



SYMBIOSIS

Skilling, Upskilling and Re-skilling India



Presented By :-

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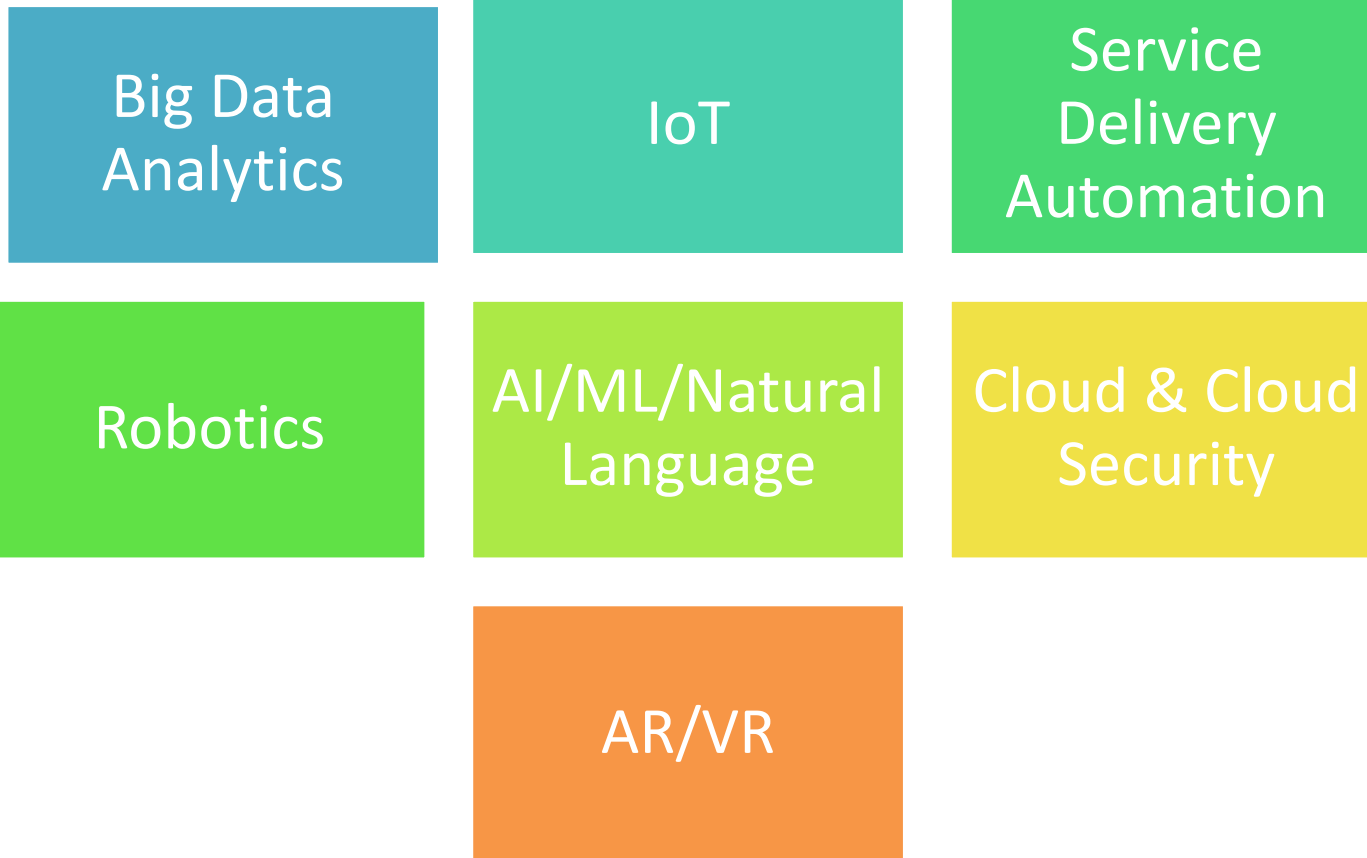
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Skills for the Future

50-60% of Jobs would require New Skills



Source: NASSCOM (2017)

Important Qualifications & Skills of the Future



1. Knowledge about ICT

- > Basic Information Technology knowledge
- > Ability to use and interact with computers and smart machines like robots, tablets etc.
- > Understanding machine to machine communication, IT security & data protection



2. Ability to work with data

- > Ability to process and analyze data and information obtained from machines
- > Understanding visual data output & making decisions
- > Basic statistical knowledge




3. Technical know-how

- > Inter-disciplinary & generic knowledge about technology
- > Specialized knowledge about manufacturing activities and processes in place
- > Technical know-how of machines to carry out maintenance related activities



4. Personal Skills

- > Adaptability & ability to change
- > Decision making
- > Working in team
- > Communication skills
- > Mindset change for lifelong learning

 More Focus  Less Focus

Skill Related Challenges faced by Companies

Up-skilling

- Companies required to up-skill their workforce
- **For example**, an assembly line worker involved in manually fitting a part will be required to operate a robot or other tools to do so.

Re-skilling

- Technology expected to result in job displacement as number of jobs will cease to exist & number of new jobs will be created.
- Investment in re-skilling required to prepare for this expected shift.

Continuous Learning

- Technologies will become obsolete at a faster rate.
- Continuous professional development strategies required to adapt to the changes that technological advancement brings.

Mindset Change

- Mindset change required of employees to facilitate smooth transition to advanced manufacturing processes.

Current Scenario

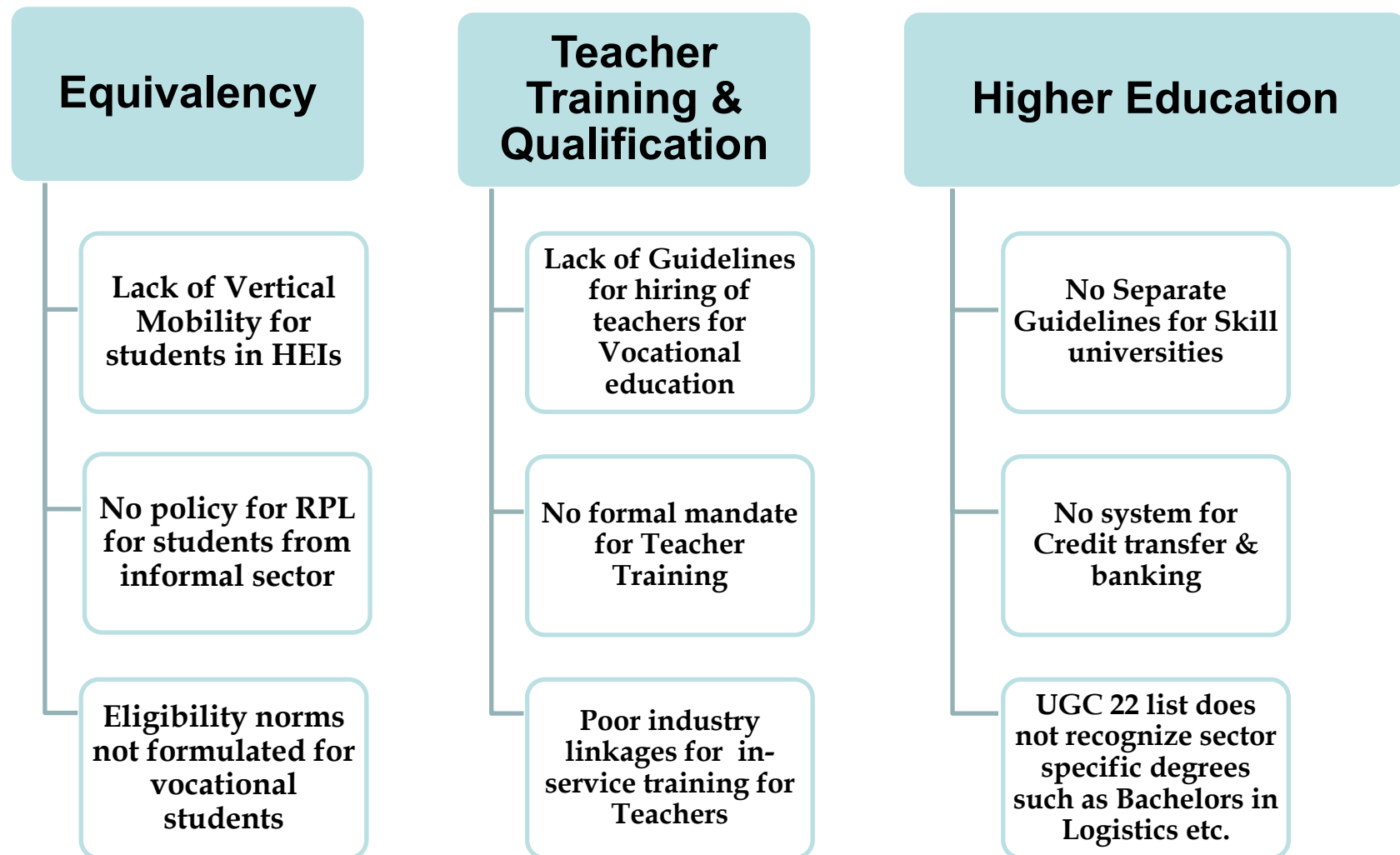
- Average rate of employability of Indian students is less than 5% (Economic Times)
- Less than 20% of graduates find jobs
- Only 3% of total students in upper secondary opt for skill/vocational education

Comparative with South Korea

- 98% of students are vocationally trained & certified
- 80% of students passing out of polytechnics find jobs
- Special Law to incentivise students & industry to promote skill education & hiring of vocationally certified resources
- Comprehensive VET system

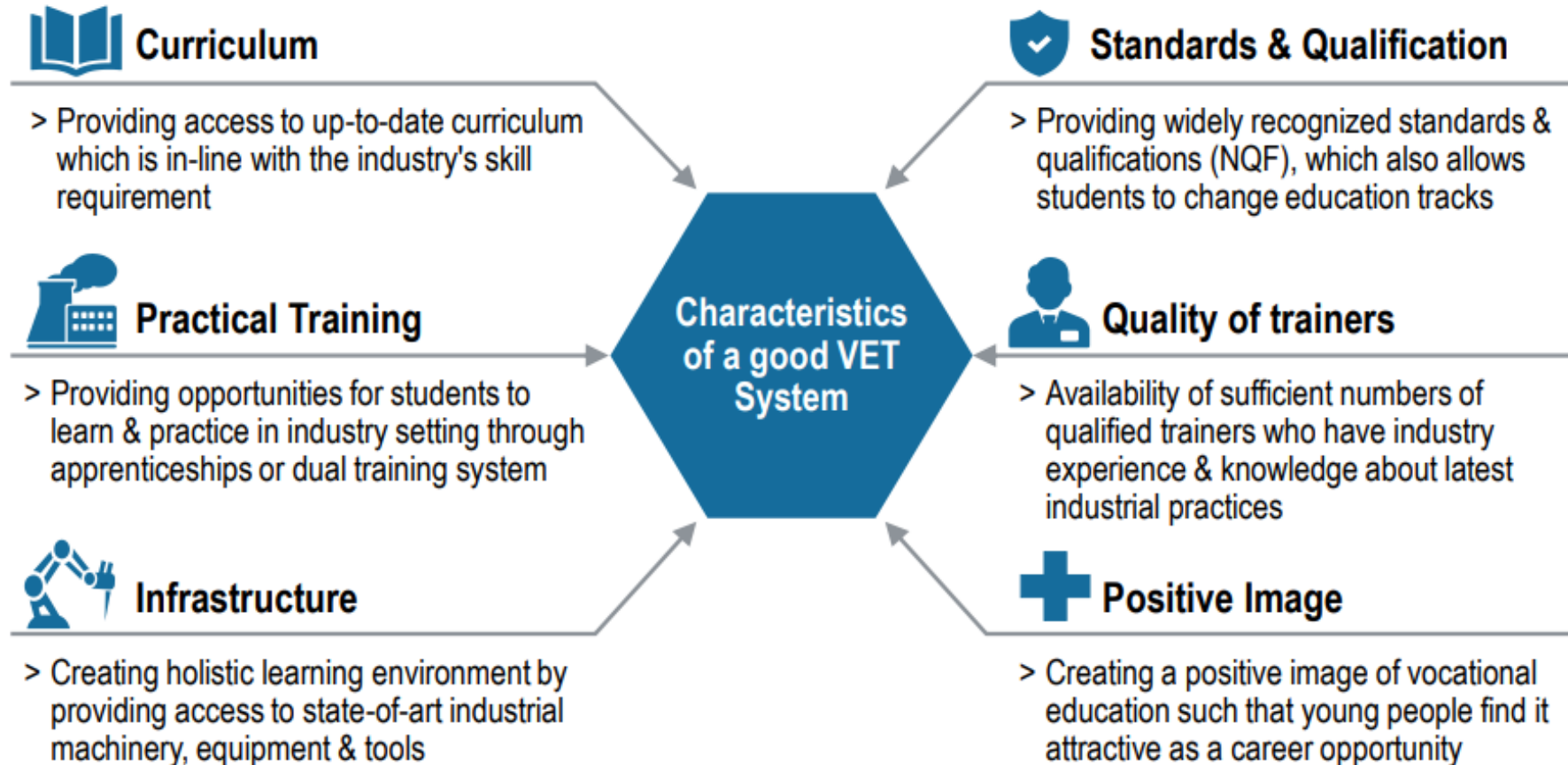
Issues with Present Skill Development Sector

Integration of NSQF in Secondary, Higher Secondary & Higher Education required



Re-imagining Skill Development Sector

Characteristics of a good VET System



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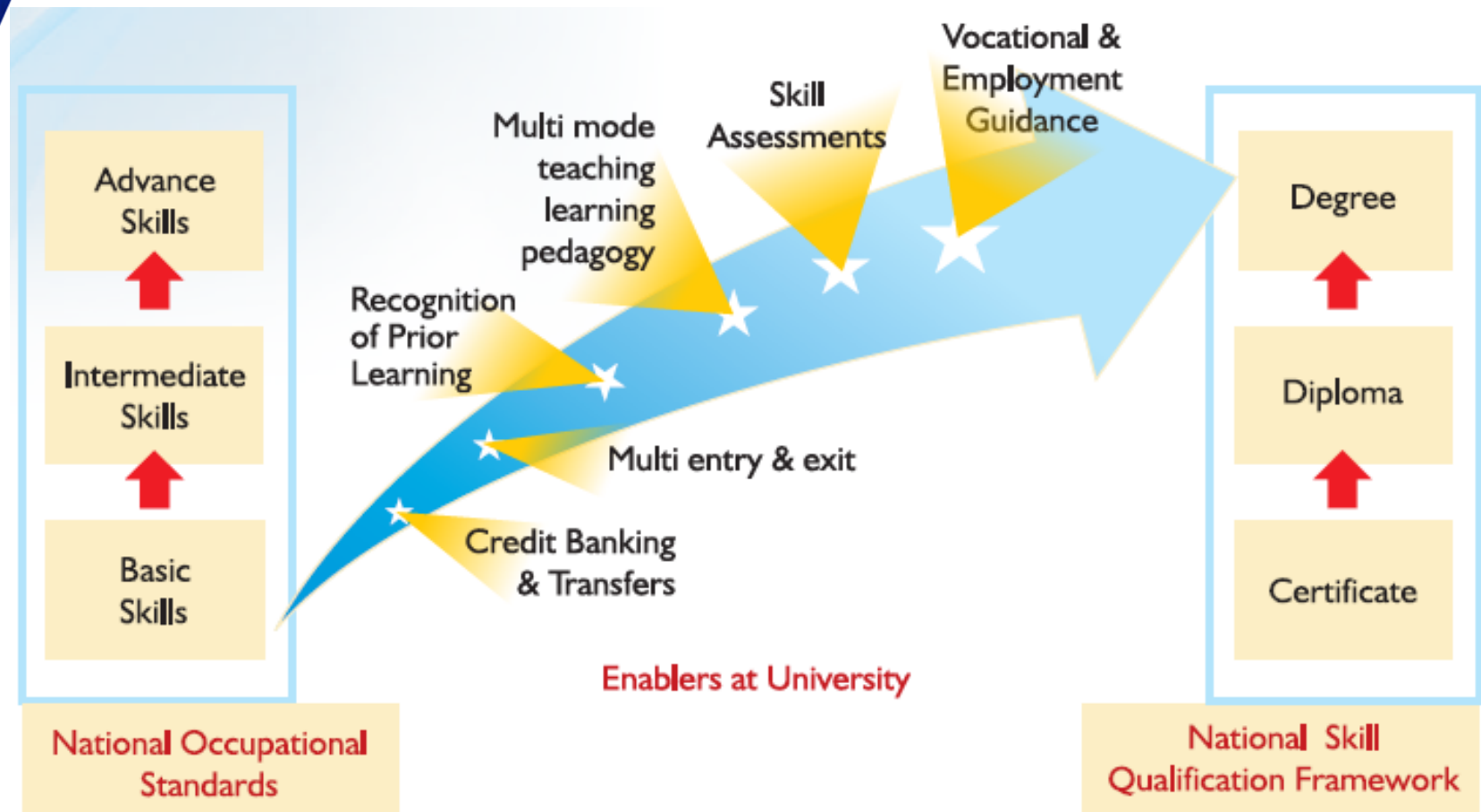
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Skill Development University Model





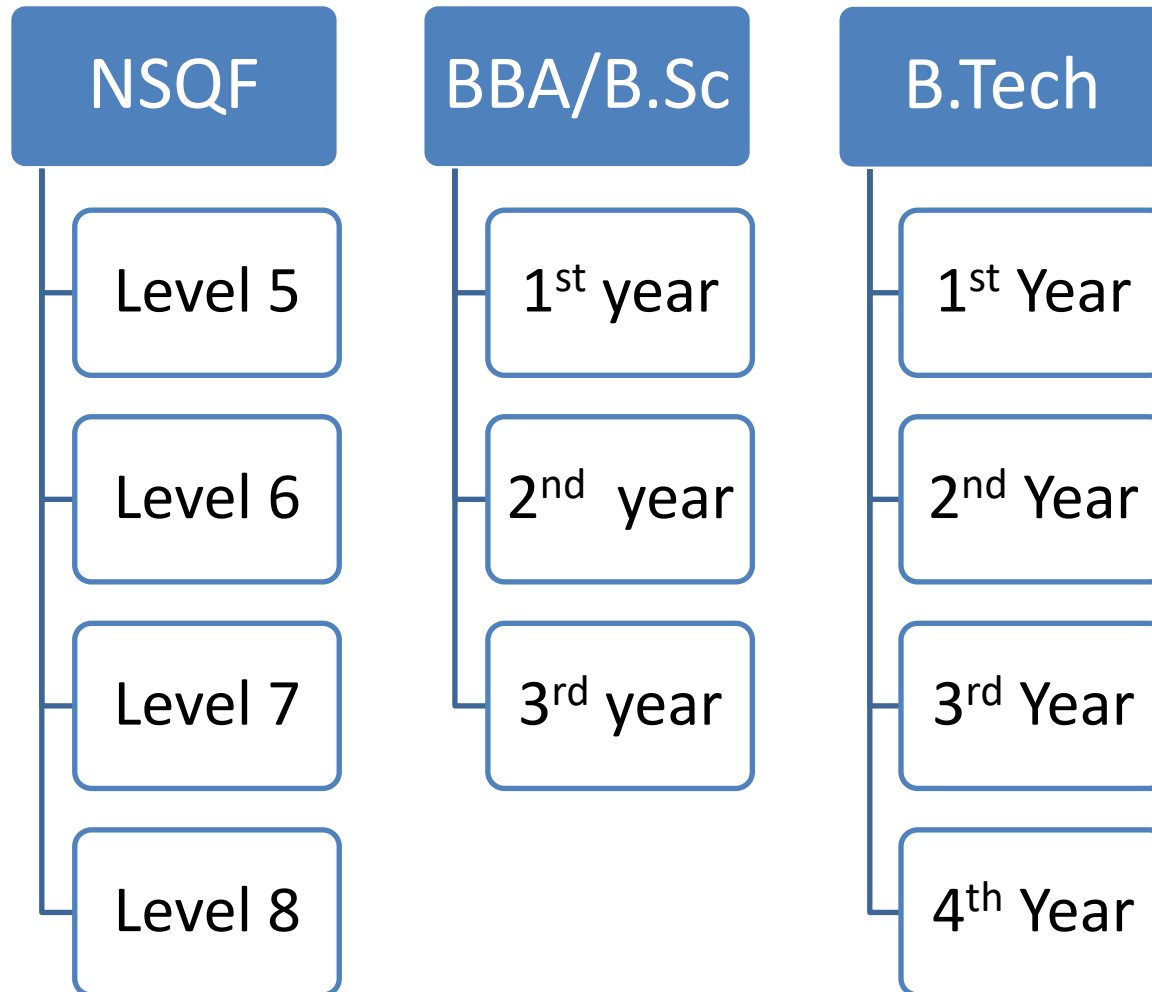
Salient Features

1. **FIRST** Skill Development Universities of the Country
2. **Sector** Focused Programs
3. Integration of **Future Skills** in all university programs
4. **Skill Centers** and **Learning Factories** on campus
5. Close **Industry Collaboration**
6. **Work integrated Programs** with yearly internships
7. **Competency based** Teaching Learning Pedagogy and Skill Assessment
8. 70% teaching through **Experiential Learning**
9. Short term Certification & **Vertical Mobility**
10. **Industry** Experienced Faculty

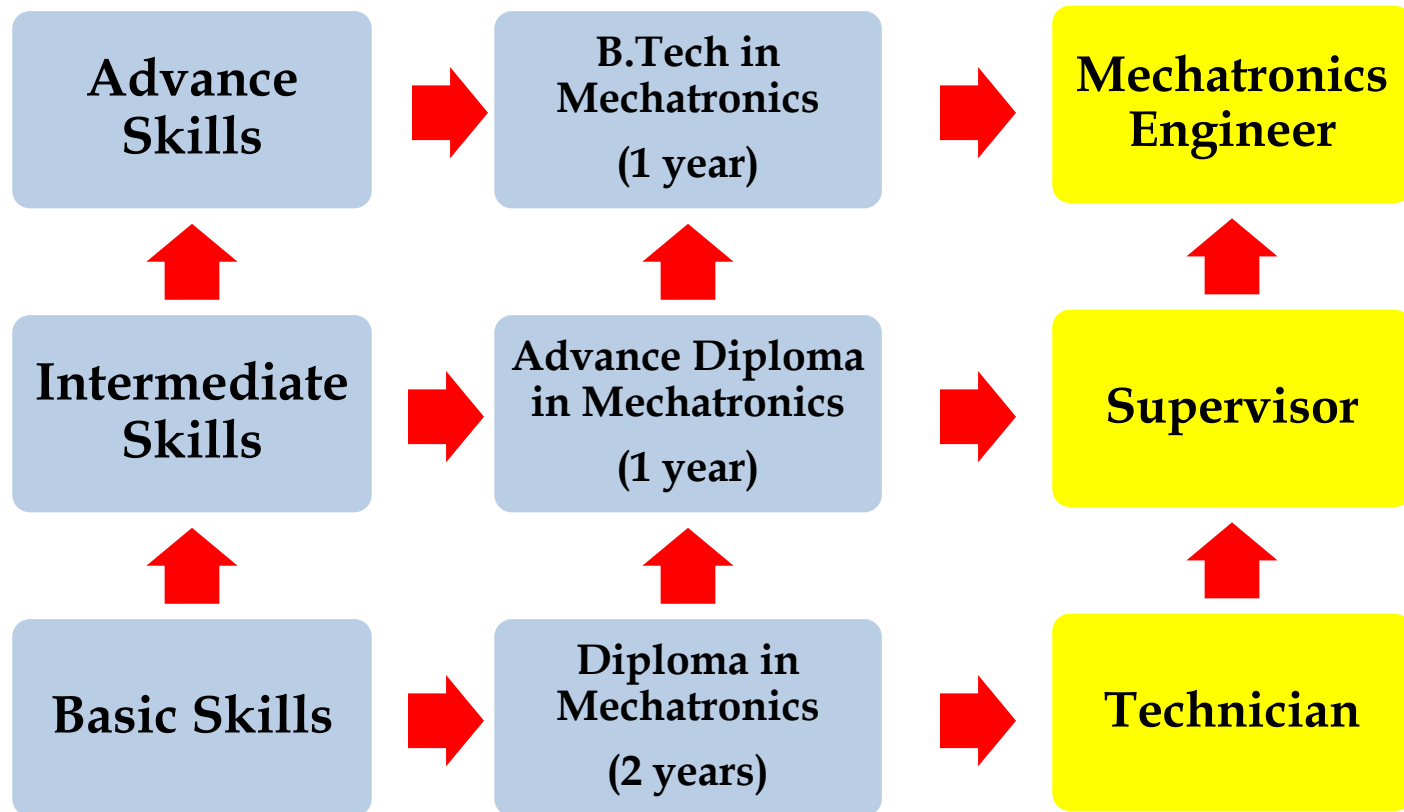
Skill Based Degree Programs aligned to High Growth Sectors

Sector	Industry Partner	Programs	CoE /Labs / Workshops / Projects
Automobile	<ul style="list-style-type: none"> • SKF • Volvo Eicher • MAN Trucks • John Deere 	B.Tech in Automobile Engineering	<ul style="list-style-type: none"> • Auto Workshop with latest machinery • Specialized Auto Electronics Labs imported from Germany
Construction	<ul style="list-style-type: none"> • Larsen & Toubro • Daikin India 	B.Tech in Construction Engineering	<ul style="list-style-type: none"> • Construction Yard • Daikin HVAC CoE
Mechatronics	<ul style="list-style-type: none"> • ZF Group • MAHLE • Würth 	B.Tech in Mechatronics	<ul style="list-style-type: none"> • Specialized Lucas Nuelle Labs from Germany
Retail Management	<ul style="list-style-type: none"> • Future Group • Shopper's Stop 	BBA in Retail Management	<ul style="list-style-type: none"> • Shopper's Stop on Campus
Beauty & Wellness	<ul style="list-style-type: none"> • Enrich Salons • Beauty & Wellness Sector Skill Council 	B.Sc in Beauty & Wellness	<ul style="list-style-type: none"> • Enrich Salon & Training Academy

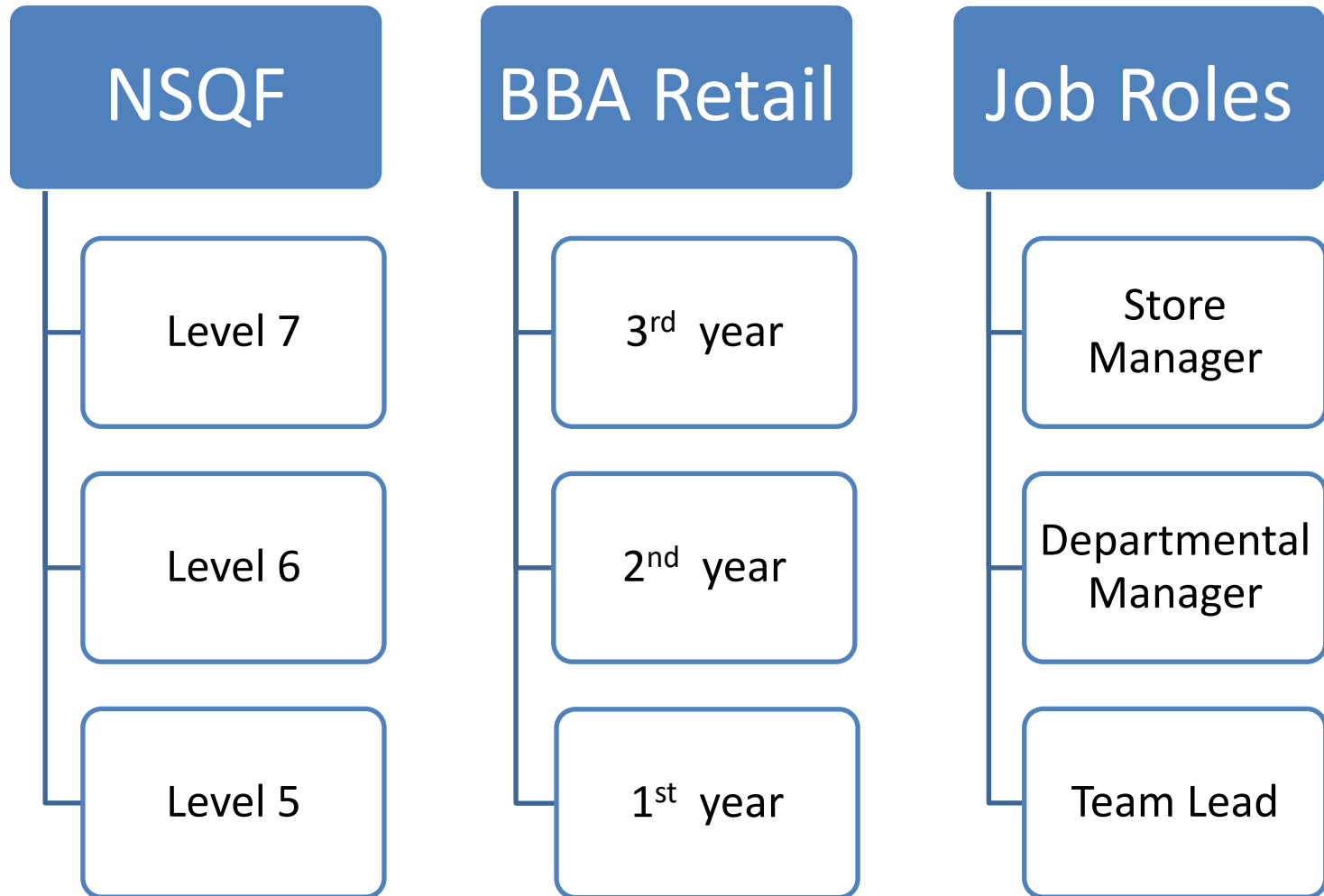
Mapping to NSQF Levels



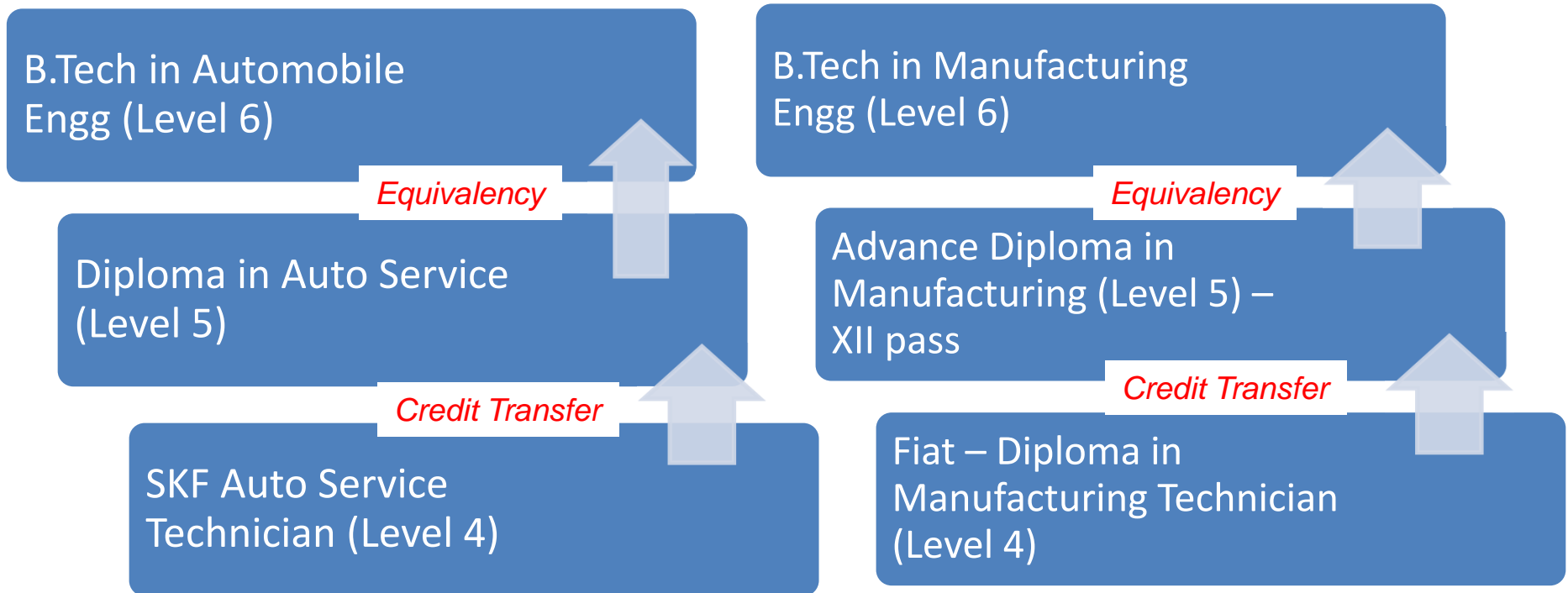
B.Tech Mechatronics



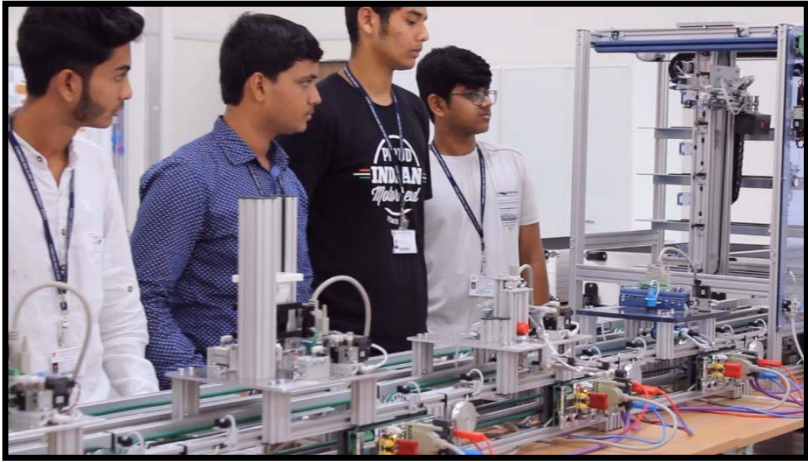
BBA Retail



Examples of Industry Sponsored-Skill Training Programs



Automobile & Mechatronics Specialized Training Labs with German Equipments



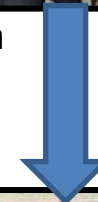
Example of Experiential Learning



Conceptual Understanding
Skill Training Kits



Practical Application
Simulation Kits

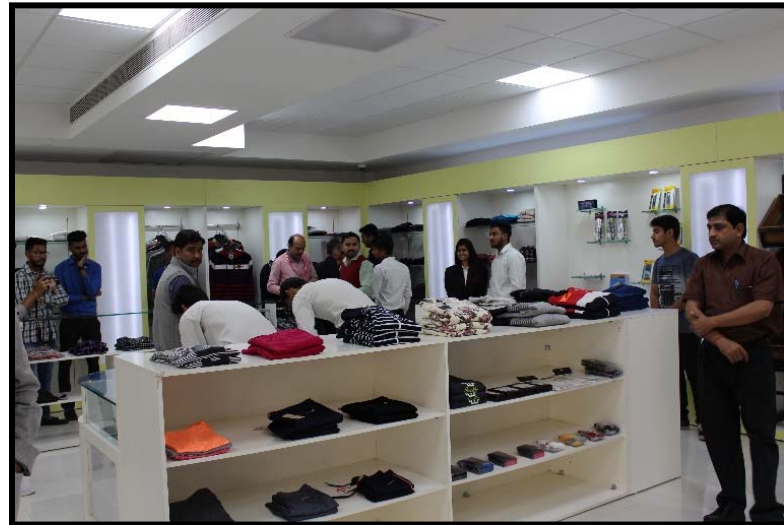


Real Life Experience

Learning Factories on Campus



Simulated Bank & Finance Plaza



Retail Lab



Beauty & Wellness Lab



Construction Yard

Infrastructure @ Indore



Management Block



Engineering Block



Auditorium



Library

Infrastructure @ Pune



Auditorium



Academic Block



Library



Girls & Boys Hostel



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**THANK
YOU...**



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Contact Details



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