

**Concept note on Industry CXO summit for Logistics & Supply Chain Sector to be organised by Haryana State Rural Livelihood Mission (HSRLM)**

Industry CXO summit is an innovative and interactive platform adopted by the Haryana State Rural Livelihoods Mission (HSRLM) to augment its capacity to make effective provisions for employment and training, by engaging industry resources. The summit caters to the needs of both industry (supply-side availability of industry-ready skilled manpower, addressing specific demands of the industry) and trainees (by providing relevant employment opportunities with acquired skills under Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDU-GKY) programme). It facilitates bridging the gap between the demand of skills by the industry and the existing skills with the youth of the state as it provides a common platform to all stakeholders.

**Introduction and Present Context**

HSRLM is the nodal agency in Haryana for implementing DDU-GKY scheme under the Ministry of Rural Development, Government of India. Under the scheme, HSRLM has on-boarded 21 Project Implementing Agencies (PIAs) with an overall target of training and placement of 39,330 and 27,590 candidates respectively. Out of the above, 26055 candidates have been trained and more than 10000 candidates have been placed successfully.

HSRLM is further planning to get an additional training target of 30000 candidates, over and above the existing capacities, for the financial years 2019-21. To achieve that target, HSRLM would partner with more number of committed and professional PIAs to effectively reach-out to its ongoing and proposed target beneficiaries.

In the Logistics sector alone, HSRLM has allocated a target of training and placing 1,300 candidates across the state. Further, HSRLM is planning to on-board more number of PIAs in the state who would provide sustainable employment opportunities to the rural poor youth in this sector.

**About the SSC**

Logistics Sector Skill Council (LSC) is a society registered under the Societies Registration act, 1860, is not for profit organization, set up by Ministry of Skill Development and Entrepreneurship (MSDE) though National Skill Development Corporation of India (NSDC) and promoted by Confederation of Indian Industries Institute of Logistics (CII-IL) a Centre of Excellence in Logistics with the aim to develop skill trained as well as up-skill the workforce in India. Its objectives are to carry out the Occupational and Functional Mapping of the Sector/ Sub Sector to assess the Job Roles in demand, develop the Occupational Standards, develop Curriculum and Content for the Job Roles, standardisation in Training Delivery, monitor training, implement third party assessment and certification, endeavour to provide an end-to-end solution, i.e. Help Mobilise, Skill Train, Help Place (employ), Track and Develop Career Progression and facilitate in creating viable Industry driven structured solutions for skilling.

The major job-roles will be communicated by the concerned SSC in the following identified 12 sub-sectors considering their relevance to the geographical and demographical features of Haryana.

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| 1. **Warehousing (including tertiary packaging)**
2. **Land Transportation (including Commercial Vehicle Drivers for Cargo)**
3. **Cold Chain Solutions**
4. **Courier and Express Industry**
5. **E Commerce**
6. **Freight Forwarding and Customs**
7. **Railways**
 | 1. **Port Terminals, Inland Container Depots and Container Freight Stations**
2. **Air Cargo Handling (other than Tarmac side operations)**
3. **Marine Services, Shipping and Inland Waterways**
4. **Supply Chain Solutions**
5. **Liquid Logistics**
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**Employment Potential and estimated requirements**

Logistics Sector employs about 21.24 million as of 2016. Of 21.24 million 54% are employed in passenger roadways segment, 35% in road fright while remaining are in passenger railways, freight forwarding, warehousing, packaging and other services. There has been no formal training in the country to address the skill gap in the logistics sector. With 100 percent FDI through automatic route permitted, and the implementation of GST, FMCG is expected to grow at over 12 percent CAGR during 2010- 2020. Logistics sector is the 4th largest employer in India from the services sector.

It is estimated that the total workforce will increase from current 21 million to over 31 million by year 2022. The sector will generate additional requirement of over 9 million people across all the modals – roads, railway, ports and aviation. Thrust on infrastructure projects such as the dedicated Freight & Industrial Corridors like DMIC, expansion of Port Terminals and construction of Greenfield Port projects under Sagarmala project and Bharatmala project will create fresh employment opportunities in the sector.

**Purpose of the summit**

The overall purpose of the summit is to forge industry partnerships and provide a platform to assist youth enrolled to acquire skills that increase their employability and increase employment in Logistics Sector and facilitate industry to recruit skilled manpower, thereby, creating a win-win situation for both trainees and industry. The specific objectives are as follows: -

* To provide an opportunity to industry players to communicate with the training institutes / PIAs to train youth on specific competencies required by employers through short term courses conducted under the programme.
* To enable youth acquire skills which are industry relevant and make them industry-ready.
* Catalyse the vision of “Make in India”/”Make in Haryana” and “Skill India”/”Skill Haryana”.
* Address the gap between demand for specialist skills and supply of employable human resource in various sectors.
* Improve participation of industry champions in skilling with more speed & scalability.
* Enhance industry-institute participation.

**Roles and responsibilities of the stakeholders**

| **Sr. No.** | **Actors** | **Roles and responsibilities** |
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|  | HSRLM | 1. Organize the CXO meet
2. Finalize the agenda, speakers and panellist for the meet
3. Provide a common platform to the industries to raise their concerns about the training being imparted
4. Provide the list of available trained manpower which can be readily absorbed in the industry
5. Act as a bridge between the industries and training partners (PIAs) for effective training delivery; support from industry in activities like curriculum development, workshop development, industry visits, OJT and placements.
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|  | Logistics SSC | 1. Provide a list of industry which are interested to participate in the meet
2. Facilitate industry participation
3. Liaison with industries for providing their active support to HSRLM and its PIA
4. Industry partners may furnish their Expression of Interest (EoI) for becoming a PIA under DDUGKY through formal process
5. Providing an as-is situation of demand and supply of skill manpower in the sector in Haryana (Skill Gap analysis)
6. Providing list of empanelled Assessment Agencies and linking them to our PIAs for ensuring effective assessment and timely certification of our trainees
7. Orientation of the PIAs on skill ecosystem pertaining to NSQF norms and the changes in the same from time to time
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|  | Industries | 1. Active participation in the CXO meet
2. Supporting PIAs in activities like curriculum development as per industry requirement, industry visits, OJT and placement
3. Preference to trained manpower in recruitment and incentivizing them
4. Working as PIAs for HSRLM under DDU-GKY as captive employers
5. Utilization of CSR funds for training & livelihoods.
6. Promote gender diversity in Logistics sector.
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**Benefits of this CXO meet for Industry**

Some of the benefits envisaged for the industry as outcomes for the meet are: -

* Regular supply of industry trained and ready to employ human resource.
* Government support for these trainings in various forms.
* Reduced and optimized costs of recruitment and training.
* Collaboration of sector specific entities to partner and grow together.
* Proper utilization of CSR funds in India for skilling of those who were deprived

**Benefits of this CXO meet for youth in Haryana**

Some of the benefits foreseen for the youth are:

* Skill the youth for employability & employment.
* Access to industry relevant, new age technology.
* Value addition for candidates through industry exposure and industrial visits.
* Free additional experiential training for candidates, specifically through the OJTs.
* Enhanced placement opportunities.

**Proposed dates and venue**

The CXO industry summit is planned to be organized on 26th July, Thursday, 2018 at Panchkula, Haryana.

**Activities to be undertaken**

| **Sr. No.** | **Name of the Activity** | **Proposed Timelines** | **Responsibility** |
| --- | --- | --- | --- |
|  | Organizing the sectoral workshop with the SSC (Round 1) – completed | 19.06.2018 | SRLM |
|  | Issuing formats for seeking Industry details from SSC as per Annexure-1 | 10.07.2018 | SRLM |
|  | Submission of data of industries / industry associations by the SSC | 15.07.2018 | SSC |
|  | First level telephonic confirmation with industries | 15.07.2018 | SSC |
|  | Finalization of participants from industries and industry associations | 18.07.2018 | SSC & SRLM |
|  | Finalization of participants from PIAs, MoRD, NSDC and officials from state government departments | 18.07.2018 | SRLM |
|  | Finalization of venue | 18.07.2018 | SRLM |
|  | Designing of Invitation cards, standees, banners, posters and advertisements | 19.07.2018 | SRLM |
|  | Finalization of minute-to-minute agenda, moderators for the summit, speeches by dignitaries, etc.  | 20.07.2018 | SRLM |
|  | Preparations at the venue – AV’s, lighting, folders & collaterals, installation of posters, banners, backdrop, standees, bouquets, memento, etc. and print & electronic media management  | 25.07.2018 | SRLM |
|  | Logistics support to dignitaries (if required) | 25.07.2018 | SRLM |
|  | **Summit day** | **26.07.2018** | **SRLM & SSCs** |
|  | Preparation & Circulation of key outcomes of the workshop | 31.07.2018 | SRLM |
|  | Follow-up with the participants leading to tie-ups for training and employment | 31.10.2018 | SRLM, SSCs & Industries |

**Who can participate?**

* Chief Executives - Human Resources / CSR Heads/Policy makers
* Potential investors in skills development in state.
* Industry associates from across sectors seeking skilled manpower.
* Senior functionaries from the state and central government.

**Annexure-1**

**Details Required from Sector Skill Council**

1. **Name of Sector Skill Council – Logistics SSC**
2. **Name and contact details of the State Engagement Officer, Haryana**

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| --- | --- | --- | --- |
| **Name of the person** | **Designation** | **Contact Number** | **Email Id** |
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1. **List of top industries operating in the sector in the state of Haryana and National Capital Region**

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| **Name of the Industry** | **Area of Operation** | **Contact Person** | **Designation** | **Contact Number** | **Email Id** |
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1. **List of top industries also operating as a training provider in the sector in the state of Haryana**

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| **Name of the Industry** | **Contact Person** | **Designation** | **Contact Number** | **Email Id** | **Job roles offered** |
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1. **List of national and state level industry associations for the sector**

| **Name of the Industry Association** | **Haryana Level/National Level** | **Contact Person** | **Designation** | **Contact Number** | **Email Id** |
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1. **List of top 20 job roles with high employment potential in Haryana and National Capital Region ( NCR)**

| **S. no.** | **Job role** | **NSQF Level** | **Duration** **(in hours)** | **QP available (Yes/No)** |
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