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- RAHUL DASGUPTA,
Jt. MD, Globsyn Group

Skill development is one of the hottest sectors today, thanks to growing awareness and the necessity of making youths job-ready amidst widening gap between industry expectations and the skills young job-seekers bring to the table. While skill gap is an issue faced by almost a majority of nations, including even the developed ones, the issue is of more serious concern as far as India is concerned, as illustrated by several surveys and research reports.

And it is this pressing need, for tackling the employability skills (or lack of it) faced by institutions of higher education in our country, so as to equip young grads with the skills which make them not only job-ready but career-ready as well, which has seen a number of finishing or skill development institutes come up across the country today to help the government achieve this ambitious goal, besides also capitalizing on the huge growth opportunities it offers.



However, quality of training and teaching methodologies are what can differentiate an excellent institute from an also-ran. The Kolkata-based Globsyn Skills Development, which claims to be ‘not-only-for-profit’ Social Enterprise and is a part of Globsyn - a global outlook firm with deep domain competencies in Technology, Knowledge and Skill development - in a short span of time has fast emerged as a premier organization imparting skill development in a diverse range of subjects, catering to students from varied disciplines. Globsyn Skills is a venture of the Globsyn Group, along with ManpowerGroup, which has been the world’s workforce expert for more than 65 years

The Global ANALYST spoke to Rahul Dasgupta, Joint Managing Director of Globsyn

Group, to discuss about the Group’s latest venture. Rahul Dasgupta is a finance graduate from School of Management, Syracuse University, USA, and an alumnus of Durham Business School, UK. Prior to joining Globsyn, he worked in Fortune 500 companies like Deloitte Touche Tomatshu and Merrill Lynch & Co. Inc. With his strong background in the financial sector, he has played a major role in establishing Globsyn Infotech’s strong foothold in the BFSI market.

In a free-wheeling discussion with **The Global ANALYST**, he speaks about the significance of skill development in India, how this can be a differentiating factor as far as a young job-seeker is concerned, its transformational impact on our society, his vision for the Group’s new initiative, etc. Edited excerpts:

• **How do you view the recent emphasis on Skill Development?**

As an organization committed to skill development for the last two decades and a joint-venture partner with the National Skill Development Corporation (NSDC), we take the current emphasis on skill development very positively. The recent creation of the Ministry of Skill Development gives a much needed structure to the skill development space with priority on standardization of delivery and benchmarking of assessment. It is this organized approach to skill development and a stress on stakeholder integration that is going to help in building the appropriate ecosystem required to actualize the country's demographic dividend and help in bringing youth from rural locations to the mainstream workforce..

• **Could you please elaborate on Globsyn Skills' focus areas? Which are your target segments?**

At Globsyn Skills we have four focus areas – building our network of centers across India, building a content repository system, empanelling certified faculty PAN India and building technology-based platforms for training delivery. We are currently focused on investing in expanding our network nationally to 1000+ centers from the 450+ that we presently have. We also want to add to the existing pool of 310+ certified trainers to take training to the grass root level. We presently offer training in several sectors like BFSI, Retail, Telecom, Security, Automotive and Electronics among others. Our long-term plan is to create content

and provide training in all 31 sectors approved by NSDC for different levels of Qualification Packs (QPs) and National Occupational Standards (NOSs)..

• **What difference the skill development program makes to a candidate, who is already, let's say an engineering grad or a commerce grad, his/her prospects of getting a job of choice?**

As an NSDC partner we are focused on delivering programmes which are National Skills Qualification Framework (NSQF) aligned. Furthermore, we provide training in sectors where there are Skill Gaps. Due to the curriculum architecture followed by the engineering colleges or other colleges in our country, a graduate is not offered certified courses that are aligned to the industry. A skilled development programme complements the education received by the students in their colleges, making him a specialist in a specific job role, thus opening a plethora of job opportunities for them. Going forward, QPs approved by specific Sector Skill Councils (SSCs) should become a prerequisite for getting jobs.

• **What is the USP of Globsyn Skills?**

Globsyn Skills is a part of the diversified Globsyn Group of companies. We have over two decades of experience in knowledge, skills and technology which makes us suitable for skill development. Our partnership with NSDC and our large network of 450+ training centers together with our 310+ empanelled and certified faculty delivering technology driven content is our USP.

What are the Top Ten Skills that Employers want?

Based on a number of surveys on the skills required by graduates undertaken by Microsoft, top MNCs and other organisations, here is our summary of the skills which were most often deemed important.

VERBAL COMMUNICATION	1	Able to express your ideas clearly and confidently in speech
TEAMWORK	2	Work confidently within a group
COMMERCIAL AWARENESS	3	Understand the commercial realities affecting the organisation.
ANALYSING & INVESTIGATING	4	Gather information systematically to establish facts & principles. Problem solving.
INITIATIVE/SELF MOTIVATION	5	Able to act on initiative, identify opportunities & proactive in putting forward ideas & solutions
DRIVE	6	Determination to get things done. Make things happen & constantly looking for better ways of doing things.
WRITTEN COMMUNICATION	7	Able to express yourself clearly in writing
PLANNING & ORGANISING	8	Able to plan activities & carry them through effectively
FLEXIBILITY	9	Adapt successfully to changing situations & environments
TIME MANAGEMENT	10	Manage time effectively, prioritising tasks & able to work to deadlines.

SKILL DEVELOPMENT

• Do you devise the training programs in consultation with the corporate sector/recruiters?

Most of the courses offered by us are aligned to the QPs designed by the SSCs across various industries. While the courses conform to the guidelines laid down by the SSCs, it is finally the corporate sector that offers employment opportunities. We have also introduced the Management Apprenticeship Programme (MAP) driven by our philosophy of 'EduSkills' that is a blend of education and skills aimed at making youth industry-ready. Recently we launched MAP in the HR domain executed by GlobSyn Business School in partnership with ManpowerGroup which includes classroom education for a year followed by apprenticeship with ManpowerGroup for the next year. We are planning similar associations with industry leaders in other sectors to launch MAP in those sectors too.

• What these training programs emphasize on?

Our training programmes align the candidates for a specific job role. Upon successful completion of the course assessed by SSCs, these candidates become industry-ready and employable. We also continuously counsel them for the specific sectors that they like to get certified in with the objective that once certified they would be able to work in these sectors for the long-term.

• How big is the opportunity, as far as skill development segment is concerned?

Skill development opportunities exist for all those entering the labour market for the first time, those employed in the organized sector, and those working in the unorganized sector. India is known to be a young nation and the current government has the target of skilling 500 million people by 2022. As a young nation we have the advantage of demographic dividend. Thus the opportunity in the skill development segment is quite sizeable. With a proper structure and guidelines laid down by the new Ministry of Skill Development, some of which would be laid down in the National Skills Policy, achieving this large scale in a structured manner should be feasible.

• Also, how do you view the current job market scenario in the country?

Job opportunities exist in several sectors as the Skills Gap Study reports show both in the urban and rural context. We should motivate youth to look for jobs in areas apart from the conventional ones. The National Skills Policy was framed with a view to filling up the requirements existing in segments where there is a large demand-supply gap.

• Which industries/sectors do you feel will offer

greater opportunities to potential candidates?

While every sector needs fresh talent there are certain key sectors like Logistics, Textile & Handloom and Beauty & Wellness which have tremendous growth prospects and hence job opportunities. The new government at the center has an agenda to fuel growth in the manufacturing sector to realize the 'Make in India' plan. So understandably it is manufacturing that will offer more job opportunities now along with allied sectors like Construction and Plumbing. There are large openings in Tourism and Hospitality as well as in the Gems and Jewellery sector.

• How do you select candidates for your programs?

Most of the courses offered by us are for class X or XII drop-outs and graduates. We use scientific methods of segregating aspirants based on their personality traits, educational background and sectoral inclination. We do these through our industry partnership programmes and mobilization camps (Kaushal Melas) in partnership with the State Governments. We are in the process of devising a mechanism for identifying trainees with prior learning experience to align them with the NSQF framework.

• Do you also offer any placement assistance/guarantee?

We have a Corporate Relationship Team which works closely with the corporate partners and organizes Industry Connect Programmes (ICPs). We are also in the process of building a labour market exchange platform for our certified trainees. We aspire to place 70% of the people we train. As an example, we recently organized an ICP where 200+ trainees of GlobSyn Skills received offers from companies like Flipkart, Puma, Eureka Forbes, L&T Finance, Pantaloon, IIFL, among others. The average salary received by the candidates was between Rs.10,000 to Rs.12,000 per month.

• Finally, what would be your advice to the young generation?

My advice to the young generation would be to give skill development courses the same importance as educational course. It is important that at a young age they understand the need for skill development as we align ourselves to skill sets that the industry can utilize. With the new ministry rolling out newer programs, I would encourage the youngsters to reach out to NSDC training partners nationally and enroll themselves in various skill development programs across 31 sectors and get certified by the SSCs. There would be youngsters who are pre-certified or pre-skilled, it is important for them to align themselves to the NSQF framework.