



HRD FOR CHANGE & DEVELOPMENT



**DEVELOPING EFFECTIVE PUBLIC
PRIVATE PLATFORMS FOR
TALENT SEARCH**

EMPLOYMENT SCENARIO



- **THE LEATHER INDUSTRY EMPLOYS CLOSE TO 3.0MILLION PEOPLE**
- **SCATTERED PRODUCTION AREAS**
- **COMPLEX SECTOR CATEGORIES**

EMPLOYMENT SHARE



12% GOODS & GARMENTS

3% LEATHER

10% FOOTWEAR

25%

ORGANISED

35% FOOTWEAR

40% OTHERS

75%

UNORGANISED

HR REQUIREMENT

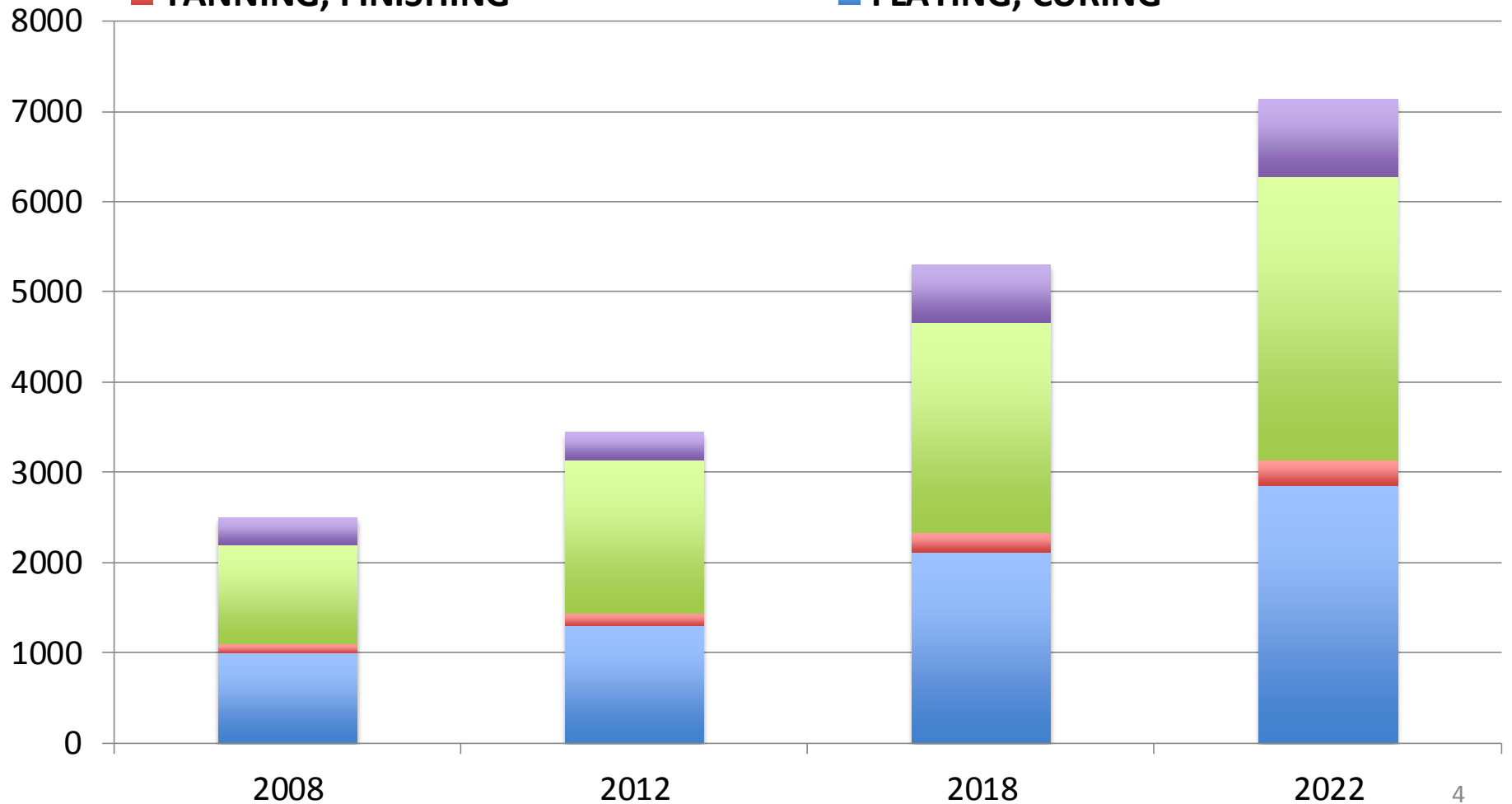


GARMENTS, GOODS

FOOTWEAR, FOOTWEAR COMPONENTS

TANNING, FINISHING

FLAYING, CURING



EDUCATIONAL INFRASTRUCTURE



**CORE
INSTITUTIONS**

**SUPPORT
INSTITUTIONS**

**PRIVATE
INSTITUTIONS**

FINISHED LEATHER

**FOOTWEAR & OTHER
LEATHER PRODUCTS**



APPROACH

- **SHIFT TOWARDS KNOWLEDGE**
- **NO ONE SOLUTION : REGION SPECIFIC**
- **REFORMS ACROSS EDUCATIONAL SYSTEM**
- **GOVT DRIVEN VOCATIONAL TRAINING**
- **PRIVATE SECTOR PARTICIPATION**
- **PUBLIC PRIVATE PLATFORMS**

NEED TO LEAD



- **RIGHT TALENT**
- **SECTOR DRIVEN COMPETANCY**
- **TRAINING ORGANISATION**
- **COST OF TRAINING**
- **TRAINERS, CURRICULAM, ASSESSMENT**
- **SKILL GAP ANALYSIS, FORECASTING**