



15th Global Skills Summit 2024

Skills First: Unlocking Opportunities for All

September 25 - 26, 2024

Kaushal Bhawan,
Ministry of Skill Development & Entrepreneurship,
Moti Bagh, New Delhi

<i>Day 1</i> <i>Wednesday September 25, 2024</i>	
<i>09:15 am – 10:00 am</i>	<i>Registration</i>
<i>10:00 am – 11:00 am: Opening Session</i>	
<i>10:00 am – 10:05 am</i>	Welcome Address: Mr Manab Majumdar , Senior Advisor, FICCI
<i>10:05 am – 10:15 am</i>	Theme Address: Mr Amit Kalyani , Chair – FICCI HR & Skills Committee and Vice Chairman & Joint Managing Director, Bharat Forge Limited
<i>10:15 am – 10:25 am</i>	Special Address: Mr Aseem Kaushik , Country Managing Director, Loreal India
<i>10:25 am – 10:35 am</i>	Keynote Address: Mr S K Arya , Chairman, JBM Group
<i>10:35 am – 10:40 am</i>	Release of Knowledge report: FICCI – EY Future of Jobs 3.0- Navigating Skills in Digital Age
<i>10:40 am – 10:55 am</i>	Inaugural Address: Shri Jayant Chaudhary , Hon'ble Minister of State (I/C), Skill Development & Entrepreneurship and Minister of State for Education, Government of India
<i>10:55 am – 11:00 am</i>	Vote of Thanks: Ms Madhu Srivastava , Co – Chair – FICCI HR & Skills Committee and CHRO, Vedanta Resources
<i>11:00 am – 11:30 am</i>	<i>Networking Break</i>

11:30 am - 01:00 pm	Session 1
<p>Success Stories: When Skills are put first by Industry, Government & Academia</p> <p>Winners don't do different things; they do things differently. Despite multiple challenges of resources, infrastructure or enabling environment. The session will aim to highlight the successful solutions that have been implemented to resolve critical issues of the skilling & training ecosystem. Success Stories, scalable models from sectors & geographies, Industry led models of job creation & trainings, growth stories of skill champions and much more shall be shared by the implementing agencies. The session will not just motivate the sector to replicate these practices but also trigger peers & sector stakeholders to adopt and collaborate.</p> <p>The session will focus to address the following:</p> <ol style="list-style-type: none"> 1. How industry has led the way for providing skills to youth in most relevant areas. 2. Exposure to successfully implemented Work based learning models. 3. State Governments initiatives that are enabling local industries with growth through skilled workforce. 4. What are the elements of scalable and sustainable training & skilling models that are market driven? 	
11:30 am– 11:45 am	Special Address: Prof. Anil Sahasrabudhe, Chairman, National Educational Technology Forum
11:45 am– 01:00 pm	<p>Panellists</p> <ol style="list-style-type: none"> 1. Mr. Vijay Sharma, Director, Corporate Affairs, Jindal Stainless Limited 2. Mr. Bhuwadesh Singh Chauhan, Chief HR Officer, Montage Enterprises, Inc 3. Mr. Amit Shekhar, Head-Group Public Affairs & Policy Cell, Mahindra & Mahindra 4. Mr. Sivakumar Moorthy, Partner, Advisory Services Technology Transformation, EY <p>Moderator: Mr Mayank Kumar, Co-Founder & MD at upGrad</p>
01:00 pm – 2:00 pm	Networking Lunch
02:00 pm-03:15 pm	Session 2
<p>Employment Linked Incentive Schemes</p> <p>The Union Budget 2024-25 outlines significant efforts for boosting employment in the country with Employment and Skilling. Five key schemes and initiatives have been announced with a central outlay of Rs. 2 lakh crores to facilitate employment, skilling and other opportunities for 4.1 crore youth over a 5-year period. These Employment Linked Incentive Schemes aim to recognize first-time employees and provide comprehensive support to both employees and employers. The session shall focus on the below three schemes.</p> <p>Scheme A: Targeting first-time employees in the formal sector registered with EPFO, this scheme offers a one-month wage (up to Rs. 15,000) in three instalments.</p>	

Scheme B: Focusing on job creation in manufacturing, this scheme incentivizes both employees and employers for the additional employment of first-time employees, offering benefits based on their EPFO contributions during the first four years of employment.

Scheme C: Providing support to employers by reimbursing Rs. 3,000 per month for two years towards their EPFO contribution for each additional employee with a salary of up to Rs. 1 lakh per month.

The session will focus to address the following:

1. Alignment of these schemes with the Indian skill & employment landscape
2. Steps to ensure that these schemes are successfully implemented & deliver the expected outcomes
3. Measures to be taken so that the potential obstacles, roadblocks and risks are mitigated effectively
4. Long term monitoring & impact assessment methodologies that should be adopted to make adjustments that will be needed to maintain effectiveness of these schemes

02:00 pm – 02:10 pm

Special Address: Mr. Sivaramakrishnan Venkateswaran, Chief Executive Officer, Apollo Knowledge

02:10pm – 03:15pm

Panellists

1. Dr. Raj Nehru, Vice Chancellor, Shri Vishwakarma Skill University, Haryana
2. Mr. Varun Sachdeva, SVP & APAC Head, NLB Services
3. Ms. Bhawna Kirpal Mital, CHRO and Lead – IT, Admin & CSR, Hero Future Energies
4. Mr Sanjay Bahl, Strategic Advisor, National Skill Development Corporation

Moderator: Mr. T Muralidharan, Founder Chairman, TMI Group

03:15pm – 03:45pm

Tea Break

03:45pm -05:05pm

Session 3

Enabling enhanced women participation in workforce

As per the latest PLFS report, around 32.8% female of working age (15 years and above) were in labour force in 2021-22 which was just 23.3% in 2017-18, registered a surge of 9.5% points during these years. However, the major push came from the rural sector than the urban sector, where it increased by 12.0 and 3.4 percentage points, respectively. Female LFPR was 23.8% in 2021-22 as compared to 20.4% in 2017-18 in urban areas, showed an increase of just 3.4% points. With the increasing focus of the Government on building an industry led skilling ecosystem in our country, Flexi MoUs, ITI adoption, Dual System of Training are gaining importance, it is important that the efforts are concerted towards enhancing skills of the women workforce there by increasing their employability.

The session will focus on:

1. The World average of women in workforce of a country is 39.49%, India ranks at 166th position at 23.54% just 14 positions above from the last spot. What can be done to enhance the participation of women (rural + urban) in economic development?
2. Identifying the bottle necks and the tools, skills and qualifications which are required to bridge the gap to help women to enter the workforce.
3. What policies can be initiated/ better implemented to support women (so that they don't drop out).
4. How can the existing government initiatives be dovetailed with the industry efforts to enhance the participation of women learners in the vocational trades through ITIs/ Polytechs / Further Education Institutions?

03:45 pm– 03:55 pm	Special Address: Ms. Sonal Mishra , Joint Secretary, Ministry of Skill Development & Entrepreneurship*, Government of India
03:55 pm – 05:05pm	<p>Panellists</p> <ol style="list-style-type: none"> 1. Dr. Blossom Kochhar, Chairperson, Kochhar Group of Companies 2. Mr. Mohamed Omar Badran, Head – Indo German Green Skills Programme, GIZ India 3. Mr. Lohit Bhatia, President Workforce Management, Qess Corp Limited 4. Dr. Poonam Sinha, Director, NIESBUD, Ministry of Skill Development & Entrepreneurship, Government of India <p>Moderator: Ms. Madhu Srivastava, Co – Chair – FICCI HR & Skills Committee and CHRO, Vedanta Resources</p>
05:05pm – 06:15pm	Session 4
<p><i>National Wage Matrix: Feasibility of having a nation-wide compensation system based on skills.</i></p> <p>India doesn't have a single national minimum wage; these are set by state governments and can differ across various sectors. The central government sets minimum wages for certain sectors that fall under its jurisdiction, such as employment in the central government establishments and certain industries like railways and mines. States may set different minimum wages based on factors like urban or rural location and the type of work. The wages are also usually categorized based on the geographical location, with higher rates often applicable in urban areas compared to rural areas.</p> <p>According to our 2022 State of Skills-based Hiring report, 76% of employers across the US, UK, Australia, Canada, and New Zealand are using competency-based recruitment to build more diverse, resilient, happier teams. Globally, Pay-for-skills practices lead to increased attraction and retention of critical skills. In addition, it also removes any possibilities of bias against worker's ethnicity, gender, neurodiversity, or disability. A system of skills-based compensation also encourages employees to pursue additional training and develop new skills, enabling them to earn on par with their more skilled colleagues. The session will focus on:</p> <ol style="list-style-type: none"> 1. Defining a national wage matrix, developing & implementing it 2. How to assess skills and mapping it to geographies, jobs /markets 3. How to establish compensation ranges, the role of stakeholders 4. Constant monitoring & adjustments in the matrix to keep it dynamic 	
05:05 pm –06:15 pm	<p>Panellists</p> <ol style="list-style-type: none"> 1. Dr. Navil Prasad, Executive Director & CEO, Kirloskar Technologies Pvt Ltd 2. Mr. Sandeep Kumar, Head - India HR Operations, Sodexo 3. Mr. Rajiv Naithani, Chief People Officer, Infogain 4. Mr Sunil Marwah, CEO, Food Industry Capacity & Skill Initiative (FICSI) <p>Moderator: Mr. Bimal Rath, Founder and Managing Director, Think Talent Services</p>
06:30pm Onwards	Networking Dinner
<p>Day 2 Thursday September 26, 2024</p>	

09:30am –10:00am	Registration
10:00am –11:00am	Session 5
<p>Exchange of best practices in Skilling</p> <p>Sharing of knowledge on how different nations have made skilling the indispensable pillar of education framework. Countries like Germany, Australia, UK, South Korea, USA have developed robust systems of education and training. While countries like India, Brazil, South Africa and others are in the setting up stage of learning and development. Exposure to established models and national initiatives of developed and developing countries, triggers contextualisation of the solutions with respect to our country. The Change makers, policy influencers and industry experts get an opportunity to witness the international/national perspectives on similar skill related challenges (market driven skilling, financing issues, migration, transnational mobility, skills for the future etc) and how the implementing agencies manage to navigate through them.</p> <p>The session will deliberate on:</p> <ol style="list-style-type: none"> 1. Models of implementations: what issues were resolved, how and the role of stakeholders. 2. How can transnational mobility of skilled workforce be made smoother and easier for potential workforce? Are international internships/ apprenticeship opportunities a possibility? 3. Resolving the future ready workforce challenge – how do TVET systems be advanced & dynamic enough to patch the pace of Industrial revolution/ AI/ Climate change / Technological disruptions? 4. TVET Leadership: their role and how they have been able to shape the TVET systems 	
10:00 am – 11:00 am	<p>Panellists</p> <ol style="list-style-type: none"> 1. Col. Gunjan Chowdhary, Director, National Council for Vocational Education and Training (NCVET), Ministry of Skill Development and Entrepreneurship, Government of India 2. Mr. Shrikant Sinha, CEO, Telangana Academy for Skill and Knowledge, Department of ITE&C, Government of Telangana 3. Dr. Sakshi Khurana, Senior Specialist, Skill Development, Labour & Employment, NITI Aayog 4. Mr. Basab Banerjee, Co-founder, Magic Billion 5. Mr. P.N. Nayak, CEO, Deshpande Education Trust <p>Moderator: Mr Narayanan Ramaswamy, National Leader - Education and Skill Development, Government and Public Services, KPMG – India</p>
11:00 am – 11:15 am	Special Address: Dr Robert Gordon , President and Vice-Chancellor, University of Windsor
11:15am – 11:45am	Networking Break
11:45 am –12:05pm	Special Address: Shri. Atul Kumar Tiwari , Secretary, Ministry of Skill Development and Entrepreneurship and Chairperson, National Council for Vocational Education & Training, Government of India

12:05 pm –12:20pm	Session 6
<p>Apprenticeships & Internships: Transforming India’s talent</p> <p>Global projections indicate that by 2030, over 85 million jobs will go unfulfilled due to the lack of skilled people. Organizations need to prioritize the implementation of a talent strategy to educate, train, and upskill the workforce. Apprenticeships has garnered global acceptance as a cost-effective means for businesses to find and nurture talent, but India is yet to fully embrace this concept. India’s journey to becoming the ‘skill capital of the world’ is dependent on legitimizing skills over degrees.</p> <p>The Government of India has implemented schemes like NAPS (1.0, 2.0 & 3.0 in the pipeline) , NATS (1.0 & 2.0 being recently launched /Internship opportunities to one crore youth in 500 top companies over the next five years / the Apprenticeship Training Scheme (ATS) / Scholarships for Higher Education for Young Achievers Scheme- SHREYAS to boost apprentice hiring amongst industry and learners. The schemes have time and again been revamped to be more industry friendly and attract youth. However, much still needs to be done to reach the desired targets.</p> <p>The session will focus on:</p> <ol style="list-style-type: none"> 1. How can the work-based learning/ Apprenticeship model transform the talent pool of our county? How can the stakeholders ensure that the youth move from direct employment model to learning from the industry first model. 2. One of the major issues that concerns potential workforce is the exploitation of labour under the aegis of being an apprentice. What can government and industry do to curb the malpractice? 3. Do multiple schemes on Apprenticeship encourage or discourage stakeholders, do they help in facilitating apprenticeship hiring or create confusions because of varying benefits. 4. How can ROI on apprenticeship be made more tangible, visible and rewarding for the industry? 	
12:05 pm –12:15 pm	Special Address: Shri Shreeshail Malge , Joint Secretary, Ministry of Skill Development & Entrepreneurship, Government of India
12:15 pm –01:15pm	<p>Panellists</p> <ol style="list-style-type: none"> 1. Mr. Rakesh Bhardwaj, Head Public Affairs & Policy at OPPO Mobiles India Pvt. Ltd. 2. Mr. Mahendra Singh Payaal, Chief Program Officer, Government Programs, National Skill Development Corporation 3. Mr. Harshvardhan Halve, Director General, JIMS -Delhi & Sr. Advisor, Jagannath University, Haryana 4. Dr. B Jagadish, General Manager, Toyota Learning & Development India 5. Mr. Abhishek Pandit, Director, EduVantage <p>Moderator: Mr. Ramesh Alluri Reddy, Chief Executive Officer, TeamLease Degree Apprenticeship</p>
01:15pm -01:20pm	Vote of Thanks
01:20pm -2:30pm	Networking Lunch
02:30pm-04:00pm	Youth Centric Session: Career Guidance and Counselling
04:00 pm- 05:00 pm	Networking Tea