

ROLE OF SIEMENS LIMITED INDIA IN SKILL INDIA THROUGH ITS DUAL VET PROGRAM.

Nagaraju Arruri

Siemens Ltd.HR RE IN IR& Hyderabad.

Abstract

Historically Siemens India is partnering the government initiatives towards achieving its goals. Siemens Dual VET programme in India has been conceived to support Skill India campaign launched by Prime Minister Narendra Modi on 15 July 2015 with an aim to train over 40 crore (400 million) people in India in different skills by 2022. Skill India has been launched to empower the youth of the country with skill sets which make them more employable and more productive in their work environment.

Towards this Siemens India started its Dual Vocational Education Training in Jul 2015 in its premises in collaboration with TATAs. Siemens Dual VET is successfully running in this objective by focusing on the skills, technology and the new learning methods.

The study focuses on the identifying how Siemens Dual VET programme can be a model in Skill Development.

Introduction

Siemens Dual VET programme is conceived in 2015 in the Premises of its prime locations in Mumbai. Courses offered by Dual VET helps to enhance technical skills of the Students in different industrial trades.

Statement of Problem

India lags far behind in imparting skill training as compared to other countries. Only 2.3% of the total workforce in the country receives formal skill training as compared to 75% in Germany and 68% in UK. Further, 80% of the entrants into the workforce do not have the opportunity for skill training. An estimated 50–70 million jobs will be created in India over the next five years and about 75%–90% of these additional employment avenues will require some vocational training.

Year	GDP growth rate	Projected employment (in million)			
		Agriculture	Industry	Services	Total
2011–12	9%	229.2	105	153.5	487.7
	7%	225.4	102	149	476.4
	5%	221.5	99.1	144.6	465.2
2016–17	9%	240.2	126.2	189.5	555.9
	7%	232	116.8	174.8	523.5
	5%	224	108.1	161.2	493.3

Source: NSDC

The accelerated economic growth has increased the demand for skilled manpower that has highlighted the shortage of skilled manpower in the country.

For India, the difficulty to fill up the jobs is 48%, which is above the global standard of 34% in 2012



Source: ILO



Scope of Study

The study takes place within the framework of Siemens Dual VET program. The study is to identify different learning tools, techniques and infrastructure available to carry such prestigious programme.

Limitations: The study is limited to Siemens India Dual VET.

As the study is about the overall initiative and first batch of students also not passed out their feedback has not been collected.

Objectives

- To find out the Siemens model for Vocational Training and how it is contributing to skill India.
- To identify the methodology used for Training.
- To identify challenges faced by Siemens
- To provide suggestions for improving the Training process

Methodology

Both primary and secondary data collected. Primary data was collected using interviews. Secondary data was collected from websites and other reports issued by ILO and NSDC.

Siemens Dual VET program

Dual VET means combine theory taught in classrooms with applied learning in the workplace. Siemens India has opened its dual VET centre in Mumbai, Maharashtra. SSC passed out students will be taken in to this course and impart 3years training through a structured curriculum in world class facilities.

Siemens limited started dual VET centre to achieve the following broad challenges.

- Companies find it difficult to fill vacancies as youth unemployment reached un acceptable level
- Youth unemployment is a threat to our societies

Why Siemens can be a model

The following areas are definitely make Siemens as a model for Vocational Training. Though the government regulations will not speak about the following extra facilities Siemens own this initiative in its preview and support to make Skill India and better India.

Facilities

- Ultra modern Classrooms
- Exclusive Building with Wifi Connection
- Exclusive Computer lab.
- World class shop for the Practical training.
- Exclusive Lecturers and Instructors throughout the day.
- Healthy meal

Extra Curricular Activities

- Presentation Skills
- Soft Skills
- Communication Skills
- Work etiquettes
- Organizational Overview

With all the above structured Curriculum in the World class facilities Siemens is urging to give not only a Highly skilled Technician for the Industry but an Entrepreneur to the Society.

Findings:

- Siemens has dedicated building for the Dual VET Programme.
- Siemens has world class facilities and proven methods for training.
- Has dedicated lecturers and Instructors for the Training.
- Though Siemens is ready to take the Female students, they are not available in the market/ not willing to join this profession- this is the challenge for Siemens.
- Time to time the feedback from the students and their parents will be sought about the training by the management,
- Every year Parents meet will be organized at Siemens to know the parents perspective.



Suggestions

As Dual VET is the world class training if it could cover the largest population across India that will be more beneficial to the youth and Industries.

Government must recognize such initiatives contributing towards its Objectives.

Siemens can start these initiatives at its other locations also.

Conclusion

Siemens has wonderful methodology for the Skill development and it is towards the Objective of Skill India campaign by Govt. Of India.

Siemens is definitely contributing to the challenges in the skills requirement government face in the current scenario.

Bibliography

1. Interview with senior representatives (Praveen Deshmukh) of Dual VET Program.
2. Live Chat in NSDC Portal.
3. <http://www.skilldevelopment.gov.in/assets/images/Mission%20booklet.pdf> .
4. <http://www.ey.com/in/en/industries/india-sectors/education/knowledge-paper-on-skill-development-in-india---where-are-we-on-skills>.
5. <http://www.slideshare.net/owashburn/141119-brookings-siemens-nbgv10>.