculty is a challenge.
7. Keeping enough jobs open to keep the trained employees occupied

### **III. RECOMMENDATIONS:**

1. Three key suggestions to mitigate the challenges:
  - a) On-site training
  - b) Project training
  - c) Internships
2. In addition to workforce, a strong case exists for training supervisors and managers as well
3. All training should focus on three important aspects Productivity / Quality / Safety
4. Create atmosphere and infrastructure for making training in own environment feasible
5. The trainees need to be shown a continuous growth path rather than a sporadic employment opportunity to overcome this reluctance to move to training centres
6. Industry players to train a little excess of what they require so that the volume of skilled workforce in the industry as a whole grows.
7. Government certification for skills training which would act as an incentive for the students

### **IV. Practical Models discussed:**

1. In a range of case studies:
  - a) Companies such as Vijay Nirman Company Pvt. Ltd, Pidilite Industries Limited, Sika India Pvt. Ltd., Hilti India Pvt. Ltd. Presented their model of training employees onsite, including supervisors and managers, in collaboration with CIDC
  - b) Simplex Infrastructure has launched the Construction Quality Assurance Program with CIDC for training employee's onsite. This is a special 6-month course for its engineers. A Grand Jury was held during the conference to assess level of skilling. This is expected to become an annual feature.
  - c) Other case studies that highlighted various aspects of skilling included Hero-IGNOU study for [Motorcycle Technicians Competency Development Project](#), Tehri Hydro Development Corporation Ltd. (THDC) & G. B. Pant Social Science Institute (GBPSS) [Sustainable Livelihood Skills in Garments Making](#) and ICICI Foundation [Challenges of CSR in Skilling India](#)
2. The Construction Quality Assurance Program was appreciated by all and in the Closing Session, Chairman Simplex Infrastructures Ltd. reiterated the fact that this program shall be soon implemented across all Simplex sites. The CQAP format was also appreciated by the delegates and a number of organizations have lodged their expression of interest with the secretariat for adoption of this model.
3. Commodore (Retd.) K N Rao of Vijay Nirman Company Limited (VNC) explained the merits and benefits of the current skill enhancement program launched at 6 VNC sites for training, testing and certification of 100% personnel at site in association with CIDC. VNC has opened CIDC –VNC LEARNING CENTERS at 6 sites currently and is moving towards a zero tolerance policy for employing trained, tested and certified work force on VNC construction sites. He reiterated that initial results have been encouraging and the program shall be rolled out at more number of sites soon.
4. Mohammed Ilyas of Universal Construction Machinery & Equipment Ltd. (UCMEL) explained the nuances of "Equipment Consulting" to the delegates and announced the launch of this unique program with CIDC. The program aims to provide training to a person in Equipment Consulting and the details can be obtained from CIDC or UCMEL.

