



Enhancing Skills in South Asia



A powerful and balanced voice for business

REPORT

This publication was produced with the financial support of the European Union. Its contents are the sole responsibility of the International Organisation of Employers (IOE) and do not necessarily reflect the views of the European Union.



**Co-funded by
the European Union**

Enhancing Skills in South Asia: Workshop on Adapting ITIs to Future Work Demands in New Delhi

In a co-organising initiative, the International Organisation of Employers (IOE), the Confederation of Indian Industry (CII), the Employers Federation of India (EFI), and the Global Apprenticeship Network (GAN) hosted the “Workshop on Developing and Upgrading Skills in South Asia for the Manufacturing and Industrial Sectors” from 27 to 28 June 2024, in New Delhi, India.

With the objective of raising awareness on the need for Industrial Training Institutions (ITIs) to adapt to the future of work and the necessity for higher-level skills through Work-Based Learning (WBL) and apprenticeships, the workshop showcased best practices from India. It analysed and discussed case studies and success stories of apprenticeship initiatives and WBL programs, while also sharing recommendations for upgrading ITIs and Technical and Vocational Education and Training (TVET) institutions. Private sector initiatives were underscored as vital in promoting quality apprenticeships and the shift from lifetime employment to lifetime employability. Furthermore, the sessions covered, inter alia, the identification of key challenges, linkages, and opportunities, as well as tools for advocating for increased funding for vocational programs in the manufacturing and industrial sectors to support continuous retraining in companies, TVET, and educational institutions.

Recognising the importance of adapting to job market needs, responding to skill shortages, and embracing a multistakeholder approach, the workshop brought together over 47 people, including government officials, employer associations, and private companies from India, neighbouring countries, and beyond. Panellists included Mr Atul Kumar Tiwari, Secretary, Ministry of Skills Development & Entrepreneurship, Government of India; Mr Ravi Peiris, Officer-in-Charge & Senior Specialist – Employers Activities, ILO Decent Work Technical Support Team (DWT) for South Asia and Country Office for India; Mr Ved Mani Tiwari, CEO & Managing Director, National Skills Development Corporation – Government of India, Captain Amitabh, Head Skill Development,



The workshop recognized the importance of adapting to job market needs, responding to skill shortages, and embracing a multistakeholder approach.

Tata Steel; Mr Sunil Chemmankotil, Country Manager, Adecco India; as well as representatives from Bühler, dsm-Firmenich, and Nestlé.

With the support of co-funding by the European Union, the workshop provided an excellent opportunity for peer-to-peer learning while fostering collaboration between government, TVET institutions, businesses, and other stakeholders in skills development. It offered participants a platform for exchanging insights on challenges faced in their respective contexts and collaborating on finding solutions to issues such as the need for adaptation of vocational trainings, WBL, and skills development initiatives related to the evolving labour market in the manufacturing and industrial sectors. It also featured an industry visit to the Hero MotoCorp Ltd manufacturing plant in Gurugram.

The workshop also informed the drafting process of a policy review on the future of the workforce in the industrial sector, including apprenticeship and work-based learning best practices from India and/or other countries in Southeast Asia, which will be published by IOE and GAN in the second half of 2024.

Event Program

Day 1: Stakeholder Coordination and Best Practices

Timing	Session Title	Speakers
9h00 – 10h00	Registration and Welcome	
10h00 – 11h00	Inaugural Session	Opening and Closing: Mr Jaideep Ahuja , Chairman, CII Delhi State & MD & CEO, Ahuja Residency Pvt Ltd Ms Kathryn Rowan , Executive Director, GAN Global Ms Rita Yip , Senior Legal and Policy Advisor, IOE Mr Ravi Peiris, Senior Specialist, Employers' Activities , Decent Work Team - South Asia & Country Head, India Mr Arvind Goel (Video Message), President, EFI & Chairman CII National Committee on Industrial Relations, Tata Autocomp Systems Ltd International Labour Organisation Mr Atul Kumar Tiwari, Secretary , Ministry of Skills Development & Entrepreneurship, Government of India
11h15 – 12h00	Panel: Best Practices from India: Case Studies and Success Stories of Apprenticeship and WBL Programmes	Moderator: Ms Kathryn Rowan , ED, GAN Global Mr A. V. Venkatesh Kumar , Head of HR and Admin, Bühler India Mr Vikas Rajput , Country HR Lead, India, dsm-firmenich Mr Anurag Patnaik , Director, Human Resources, South Asia Region, Nestlé
12h00 – 12h45	Panel: Stakeholder Consultation on Skills Development for the Manufacturing and Industrial Sectors	Moderator: Mr Atul Sobti , Director General, Standing Conference of Public Enterprises (SCOPE) Mr Sanjay Kumar , Director, Curriculum Development (CD) Mr G C Ramamurthy , Joint Director, Curriculum Development (CD), Ministry of Skills Development & Entrepreneurship Captain Amitabh , Head Skill Development, Tata Steel Mr Sudipta Marjit , CHRO, Tata AutoComp Systems Mr Sunil Chemmankotil , Country Manager, Adecco India Mr Sanjay Bose , Executive Vice President & Head HR, ITC Hotel Ltd
12h45	Group Official Photo	All participants
14h30 – 16h30	Industry Site Tour	Hero MotoCorp Ltd

Day 2: Advocacy for Increased Funding & Building Skills Systems for Lifelong Learning

Timing	Session Title	Speakers
9h00 – 9h15	Context Setting and Introduction to Workshop	Mr Gabriel Bordado , Skills Specialist and Employability, DWT/CO-New Delhi, ILO
9h15 – 10h15	Workshop: Identifying Key Challenges, Opportunities, and Actionable Steps	Facilitator: Ms Yukari Kanamori , Technical Officer, ILO Global Programme on Skills and Lifelong Learning All Participants
10h15 – 11h30	Panel: Advocating for Increased Funding & Creating Lifelong Learning Fund	Moderator: Mr Harbhajan Singh , Chief Strategy & HR, XLRI Mr Ved Mani Tiwari , CEO & Managing Director, National Skills Development Corporation Ms Bhavna Srikrishna Chopra , Head Stainless Academy, Jindal Stainless Ltd Mr Saidul Islam , Additional Secretary-General Bangladesh Employers' Federation (BEF) Mr Christopher Raj , Council Member, Malaysian Employers Federation (MEF), President of the Association of Hotel Employers for Peninsular Malaysia, Area Director of Human Resources – Industrial Relations (Malaysia), Shangri-La Hotel, Kuala Lumpur Ms Dhananji Mendis Seneviratne , Senior Industrial Relations Advisor, The Employers' Federation of Ceylon
11h45 – 12h45	Workshop: Country Specific Action Plans and Regional Collaboration	Facilitator: Mr Siddhant Debashish , Partner, BCG All Participants
13h45 – 14h15	Workshop Summary	All Participants
14h15 – 14h30	Closing Remarks	Organizers
14h30 – 14h45	Event Survey	All Participants



A powerful
and balanced
voice for business

Chemin du Pommier 42 (Kyoto), 7th Floor
1218 Le Grand-Saconnex
Geneva - Switzerland

T +41 22 929 00 00 F +41 22 929 00 01

ioe@ioe-emp.com • ioe-emp.org

© IOE 2024