

ADOPT THE CHANGE

RAHUL DASGUPTA

(DIRECTOR, GLOBSYN SKILLS DEVELOPMENT LTD.) SAYS WE NEED ENTREPRENEURS WHO ARE PASSIONATE ABOUT CONTRIBUTING TO SOCIETY WHILE CREATING SUSTAINABLE BUSINESS MODELS

BY SYED ZAFAR MEHDI

Q In today's cut-throat world, there is a huge demand for trained and skilled professionals to address the challenges of growth and convert them into opportunities. How do you see the scenario in India?

A. India has entered into a phase, which is popularly known as demographic dividend phase. The country today is faced with a situation seen by much of the Europe and North America post world war II, where a large youth-based workforce became the engines for economic growth.

Take for instance, the fact that 65 per cent of India's population will be in the working age bracket by 2025. One can well imagine the challenges in training and grooming such a large number of youth as they enter the working age population. But, at same time, it is important if India is to take advantage of its population dividend.

Q. Accessibility to skill development programmes in India con-

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tinues to be restricted to smaller chunk of population. How can it be expanded so that it reaches a larger population?

A. India post its independence has seen significant development around its major cities. This is natural to any growing economy.

The next phase of growth must essentially include the rural populace and therein lies the challenge of making skill development programmes reach to all the people.

It has been a proven fact that as an economy emerges from being an underdeveloped to a strong market-linked economy, the focus shifts from an agrarian-based economy to an industry/service-based economy where large number of skilled youth would be needed.

Thus, if we are to spread the benefits of skill development programmes to larger segments of society, the only way to go is to address the semi-urban and the rural populace.

Q. India is home to one of the youngest population in world, but ironically most industries in India are struggling with scarcity of skilled labour. What reasons do you attribute to it?

A. The problem lies with the structuring of the formal education sector where importance has been given to academics and the aspect of skills and their applications was subject to neglect. The fact that vocational skills till date is looked down upon is one of the major reasons for this, apart from the usual suspects, such as infrastructure, reach and trained faculty.

Q. Considering the massive need for skilled manpower, private players have started several

initiatives to complement the efforts of government in imparting skill-based training.

A. Given the nature and enormity of the challenge facing the nation today, it is only apt that private players work closely along with their government partners to reach out to larger segments of the population to train and upskill them.

However, a private player's effort needs to be supported and supplemented by the government, corporates and social communities to make sure the skill development initiatives are successful in our country.

Q. Some countries such as Korea have set new benchmark in skilling their workforce. Why have they been so successful, and what should be done to be on a par with them?

A. Countries such as Korea have realised much before to focus on structured and dedicated roll-out of skill development programmes to ensure its industrial growth. This has been one of the primary reasons why they have been so successful.

We have started out in the right direction with the setting up of National Skill Development Corporation (NSDC), the nodal agency for skill development in India.

NSDC has so far tied up with more than 50 partners on a national basis and has at its disposal a corpus of nearly INR 1,000 crore to reach the benefits of skill development programmes across the country.

With the setting up of sector skill councils for various industries to take care of issues such as standardisation of curriculum and delivery, we have started walking on the right path.

The journey would be long but a posi-

tive start has been made.

Q. Can you tell us about your entrepreneurial co-creation model and what method do you follow in developing skilled youth?

A. The skill development industry requires entrepreneurs who are passionate about contributing to society while creating sustainable business models. Globsyn Skills Entrepreneurial Co-creation Model is based on providing entrepreneurs with a platform for growth by associating with us, based on a common vision, passion and the need to reach out to large market segments, while leveraging the Globsyn brand advantages.

Under the framework, Globsyn Skills model enables a wide range of entrepreneurs to not only extend their market reach by addressing newer territories and market but are also provided much needed support in terms of access to quality training material, exposure to newer training methodologies and faculty development.

Entrepreneurs are also encouraged to take up new skill development areas and domains under their existing operations, thereby helping them extend their own business opportunities. The adoption of new training domains is a closely hand-held and mentored process under this engagement framework.

Q. Tell us about your initiative at Globsyn, and also towards grooming people?

A. We are a people's company. We walk the extra mile to help and groom the people we hire. We value integrity, abiding customer centricity, analytical ability and creativity in our people. We believe in what we do and focus on making our customers successful, putting the full weight of the firm behind them.

At our core, we are problem solvers with an unwavering passion for performance. We minimise hierarchy, are intellectually curious, and we closely engage with our customers to work in a highly collaborative mode.