

No. 21-3/2013-SD
Ministry of Communications & IT
Department of Telecommunications

105/C
Set 7
New Delhi, Jun 29, 2016

**Minutes of the 2nd meeting of Apex Body Committee
on Skill Development in Telecom Sector**

The second meeting of the Apex Body on Skill Development in Telecom Sector was held under the chairmanship of Hon'ble Minister of Communications & IT on May 14, 2016 at 1230 hrs at Committee Room, 2nd Floor, Sanchar Bhawan. List of participants is placed at Annex A.

2. With permission of Chair and after brief introduction of the participants, DDG (SD) welcomed Hon'ble Minister for Communications & IT, Secretary Telecom, Member Finance, Senior officers from Dept. Of IT, DOPT, BSNL, C-DOT, NASSCOM, representatives from COAI / ASSOCHAM / TEMA / ISPAI / ICA /CII, TSSC and his colleagues
3. DDG (SD) informed that the Apex Body was formed in the April' 2013 in accordance with the provisions of National Telecom Policy 2012 to oversee and to act as guiding and enabling source for all aspects relating to skill development in telecom field.

Hon'ble MOC&IT desired that since there is lot of thrust on projects like Digital India, Make in India, Smart Cities etc which will create huge employment opportunities in telecom sector in the country, it would be wise to visit provisions of NTP-2012 and suggest suitable modifications to suite the changed environment.

4. NTP 2012 has mandated to assess the manpower requirement at different skill and expertise levels by partnering with National Skill Development Council and industry to identify the relevant needs of the sector and prepare a roadmap.

The participants were informed that a Skill Gap study was conducted under the aegis of National Skill Development Corporation through KPMG (report Nov'14) to assess the manpower requirement at different skill and expertise levels to identify the relevant needs of the Telecom Sector and prepare a roadmap.

The main features of this Skill Gap Study are :

That the Telecom Industry is expected to generate significant number of new jobs in telecom sector and that in 2013 total Telecommunications Workforce was 2.08 million and is expected to rise 4.16 million by 2022 (rise by 2.08 million).

The report indicates that Telecommunications Sector requires people with varied skills and experience, right from High school to Graduates and Post Graduates and people with technical skills in different areas.

As per the report the major skill gap reason in Telecommunication Sector is due to fast growth in Technology from 2G to 3G and now 4G in a short span of few years creating need for new skill sets that are not available.

5. Hon'ble MOC&IT expressed his concerns over the skill gap assessment projections of Nov' 14 report and desired that the skill gap in telecom sector deserves a re-look.. Industry experts also expressed that smart phones industry alone would generate huge employments in the country since smart phones are likely to increase from 27 Cr to 50 Cr by 2018.

Hon'ble MOC&IT desired that BSNL training centers across the nation be asked to gear up and provide extensive skill development trainings may be in association with TSSC on subjects like mobile hand set repair, OFC splicing, OFC maintenance and repair etc,

Hon'ble MOC&IT expressed his concerns that there is great demand for second hand mobile handsets in the country and directed that PSU training institutes be geared up to provide skill trainings on mobile repair. Hon'ble minister also expressed that there would be huge demand for Wi-Fi maintenance and repair engineers and desired BSNL and other PSUs to gear up for creating the skilled man power for Wi-Fi maintenance and repair.

Hon'ble MOC & IT and the telecom industry experts highlighted the need of trained manpower in mobile handset manufacturing sector and telecom equipment manufacturing sector and. Hon'ble MOC & IT directed that all out efforts be made to create skilled manpower for telecom manufacturing sector.

6. The participants were informed that the telecom workforce of two millions has to be created in a period of 10 yrs ending 2021-22 ie approximately two lakhs per year and a suitable road map has to be created so that telecom industry faces no skill crunch at any point of time.

The high end telecom workforce is planned to be trained in training institutes of DOT PSUs mainly BSNL, MTNL, ITI and TCIL and low end technical workforce through TSSC (Telecom Sector Skill Council). Till 31-03-16 over 6.4 lakh telecom skilled workforce stands already trained and balance 14.4 lakh is to be skilled in a period of 06 years from 2016-17 till 2021-22.

In FY 2016-17, DOT PSUs mainly BSNL, MTNL, ITI and TCIL would skill over 01 lakh telecom skilled manpower and equivalent would be generated through TSSC (Telecom Sector Skill Council).

The above figure is likely to increase at least 10 % year-on-year and thus by 2022, it is expected that trained telecom workforce to the tune of > 21 lakhs would be available to the industry.

7. Further, in this regard an MOU has already been signed on 22-01-16 between DOT and MSDE (Ministry Of Skill Development And Entrepreneurship) for greater co-operation between DOT PSUs, MSDE, TSSC and other stake holders.
8. The participants were informed that Talent projections and Skill Gap Analysis was also done by AON Hewitt in 2011-12 for infrastructure sectors. Their projections for telecom are :

	2012	2017	2022
Total Requirement	17.3 L	44.5 L	83.8 L

Increase : 66.5 L (Period : 10 yrs)

Yet another Skill Gap study was done by TSSC which reveals :

	2016	2021	
Total	12.2 L	76.4 L	Increase : 64.2 L (Period : 05 yrs)

Considering wide variations in skill reports of various agencies and the discussions held, MSDE is considering scanning the skill requirements on annual basis for key sectors including telecom.

9. The participants were made aware of the job creation data in the telecom industry for the last 03 years :

A Glimpse On Job Creations In Telecom Sector Last 03 Yrs

S No	Financial Year	Direct Jobs	Indirect Jobs	Total
1	2013-14	39,089	50,545	89,634
2	2014-15	24,573	37,000	61,573
3	2015-16	49,071	45,223	94,294
4	2016-17 (till 30-04-16)	2,313	6,369	8,682
	Total	1,15,046	1,39,137	2,54,183

10. The participants were informed that one of the main reason of non employability of telecom pass out students was their ignorance on latest telecom subjects.

Even telecom policy vide clause 8.1.2 has mandated to advise and assist Ministry of Human Resource & Development (MHRD) to periodically upgrade academic curriculum of telecommunication courses.

In order to examine the matter in depth, a committee was formed at NTIPRIT which studied the syllabi of undergraduate engineering / technology courses and observed that technology in all courses is taught at the basic level.

The NTIPRIT in its report felt that the many broad new telecom technologies are not covered in the course curriculum of students such as IPv6, IOT, network security, spectrum management etc and therefore the committee had recommended that for the effective course design / regular upgradation of syllabi by AICTE / Technical Universities, AICTE may nominate NTIPRIT / DoT officials as members in their course / curriculum review committees.

With the continuous and multiple interactions with AICTE, finally AICTE has approved the nomination of 02 DOT officers (01 from NTIPRIT and 01 from DOT HQ) in their technical course curriculum committees (with the objective that new technology topics be included in the telecom course curriculum) which in turn would substantially increase the employability of passing out candidates.

11. The Telecom Policy vide clause 8.4 mandates to develop other training institutes under Department of Telecommunications and its organizations as national level telecom schools of excellence for imparting training to Government / PSU officials and other stakeholders.

The participants were informed that BSNL's Advanced Level Telecom Training Centre Ghaziabad (ALTTC) has been declared as 'Centre Of Excellence' for Broadband Access for Asia – Pacific region for 2015-18 cycle by ITU vide their communication dated 29-10-14.

In addition 17 training centres of BSNL and 02 training centres of MTNL have been declared as DOT's Point of Presence for skill development activities. Skill Development unit is continuously interacting with all DOT PSUs to create more centres of excellence with national and international recognition.

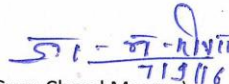
12. The participants were informed of the latest trends on skill developments and are listed below :

a) All recruitments in future to take place as per National Skill Qualification Framework (NSQF) notification dated 27-12-2013, all recruitment rules would be modified accordingly in near future.

b) Even govt. contracts would require the engagement of appropriate NSQF level persons.

Hon'ble PM has desired to make India as the 'Skill Hub' and at DOT we desire to make India as the 'Telecom Skill Hub'.

The meeting ended with vote of thanks to all.


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Annexure : A

List of participants

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