EMPOWERING THE LEATHER SECTOR BY SKILLING
Volatile
- Major changes frequent & sudden

Uncertain
- There were many surprises

Unpredictable
- Change did not follow a predictable pattern

Complex
- Problems and opportunities were complex, with many different elements

Ambiguous
- Confusion from contradictory information

SUSTAINING SKILLING IN LEATHER SECTOR

An “adaptive” industry and skilled manpower did sustain

Industry will stay or shift to another location
Perpetual crisis

Industrial Age

Connection Economy

graceful
making a difference in a world that needs you

SETH GODIN

TIME
The Decade From Hell
And why the next one will be better in six weeks.
**PROJECTED SKILLED MANPOWER REQUIREMENTS IN INDIAN LEATHER INDUSTRY**

<table>
<thead>
<tr>
<th>CURRENT WORKFORCE</th>
<th>ESTIMATED NEW WORKFORCE DEMAND BY 2025</th>
<th>TOTAL WORKFORCE BY 2025</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 MILLION</td>
<td>3 MILLION</td>
<td>6 MILLION</td>
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- **Highest incremental human resource requirements at niche level to sustain the new age demands**
- **Enhancing employability of those with minimum and also maximum education**
- **Skills in demand - New age learning methodologies with artistic culture**
- **Basic skills that can be acquired with a short/modular and monomaniacally focused intervention**

**Source:** Indian Brand Equity Foundation Report and National Skill Development Corporation Report
The labour market

1. Knowledge, innovative technologies and design work will dominate
2. Innovation will surpass productivity in importance
3. There will be definite new age skill shortage
4. Shift the power in the employee/employer relationship to top talent
5. Employee expectations will be changing
6. loyalty, influence, freedom, transparency

"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."
NEW LEATHER SECTOR BUSINESS WORLD

BIG IS NO LONGER ADVANTAGE

• It’s no longer the big established organizations that dominate the small ones...
• it’s the fast, technologically advanced, environmentally sustainable with innovative skill workforce and adaptive organizations will dominate the leather sector

SPEED IS ESSENTIAL

• If the speed of change outside your organization exceeds the speed of change inside your organization, black clouds are ahead and unfortunately... insiders will probably be the last to actually see the disaster coming

Leather Sector should embrace the change taking place and evolve new skills
Challenges of skills in leather Sector

Role Models Who See the Possibilities For the Future

Supportive Climate for Interactions With Customers, Suppliers, Competitors & the Economy, Government, World Events, Communities and Families

Values, Understanding, Belief, Norms guided towards increase in changing new age requirements

Why skills must change?
Because the world of business is dramatically changing!

“The challenge should be oriented towards increase in sustainability”
A “new-age” leather sector and new-age skilled manpower coexist

The best we can describe the leather sector’s business environment has been “enduring over the last few years”
LEATHER SECTOR – Endeavoring towards Excellence in HRD

- **Skill benchmarking initiatives for the Leather sector**
- **World Class skill upgradation programmes**
- **International Training support for Elite performance**
- **Newer dimensions in skill branding**
- **Integrated Development of Soft and Hard skills**
- **Global leadership in leather skill education and training with distinctive trinity model**
Tailor-made training programmes for best practices

Specialization with Standardization

Best Practices with pristine bubble of total focus

Skill upgradation to meet global dynamics

Building and nurturing finesse and design skills

Interdisciplinary computability and Pedagogic Innovations

Nurture inhouse skill work force at all levels using unique training models
SKILL ARTISAN

ARTISANAL SKILL TRAINING:
- Improving employability and productivity of workforce
- Impart market skills/technical skills
- Exposure to state-of-the-art infrastructure and global best practices
- Nurture wage/self-employment
- Focus on overall personality development of candidates

SOCIO-ECONOMIC DEVELOPMENT OF PEOPLE:
SKILL, SCIENCE AND TECHNOLOGY

Developing Competitive Capabilities, Driving Innovation and Tapping Knowledge with Gainful Expertise leveraging science and technology through skilling.
CROSS INDUSTRY TRAINING MODEL

TRAINING NEED ANALYSIS

SOURCING OF CANDIDATES FROM DIFFERENT SECTORS

INTEGRATION WITH TOP BRAND NATIONAL AND INTERNATIONAL SCHOOLS

CERTIFICATION USING JOINT COLLABORATION

ELITE PERFORMANCE ASSESSMENT MODELS

POST-TRAINING MONITORING

Successful completion of course units

Trainees with monomaniac focus acquires adequate advanced technical skill set on the job at training

Nurturing an environment for continuous learning and development
LIFE SKILLS

Components of healthy skilling

Cognitive Skills
- Memory for utilization of past knowledge
- Comprehension to focus on bigger picture
- Application simulating problem solving by new connections

Wellness Skills
- Ergonomics
  - Fatigue to Fitness
  - Enhance mental health
  - Schedule health screening
  - Suggest dietary requirements
  - Ambience and indoor quality

Social Skills
- Cooperation
- Communication
- Empathy
- Optimism

Emotional Skills
- Self Awareness
- Self regulation
- Self Motivation
- Self Perpetuation audit

Components of healthy skilling
TRAINING METHODOLOGY AND STRUCTURE

METHOD OF DELIVERY
Formal programme encompassing demonstration, hands-on-experience, lecture discussions and industrial exposure

BASIC ORIENTATION
- Responsibilities at entry-level for specific function
- Performance criteria
- Expected outcomes

IMPARTING SKILLS REQUIRED
- Core skills/ Generic skills – basic communication and listening
- Professional skills – analyzing, planning and organizing, customer centricity, problem-solving

TECHNICAL KNOWLEDGE
- Work specifications and Standard Operating Procedures
- Quality specifications and inspection methods
- Occupational health and safety
FEEDBACK MODEL TO CAPTURE TRAINEES’ PERCEPTION

Research Design
Descriptive Study

Sampling Design

Population
Skill Trainees pan India

Sample Size
as per batch size

Sampling Type
Convenience Sampling

Source of data
Primary Data through Questionnaire
Planned obsolescence must be implemented in all areas of skill set.
Purpose of work
Diversity of tasks
Clearly defined core values
Inspiring vision
Flexibility
Feeling Valued
Autonomy
Scope for Innovation

INDIVIDUAL LEVEL
Personality pattern
Eager to learn
Urge to be innovative
Willingness to take up challenges
Establishing social connections
Decision-making skills
Work-life balance

Being Constructive and Applicable to the Workplace Environment
ROADMAP FOR FUTURE

GOING GLOBAL THROUGH SKILL TRAINING MODELS

- Reaching the unreached via skill in association with various national and international stakeholders
- Enhancing the spectrum of Integrated Skill Initiatives by exploring avenues

DEVISING DELIVERY SYSTEMS FOR INNOVATIVE TECHNOLOGIES
ESTABLISH GLOBAL PERFORMANCE INDICATORS FOR TRAINING
CREATING INTELLECTUAL AND SKILLED MANPOWER TO GLOBAL LEATHER SECTOR
EDUCATE MANPOWER ABOUT GLOBAL MARKET DYNAMICS TO MEET CHANGING GLOBAL REQUIREMENTS
CONCLUSIONS

Leather sector has set a benchmark on how to be “useful and relevant” to the society concerned. The sector with its dominance as a global player will continue to utilize its skill expertise for new challenges and solutions adhering to its sectorial growth and development, and majorly building lives from the bottom.
THANK YOU