



KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY

Deemed to be University U/S 3 of the UGC Act, 1956

SCHOOL OF MANAGEMENT

kontempore

Co-creating a Sustainable Approach for **Talent Transformation** in **Infrastructure Sector**

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Venue: ITC Kohenur, Hyderabad



Introduction

Kontempore, drawn from the words contemporary and relevant is a movement. Organizations are going to go through huge talent transformation in next one decade because of automation, digitization, artificial intelligence etc. Type of talent industry required and opportunity industry provided in the past will go through 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, but 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 a next generation talent management plan.



Infrastructure in India:

A vast land of construction opportunity



The infrastructure landscape has never been as dynamic as it is today, having moved from the domain of utilities and public service providers to the focus of policy dialogues. There are multiple factors driving the future of infrastructure - advent of new technologies and blurring boundaries in the era of industry X.0, consumer behaviour and aspirations, changing nature of work, as also governmental push and thrust on development. In this changing scenario, the roles of infrastructure stakeholders are also changing and a different approach needs to be adopted for delivering infrastructure and services, suited to the new times. A few trends that we are witnessing that may not be altogether new to India, but are the ones to watch out for, are mentioned below:



- **The changing urban landscape is pushing new challenges at all stakeholders:** The emerging urban India will house about 40% of the total population by 2031. The fast rate of urbanisation, growth of towns and cities, tremendous pressure on urban services, and citizens' demand fuelled by fast track development - infrastructure agencies now need to adopt different models to meet citizens' aspirations.
- **Digital and technological disruptions are driving change for futuristic infrastructure:** IoT (Internet of Things), AI (Artificial Intelligence), machine learning, bots, blockchain, and ever newer forms of technologies are evolving faster than ever before, and are bound to impact the infrastructure landscape. Technology adoption in infrastructure can add immense value, reducing cost and time overruns and enhancing efficiencies, enabling citizen engagement and helping make infrastructure more 'people-centric', and in a resource constrained environment, helping build futuristic infrastructure such as future of mobility powered by new energy.
- **The roles of stakeholders** including authorities, infrastructure financiers, developers and service providers, are changing in the future of infrastructure.
- **Advent of new players in infrastructure market:** We are seeing an emergence of the need for technology providers, and service providers for smart infrastructure - along with the traditional set of construction agencies, contractors, and developers. A different approach is needed to amalgamate them in the infrastructure ecosystem.



Digital Readiness:

The critical issue today is the acceptance of new technology in the society. The theme aims to explore where we stand currently and what can be done to improve the digital acceptance amongst youngsters.

- Digital Inclusion
- Role of IoT, Machine Learning in Infra
- Ease of Access
- Expanding the Reach- Emergence of Disruptive Technology
- Utilization of Online Services

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 auto and auto ancillary industry.

- Awareness on Sustainability
- Relevance Field Work and Internships
- Understanding of Safety Rules and Regulations
- Market Led Training and Certification Courses
- Focus on R&D Skills

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.

- Effective Education for Employment
- Public Private Partnerships for Talent Development in the Sector
- Education in Emerging Infra and Construction Trends
- Making Academia-Industry Interface for Talent Development and Bridging the Gap

Skills V/S Opportunities:

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

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

Co-creating a Sustainable Approach for Talent Transformation in Infrastructure Sector



Building Appropriate Infrastructure:

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

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



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 the corporate but creating an ever-growing knowledge-base of actionable insights on skill and talent development for smaller organizations, state and national governments and educational institutions.

So our goal is to make the hundreds of years of leadership experience count and make them available to those who really need it.



Content By:



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