

NATIONAL SKILL CONCLAVE

30th November 2023 | Ahmedabad, Gujarat

The APAC National Skill Conclave was organized on November 30 in Ahmedabad, Gujarat. The theme of Industry 4.0 –Redefining Education to Ensure Employable Skilled Workforce resonated in the words of the phalanx of academicians and educators, education policymakers, global diplomats and industry leaders who graced the day long conclave.

The assembled policymakers, thought leaders, higher education leaders, enterprise CXOs and IT industry leaders deliberated on various aspects, challenges and solutions to create an ecosystem in which an employable skilled workforce can be ensured ready for the industry with new-age skills.

The inaugural session discussed on building partnerships between policymakers, global communities and industry with the academia through a slew of initiatives. There were perspectives on the education and skills policies both nationally and from Gujarat as well.



While presenting a perspective on the overall skills scenario, Dr. Anju Sharma, IAS, Principal Secretary, Labour, Skill Development and Employment Department, Government of Gujarat illustrated her points with examples from Gujarat. “For the next 10 years, 68 million jobs will be lost every year but 93 million new jobs will be created with new skill roles. Therefore we need to redefine our education systems in conjunction with technology and give students experiential education.”

“NEP provides enough provisions to integrate skills with education. That is precisely the reason why we have come up with the Kaushalya Skill University. We are also working on mega ITIs at the top offering skills certificates and Mini ITIs at the bottom where local youths in industrial zones are provided localized skills,” informed Dr. Sharma.



“National Credit Framework empowers every curriculum can have at least 50% focus on skills. In this way skills can be integrated with education,” asserted Prof Rajive Kumar, Member Secretary, AICTE in his special address to the august conclave.

“Inclusive design of skill development and entrepreneurship programs can help navigate through barriers of gender, caste, and intersectional disadvantages,” opined Dr Maneesh Mishra, Executive Vice President, Strategy, National Skill Development Council. For Education and skills to work together the capacity building of institutions involved in delivering them is the need of the hour. NEP2020 and Unified Credit Framework are important policy and regulatory apparatuses for diversified education, added Mishra.



“Police department and the role of police officials is very much related to skill development. Gujarat police’s public outreach program Suraksha Setu Society depends largely on skilling the police force,” asserted Anil Pratham, DGP, Police Reforms, Govt of Gujarat. He highlighted the activities like capacity building, assuring the mental stress of students sitting for board exams and rehabilitation of women in crime that depend a lot on new skill development of the police force.



“Skilling is not a one time activity but a continual process involving reskilling and upskilling too. One of the most innovative skilling programs of Gujarat focusing on futuristic technologies is the Mukhyamantri Bhavishyalakshi Kaushalya Vikas Yojana (MBKVY) specifically aimed at training youth for new-age jobs,” informed Gargi Jain, IAS, MD, Gujarat Skill Development Mission.



Shrikant Sinha, Chief Executive Officer, Telangana Academy for Skill and Knowledge (TASK), K Dinesh Kumar, Additional Director General, NAC, Executive Director, Andhra Pradesh State Skill Development Corporation, Naresh Jadeja, Registrar, Marwadi University, Dr Anunaya Chaubey, Provost, Anant National University, Dr. Anil Matoo, Head- HR Operations, IR and Administration, ArcelorMittal Nippon Steel India Ltd., Colonel Rajesh Ohol, Deputy Vice President - HR, Johnson Controls-Hitachi Air Conditioning India Ltd, Rushikesh Rajendra, CHRO & Senior VP - Strategic Initiatives, Gateway Group of Companies and Shrenik Parmar, CEO, DegreeLabs discussed about how the government skill councils are creating industry workforce with the relevant skill sets in the panel discussion on India as Nerve Center of Skill Development: The Road Ahead.

Both industry HR heads and academicians joined a panel discussion on Bridging the Gap in industry Academia Collaboration: Outlining Action Plans and Mitigating Industry Skill Requirements. Nikhil Dubey, Assistant Director, M.P. State Electronics Development Corporation Ltd., Government of Madhya Pradesh, Sanjay Sharma, Chief Executive Officer, Skill Council for Mining Sector, Dr. Rajul K. Gajjar, Vice Chancellor, Gujarat Technological University (GTU), Dr. Mahendra Sharma, Pro-Chancellor & Director General, Ganpat

University, Dr Sunil Shukla, Director General, Entrepreneurship Development

Institute of India, Rajan Bahadur, Chief Executive Officer, Tourism & Hospitality Skill

Council, Ulka Patel, Regional Head West, Telecom Sector Skill Council, Dr. S. Sundar Manoharan, Director General, Pandit Deendayal Energy University, Prof. (Dr.) Sameer Sood, Director, NIFT Gandhinagar, Uddeetabh Mishra, Asst Vice President - HR, Birla Copper, Aditya Birla Group, Dr. Parag Sanghani, Provost, P. P. Savani University, Krishna Shah, Head - Human Resources, Prakash Chemicals International Pvt Ltd, Prof. (Dr.) Sandeep Chakravorty, Executive President, Indus University joined the discussion. The HR leaders deliberated about looking for an industry ready workforce. On the other hand, the academicians are initiating moves to train students accordingly. Both the stakeholders on the panel discussion on deliberated on a mutual roadmap

Changing Equation of Talent Demand and Supply in Today's Digital Era: Understanding the HR and Skilling Ecosystem was another critical panel discussing on creating an industry skilled workforce. The panelists included SK Bose, Chief Executive Officer, Hydrocarbon Sector Skill Council, Rupak Rathore, Head HR and L & D for Biologics Business, Zydus, Abhisekh Rudra, Head of HR, Reliance Industries

Limited, Vishakha Sawlapurkar, Group Head - Performance, Rewards & Workforce Planning, Adani Group, Hetalkumar Shah, Head Learning and Development and Corporate HR, Havmor Ice Cream Private Limited, Prof.(Dr.) P. M. Udani, Vice Chancellor, Sankalchand Patel University, Prof. Ami U. Upadhyay, Vice Chancellor, Dr. Babasaheb Ambedkar Open University, Dinesh Awasthi, Vice Chancellor, L. J. University, Dr. Priyesh P. Gandhi, Vice Chancellor, Sigma University, Pankaj A. Mistry, Chief Skill Coordinator, Kaushalya The Skill University, Dr. Saurin R. Shah, Vice Chancellor, Silver Oak University, Prof. (Dr.) S. Shanthakumar, Director, Gujarat National Law University, Dr. CA Achyut Dani, Director General & Provost, J.G. University, Prof. (Dr.) K. N. Sheth, Vice Chancellor, Gandhinagar University, Akash Srivastava, Head - Standards, Quality & Special Projects, Indian Iron & Steel Sector Skill Council, Sunil Bulchandani, Head of Human Resources, Karnavati Automotive Group and Parmeshwar Hans, Sr. GM - HR, Amneal Pharmaceuticals. The focus of the discussion was on digital transformation of organizations is also changing the profile of the employable workforce.

The last panel discussion focused on Re-defining today's Employability Paradigm And Creating Industry Ready Students. An eminent set of panelists including Prof. Rakesh Rai, Provost, Central University of Gujarat, Prof. (Dr.) Avani Umatt, Provost, Teamlease Skills University, Prof. (Dr.) Dharmesh Shah, Provost, Indrashil University, Dr Amit Ganatra, Provost, Parul University and Dr Anil M Bisen, Provost, ITM Vocational University discussed the need for PoCs in universities, industry simulations for students solving real time problems, having industry leaders as visiting faculties among others.

ArcelorMittal Nippon Steel India Ltd, Kotak Mahindra Bank and DegreeLabs were some of the industry partners supporting the APAC National Skill Conclave. Dr. Anil Matoo, Head- HR Operations, IR and Administration, ArcelorMittal Nippon Steel India highlighted, "A significant aspect of our AM/NS India Academy for Skill Development involves close collaboration with the Gujarat Skill Council. This distinctive course is testament to the specialized collaboration between our academy and the government."

"DegreeLabs leverages technology not as a mere tool but as an ecosystem enhancer for transnational education. Our app literally serves as a digital concierge for students," informed Shrenik Parmar, CEO, DegreeLabs. "Our training includes 360 assessment, progress discussions, individual development plans, talent review discussions, leadership development programs and 350+ unique functional and developmental programs, " informed Biren Thakkar, Sr. Vice President- Zonal Manager- Government Business, Kotak Mahindra Bank.

