

No. 10-4/2013-SD
Ministry of Communications & IT
Department of Telecommunications
(HR and Skill Development Group)

New Delhi, the 23rd Sep 2014

**Gist of deliberations in the Advisory Groups
on Skill Development in Telecom Sector**
*held under the chairmanship of Adviser (O) and Adviser (T)
in the 2nd floor Committee Room, Sanchar Bhawan on 19th Sep 2014*

1. Status of Skill-gap study:

- The Advisory Groups were informed that DOT observations on the draft report - shared by KPMG during the last meeting - had been forwarded to NSDC/ KPMG in the second week of July.
- TSSC informed that they will submit their observations on the draft report by 30th Sep.
- Some participants informed that the draft report was not shared with them by NSDC as had been discussed in the last meeting. NSDC informed that Ms Malvika - who had attended the last meeting on behalf of NSDC - had resigned, and the improvised draft submitted by KPMG will be mailed to all the participants by 22nd September.
- Chairman observed that the Study had been initiated at the advice of the Apex Body in October, 2013, and the report should be expedited.
- NSDC promised that they will endeavour to release the report by 15th October. They promised that it would be a comprehensive report covering all the suggestions communicated to them in previous meetings.

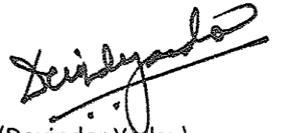
2. Facilitating TSPs to meet their training needs through ITIs

- The participants were informed that as per the Agenda finalized during the presentation made by the Ministry before the Hon'ble Prime Minister, the Government will facilitate the Service providers to meet their training needs through the ITI-system. Elaborating this vision, Adviser (O) informed that as Broadband connectivity is being taken up to village level, there will be a need to develop the complete ecosystem for maintenance of broadband infrastructure and content utilisation at the village level.
- DDG (SD) intimated that discussions in this regard were held with Shri R L Singh, DDG (T) in DGET. DGET had shared state wise listing of 10,629 ITIs, which was presented during the meeting.
- DGET agreed to share the consolidated details of courses presently being offered in the ITIs for Telecom/ its ancillary Sectors under their different streams, viz, ITIs, MES, ATIs etc. so that such information can be shared among all the stakeholders in the Telecom Sector to make best use of available infrastructure.

- TSSC intimated that they have entered into an agreement with Himachal Pradesh Government for skill development initiatives through ITIs.
- CEO, TCOE intimated that an agreement for Telecom Skilling initiatives for 25 ITIs (including 5 Skill Up gradation Centres – SUCs) of Gujarat had been signed with Gujarat Government earlier. That pilot project has been quite successful. He specifically cited the example of the Kubernagar ITI in Ahmedabad, which has started skilling for Optical Fibre Technicians and allied trades, and urged DOT to visit the said ITI to study the change brought about in the skilling paradigm and for wider spread of best practices.
- Participants were informed that DGET has constituted Mentor Councils for 25 identified sectors.
 - DGET informed that 11 Mentor Councils have already submitted their recommendations. They agreed that Mentor Council for Telecom Sector needs to be activated to give a push to Telecom courses in ITIs, and expanding the curriculum as per industry requirements.
 - DGET suggested that nominations for the Telecom mentor council be consolidated by DoT and forwarded to them for f/n/a.
 - The chairman advised that while forwarding the nominations, adequate representation from the Industry and Academia may be ensured.
- Participants were informed that DGET had earlier taken some initiatives to start telecom courses in the ITIs, but it did not go very far because of lack of demand. However, DGET had agreed to take fresh initiatives if the telecom industry can formalize demand for telecom courses.
- Suggesting the way forward, the Chairman advised that the Telecom Industry needs to consolidate yearly demand in different trades. Based on such inputs, DGET may communicate with Technical Education Directorates in states to start running Telecom courses in ITIs. Also, DoT can facilitate training of trainers in PSU training Centres.
- It was agreed that the following minimum inputs will be required from HR Heads in the industry in this regard:
 - Top 5 trades in terms of demand
 - Estimated Demand-supply gap in each of these trades
 - Willingness to adopt model ITIs
 - As business requirement
 - As CSR
 - No. of ITIs willing to adopt
 - Any preferences for ITIs to be adopted
 - Nominations for Telecom Sector Mentor Council
- TCOE suggested to organise a meeting with the HR Heads of the industry to deliberate further on these issues. He intimated that an HR-Council consisting of HR Heads of industry exists in COAI, and he can organise a meeting with them. The chairman advised that DOT convene the meeting with industry HR Heads, and we may communicate with all the industry associations like COAI, AUSPI, ICA, TAIPA etc in this regard.

3. Setting-up a comprehensive repository

- In continuation of the deliberations held during the last meeting, NTIPRIT was requested to update the progress in this regard. Sr DDG TEC informed that:
 - CDAC has submitted a concept paper. A committee has been formed at NTIPRIT for further detailing of SRS as per the approved project.
 - Readiness for hosting the Repository has also been taken up from NIC.
 - Project Estimate is under preparation and will be submitted by 15th Nov.
 - HR requirements for the portal management are also being worked out.
 - CDAC informed that it will be distributed database structure, and NIC will be hosting it on the Cloud.
 - TSSC desired that since National Occupation Standards etc will also be part of the Repository, KR committees may have a representative from TSSC as well. Sr DDG TEC informed that presently, their focus is on establishing the infrastructure for KR. He added that, as discussed during the last meeting, TSSC is already identified as one of the verticals for providing content for the Repository, and would certainly be taken on board during the deliberations on content for the KR.
4. The meeting concluded with vote of thanks to the Chair and the Co-chair.



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To

All participants /members of Advisory Groups :

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5. Chairman, AICTE, 7th floor, Chanderlok building, Janpath, ND-1
6. DGET, Shram Shakti Bhawan, Rafi Marg, ND-1
7. Shri Dilip Chenoy, MD and CEO, NSDC
8. ED(CDOT), CDOT Campus, Mandi Road, Mehrauli, ND-30
9. CEO, TSSC, CDOT Campus, Mandi Road, Mehrauli, ND-30
10. Director General, COAI/ AUSPI/ TEMA/ICA/TAIPA
11. DDG (SD)/DDG NICF/ GM Trg, BSNL/ Dir(HR) MTNL

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List of participants*(Meeting of Advisory Groups on Skill Development in Telecom Sector on 19 Sep 2014)*

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