

### Expert SPEAK



V. Suresh  
Principal Executive Officer  
HIRCO

"Construction industry has a critical shortage of semi skilled and skilled workers... Indian construction companies lack provision of employing trained and certified workers"



Dr. P.R. Swarup  
Director General  
CIDC

"Formal education in project management lacks the exposure required for the trainees to work in an actual construction site."



Chander Verma  
Chairman  
Continental Construction Projects Ltd.

"Curriculum in engineering/architecture institutes does not adhere to industry requirements."



Karan Singh  
Executive Director - HR  
DMRC

"MRT has tied up with few organisations to train its staff and hopes to cover the entire staff."



Dr. Anupa Siddhu  
Director  
Lady Irwin College

"Children should be allowed to choose the areas / skills they want to pursue and decisions should not be enforced to opt for a specific discipline."



Kalpana Bansal  
Director  
Beamstalk Training & Assessment Pvt. Ltd.

"Demand-driven skill development is required rather than supply-driven."



V. Nagarajan  
VP HR  
TIL & TDSL

"Having a framework which mandates acquiring multiple skills can help overcome the challenge of skills gap."

## Envisioning a Nation of Highly Skilled Workforce TimesJobs.com Bureau

TimesJobs.com & The Economic Times Annual Skills Summit 2011 on May 27th at The Oberoi, New Delhi, brought together industry experts, academia and the government to discuss initiatives that can bridge the skills gap across sectors. Session II on 'Powering Urban Explosion by Empowering Infrastructure Related Skills' opened out the skills dialogue to the rapidly growing infrastructure and construction segment. With

momentum of this sector, NSDC MD & CEO Dilip Chenoy advocated a Sector Skills Council for the industry which would determine and certify the skills required by the construction industry. Chander Verma, Chairman, Continental Construction Projects Ltd, stressed that the onus of the client to push for skills development. Karan Singh, Executive Director-HR, DMRC, said that despite a workforce of over 3000 working on DMRC



the sector expected to grow at 10-12% annually, the challenges relate to skills at every level. Dr P R Swarup, Director General, CIDC, pegged the workforce shortage at 350 million and said that none of the Indian contracts except from the DMRC, demand workforce training. V Suresh, Principal Executive Officer, HIRCO, focussed on the growing skills challenge because of the Rs 3 lakh crore investments expected annually in the sector. The panel highlighted the importance of training for sustaining the growth

projects currently, no one is allowed to work on Metro projects without basic training. The session on 'Decoding the IT Skills Gap' focussed on the reasons for the war for talent in the IT sector which has created 2.5 lakh new jobs in the year. They called for collaboration to fight the growing skills gap. Keynote speaker and Vice Chairman & CEO, Zensar Technologies, Dr Ganesh Natarajan maintained that skills and education need to be married. Jayant Krishna, Principal Consultant, Tata Consultancy Services, highlighted that



candidates require 2-6 months after employment to become productive. Speakers urged the removal of the social stigma associated with skills training by bringing acceptable skills certifications. Dr Chandrasekhar Sripada, VP and Head HR India/South Asia, IBM India, called for a greater interaction between students and industry and called for greater knowledge in the area of specialisation. Sushma Rajagopalan, Head Global Strategy and Corporate Development, L&T Infotech, identified the greater expectation from the global markets as the key factors for the current crunch on skills. Ashutosh Chadha, Director,

measuring technical skills on theoretical basis. The conference concluded with industry and academia coming together to suggest policy changes to fight the skills gap. Dr Anupa Siddhu, Member Academic Council, Delhi University and Director, Lady Irwin College, highlighted the importance of industry interaction and securing multiple skill sets. Subrat Chakravarty, Head-HR, HCL Technologies-Business Services held up as a working model HCL's initiative with the Madras University to offer students the chance to acquire job relevant skills even during the education process. Dilip Chenoy pushed for

#### SUMMIT SNAPSHOT

- Construction Industry to take onus of skilling its workforce
- IT Sector needs to collaborate on skills
- Academia to collaborate with industry for training
- Allow students to train according to level of preparedness

Corporate Affairs Group, Intel (I) called for changing the assessment process by not

allowing students to acquire degrees according to their level of readiness.

### Expert SPEAK



Dr. Ganesh Natarajan  
Vice Chairman & CEO  
Zensar Technologies

"It takes at least 2 months of training to convert a fresher into a productive resource. Communication skills is not just about conversing in English, it is about presenting one's professional skills"



Sushma Rajagopalan  
Head-Global Strategy  
& Corporate Development L&T Infotech

"Our competitive differentiator is the quality of our people... Off shore hires have broader perspective than Indian hires"



Dr. Chandrasekhar Sripada  
VP & Head HR India-South Asia  
IBM India Pvt. Ltd.

"Structured thinking and analytical skills are important for recruitment"



Jayant Krishna  
Principal Consultant  
TCS

"The Country does not attach premium to skills development. There are far more collaborations for skills, education etc within the IT industry than in any other industry across the nation"



Ashutosh Chadha  
Director Corporate Affairs Group  
Intel India

"More value addition from employers is required."



Subrat Chakravarty  
Head HR Business Services  
HCL Technologies

"One of the big questions that we face is will the industry be competitive globally if it bears the cost of skill development."



Dilip Chenoy  
MD & CEO  
National Skills Development Corporation

"Sector Skill Council will define how to get the aptitude & attitude in tandem with the construction industry."