



**Behind every skill learnt
is a story of aspiration,
opportunity and growth.**

**Kuppam Centre Inaugurated by the Hon'ble
Chief Minister Mr. Chandrababu Naidu**

Through this newsletter, we bring together stories, initiatives, and learner experiences from across ABSC centres. It showcases how industry-linked learning, hands-on practical training, and community engagement are helping prepare the youth for meaningful careers.



Across India, Aditya Birla Skills Centres are creating opportunities for young people through practical, industry-linked learning. From new centre inaugurations and industry partnerships to learner success stories and community engagement, this inaugural edition highlights the people, initiatives, and experiences shaping ABSC.



From the Leadership Desk



It gives me immense pleasure to present the inaugural edition of **Beyond Skills**, the Aditya Birla Skills Centre (ABSC) Newsletter.

At Hindalco, we have always believed that true progress is measured not only by business growth but also by the positive impact we create in the lives of people and communities around us. This commitment reflects the values of the Aditya Birla Group and reflects Ms. Rajashree Birla's vision of empowering individuals to build better futures.

The Aditya Birla Skills Centre was established to equip young people with the skills, confidence, and opportunities they need to build meaningful and self-reliant careers. Today, it is encouraging to see this vision taking shape across our centres in Sambalpur, Vagra, Rayagada, and Kuppam, where learners are preparing for careers, entrepreneurship, and lifelong growth through industry-linked, practical learning. The true impact of ABSC extends beyond classrooms and certifications. It is reflected in the confidence of our learners, the opportunities they create for themselves and their families, and their ability to contribute meaningfully to society.

As we continue strengthening India's skilling ecosystem, this newsletter will celebrate the journeys of our learners, trainers, and partners who are helping shape a skilled, confident, and future-ready workforce. I invite you to explore the stories and milestones featured in this inaugural edition.

Sukhendu Ghosh
CHR VP and
Head - Skills Development

IN THIS EDITION

From the Leadership Desk

ABSC Industry-Linked Model

ABSC Centre Updates

**Conversation with
Mr. Samik Basu**

Stories of Impact

Connect with Us

Aditya Birla Skills Centre (ABSC): Preparing Youth Through Industry-Linked Learning



What does it really take for a young person to become job-ready today?

For many learners, completing a course is only one part of the journey. Employers increasingly look beyond qualifications and expect practical skills, workplace readiness, adaptability, and confidence. As industries continue to evolve, the challenge is no longer just about training people, but preparing them for real work environments.

This is where the Aditya Birla Skills Centres (ABSCs), a youth skilling initiative supported by Hindalco, are attempting to make a difference through practical, industry-linked learning experiences.

Learning that moves beyond theory

One of the most noticeable aspects across ABSCs is the importance given to practical exposure. Training spaces are built around hands-on learning, demonstrations, simulations, and regular interaction with industry-relevant equipment, helping learners become familiar with workplace environments. Confidence develops gradually through practice, observation, and continuous engagement with trainers and machines, supported by small batch sizes and greater access to practical learning.

Highlights of ABSC Model

- **Learning that moves beyond theory**
- **Trainers who continue learning**
- **Creating space for different aspirations**
- **Preparing for a changing world of work**

Staying connected to the industry

Another important aspect of training is its close connection with industry expectations. The centres regularly interact with industry partners, employers, trainers, and technical experts to understand changing requirements and workplace realities. The intention is not simply to complete a syllabus, but to ensure that learning remains relevant to actual work environments.

As industries evolve through automation, technology integration, and changing operational practices, training systems also continue evolving alongside them. Technology-enabled learning across the centres includes:

- AI-supported systems
- Simulation-based learning
- Computer-aided modules
- Immersive orientation methods

At the same time, the emphasis remains grounded in practical understanding rather than technology for appearance alone. The larger goal is to help students feel more prepared and confident when they eventually enter workplaces that may otherwise feel unfamiliar or intimidating.



Trainers who continue learning

Behind every strong learning environment is the role of trainers who themselves remain connected to industry. Trainers undergo continuous exposure and development through collaborations with organizations and industry partners from different sectors. Some receive technical exposure through industrial training environments, while others work alongside healthcare institutions or sector-specific experts depending on the nature of the course. This ongoing learning process helps trainers stay updated with current practices, technologies, and workplace expectations. More importantly, it allows them to teach from experience rather than only from instruction manuals.

Creating space for different aspirations

Not every learner enters training with a fixed career plan. While some students may seek immediate employment, others may eventually move towards entrepreneurship or self-employment after gaining experience. Instead of forcing rigid pathways too early, the centres encourage learners to gradually understand their strengths, interests, and possibilities through exposure, counselling, interaction, and practical experience.

This flexibility allows learners to build confidence, adapt to professional environments and explore wider career opportunities over time.

Looking beyond placements alone

With such intense practice and training, conversations often revolve around one question: how many students were placed? While placements remain important, the focus across ABSC extends beyond employment numbers alone. Equal importance is given to whether learners are able to adapt to workplaces, sustain employment, and build stable livelihoods over time.

This is where post-placement tracking becomes an important part of the process. Even after learners enter the workforce, the centres continue monitoring areas such as job continuity, financial stability, and long-term career growth.

Preparing for a changing world of work

Today, employability depends on how well learners can adapt to changing workplaces, understand practical systems, communicate confidently, and continue learning as industries evolve.

The work happening across ABSC reflects a larger shift towards making skill development more connected to real industry environments, practical exposure, and long-term livelihoods. And perhaps that is what makes the experience meaningful for many learners, the confidence that they may actually be ready for employment and the opportunities ahead.



As conversations around workforce readiness continue to evolve, initiatives such as ABSC highlight the growing importance of practical, industry-integrated learning in preparing youth for long-term livelihoods and changing workplace realities. By combining practical learning, industry engagement, and continuous support, the centres are helping create pathways that enable learners to move from education to employment with greater confidence and purpose.

To know more about the Aditya Birla Skills Centre, visit: [Hindalco – Aditya Birla Skills Centre](#)

Updates from Across ABSC Centers

Kuppam - Andhra Pradesh



The new Aditya Birla Skills Centre at Kuppam was inaugurated by the Honorable Chief Minister of Andhra Pradesh, Mr. N. Chandrababu Naidu, along with industry leaders and knowledge partners. The centre features technology-enabled labs, automation systems, and augmented reality-based learning environments designed to strengthen practical and future-ready skill development.

ABSC Vagra organized a campus placement drive with participation from companies including MRF Tyres, Tata Motors, Timken India, and Uno Minda Group. Around 40 trainees from Welder, Mechanical Fitter, and Financial Services Associate trades participated in the drive, with 21 trainees successfully securing placements.

Vagra - Gujarat



Rayagada - Odisha



ABSC Rayagada organized a guest faculty session for FSA trainees with a Development Officer from LIC, Rayagada. The session focused on insurance services, customer handling, sales, and career opportunities in the insurance sector, helping them gain practical understanding of workplace roles and industry expectations.

Sambalpur - Odisha



As part of International Women's Day 2026, ABSC centres organized a menstrual awareness session for men in collaboration with Titli Foundation. The initiative encouraged open conversations around menstrual health, challenged common myths, and highlighted the role of men in creating more supportive and inclusive environments through interactive discussions and activities.

Mechanical Fitter trainees from ABSC Vagra participated in an industrial exposure visit to Globela Industries Pvt. Ltd. The visit provided first-hand experience of industrial operations, workplace safety practices, and mechanical fitting activities, helping trainees better understand real-world manufacturing environments and industry expectations.

Vagra - Gujarat



Rayagada - Odisha



On the occasion of Holi, ABSC Rayagada organized a Food Festival activity for FSA and PCA trainees to encourage creativity, teamwork, and experiential learning. Through the activity, trainees strengthened their communication, presentation, and customer interaction skills while gaining practical exposure in an engaging environment.

In Conversation: Mr Samik Basu, CHRO, Hindalco

Industry-led skilling initiatives have the potential to create impact beyond employment by strengthening local talent ecosystems, improving livelihoods, and supporting community development. The Aditya Birla Skills Centres (ABSCs), supported by Hindalco, represent one such model that combines industry expertise, practical training, and a strong commitment to workforce readiness.



Mr. Samik Basu
Chief Human Resources
Officer (CHRO) , Hindalco

Mr. Samik Basu, Chief Human Resources Officer (CHRO), Hindalco, discusses with **Dr. Madhuri Dubey**, Founder and Director, National Skills Network-NSN, the ABSC approach to skill development, the role of industry in shaping employability, the importance of building aspirations among youth, and the skills required to succeed in a rapidly evolving world of work.

[Watch on YouTube](#)



What makes the ABSC model different from other skilling initiatives?

One of the key strengths of the Aditya Birla Skills Centre (ABSC) model is the involvement of **trainers with industry experience**. Many of our faculty members have worked in industry and understand workplace realities, expectations, and challenges. The centres primarily train youth from communities around our operations, especially those who have completed Class 10 or Class 12 and are looking for employment opportunities. Our programmes are **practical, industry-focused, and typically range from two to six months**.

Because many of our trainers have industry backgrounds, they understand how work actually happens on the ground and are able to expose learners to current workplace practices rather than outdated methods. They also help students understand professional expectations, making the transition from training to employment smoother and more relevant.

This approach helps learners become job-ready from day one and enables them to perform effectively when they enter the workplace. More importantly, our focus is not just on placements but on long-term employability. Follow-up studies show encouraging retention rates, indicating that learners are able to adapt to workplaces and build sustainable careers

How do the centres ensure industry-relevant training and workplace readiness?

At ABSC, industry relevance is maintained through continuous upgrades to infrastructure, trainer capabilities, and curricula, supported by nearby Hindalco plants. Along with technical training, learners are equipped with workplace skills such as communication, discipline, safety practices, quality standards, and professional behaviour to help them transition confidently into employment.

What is Hindalco's approach to skilling as part of community development?

At Hindalco, skilling is not viewed simply as a CSR activity. It is part of the Aditya Birla Group's purpose of enriching lives and building responsible institutions that create long-term value.

The Aditya Birla Skills Centres are operated directly by Hindalco through group trusts, with active involvement from leaders across functions. This ensures ownership, quality, and sustained commitment. By providing young people with access to **industry-relevant skills and career opportunities**, we aim to strengthen local talent and communities.



How can skilling help build aspirations among young people from underserved communities?

We see a significant shift in aspirations, even in remote parts of the country. Many young people, including first-generation learners, are looking beyond educational qualifications and seeking skills that can help them build meaningful careers and improve their quality of life. Industry-led skilling helps bridge this gap by providing access to relevant training, exposure to workplace expectations, and clear pathways to employment.

What skills will matter most in the future of work?

The future of work is becoming increasingly skills-driven. **Continuous learning, adaptability, and the ability to upgrade skills are becoming essential for long-term employability.** AI is changing how work is performed across industries. As a result, individuals need to work alongside technology while building skills that technology cannot replace. Human skills such as judgment, resilience, adaptability, and continuous learning are becoming increasingly important.

Stories of impact

What does meaningful skill development look like beyond classrooms and training centres? These stories reflect the journeys of learners who transformed opportunities into careers through practical learning, perseverance, and confidence. From overcoming personal and financial challenges to building stable livelihoods, each journey highlights how the training can create pathways towards independence, growth, and long-term aspirations.

Ms. Baijayanti Mirdha - Sambalpur Financial Services Associate (FSA)

After completing her graduation, Baijayanti joined ABSC Sambalpur, where she strengthened her communication skills, gained practical exposure, and developed confidence through active participation in training activities. She is currently working at Arohan Micro Finance supporting her career growth.

"After joining ABSC, I improved my communication skills, gained practical exposure, and became confident enough to start supporting my family independently."



Mr. Ajay Choudhury - Sambalpur Consumer Durable Technician

After completing his ITI in Refrigeration and Air Conditioning (RAC), Ajay wanted to build a stable career and support his family. He joined ABSC through a college friend to strengthen his technical skills and is now working at Dibanshi Care in Jharsuguda, Odisha.

"Joining ABSC gave me the practical skills and confidence I needed to start my career. The training helped me prepare for the workplace and move forward with confidence."



Mr. Sujal Solanki - Vagra Mechanical Fitter Technician

After losing his parents at a young age, Sujal joined the Mechanical Fitter program at ABSC Vagra to build technical skills and support his family. Today, he is working at Indospee Chemicals Pvt. Ltd. after receiving multiple job opportunities following the training.

"Training at ABSC for the Mechanical Fitter program helped me strengthen my technical skills, gain industry exposure, and secure employment to support my family with confidence."



Connect with ABSC

Since its inception, the Aditya Birla Skills Centres have been working towards creating meaningful pathways from learning to livelihoods through industry-led training, practical exposure, and learner-centric support. Across its centres, ABSC continues to empower the youth with confidence, skills, and opportunities needed for the future of work.

- Training centers
- Practical learning
- Industry exposure
- Partnerships
- Employability
- Trainers
- AI-enabled learning
- Community engagement



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