

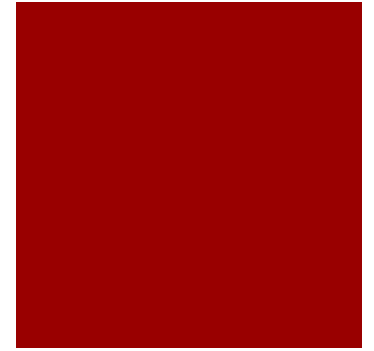
# Knowledge Sharing: Inter-Institutional Gateway

A CSIR-CLRI Presentation

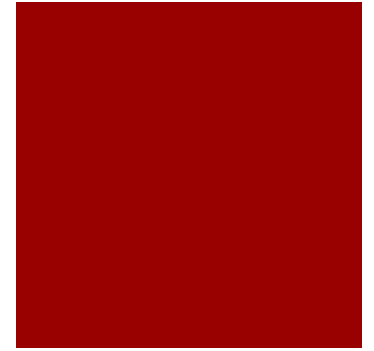


# Status of the Sector & HR

- Value addition is the Thaaraga Manthra for any manufacturing Activity
- In Leather sector it is not only for leather and products, but also in quality and availability of skilled manpower



# Current Status of VET



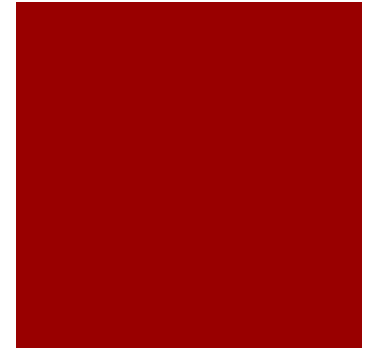
- In India very few young people enter the world of work with any type of formal or informal vocational training. Indeed the proportion of formally trained youth in our labour force is among the lowest in the world. Currently the VET system has the capacity to train only 3 million youth against industry's requirement of 13 million annually. (Source: Education World Feb 2010)

# HR Levels

- **Academic (Degree level – Basic, Masters and Doctoral) – Design, Manufacturing & Technology**
  - Adapting newer measures in tune with the requirements of the sector
- **Poly technic (Diploma)**
  - Measures to strengthen and support middle level technicians for the sector
- **Vocational**
  - Various levels and skills (Ranging from 3 months to one year)

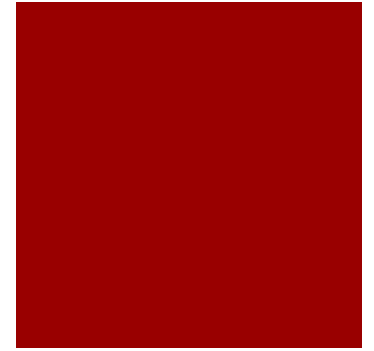


# Major Reasons



- VETs do not have standard/uniform accreditation system
- Lack/Absence of career growth
- Minimum or No Academic advancement opportunities in the field of specialisation

# Training Programs and Methodology



- Inelastic supply/demand position
- Most of the developing countries are standardizing the vocational curriculum through innovative processes and linking them with industry needs
- Industry participation in the organized training is being made mandatory.

# Approaches for HR Plan



- **Synergy with Allied Sectors**
  - **Combined effort of textile and leather will be more appropriate in developing skilled manpower**
- **synergy is also required among various other agencies (various ministries) which are funding for the development of human resources**
- **Synergy among various Institutions involved in HR development for the sector**

# Approaches for HR Plan..

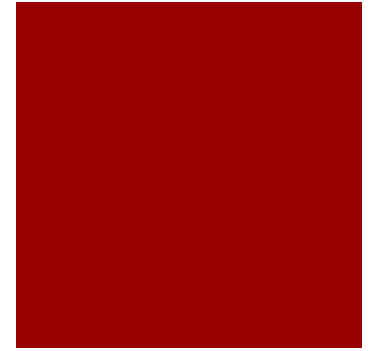


- **Role of National Institutions**
  - **Institutions should play an enabling role in supporting many organized industries and other agencies**
    - by providing appropriate curriculum and technical assistance.
  - **Formation of Joint council for Training comprising NCVT, DTE, AICTE & UGC for making a concerted effort to link vocational, Diploma and Degree level programs**
    - Result in attracting the youth population to be taken into the vocational streams with assurance of progressing career growth
  - **These institutions also need to forecast the future specialisations and demand for HR needs.**
    - Product design, fashion and trend forecast are some of the areas where more efforts have to be put in.
  
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# Approaches for HR Plan..

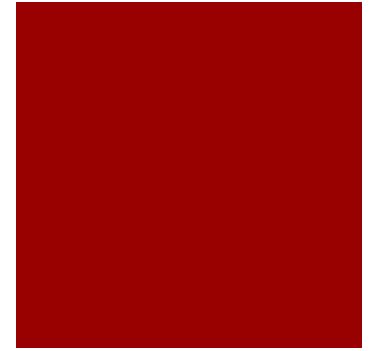
## ■ Role of Industry

- Continuous and concerted input by industry in developing new manpower is essential for sustainability and growth
- When the HR requirement is large, institutions alone cannot provide adequate skilled manpower
- Participation by industry has now become mandatory.



# CLRI in Modern HR Development

- New academic curriculum focusing leather products as one of the specialisation
- Effort to setup Design Innovation Centre for leather life style products - incorporating design development with Technology and product development
- Institutional development exercise to capacitate leather institutes in developing countries



# Formation of NSDC – SSC and its Key Tasks



## Conducting Research

1. Create skill database
2. Develop sector specific competency standards
3. Act as Career Guidance Centre for Industry
4. Benchmark international standards
5. Productivity analysis of human resources
6. Identifying 'technology' to be taken up for teaching

## Delivery Mechanism

1. Develop & update existing course modules
2. Train trainers in Industry & Institutes
3. Train existing employees
4. delivery mechanisms.

## Quality Assurance

1. Streamline certification framework
2. Certification tests for employees
3. Certification test for trainers at institutes
4. Accreditation of sector specific and related

# Opportunities in HR Development

- Successful intervention by CLRI and FDDI in providing knowledge both at National and International level is an example for inter-institutional partnership for obtaining global eminence.
  - Both CLRI and FDDI have joined hands in Ethiopia for designing and developing TVET based programs which are organically linked to formal higher education/degrees
- Learning Lessons of the past with new interventions is the need of the hour
- Projections for the future also need to be taken into account; a four fold increase in Exports realisation might need other approaches as well



# Looking Beyond Horizon

- Alternative approaches also have to be planned in case the country is not in a position to provide necessary manpower for this sector.
- Strategic plan includes subletting some of the preliminary preparative works to other players (located in other countries which have established TVET programs)
- Carrying out value addition components indigenously.
- This would help the Indian leather product sector meet the global requirements and achieve our XII plan targets.



**Thank You**

