

# JOB, SKILLS & EDUCATION

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.....SUJIV

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# PROFILE OF SUJIV



- Chief HR Officer - Ramky Enviro Engineers, Asia's Largest Environmental Management Company
- 25 years of global experience with Indian, Multinational and Government Organizations.
- Expertise Areas – Change Management, Leadership Development, Skill Development, Business Process Re-Engineering, Governance, Coaching, Automation and Human Capital Management.
- Academics – M.Phil. – Strategic Management, MBA – HR, PGD – Industrial Engineering, Graduate of Chemical Technology
- Six Sigma Black Belt

# SESSION CONTENTS

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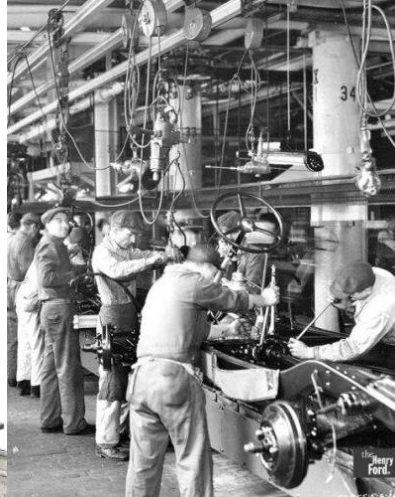
- People Demographics – India
- Industrial Revolutions – Refresher
- Current Challenges – State View
- Employability – A different perspective
- Future Proofing – Jobs, Skills & Education

# PEOPLE DEMOGRAPHICS - INDIA

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- India Youngest Country -2022
- Over 62% of the population will be in the 15-59-year age bracket. Average Age 27 Years.
- 30% of the labor force Illiterate and additional 41% less than 10<sup>th</sup> class qualification.
- Unemployment Rate among graduates increased by around 2% over last 3 years (10% in 2017)
- Employment Rate of females increasing last 3 years, Rural(7%) and Urban (15%). Male steady around 17%
- Workers undergone formal skill training – About 6% ( Other countries 50% & Above)
- Demographic Dividend – Boon or Bane

Source – NSDC & MCHRD



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## **KEY PERSPECTIVES - INDUSTRIAL REVOLUTIONS**

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# EMERGING SKILL ECOSYSTEM

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<b>USED TO BE</b>	<b>WILL BECOME</b>
Train and Push	Demand Driven
Certification Centered	Employability Driven
Broad Based Training	Specialized Training
Government Driven	Public Private Partnership

# CURRENT CHALLENGES

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## School Level

- Teachers focusing less Life Skills
- Talent Segmentation - Skill Track Vs Knowledge Track

## Undergraduate Level

- Awareness of Career Options
- Skill Track not positioned aspirational.
- Language Skills

## Graduate/PG Level

- Weak Application
  - Teacher Effectiveness
  - Pedagogy
  - Language Skills
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# EMPLOYABILITY

AWARENESS & ABILITY OF AN INDIVIDUAL TO BUILD HIS/HER OWN PSYCHO, SOCIAL & EXPERIENCE CAPITAL

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- Psychological Capital
- Social Capital
- Experience Capital



# FUTURE PROOFING

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- Understand Millennial Mindset & Making Learning Stick ..... Skill Bytes
- Creative Initiatives – Professors of Practice, Bulk Certification Programs, Skills on wheels...
- Career Awareness Sessions followed by Skill Contests at Taluk, District, State Levels.
- Teachers/Faculty – Rewarding Pedagogical Enhancements. ....Teaching License
- Aggregating Job Demands – Large, Medium, Small, Unorganized Industry Sectors
- Short Term Focused Skilling – Finishing Schools ( Demand Based)
- Districtwide Skill Gap Studies and Connecting Local Skill Supply to Local Skill Demand
- Technology Entrepreneurship from School Level

# IMMENSE VALUE IN ENHANCING INDUSTRY – GOVERNMENT - ACADEMIA SYNERGY

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