

# Goa Multi-Faculty College Dharbandora-Goa



*in association with*



**The International Centre, Goa  
Directorate of Industries, Trade & Commerce, Govt of Goa  
Goa Chamber of Commerce & Industry**



## Symposium Report

Goa Multi Faculty College-Dharbandora in association with ‘AIMS’, ‘ICG’, ‘DITC’, & GCCI organized a National Level Symposium on “**Skill Development For Make In India**” at ICG, Goa on the **11<sup>th</sup> of July 2015**. Symposium marked the presence of 50 invited personages & prominent speakers, and around 90 plus Industry & Academia professionals from varied parts of the country.

In the wake of a shift in National Policy towards meeting the challenges of industrialisation in contemporary India, the Symposium sought to engage with a set of timely questions: Is it feasible to adopt such a strategy under the present conditions? What are some of the strategies that need to be adopted in order to achieve this? How can a structured and coordinated approach to industrialization be put in place? How to design effective institutions and implement public-

private collaboration to advance towards the stated objectives? Through detailed deliberations, the Symposium aimed to provide possible strategies through its varied sessions.

While welcoming the galaxy of Resource Persons, eminent scholars and participants, Dr. Manoj Kamat (Symposium Convener) highlighted the significance of Skill Development as a driver for inclusive Social, Economic and Political growth. Acknowledging the Support & Assistance rendered by associate partners namely AIMS, GCCI, DITC & ICG, he also underlined the positive functionality of Goa Multi Faculty College – Pioneer Institute in Dharbandora, for imparting quality education along with Skill Development. Convener also duly recognized the efforts put in by Prof. B Ramesh of Goa University in planning and organizing Symposium at such a massive scale.

Distinguished Dignitaries were escorted on to the dais by Principal of Goa Multi faculty College, Dr. Manasvi Kamat.

Luminaries present were introduced by Symposium Convener, Dr. Manoj Kamat. In his Welcome Address, Shri Ganesh Gaonkar (MLA & Chairman of Shree Sateri Pissani Education Society) welcomed the majestic gathering for the Symposium. Outlining the momentousness of Hon'ble Prime Minister Narandra Modi's dream initiative 'Make In India' and Hon'ble Mahadev Naik's supporting initiative 'Make In Goa'; he underscored the need to redefine the education and make it employment oriented by developing & inculcating the required skills. To ensure the success of Make in India initiative, integrated efforts of the society, government, community and industry is a must, he remarked. Appreciating this inimitable initiative by AIMS, GCCI, DITC, ICS; he expressed willingness to have a prolonged association with these partners and host several such programs in future as well.

Soon after the welcome address, Symposium was formally inaugurated by lightening the auspicious traditional lamp at the hands of distinctive dignitaries.

National Coordinator for the Symposium, Prof. B. Ramesh of Goa University insisted that

despite of India being a resourceful country, lot many actions need to be initiated to evolve itself into a World Leader, one of them being Human Resource Development. Even though recession has not adversely affected India, we need to learn valuable lessons from the Greece, he stated. Accentuating the role of Internships in Higher Education, for bringing about a behavioural change in the student; he also highlighted the concept of “Shadow Teachers” wherein bright students are motivated to develop fellow average students. This Symposium is not about Vocational Training Programme, but it’s more about Strategic Development, he asserted. He concluded with an utmost confidence that Symposium shall certainly bear fruitful Regional & National Level outputs.

Prof. Upinder Dhar, (President of AIMS and Vice Chancellor of Shri Vaishnav Vidhyapeetha Vishwa Vidyalaya), emphasized that Skills and Knowledge are vital dimensions of Economic Development of any country. He added that, even though Government of India has given due emphasis for Skill Development and Demographic Development, there is need for development of synchronization in the Industrial Policy, Skill Development Policy, Employment Programmes and Economic Policy. He also provided a blueprint of the challenges encountered while undertaking Skill Development. Dynamic natures of Skill, Promoting Learning of Skills, and Certification were some of the challenges he stressed upon.

Mr. Narayan Bandekar, President of GCCI reckoned that India has immense potential for evolving as a global manufacturing hub. Further, while speaking on ‘Make in Goa’ he added that, in spite of having enormous calibre, Goan people are not getting the right opportunities; so Employability Skill Development is the need of the hour. However, he also pointed that Goa being the centre for Mining, Manufacturing and Tourism Industry, same set of Skills won’t serve the needs of all industries. Skills required do differ on the basis of type of industry. Currently, he asserted, ITI and Polytechnics are catering the needs of most of the industries. Moreover, he appealed to the gathering, to be accountable and accept the responsibility for Goa’s Development.

Hon’ble Minister for Industries, Mahadev Naik in his address affirmed that Skill Development

resembles the Development of Kala & Kousalya. Stressing upon the conceptual basis of Skill Development and highlighting its essence for Industrial Development, he particularly noted that Skills can be developed by means of systematic planning and incessant up gradation. There is a need to match local and national skills by identifying new skills, he stated. He insisted that, Industries must forecast and provide prior information of skills required in future, so that they can be made available in Goa itself rather than depending on neighbouring states for procurement. He further insinuated that revolutionizing the Educational Curriculum is the necessity today and urged everyone to put in their collective efforts for Skill Development.

Inaugural function came to an end with handing over of Mementos to dignitaries and Vote of Thanks by Principal of Goa Multi Faculty College, Dr. Manasvi Kamat.

The Symposium consisted of two important Panel Discussions, which comprised of eminent scholars and experts from Government, Ministries, Industry Associations, Chamber of Commerce, Industry, Academics and varied fields of business.

### **Panel Discussion I**

The first panel on “Make in India” was moderated by Prof. Narayan Reddy, from Reva University. The panel consisted of five Presentations by Mr. B. T. Boke, Mr. Deepak Chodankar, Mr. Yatin Kakodkar, Dr. Radhika Nayak and Mr. S. J. Kamat.

The first Panellist, **Mr. B. T. Boke** (Former President of NIPM Goa) while conversing on ‘Skill Development: How can Industry Deliver?’ asserted that Industries form the demand side and Educational Institutes constitute the supply side of Skill Development. He stated that both have an equally pivotal role to play. Stressing upon Skill Gap Analysis in the State of Goa, he firmly announced that Goan youth is literate & urbanized but it needs to be developed. He also touched upon issue of School Dropouts and other related concerns.

**Mr. Yatin Kakodkar** (Chairman of International Centre Goa) laid emphasis on Skill

requirement of Indian Industries as he spoke on the topic ‘What Skills is the Industry looking for?’ Expressing the concern over limited supply of skilled labour in Goa, he underlined the need to develop skills in the area of Process Improvement, Quality Improvement and Cost Reduction for sustainable Industry Growth. He averred that, there is a need to develop Basic Skills, Technical Skills, Computer Application Skills, Self Learning Skills, Problem Solving Skills and Team Work Capabilities.

The third panellist from IT Manufacturing Association, **Mr. Dipak Chondankar** while speaking on ‘Skill Drivers in IT Manufacturing’ stressed that Skill Requirements in IT Industry are more dynamic compared to other industries. Skill and Knowledge obsolescence is very rapid in IT industry. Crashing prices and shrinking profits need to be addressed with innovative skills, he added. He avowed that there is a scope for lot of competition as supply can come from anywhere in the world; hence we need to be equipped with Innovative Skills to survive competition. He also highlighted that Micro Miniaturization concept is the need of the hour.

Addressing the gathering on ‘Are we ready for Make In India’, **Mr. S J Kamat** from Goa Shipyard Ltd asserted that, ITI people are more job ready compared to graduates. Exhibiting his concern over deficiency of skills in graduates, he stated that graduates are even not well versed with basic skills like Letter Writing. People should have willingness to learn skills, he adjoined. He also declared that manufacturing contribution to GDP should upsurge from current 15-16% to 25-35%.

**Dr. Radhika Nayak**, Principal of S. S. Dempo College in her deliberations on ‘Developing Skills at Grassroots Level’ outlined the benefits that would come along with Skill Development. Migrants constitute 60% workforce in Goa, so she firmly asserted that it’s a high time for Skill Development and Goan people need to match the job requirements. To match Industry requirements, College Graduates need to unlearn and then relearn the skills. She also pointed out effectiveness of government schemes in terms of its reachability to the target group.

While summing up the discussion at the end of Session I, **Moderator Prof P. Narayan Reddy**

highlighted the fact that millions of people graduate every year but in spite of being qualified are left unemployed. He also emphasized that parent's play a vital role in skill development. Panel Discussion I concluded with an interactive question answer session.

### **Panel Discussion II**

The second panel on "Make in Goa" was moderated by Dr. Manoj Kamat. The panel consisted of six Presentations by Mr. Manguirish Pai Raikar, Mr. Alexio da Costa, Mr. Nagaraj Honnekeri, Mr. Rajkumar Kamat, Mr. Hemant Arondekar and Mr. Pradeep Salgaoncar.

First panellist **Mr. Manguirish Pai Raikar** (Chairman of MSME Committee ASSOCHAM) while speaking on 'Skill Development in Agricultural Sector asserted that Agricultural Sector is a basic sector which feeds food to the entire Nation but still it's a least preferred career choice. He remarked that to develop skills, special emphasis should be given to practical learning by introducing 70:30 pattern of education incorporating 70% practical and 30% theory.

**Mr. Alexio Da Costa**, Member Secretary of Goa State Skill development Mission addressed the gathering on topic 'Skill Development Initiatives of Govt. of Goa'. Highlighting the Statistics relating to Skill Development Initiatives in Goa, he estimated the requirement of around 20000 skilled labours by 2017-22. He outlined the Government Recruitment scenario wherein overqualified applicants apply exclusively for the Job Security reasons. He also pointed out that HRDF in spite of having training capacity of 9000, utilization is happening of only 6500. Outlining some of the industry practices, he said that to attract people for Apprenticeship and to equalize their pay with that of regular employees; high remuneration is being offered to Apprentices whereby 70% wage is given by Industry and 30% is contributed by Government. He ended hoping that one day Government will soon announce Skilling India Mission just like Make In India and Digital India.

**Mr. Nagaraj Honnekeri**, Director of SCERT spoke on 'Skill Development: How does Academia look at it'. He highlighted that world is evolving and passing through varied phases like from joint family to nuclear family, and with these changes children have less opportunity to

learn skills at home. He specified that Parents and Teachers are responsible for skill development; however teachers are not autonomous and have many bindings. It is the mindset of the people that needs to change and it will certainly change, he affirmed. He also mentioned the role of Rashtriya Madhyamika Shikha project in skill development. He confidently asserted that Goa will indeed become a Model State.

Mr. **Rajkumar Kamat**, Vice-President of Goa Small Industries Association & GEMS while speaking on ‘Expectations from SSI’s’, advised everyone to have a more holistic approach towards Skill Development. The Skill Development must make people job ready, he noted. He also emphasized the need to link investment with thrust areas and local skills. Even though Goans are good at work culture and flexibility, he opined that Business needs lot more than just Domain Knowledge.

‘Skill Development in Nautical Industry’ was the focal point of discussion in the address of Fifth Panellist, Arch. **Hemanth Aroundekar**. He addressed that Nautical Industry is a high end Tourist Industry which is likely to create numerous jobs in the near future. He highlighted the skills required for Nautical Industry some of which includes Civil Engineering Skills, Tourism and Hospitality Skills, Boat Operational, Repair and Maintenance Skills. However, support skills like Paramedical Skills, Fire Fighting Skills are also required in emergency situations. He suggested that to cater the requirements of Nautical Industry, ITI course needs to develop a Marine orientation.

The final Panellist of Session II, Mr. **Pradeep Salagaoncar** (Vice-President of Goa Management Association) outlined the role of Institutional Leadership in Skill Development. Speaking on Skill Development aspects of Education, he briefly pointed out the problems encountered by Educational Institutions in getting internship projects for their students. He firmly stated that there is an urgent need for alteration in Education Curriculum, wherein Industry people should be invited to assist in Curriculum Design Process. He also added that Open Book Exam is a good medium to help students to hone their skills. He concluded with a request to faculty members to

take up research in order to educate students well.

Entire session was summed up by Mr. Pradeep Salagaoncar by appealing the Industry Professionals, Government Officers and Academicians to put in their joint efforts towards Skill Development.

Event came to an end with a fruitful discussion among participants over the lunch. Entire Program was well appreciated by all; ranging from Students, Academicians, Industry Professionals, and Speakers to participants. Everyone congratulated Goa Multi Faculty College & GCCI for the wonderful hosting.

**DonaPaula-Goa**

11<sup>th</sup> July, 2015