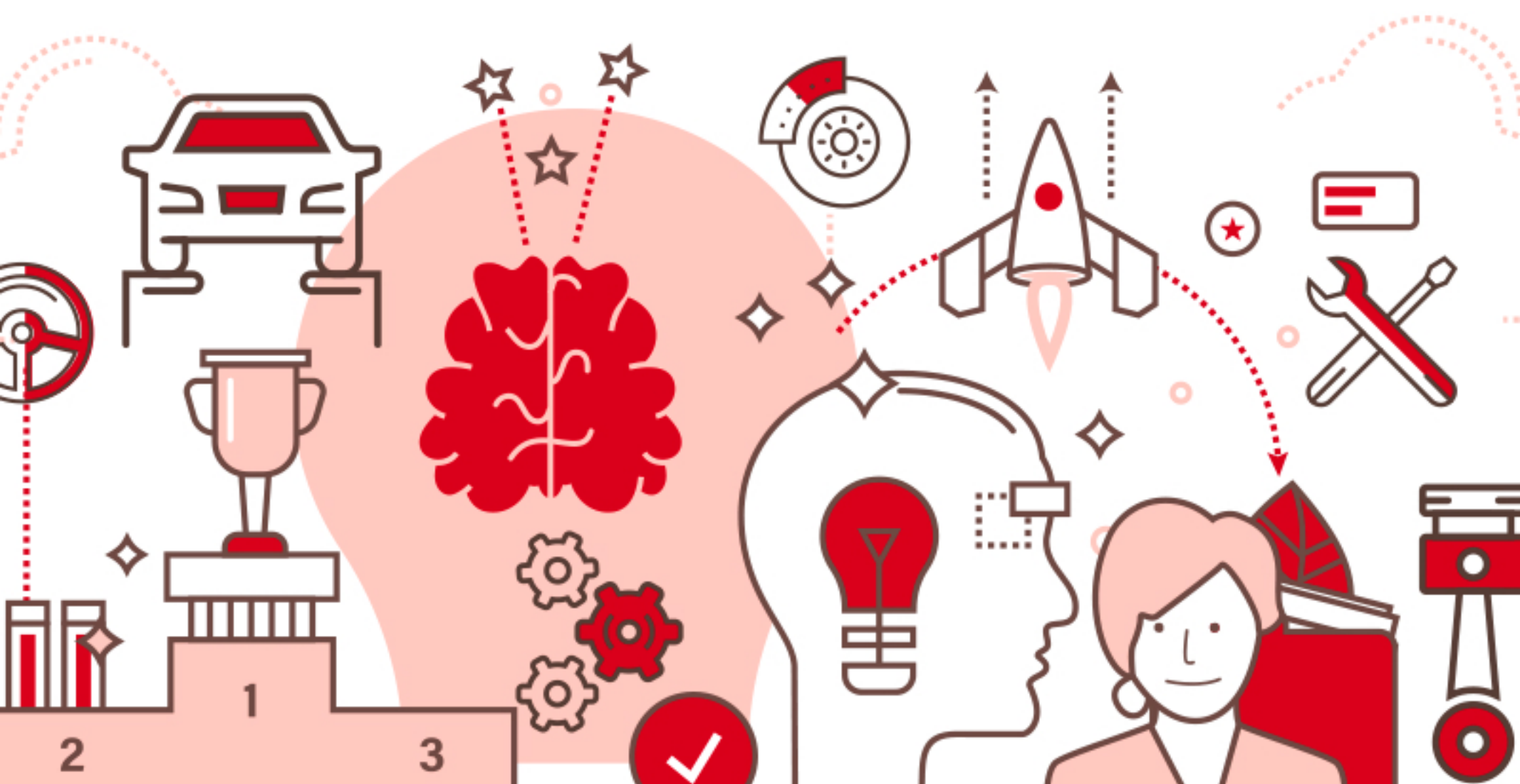


ASDC Times

Automotive Skills Development Council - Newsletter

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 **BE SKILLED,
BE INDEPENDENT**



President Speak



We have had Mr. Sunil Chaturvedi, CEO, put in his papers for better opportunities outside.

We appreciate his tenure in laying down the basic foundation of the Council.

The new Steering Committee came in place immediately, with very strong representation from the industry, which I am sure will help ASDC in better industry engagement.

Our interaction with the government, especially with NSDC , has seen new inroads being made. This should result in better understanding of the government expectations from the industry and vice versa.

We also saw some very good partnerships emerging, with MOUs being signed between ASDC and Hyundai India, and with Sandhar Technologies. We will see more such tie ups in the near future.

Special mention for Honda Cars India Ltd., and Mr Raman Kumar Sharma , Director, Honda Cars who is also supporting the ASDC team as the interim CEO . But for his untiring efforts, a lot of this could not have been achieved.

Finally my appreciation for the team which is giving it's best with fresh enthusiasm

- Nikunj Sanghi, President
Automotive Skills Development Council



Greetings to our readers!

ASDC is likely to appoint a new CEO by September, 2018. I have been part time taking care of operations in the interim.

ASDC's objective is to continually develop and upgrade Automotive Skills:

- For Higher value additions
- Through making Skills aspirational and integrated with academic pathways
- By Honouring and celebrating the Skilling achievements

This will be achieved through:

- Complete commitment of the Automotive Industry (SIAM, ACMA and FADA) who are already contributing a lot in Skilling on their own
- Ensuring credibility, reliability and robustness of the Skill Assessment process.

Higher value addition through Skilling will facilitate capital creation, which will eventually lead to more economic activity and then only resulting in consequent additional jobs.

In this sense, acquiring a certain vocational skill is not an end in itself but beginning of an aspirational career/journey which when integrated with vocational skills based Academic Pathways will facilitate realise a higher purpose and life's calling.

Our Nation still has a lot of shortage of skilled, focussed manpower. We at ASDC will continue to work to ensure that this demand is met by making available the appropriate skills training.

- Raman Kumar Sharma

Interim CEO, ASDC
Director, Honda Cars India Limited

❖ Change of CEO/Governing Council Activities

Mr Sunil K Chaturvedi stepped down as the CEO on the 29th of April, 2018, Mr Raman Kumar Sharma Director, Honda Cars India Limited & Director, Honda Motor India Limited is taking care of the ASDC operations in the interim, until the new CEO is selected.



Profile of the new CEO has been prepared for search and selection. The most significant requirement is to have full understanding of the Industry Skilling Requirements, including for Industry 4.0 and integrate it seamlessly with the Government skilling agenda and processes. Readers would be updated as soon as the position is filled.

❖ Steering Committee

Steering Committee (SC) has been made permanent part of the ASDC operating structure, to work with and facilitate the CEO towards aligning and attaining the overall ASDC objective, as also to ensure the required Governance and Compliance Standards. SC will work towards setting Benchmarks of Best Practices of SSCs as well as FADA/ ACMA/ SIAM, in all its operational processes, towards achieving the ASDC purpose.

The committee comprises of Mr Nikunj Sanghi(Chairman, ASDC Governing Council; Director-International Affairs-FADA; Past President-FADA; Managing Director-JS4 Wheels-- PROMINENT Mahindra & Hero Dealership Chain), Mr NV Balachander(Chairman-Human Capital Group, SIAM; President-Human Resource, Communication & CSR, Ashok Leyland), Mr F R Singhvi(Chairman-Skilling & Learning Initiative, ACMA; Joint Managing Director, Sansera Engineering -Prominent Auto Component Supplier and Exporter to large OEMs and to Aircraft Industry), Mr Ajay K.Tomer(Executive Director- Strategy & Planning, Maruti Suzuki Limited) and Mr Raman Kumar Sharma(Director, Honda Cars India Limited and Director, Honda Motor India Limited)

❖ Industry Partnerships

As part of its strategic thrust for deepening its industry connect, ASDC has been advocating for industry operated ASDC Skilling Centres. Towards this objective, Automotive Skills Development Council has partnered with Hyundai Motor India Limited and Sandhar Technologies.



Hyundai - ASDC centres are going to conduct training & create job opportunities for unskilled manpower above 18 years of age and having qualification of 8th grade and above. Under this agreement, the training program will be conducted at six Hyundai dealerships associated with Hyundai's World-Class Technical Training Academy-HTTA across India. After the successful completion of the program, the students will also be offered an opportunity to work in Hyundai workshops for aftersales jobs such as Service Support Technician, while the Sandhar - ASDC centres are going to carryout skilling in the Manufacturing domain.

❖ Recognition of Prior Learning (RPL-4)

ASDC is continually working towards value addition in the Automotive Ecosystem, in this regard various rounds of discussions are underway with SIAM, ACMA and FADA for implementing RPL-4 schemes.

OEMs/Suppliers/Dealerships are shortlisting the Managers/Supervisors and orienting them to carryout assessments of selected employees who are suitable for NSQF certifications.



❖ National Apprenticeship Promotion Scheme (NAPS)

Since the launch of Skill India mission, Ministry of Skill Development & Entrepreneurship (MSDE) has made significant amendments to the Apprentices Act 1961, making it easier for the industry to hire apprentices. To further catalyse apprenticeship training across different sectors, MSDE launched NAPS. The program directly incentivizes corporates, to train and hire apprentices, through reimbursement of 25% stipend per month per apprentice, maximum up to Rs. 1500/- per apprentice. With this scheme, establishments can now engage apprentices in a band of 2.5% to 10% of the total manpower strength of the establishment.



ASDC is interfacing with SIAM, ACMA, FADA members for skilling aided Capital Creation, which in turn would lead to higher Economic activity. All efforts are being concentrated towards propagation and awareness about NAPS amongst all OEMs / Suppliers / Dealerships in Manufacturing, Sales, Service and allied/support services. The OEMs / Suppliers / Dealerships are to identify job roles & mobilize candidates. Hero Moto Corp, Lucas TVS, Honda Motorcycle and Scooter Pvt Ltd and 98 other Industry partners have already registered on NAPS portal for the Auto sector.

❖ Skills for Future Jobs

Technologies for Artificial Intelligence, Advanced Robotics, 3D Printing, Cloud Computing, Zero Emission Vehicle, amongst others are displacing, modifying and enhancing existing Jobs and Work Processes.

Consequently, a more holistic and integrated sets of Skills will become increasingly important, which will allow the development of meaningful and sustainable career pathways, rather than specific Job roles.



Basic foundational knowledge combined with analytical skills for problem solving will become very important, because these provide the foundation for life-long learning and learnability. Equally necessary will be humanistic, communication and creativity Skills.

Learnability will thus be one of the most essential employability skills in the near future. It refers to the Desirability and Capability to develop new skills. **ASDC is working on 3D Printing, Big data Analysis, Robotic Process Automation and Internet of Things.** 4 New QP's are being prepared and 59 QP's are being Enhanced/Modified

❖ Road Transportation

According to AMP 2026 5.6 Million new jobs are going to be added by the year 2022 in the Road Transportation Sector. In order to provide quality training to commercial vehicle drivers and to improve Road and Environment Safety as well as strengthen overall mobility on roads.



Ministry of Road Transport and Highways (MoRTH) launched a scheme on 7th March 2018, which plans to set-up Driving Training Centres with 2 Acres of land in every district of India. 29 applications have already been received for evaluation. ASDC is working closely with Logistic SSC for developing evidence based, robust, transparent Training, Assessment and Certification Framework.

❖ Skill Competitions

Readers would recall from previous issues of ASDC Times, the progress of competitions and practice rounds that ASDC has been organising. Over the past three months the Track and Regional Rounds across 24 States were concluded. ASDC is leaving no stone unturned to organize practice training programmes for India Skills - Regional winners. The Final Rounds are going to be held in New Delhi from 2nd of October to the 6th of October, 2018.

ASDC would like to sincerely thank the Industry for the immense support we received for organising and implementing the various rounds of these competitions.



❖ Job Mela (Skilling & Employability)

Though primarily ASDC programmes enhance employability of candidates, ASDC continues to facilitate eventual employment or livelihood opportunities. During the period under review, ASDC organised 8 Job Melas at Motihari, Bihar; Bhubaneswar, Odisha; Gorakhpur, Uttar Pradesh; Gurugram, Haryana; Ahmedabad, Gujarat; Faridabad, Haryana; Bhopal, Madhya Pradesh and Ramgarh, Jharkhand.



There was active participation by Volvo Eicher, Tata Motors, Maruti Suzuki, Royal Enfield, Mahindra & Mahindra, Indo Auto Tech, JBM and Hero Moto Corp in these events. More than 4500 aspirants participated in these Job Melas and 1600 of them were shortlisted for opportunities in the Auto Industry.



❖ International Partnerships

ASDC is currently having initial discussions with Department for International Development, a UK ministerial body and Pricewaterhouse Coopers Pvt Ltd. for collaboration on various aspects of skilling in the Auto and EV mobility.

❖ Body & Paint Training Centres in India

ASDC is currently setting up Body & Paint Training Centres in India, the pilot project is being implemented at JS4 Wheels, Alwar, Rajasthan. This initiative will in turn facilitate livelihoods even for masses that are school drop-outs and enable them to earn livelihoods. .

