



**KIIT SCHOOL OF MANAGEMENT**  
**KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY**  
Deemed to be University U/S 3 of the UGC Act, 1956

Presents

# kontempore



**CO-CREATING A  
SUSTAINABLE APPROACH**  
FOR TALENT MANAGEMENT  
IN AUTOMOTIVE SECTOR

**22<sup>nd</sup> June, 2018**

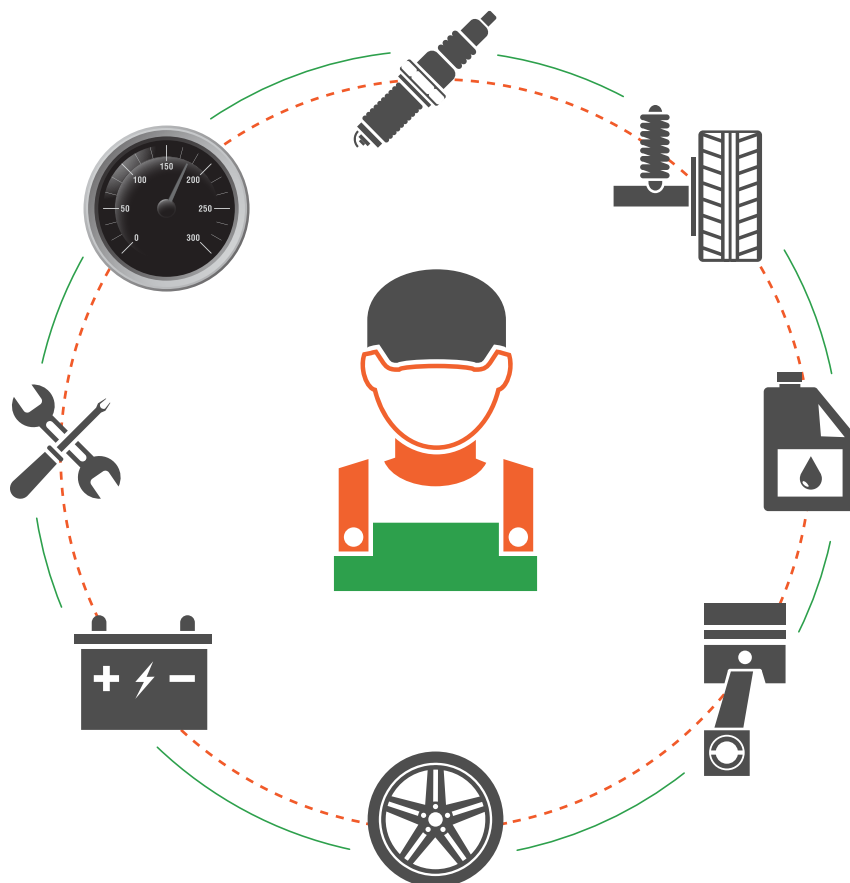
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# Introduction

**Kontempore**, drawn from the words contemporary and relevant is a movement. Organizations are going through huge talent transformation in next one decade because of automation, digitization, artificial intelligence, etc. Type of talent the industry required and opportunities it provided in the past will go through a huge transition with more part-time, contractual and consulting jobs. India needs to add more than 300 million employable individuals across industries by 2022, over 2013. That is a herculean task, however holds great promise to take our country to the next level. So, we are really excited to tap into your tremendous experience in this journey, that can make a big difference. Kontempore aims to bring industry professionals together to explore, evolve and co-create the next generation talent management plan.

## Objective :

Kontempore is an attempt to answer the big puzzle the country is grappling with - talent management and skill development. But here is the key difference... It's not just about solving the talent issues for large corporates but also creating an ever-growing knowledge-base of actionable insights on skill and talent development for organizations of all sizes, state and national governments and educational institutions. Our goal is to make the hundreds of years of leadership experience count and make them available to those who really need it.



## Indian Automotive Sector

The Indian Automotive Sector today is being seen as one of the most competitive amongst those of the world. According to a study by IMaCS, the growth has largely come in the last 7-8 years where the industry has grown at a CAGR of over 14%. It is estimated that the industry, which has seen significant growth in the past, is expected to grow at the rate of about 13% per annum over the next decade to reach a size of around USD 165 - 175 billion by 2020.

### Top 3 Drivers :

- 01 ▶ **The Quantity Challenge:** The number of people required to sustain the growth of this industry has been estimated to be around an additional 35 million people by 2020.
- 02 ▶ **The Qualification Challenge:** The IMaCS study for the National Skill Development Corporation (NSDC) has identified a number of skill gaps that exist in various sections of the value chain in the supply industry, the OEMs and component manufacturers and in the sales, service and support functions.
- 03 ▶ **The Quality Challenge:** Many of the graduates from ITIs, engineering colleges and other institutions are not readily employable and need to be retrained at a substantial cost to the employer.

## Key Themes



**Disruptive Technology Revolution**



**Redesign Vocational Education System**



**Education Institutions Govt. & Industry Collaboration**



**Skills V/S Opportunities**



**Building Appropriate Infrastructure**

### Disruptive Technology Revolution :

As competition for technology skills and design thinking continues to grow, the fastest growing demand is not for workers who create the technology, like mechanical and AI engineers, but instead for individuals or for “hybrid engineers” whose skills relate to the application of those in enhancing business processes. The theme aims to explore where we stand currently and how we can manage talent in this revolution phase.

### Redesign Vocational Education System :

Education needs constant supervision, monitoring and tracking of students and also reducing the dropout rates and in these field the role of the Govt. manifest. The theme will focus on how innovative and interesting elements can help to achieve more skilled young talent in Automotive sector.

### Education Institutions, Government and Industry Collaboration :

For holistic development of talent it requires constant support, and better exposure the collaboration of these three very important. This theme will majorly focus on possibility of forming different types of possible partnerships and how they can support the talent.

### Skills V/S Opportunities :

The theme will focus on right skills required to come employable, and major reasons talent shortage.

### Building Appropriate Infrastructure :

With increasing number of youngsters opting for the Automotive sector, the theme will focus on the need of building infrastructure for vocational training, awareness and mentoring.

## Proposed Sub-Themes



#### Redesign Vocational Education System

- Awareness on Sustainable Energy
- Relevance Field Work and Internships
- Understanding Entire Automobile Value Chain
- Market Led Training and Certification Courses
- Focus on R&D Skills

#### Skills V/S Opportunities :

- Supply and Demand of Talent
- Employability
- Talent Spotting
- Un-employment
- Skilled Labour V/S Un-skilled Labour

#### Building Appropriate Infrastructure :

- Migration V/S Training
- Opportunities for Expanding Job Pathways in Automotive Sector
- Re-thinking the Role of Incubation Centres, Skill Development Centres and Regulatory Bodies wrt Automotive Sector
- Instructor/Mentor/Coach - Readiness

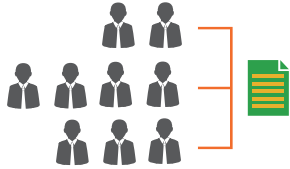
#### Disruptive Technology Revolution :

- Digital Inclusion and IoT
- Powering Learning Environments
- Ease of Access
- Expanding the Reach
- Utilization of Online Services

#### Education Institutions, Government and Industry Collaboration :

- Effective Education for Employment
- Public Private Partnerships for Talent Development in Automotive Sector
- Education in Emerging Automotive Related Field
- Making Academia-Industry Interface for Talent Development and Bridging the Gap

## Large Scale Interactive Process : Aim



Clarify the scale and nature of the skills issues facing the sector and working in groups towards co-creating a practical road map



Focus the response from employers and the skills system and converting the broad ideas into more specific and action-oriented plan



Providing insights to govt. and govt. bodies on talent side future and how the resource can be used in more optimized manner



Finally, stimulate and support industry ownership for its future success through commitment and investment in skills

## Programme Details

4.00 - 4.30 PM	High Tea and Networking
4.30 - 5.30 PM	Kick off and Context Setting
5.30 - 6.30 PM	Introduction to 5 discussion themes of the symposium, Idea generation through Large Scale Interactive Process
6.30 - 7.30 PM	Shortlisting of Ideas and Voting by entire group
7.30 - 8.00 PM	Preparation of Action Plans
8.00 - 8.15 PM	Closure and Vote of Thanks
8.15 PM ONWARDS	Dinner and Networking



## CONTENT BY



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existing students and 10,000 graduated)*

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