



Adding skills to India's canvas...

Kolkata | Bhubaneswar | Hyderabad | North-East | Dubai | Singapore



INSKILLS - THE 'WE' FACTOR

We believe that learning and improving skills, whether academic or vocational, must be an opportunity that is available to everyone. Supporting organizations and individuals with training and education requires a broad spectrum of skills and expertise in order to be able to cater to specific needs, something which we are proud to say the professional team at [InSkills](#) possesses.

We, as a collaborative platform of like-minded movers and shakers, are one of India's largest vocational training endeavors catering to the country's most critical challenge – the skills gap of the youth.

Diversity is at the heart of what we offer and who we are...

We handle diversity in...

- ▶ The range of vocational courses we provide
- ▶ The expertise and knowledge of industry sectors
- ▶ The ability to cater to varying training needs and skill levels across regions
- ▶ The individuals and organizations we collaborate and provide training for

We strive to support individuals and organizations across the nation in providing skill training and education for all, irrespective of culture, wealth or gender....

We are committed to providing high quality training and education, globally benchmarked qualifications, technology enabled interface for learning, 24/7 student support and diversity in the training we provide to ensure our clients and students get a service tailored for them and therefore the greatest benefits from their learning experience....

We continue to discuss and engage with leading organizations, partner institutions as well as industry houses... Towards building an eco-system of skill building, engagements, expertise, technology and international best practices of capacity building... Always looking to scale-up operational footprints, and nurture growth...



THE INDIAN LABOUR MARKET CONTEXT & SUPPLY OF SKILLS



Skill and knowledge drive forces of economic growth and social development for any country. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities. As India moves progressively towards becoming a 'Knowledge Economy' it becomes increasingly important that the country should focus on advancement of skills relevant to the emerging economic environment. In order to achieve the twin targets of economic growth and inclusive development, India's Gross Domestic Product (GDP) has to grow consistently at 8% to 9% per annum. This requires significant progress in several areas - infrastructure development, agricultural growth coupled with productivity improvements, financial sector growth, healthy business environment, but over and above all, a vast pool of skilled workforce. For the economy to grow at 8% to 9%, it is required that the manufacturing and services sectors grow at 11% - 12%, assuming agriculture grows at 4%. In such a scenario, it is obvious that a large portion of the workforce would migrate from the primary sector (agriculture) to the secondary and tertiary sectors. However, the skill sets that are required in the manufacturing and service sectors are quite different from those in agriculture. This implies that there is/will be a large skill gap when such a migration occurs, as evidenced by a shrinking employment in the agriculture sector. This scenario necessitates skill development in the workforce.

With India set to house the world's largest working population by 2030 it's now estimated that if India's skilled workforce continues to rise for another 25 years, the country could command one of the most vibrant workforces in the world by 2035. Therefore, the biggest challenges that India's government and industry face today are generating employment and ensuring employability. How do we convert our deluge of drop outs, matriculates and graduates into employable individuals? Failure to absorb them into the workforce surely would have long-term negative implications on social stability.

A large labour force on one hand and the industry crying for productive resource on the other hand - India's demographic profile is like many of its paradoxes. Analysts predict that about 12 million young Indians will come to job market every year for next 5 years with little or no employable skills. This has to do with the lack of soft skills (communication, English language, etc.) in the services industry and lack of technical skills in the manufacturing space.

Therefore, there is an increasing awareness that vocational training is the need of the hour. Focus tends to be shifting from education to employability – as the larger socio-economic focus area for the masses. New Indian labourer being significantly more educated than his previous generation, education & skills training can make the new labourer desire urban/semi-urban jobs with employment contracts in manufacturing or services. The big challenge as well as opportunity is designing a model for this industry and delivery mechanism that benefits both of its main stakeholders: students as well as companies setting up these businesses.

The government has taken important initiatives in recent past to ensure that India emerges as the 'Skill Capital' and has formulated a strategy to extend its skill development reach, by

- ▶ Setting up National Skill Development Corporation (NSDC) to encourage private players with soft loan and equity support to create a sustainable model in Skill Development
- ▶ Taking the ITIs the PPP (Public-Private Partnership) way – for better and efficient utilization of immense physical infrastructure already available.

Estimated to be a US\$20 bn per year market for next 10-15 years, vocational training and employability enhancement are poised to be the game changer for India for emerging as the economic superpower – if planned and executed correctly.



WHO WE ARE

Skill Ventures Private Limited (promoters of [InSkills](#)) as an initiative is co-promoted by:

Inthink Edutech Private Limited, Kolkata – an initiative from 'Infinity' group, the leading infrastructure company of West Bengal and spearheaded by leading professionals from knowledge economy coming with huge experience of education management, training and IT Services (*some of the accolades received in their previous engagements include Great Place to Work from 2008 to 2010, short listed for - NASSCOM Innovation Awards for 2009, NASSCOM Corporate and Social Governance Awards and AMCHAM CSR Award in 2008 and 2009 etc.*)

Knowledge Trust, Odisha – an endeavor to pioneering promotion of quality education, nationally and internationally, with a series of innovative activities embracing latest technology and ensuring adequate growth potential for all stakeholders. The Trust also aspires to be a catalyst for social development in the State of Odisha and other parts of the country. Presently, Knowledge Trust promotes two educational institutions (*Temple City Institute of Technology & Engineering & Temple City Institute of Basic Sciences*) and a development consultancy unit.

Human Development Foundation, Odisha - pioneer in skill training in Odisha with strong partnership with Government in implementing various schemes and programmes both in livelihood and skill development, having a wide network of Training Institute partners & NGO's across the state including self-owned Gramin ITC in agri and allied sector. HDF is a Vocational Training Provider (VTP) approved by DGE&T, and also runs AICTE approved management programmes.

Adding Skills to India's Canvas

[InSkills](#) is a consortium created with a special focus on enhancement of employability of young generation beyond conventional mainstream education in India and South Asia – with a plan of imparting training to more than 10 million individuals over next 10 years. [InSkills](#) focuses on close industry linkages as well as quality of certification and delivery to ensure that the output from its various programmes are readily employable in all the emerging sectors of local economic landscape.

[InSkills](#) has been launched with a mission of serving as a catalyst for vocational skills movement by building collaborative partnerships among education, business, community and government by:

- ▶ Creating a vast pool of skilled personnel with adequate competencies in line with the employment requirements across the entire economy
- ▶ Creating better opportunities in employment
- ▶ Ensuring the provision of high quality training and education, internationally recognized qualifications & 24/7 student support



PORTFOLIO OF INITIATIVES

InSkills is following the 'Hub & Spoke' model by creating a 'state-of-the-art' training facility in each region, and thereby feeding the regional Hubs and different 'Spoke' centers. Emphasis is given to site-based training centers, or work-based learning. For some industries, the nature of the work and the equipment or technology involved means that site-based centers are the most appropriate. For example, to support construction sector, a network of site-based training centers linked to major construction projects supported by a central hub is being created.

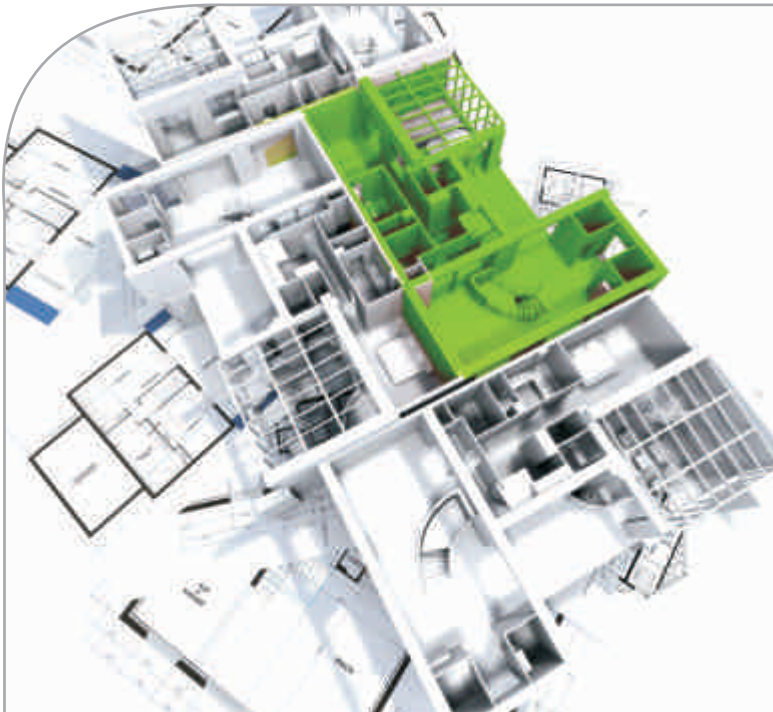
Portfolio of initiatives:

- ▶ Employable Skills Modules offered by various departments of the government
- ▶ Industry-linked placement focused training modules
- ▶ Finishing School programme for ITI/ Diploma & B. Tech Students
- ▶ Training of Trainers
- ▶ Development of course content
- ▶ Research activities pertaining to skill development
- ▶ Add-on programmes for general college students for increasing employability
- ▶ Career counseling in UGC sponsored programmes in Colleges

Strategy for growth:

- ▶ Building a strong ecosystem in vocational skills enhancement by networking amongst Government, Industry and all other stakeholders
- ▶ Identifying Partners (NGOs, Training Institutes, Colleges) to conduct the training programmes in collaborative mode
- ▶ Brand building through Seminars and Workshops
- ▶ Tapping the resources of industry forums and associations with skill training initiatives
- ▶ Collaborating with CSR activities of other organizations
- ▶ Harnessing the schemes for skill development from State & Central Government

Construction sector in India is the second largest economic activity after agriculture and provides employment to about 33 million people. India's Construction industry has grown at a Compounded Annual Growth Rate (CAGR) of about 11.1% over the last eight years powered by massive infrastructure investment, rapid rise in housing demand and substantial FDI inflow. Spending on infrastructure sectors such as ports, power plants and roads is projected at more than Rs 2.5 trillion annually for the next six years, and will require 92 million man years of labour. Construction investment accounts for around 52.4% of the Gross Fixed Capital Formation in India. Investments in Construction have a positive domino effect on supplier industries, thereby contributing immensely to economic development. Construction sector has strong linkages with various industries such as cement, steel, chemicals, paints, tiles, fixtures and fittings. While in the short term it serves as a demand booster, in the long run it contributes towards boosting the infrastructure capacity.



Some Skill Gaps as Identified by Industry:

- ▶ Inadequate knowledge of construction specific area
- ▶ Lack of knowledge of basic machine operations
- ▶ Lack of communication and team building skills
- ▶ Insufficient ability to manage multiple contractors
- ▶ Insufficient ability to develop and comply to a Preventive Maintenance schedule
- ▶ Inadequate orientation to develop and adhere to safety norms at construction site
- ▶ Inadequate practical industry exposure
- ▶ Very little safety orientation
- ▶ Inadequate workplace skills – discipline, cleanliness, etc.

InSkills offers programmes in skill areas like

- ▶ Manual Material Arc Welding
- ▶ Gas Tungent Arc Welding
- ▶ Gas Metal Arc Welding
- ▶ Plumbing
- ▶ Electrician and House Wiring Technician
- ▶ Mason
- ▶ Fitter
- ▶ Scaffolder & Carpentry
- ▶ Maintenance Mechanic





IT ENABLED SERVICES

The global technology spending on hardware, software and Information Technology (IT) related services is estimated to be about US \$ 1.7 trillion and growing at a CAGR of about 7% in the last two years. Over and above this, the engineering and R&D spend accounts for about US \$ 800 billion. IT Services recording a growth of 6.3% and BPO Services recording a growth of 12% globally. Despite the current economic slowdown, technology spending is expected to sustain in the long term and pick up in the next 4 to 6 quarters. Given this background and the context of India's 'IT story', it has to be put in perspective that India still accounts for only about 4.5% of this market. This indicates that there is ample room for India to tap the potential for growth in this market in the years to come.

Some Skill Gaps as Identified by Industry:

- ▶ Inadequate specialization
- ▶ Poor domain exposure
- ▶ Lack in industry specific experience
- ▶ Inadequate communication skill and people skill
- ▶ Inadequate domain & business process knowledge



InSkills offers programmes in skill areas like:

- ▶ ITES Training - voice
- ▶ ITES Training - non-voice
- ▶ ITES Training - domain skills



As per the UNDP Global Human Development Report (HDR), inspite of the absolute value of the Human Development Index (HDI) for India improving marginally, the relative ranking of India has not changed much. India still languishes at 128th rank among the countries. For the users of healthcare services, the choice is increasing and the ability to afford the best is rising. Consumers are migrating from the single doctor nursing homes to a more organized hospital delivery format, analogous to the retail sector. There are benchmarks and brands of multi-locational providers across industry. Owing to information explosion, the Indian healthcare consumer is engaging in 'comparison shopping' - looking at quality healthcare not only in urban but also the rural areas and tier II cities.



Some Skill Gaps as Identified by Industry

- ▶ Inadequate skills to work in teams
- ▶ Inadequate ability to use of computers and hospital information system
- ▶ Inadequate orientation towards emergency management and disaster management
- ▶ Inadequate communications skills
- ▶ Inadequate hands-on experience of operating machines & technology
- ▶ Inadequate ability to administer medicines
- ▶ Inadequate knowledge of bio-medical waste

InSkills offers programmes in skill areas like

- ▶ Nursing Assistant
- ▶ Operation and Maintenance of ECG, ICCU Equipment and X-ray Machines
- ▶ Lab Technician
- ▶ Multipurpose Health Worker





HOSPITALITY & TOURISM

UN Tourism 2020 Vision forecasts that international tourist arrivals are expected to reach nearly 1.6 billion by the year 2020. Of these worldwide arrivals in 2020, 1.2 billion will be intra-regional and 378 million will be long-haul travelers. The T&T industry in India accounted for approximately 6% of GDP and 31 million jobs. Tourism is one of the largest net earners of foreign exchange for the country recording earnings of US \$11,747 million in last financial year, annual growth rate of 9.5% as per data from Ministry of Tourism. Travel & Tourism, being employment intensive, provides employment to approximately 31 million (both direct & indirect) people throughout the country and is one of the largest employers in the country; this number is expected to rise to over 40 million by 2019 and over 43 million by 2022.

Some Skill Gaps as Identified by Industry

- ▶ Inadequate presentation skills, time and people management skills
- ▶ Insufficient knowledge of ticketing
- ▶ Lack of adequate geographical knowledge
- ▶ Lack of adequate procedural knowledge on Passports and Visas
- ▶ Inadequate technical know-how



InSkills offers programmes in skill areas like

- ▶ Travel Guide
- ▶ Travel Counselor
- ▶ Travel Business Development
- ▶ Service Staff



Domestic:

Through its consortium members, **InSkills** is a registered Vocational Training Provider under National Council for Vocational Training. Consortium members are empaneled to run several Government sponsored vocational skill programmes with the objective of providing alternative options of livelihood through counseling and capacity building. **InSkills** has collaboration with wide network of Training Institutes and NGO's who are working in the area of skill training and livelihood across various sectors.

InSkills have joined hands in the form of a consortium with **INCOR Infrastructure**, promoters of **PBEL City** project and one of the premier infrastructure organizations operating in Andhra Pradesh to launch a statewide vocational training initiative.

Overseas:

InSkills has established a relationship with **Bournville College, UK** as knowledge partner for Engineering and Construction skills. Bournville will provide their expertise and support thru' skill gap analysis, development of content and curriculum, training of trainers, certification for advanced skills as well as ongoing project management support towards capacity building in vocational skills training.

InSkills has formed a partnership with **HCMI Singapore** for placement of skilled workers in different countries in South East Asia and Australia. **InSkills** is the process of discussion with other academic and training institutions in India and abroad (United Kingdom / United States / Thailand / Philippines) for certification and academic collaboration in specific skill areas.

Apart from creating trained workforce to meet the demand for skilled manpower for domestic industries, **InSkills** is looking at some of these international collaborations to ensure that certifications obtained by students in specific skill areas make them eligible and acceptable to the workplace in different countries in Asia.

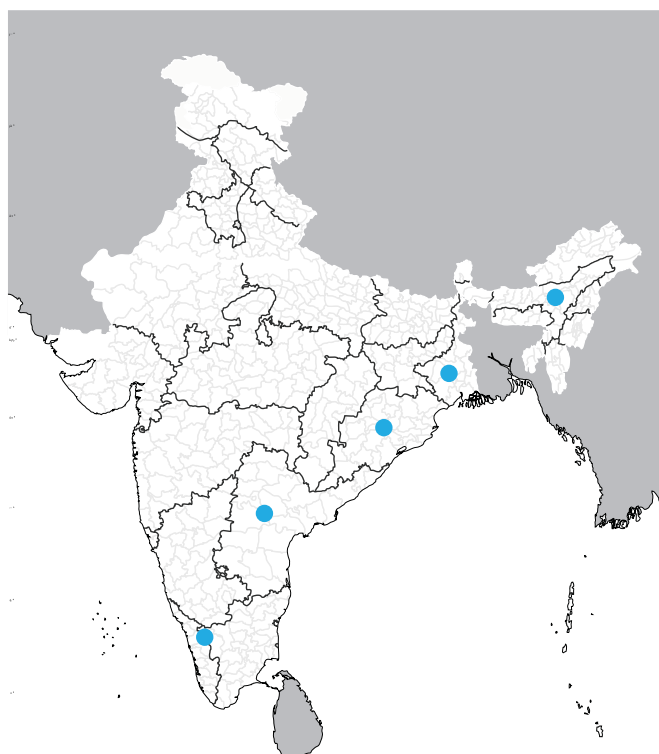


WHY INSKILLS

- ▶ Collaboration of leaders in education in different states – coming with vast experience of co-founding and managing universities, engineering and management institutions
- ▶ Alliance with leading foreign institutions – ensuring access to global knowledge bank
- ▶ Practical & On-the-job skills training
- ▶ Networking with industry leaders and Government departments covering footprints in different sectors and corners
- ▶ Placement-linked programmes, customized for end-user requirement
- ▶ Strategic Tie-ups with industry partners for 'Center of Excellence' across several sector skills
- ▶ Support for holistic development
- ▶ Benchmark against good practices of other institutes
- ▶ Strong IT-enabled process back-end
- ▶ A periodic quality monitoring programme to assess the quality of the trainers and training programme interventions



THE CURRENT FOOTPRINT



- ▶ **InSkills** operates out of training centers spread across the states like Odisha, West Bengal, Andhra Pradesh, Assam & Kerala

More than 50 centers across Angul, Balasore, Bargarh, Baudh, Bolangir, Dhenkanal, Gajapati, Ganjam, Jajpur, Kendrapara, Keonjhar, Khurda, Nayagarh, Puri, Rayagada, Sambalpur districts of **Odisha**; more than 25 centers across Bankura, Burdwan, Nadia, Murshidabad & Darjeeling districts of **West Bengal**; Hyderabad, Vikarabad & Vizag in **Andhra Pradesh**; Guwahati & Jorhat in **Assam**; Kochi in **Kerala**.

- ▶ **InSkills** has three ITI/ITC's managed by themselves in Bhubaneswar, Mayurbhanj (Odisha) & Vikarabad (AP)
- ▶ **InSkills** partners have already completed training for more than 15000 students across several schemes under DGET, Govt. of India
- ▶ Hub campus in Odisha is a 17 acre campus of Temple City Institute of Technology and Engineering (TITE) with state-of-the-art technology facilities
- ▶ Hub campus in Assam is a 50 acre campus of Kaziranga University, located in Jorhat



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