



Skills Eco-System Enablement

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COO LSSC

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What does it take to Skill?

- Training Eco system

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Assumptions

- ▶ **Definite Need for Skill Training of Candidates**
- ▶ **Established Demand for Skilled Candidates in Shop Floors of Companies**
- ▶ **Objective is aligned with National Agenda- Make in India- Enabler for Govt. Funding for Training**

The Training Eco System

- **Physical Infrastructure**
 - Fixed Assets- Institutes- Will it permit scaling up? Is it possible for a Training Provider to set up an Institute catering only for Leather Sector?
 - Company Premises- Is it possible to establish common training centres catering to multiple Companies
 - Outreach Training in Rural Areas – Mobile Training Centres a possibility?
- **Training Content aligned with NOS / NCVT and standardised documentation- Learner Manual & Trainer Handbook**
- **Standards-Difficulty of classifying under NSQF itself – Broader classifications acceptable?**
- **Company specific Requirements –How to cater?**
- **Training of Trainers- Periodicity? Industry Re-familiarisation? Trainer Certification?**

Funding

Necessary to establish sustainability-Who will pay? and How much?

Who will Pay?

- Candidates- through Bank Loans without collateral security; against National Skill development Fund corpus
- Corporates-by providing Infrastructure and consumables and candidate refreshments during day
- Govt. Grants – Evident that Poverty has to be shared
 - Economic Model- DIPP/MSME/Dept. of Science and Technology;
 - Poverty Alleviation Model- NULM/NRLM

How much will a Candidate pay?

- Can we work on a formula of assured ROI if Candidate works for duration he trains?
- Training – Is a Fixed Cost Model possible? Does it incentivise for a higher quality of training? Who pays for quality training?

Industry Requirements

- **Need for Reduction in Time from 'On-Boarding' to Production**
- **Imperative that there is Reduction in Re-Work and Wastage- Doing it Correct more important than Doing it Quick**
- **Productivity enhancement post training-Industry involvement in the training paradigm by Benchmarking Candidate Performance and Review with Training Provider and LSSC**
- **Middle Management up-skilling – Need to Formulate Training Curriculums**
- **HR Solution Models-Learn while you Earn/ NEEM/NETAP/ Temp Staffing**
- **A Leather HR and Training Body –to project skill demand, map skill gaps, monitor career progression through up-skilling- Is it Possible?**

Candidate Aspirations

- **Making sector aspirational**
 - Higher Educational Qualification with the Entry Level Qualification of 5th Class Not Possible in other Sectors- Can we make it possible?
 - Make ordinary people do extra ordinary work- Will it ensure Career Progression as reward?
- **How to handle the Unorganised Sector of about 1 million?**
 - Can we improve their lot by training? What could be the tangible outcomes?
 - Will certification by RPL help? How to categorise the Prior Learning?
- **Migratory Rural Labour- Need for Migration Centres to ensure Maximum Repatriation with Minimum Wages**

Conclusion- LSSC Aim

- ▶ Aim is to create a **Industry Demand Driven Model** for **Entry Level Training** that would function in a **Streamlined manner**, (Matching Supply of Candidates with the Required Industry Demand for the different Job Roles)utilising various **Available Infrastructure**, training as per the specified **NOS and Standardised Training Content** leveraging on **Multiple Funding mechanisms** to meet all **stakeholder expectations**



Thank You