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Dignitaries at the event

WANTED: SKILLS!

In an effort to address the skill gap in the Indian corporate world and meet the demands appropriately, an HR summit was held recently in Mumbai

It's a known fact that there is a huge skill gap that exists in terms of the demand-supply market in India, which is not being met to its full potential. According to many experts, India has the talent potential to meet the skill gap; only with the right training and people management approach can this issue be solved effectively.

TalentPro, in

collaboration with TISS and Beanstalk organised 'Metamorphosis', an HR summit based on the theme of, 'bridging the gap between industry and academia', at the TISS Convention Center in Mumbai recently.

"Connecting the industry and academia and creating a balance between the two are what we are aiming for. This summit provided

us with the right platform to pursue this endeavour. We are sure that this gathering will give each stakeholder insights to pursue the objective more effectively," said Kalpana Bansal, president, TalentPro.

Metamorphosis was an effort to focus on the urgent need to bridge the gap between academia and industry, take up the

responsibility in accentuating skills of an individual before entering the fast-paced corporate sector and create right job opportunities as per the skill-sets available. Addressing the above issue will help the HR and training providers by equipping the individual with skills needed to grow in the industry.

"The Indian economy is growing at the rate of around 8 per cent year after year; new jobs and roles are getting created with increasing complexities, which require specific skills.

The existing educational system is orthodox in its approach and unable to churn out suitable candidates to cater to this demand for the industry," added Bansal. The three parties, which need to play a critical role in addressing this skill-gap are Indian universities, training providers and HR solution providers. The summit covered various topics like outsourcing and trends in outsourcing, people's challenges and issues related to start-ups.

LEARNINGS FROM THE SEMINAR:

- 1) HR outsourcing in India is an under-developed sector and needs to be tapped.
- 2) Bridging the gap between in-school education and on-the-job requirement is the need of the hour.
- 3) The different skill-set required for new job opportunities available in India, needs attention.

Talking about the outsourcing scenario currently in the Indian market, Seema Arora Nambiar, director people resource – McDonald's India (West & South) said, "The HR outsourcing sector is very much in its toddler stages in India. People and companies are still not aware about the potential this sector has in store."

- Vinnie Bhadra

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