



Convocation Ceremony at Aditya Birla Skills Centres - Celebrating New Beginnings



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

In Conversation



Mr. Sanjay Shivnani,
Advisor, Hindalco Industries Limited



From the Leadership Desk



When we speak about skilling, our conversations often focus on the young people whose lives are shaped by education, training and employment opportunities. But behind every learner's journey are the people who support, guide and prepare them for the world of work.

Over the past year, ABSC has invested in the learning and development of its own teams. Through seven domain-based workshops, 26 team members across functions strengthened their technical expertise, training methodologies and professional capabilities. Welding Trainers enhanced their competencies through specialised

learning interventions at the Indian Institute of Welding (IIW-India), while Soft Skills Trainers came together at the Noida office to explore new learning approaches, including Immersive Teaching and Learning methodology, and strengthen their facilitation skills. An immersive offsite programme on collaboration and leadership was also organized for an entire centre team.

It's heartening to see how our learning and development initiatives have also opened opportunities for professional growth, through promotions and new career opportunities. We also supported a team member in pursuing a role aligned with her long-term aspirations. Alongside these initiatives, we continue to create opportunities for our teams to learn from one another, share experiences and grow together.

These efforts reflect ABSC's belief that investing in its people strengthens the work they do every day. As our teams continue to learn and grow, they bring that learning back to the centres, the classroom and, ultimately, to the trainees they support.

Sukhendu Ghosh
CHR - Senior Vice President
Hindalco Industries Limited

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Aditya Birla Skills Centres Celebrate Convocation Ceremony



At ABSC, **Convocation Day** is much more than a celebration of completing a course. It is a day that celebrates the hard work of both our trainees and the ABSC team who have walked with them through their journey.

The occasion is especially valued at our centres, with senior leaders from the head office, unit, employers, families and other guests coming together to celebrate the trainees' achievements. It is also a **proud moment when employers hand over offer letters to some of our shining trainees**, making the transition from training to employment very real.

Preparing learners for the world of work

ABSC, a youth skilling initiative of Hindalco, offer **industry-relevant training** in multiple trades, enabling local youth to build skills that lead to meaningful employment.

The centres offer training in programs such as:

- Mechanical Fitter Technician
- Welder Technician
- Electrical Technician
- Fashion Technician
- Patient Care Assistant
- Financial Services Associate

Highlights of the Convocation Ceremony

- **Sambalpur centre celebrates its fourth convocation**
- **Vagra centre marks its first convocation**
- **Recognising industry-linked skill development**

ABSC Sambalpur celebrates its fourth convocation

Recently, **ABSC Sambalpur celebrated its fourth convocation**, with **122 learners** completing their training programs.

Of these, **87 learners received their certificates** during the ceremony, while several graduates could not attend as they had already secured employment opportunities outside Odisha.

The celebrations also included cultural performances by learners. A fashion show promoting women's empowerment and a skit on environmental protection highlighted the confidence, communication skills and creativity that learners had developed during their training.

ABSC Vagra marks its first convocation

For the Vagra centre, the occasion marked an important milestone as the centre celebrated its **first convocation ceremony**. A total of **74 learners** graduated from various programs. Demonstrating the centre's strong emphasis on employment-linked training, **64 learners** had already secured job opportunities, while 10 learners received offer letters on stage from leading employers, making it one of the highlights of the event.



Recognising industry-linked skill development

Addressing the gatherings at both centres, industry leaders and government officials appreciated ABSC's efforts in **strengthening local livelihoods through quality skill development**. Acknowledging the centres' role in **bridging the gap between industry requirements and workforce readiness**, they recognised the practical skills, confidence and workplace competencies that learners develop through the programs.

Celebrating new beginnings

For the graduating learners, the convocation ceremonies represented far more than the completion of a training program. They marked months of hands-on learning, personal growth and preparation for the world of work. For ABSC, the ceremonies reflected its continued commitment to creating sustainable pathways to employment through industry-aligned programs that equip young people with the skills and confidence to pursue their aspirations.

Updates from Across ABSCs

Across ABSCs, a range of activities gave learners opportunities to learn, engage and build awareness beyond the classroom. These updates highlight some of the recent experiences that enriched their learning journey.

World Environment Day



To mark World Environment Day, ABSC organised Environmental Sustainability Awareness workshops across Rayagada, Sambalpur, Kuppam and Vagra with Bridge for Change. Through interactive activities, learners explored environmental responsibility, carbon footprints and sustainable lifestyles, while developing teamwork, problem-solving and awareness of how everyday choices affect the environment.

World Youth Skills Day was celebrated across ABSC centres in Vagra, Kuppam, Sambalpur and Rayagada through project exhibitions, skill demonstrations, mock interviews, competitions and awareness sessions. The activities gave trainees opportunities to showcase their practical skills and workplace readiness, while bringing together families, alumni, industry representatives and the community.

World Youth Skills Day



International Yoga Day



Aditya Birla Skill Centres celebrated International Day of Yoga with activities across Rayagada, Sambalpur, Vagra and Kuppam. Through chair yoga sessions, healthy ageing discussions and wellness pledge activities, learners and staff explored the role of yoga, physical activity and healthy habits in supporting long-term physical and mental wellbeing.

Industrial Exposure Visit



Welder Batch-1 trainees from ABSC Vagra visited Alunova Windoors Pvt. Ltd., Vadodara and Steelfur System Pvt. Ltd., Waghodiya, gaining exposure to CNC operations, fabrication, welding, laser cutting and powder coating. The visit also helped trainees understand industrial work culture, career opportunities and the skills required in the manufacturing sector.

ABSC Rayagada and Sambalpur conducted fire safety awareness sessions covering fire prevention, emergency response, safe use of fire extinguishers and essential safety practices. At Rayagada, trainees also participated in live demonstrations and a mock drill, gaining hands-on experience in firefighting techniques and emergency preparedness.

Fire Safety Awareness



Teacher's Day



Aditya Birla Skills Centres across Kuppam, Vagra, Sambalpur and Rayagada celebrated Teachers' Day by recognising the contribution of trainers in supporting learners' skills and professional growth. Trainees expressed their appreciation through messages, activities and special gestures, while trainers were felicitated with meaningful tokens of appreciation.

In Conversation:

Mr. Sanjay Shivnani, Advisor, Hindalco Industries Limited

Skills and employability are at the centre of the changing world of work, as AI, technology and evolving job roles reshape how people work. As organisations move towards more skill-based structures, the ability to learn, adapt and apply new capabilities is becoming increasingly important. This is also changing how organisations approach skilling, reskilling and workforce development.



Mr. Sanjay Shivnani,

Advisor,
Hindalco Industries Limited

In this conversation with Dr. Madhuri Dubey, Founder-Director, National Skills Network-NSN, Mr. Sanjay Shivnani, Advisor at Hindalco Industries Limited, discusses how the changing world of work is reshaping skills and job roles. He shares his perspectives on AI fluency, continuous learning, human skills, industry-academia engagement and the need to recognise the skills of India's existing workforce.

[Watch on YouTube](#)



With the world of work changing rapidly, how does this impact the required skills and competencies?

The **world of work** is shifting from traditional, job-based structures to more dynamic, **skill-based organisations**, where **humans, technology and AI** increasingly work together. The demand is moving beyond routine task execution towards AI fluency; the ability to effectively use and collaborate with AI to perform and excel in a role. This makes skills such as analytical thinking, problem-solving, collaboration, judgement and decision-making increasingly important. As AI provides more information, options and possibilities, employees need the ability to interpret these inputs and make informed decisions.

Traditional domain skills are also increasingly being complemented by digital acumen and AI fluency. At the same time, human capabilities such as communication, resilience, adaptability and the ability to deal with ambiguity are becoming more important.

What are the ways in which the skills of current employees are being re-engineered or their roles being re-purposed?

Employees are increasingly being reskilled from transformational and routine roles into higher-value roles focused on **strategy, innovation, decision-making and data interpretation**. AI is becoming a digital co-worker, enabling employees to enhance their capabilities and contribute at a higher level.

Organisations need to embed continuous learning into everyday work, with pathways for **lifelong upskilling and reskilling**. They also need to understand where an employee is today, where they need to be, and what competency gaps need to be addressed. This can help determine the right learning interventions as roles continue to evolve.

Can sustainability be brought into the area of skill enhancement and retention?

In the current situation, sustainability means being mentally ready for change and having the ability to continuously adapt. It is less about having one system that can be repeated over time and more about developing the behavioural and mental agility to move with change. This requires **continuous learning, learning agility and the willingness to keep changing**. The ability to unlearn and relearn is also an important part of sustainability. Ultimately, it is about an individual's ability to remain relevant and continue contributing effectively as an employee, leader or professional in a changing workplace.

In what ways is the change in the global work sector influencing industry-academia engagements?

Industry-academia engagement has been discussed for many years, but the **changing world of work requires a stronger and proactive partnership**. Academia operates within regulatory frameworks, while industry has a direct understanding of changing workplace needs. Both need to work more closely to bridge the gap between education, skills and employment.



Industry can play a greater role in skill development and in recognising skills during hiring. Employers could give greater **recognition to NSQF-aligned qualifications, skill certifications** and demonstrated competencies alongside degrees and diplomas. The starting point should be the end goal: employment. Skilling ultimately needs to lead to meaningful employment, and industry is the key stakeholder that provides those opportunities.

Recognition of Prior Learning (RPL) can help recognise the skills and experience of workers who may not have formal certification. Through assessment and certification, RPL can provide evidence of existing competencies and help make skills more visible and meaningful to employers.

Meet the People Who Make a Difference

At the Aditya Birla Skills Centres, creating meaningful learning experiences goes beyond training alone. It involves people who bring dedication, commitment and a strong sense of responsibility to their roles. Across centres, our trainers, mobilisers and other team members work closely with learners, supporting their learning, confidence and career journeys.

While each team member brings a different experience and approach to their role, their shared commitment to learners remains at the heart of their work. Here, we meet some of the people who contribute to the ABSC journey and explore the qualities and experiences that make each of them stand out.

Gujarat - Vagra



Sandeep Kumar Mahto,
Mechanical Fitter Trainer

Technical training at ABSC Vagra goes beyond classroom instruction for Sandeep. With experience in mechanical operations and skill development, he brings his technical knowledge into both theory and practical sessions for Mechanical Fitter trainees. He also supports assessments, equipment maintenance and trainee engagement activities at the centre. One aspect that stands out in his work is his interest in developing practical solutions.

His willingness to take on responsibilities beyond his core role reflects his ownership and interest in making a practical contribution to the centre.

"I enjoy transforming ideas into practical solutions and believe that every challenge is an opportunity to learn, innovate, and create value."

Rashmika joined ABSC Vagra without a background in counselling or skill development. Since then, her willingness to learn has helped her take on different responsibilities at the centre. Her work includes candidate counselling, enrolment, trainee retention, documentation and MIS-related activities.

"I believe every day brings an opportunity to learn something new and make a positive difference in someone's journey."



Rashmika Gohil,
Counsellor

Odisha - Rayagada



Anjali Churra,
Centre Coordinator

A new role can bring new responsibilities, and for Anjali, it marks another step in her journey with ABSC. She joined ABSC Rayagada as a Soft Skills Trainer and has recently moved into the role of Centre Coordinator. With experience in skill and livelihood initiatives as well as corporate after-sales service, Anjali brings experience from both areas to her work. She is known for being accountable, approachable and willing to discuss issues and find solutions.

“I take responsibility for my work, stay open to new challenges and approach my role with enthusiasm.”

With experience in both teaching and industry, Pritish brings a combination of classroom and workplace exposure to his role as an FSA Trainer at Rayagada.

Along with training learners, he supports mobilisation, placement activities and guest facilitation at the centre. His ability to work with others, organise tasks and find solutions has made him a dependable member of the team.



Pritish,
FSA Trainer

Andhra Pradesh - Kuppam



Polavarapu Srinubabu,
Welding Technician Trainer

For Srinubabu, welding training is closely connected to his years of technical experience. With 13 years of experience in welding training, technical instruction and skill development, he brings considerable practical knowledge to his role at ABSC Kuppam. A certified IIW-India Welding Trainer, he has experience in welding processes, inspection, safety practices, assessment and industry standards. At the centre, he focuses on practical learning and industry readiness.

“Training future welding professionals is more than my profession and it’s my passion. I take pride in equipping students with the technical skills, safety awareness, and confidence needed for successful careers.”

Working with learners involves more than counselling sessions. At ABSC Kuppam, Swapna supports trainees through regular guidance and follow-ups, while also assisting with mobilisation, student activities and centre administration. With experience in counselling and client relations, she brings an understanding of working with people and responding to their needs.



**Narra Swapna,
Counsellor**

“I believe in building trust, supporting learners and creating a positive environment where they can grow.”

Odisha - Sambalpur



**Abhishek Dey,
Project Coordinator**

With 15 years of professional experience, Abhishek brings a strong technical background to his role as Project Coordinator at ABSC Sambalpur. His work extends across learner engagement, training and placement support, and coordination with the wider team. He works closely with students, encouraging them to make the most of training and employment opportunities. He has also supported the recruitment of trainers and staff across ABSC centres.

At Sambalpur, his involvement has included efforts to address trainee dropouts and support placements.

“I value adaptability and enjoy working with different people, places and situations while contributing to skilling.”

Rajesh first joined ABSC as a learner. After completing the OAD batch, he went on to work with HDFC Bank and later with a leading hotel in Sambalpur.

He eventually returned to ABSC, this time as a Mobilizer. His experience as a former learner gives him a different perspective on the training journey and the communities the centre works with.

Today, he is part of the mobilisation team and is looking to continue learning and growing in his role while contributing to CSR activities.



**Rajesh Behera,
Mobilizer**

Connect with ABSC

Since 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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