



OILING THE WHEELS OF GROWTH

R VENKATANARAYANAN (PRESIDENT – HR, IT & EDUCATION, RANE GROUP) SAYS SKILLING HAS TO BE ALIGNED WITH INDUSTRY REQUIREMENTS

BY SAYANI SINHA ROY

Q What kind of skill development is in practice in the automotive industry and what career opportunities are there?

A. The curriculum in ITIs and Polytechnics does not reflect the requirements of the industry. As a result, the students coming out of these institutes do not have the requisite skills. In this backdrop, organisations have set up their own technical training institutes to impart basic, mid and advanced level vocational skills in trades such as grinding, welding, cutting tools, equipment maintenance, auto mechanics etc.,

The automotive industry has the high potential to generate employment opportunities. An additional employment of 25 million people has been envisaged by the year 2016. The sector has moderate direct employment and significant indirect employment, benefiting over 13 million people.

Q. Manufacturing does attract a lot of people who come from

economically backward class. What kind of training facilities are available that help them acquire a decent job?

A. To leverage the great Indian demographic dividend, the challenge is to have robust training infrastructure in place to skill talent from rural areas through various levels backed by appropriate certifications for wider recog-

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nition and mobility. It happens mostly through vocational job oriented ITI training courses. Since the ITI capacity is not adequate, large corporates have invested hugely in establishing their own in-house training facilities to impart long duration training programmes to meet the requirements. The initiatives undertaken by bodies like Automotive Skills Development Council

(ASDC) under the umbrella of National Skill Development Corporation (NSDC) is a good example in the auto industry for skill building.

Q. The government recognises the impact of the sector on the nation's economy, which is evident from the Automotive Mission Plan 2016 that seeks to provide a fillip to the industry and boost the GDP rate. What are your thoughts on this?

A. There are multiple levels to accomplish ambitious targets for skill formation, utilisation and continuous upgradation. This has to be aligned with the industry needs and aspirations of this young generation. We need to invest in brand-building for manufacturing jobs as a viable long-term careers for the young talent.

The curriculum at ITIs and Polytechnics does not reflect the new requirements of the industry. This issue needs to be addressed jointly by the industry and institutions, by developing the curriculum that reflects industry needs. Some of the large players are already working on such initiatives.