

KAUSHAL किरण

September 2024



#TSSCATIMC24

Telecom Sector Skill Council is yet again participating in India Mobile Congress 2024!

After two exciting years as Skilling Partner at IMC, TSSC is back showcasing the future of Telecom Skilling, building a new paradigm and empowering youth.

India Mobile Congress has been a beacon to showcase cutting edge tech to the world, and TSSC is here to navigate the youth of our nation to be a part of this digital transformation.

As the Skilling Partner at India Mobile Congress, TSSC will be showcasing cutting-edge developments in telecom skilling and innovation, in partnership with members of the skilling and telecom fraternity.



At our booth, we shall showcase series of innovative projects and exciting collaborations that are shaping the future of telecom and connectivity.

We have also curated a panel discussion on "Skilling for Connected Future - Connecting the UN - CONNECTED", which is scheduled for 17th October, 3 PM to 4 PM. The goal of this panel is to shed light on the significant role of the stakeholders such as the government, industry and academia in the future of skill development initiatives in the telecom sector and its influence on creating a globally connected world.



Experience the Future of Skilling!

#TSSCIMC24
HALL 2 | BOOTH 2.2



15-18 OCTOBER 2024
BHARAT MANDAPAM | DELHI

WORLDSKILLS LYON 2024

Wrapping Up WorldSkills 2024: Celebrating Team India!

WorldSkills 2024 has come to a successful close in Lyon, France, where young professionals from over 80 countries showcased their expertise in various trades and technologies. This prestigious event, renowned for celebrating vocational skill excellence and innovation, once again set the benchmark for global standards continue striving for excellence.

Team India, with its talented participants, represented the nation proudly, displaying remarkable dedication and proficiency in their respective fields. Although the competition has concluded, the experience and exposure gained on the world stage have left a lasting impact, filling the hearts of many with pride and motivation.



Exploring Opportunities: Saraswati Vidya Mandir Students at TSSC Centre of Excellence

As per the recommendation from Kaushalya - The Skill University, Ahmedabad, a visit was organized for students of Saraswati Vidya Mandir, Naroda, Ahmedabad, to the Telecom Sector Skill Council's Centre of Excellence (COE) in Ahmedabad.



During the visit, students gained insights into the various courses offered by the Telecom Sector Skill Council (TSSC) at COE. They also explored the functioning of telecom technology and its impact on the entire ecosystem, as well as delve into TSSC's significant role in shaping the future of the telecom industry.

TSSC and Odisha Skill Development Authority Partner for 5G Training Program

TSSC signed a Memorandum of Understanding (MoU) with Rashmita Panda, IAS, Director of Skill Development-Cum-Employment and CEO of the Odisha Skill Development Authority (OSDA).

This agreement marks the start of the "Place and Train" program, designed to train candidates for emerging job roles in 5G technologies.



Aquint Global & TSSC Empower NCC Cadets: Drone and Optical Fiber Workshop in Ahmedabad

Aquint Global, in partnership with the Telecom Sector Skill Council (TSSC), organized a workshop in Ahmedabad, Gujarat, focusing on Drone Technology and Optical Fiber for NCC Cadets

Talent Management Landscape, Challenges & Success Strategies : Beyond the Horizons.

By Mr. Hemang Desai.

Boards of directors and Business Leaders, across all industries, have overwhelmingly cited skills shortages as the top-most risk to organizational growth for 2024 & 2025. This makes bridging critical skills gaps the top priority for HR leaders as they play their part as business players in ensuring their business organisations respond with agility to new opportunities and challenges. The current efforts to fill these skills gaps are falling acutely short. More than Eighty-three percent of Talent Acquisition leaders still struggle to find enough talent with the needed skills, and 57% of HR leaders say skills shortages are undermining their ability to sustain corporate performance.

India has taken up its journey towards taking the transformative power of telecommunications technology, phenomenally. With one of the fastest 5G rollouts globally, we have brought high-speed connectivity to the doorstep of over a billion, thereby, enhancing speed and innovation across industries. During these journey, however, it has become critical to recognise to identify the need for developing the human capital that will sustain India's telecom future. It has emerged as both, a huge challenge, as well as a humungous opportunity of nurturing and catalysing India's growth.

86% of HR leaders have not successfully implemented strategic workforce planning, despite it being a top priority.

Investing in Futuristic skills

In the midst of our technological advancement, there exists a huge demand for skilled professionals in areas such as network optimisation, cloud computing, and robotics. Researches point out at a shortfall of over 25 lacs skilled professionals, highlighting a gap that needs our immediate attention. What further adds fuel to the fire is that 33% of the key network engineering and technical operations roles lack the futuristic skills required to address emerging technological innovations.

The ever-widening gaps between academic pedagogy and industry demands emphasises the crucial need for an agile, industry-oriented approach to education. Educational institutes have recognised this necessity and have begun offering a plethora of new-age skills courses. However, it is absolutely essential to understand that cross-skilling, upskilling and reskilling (CURE) are so vital for organisations to retain their positions amidst the fast shifting technological landscapes and paradigms. As rapidly evolving technologies continues to reshape the dynamics of ICT industry continuous reskilling becomes imperative to ensure the workforce remains competitive and adaptable.

Talent-Future Horizons@ ISHAN Technologies

Ishan Technologies, a leading ICT Group, with a strong pan-India presence, recently announced its ambitious plans with a strong focus on its technology development. As part of the expansion roadmap, we are gearing up to hire over 3000 talented professionals in the coming years, additionally, across the country. This is a commitment to fostering our talent and contributing to the economic development, at large. Currently, our dedicated team comprises of over 1800 professionals. The company has plans to hire skilled Human Resources across the roles like R&D, Networking, Advanced technologies into Info-security, AI /ML, Cloud computing, Data centres, etc.

With a wide base of customers, 10,000 enterprises across the length and breadth of India, we are resolute to fostering opportunities for the youth of our country. Our expansion plans are focused on investing into Internet Services, developing cutting-edge data centres and cloud computing skills, along with offering managed security services.

Bridging the Talent Gap Together.

Addressing the talent pool deficit, in the relatively young telecom industry, requires a collaborative and collective efforts. While reports highlight the existing gaps, they also portray a picture of optimism. India has the potential to close this gap well before 2030 through strategic CURE and hiring initiatives, leveraging talent pools in Tier-II & Tier-III cities, professional / technical institutes and universities. With the economic importance attached to 5G roll-out and India's aspirations to contribute to 6G standardisation, a future-ready workforce plays most critical role in shaping the trajectory of these technological developments. The Ministry of Skill Development and Entrepreneurship & National Skill Development Corporation, in collaboration with various stakeholders, is actively engaged in addressing the rising and upcoming talent gaps through initiatives such as incentives for industries for job-creation and providing opportunities on-the-job training, internships, and apprenticeships. The window of opportunity has just opened up and the growth potential is immense.

CT & Telecom companies are recognising their pivotal role in shaping the future of their workforce. They are increasingly focusing on CURE for their employees in emerging technologies like 5G and its use cases, IoT, Cloud, AI/ML, DC, etc addressing specialised projects and other related services. The emphasis is on establishing new training labs and Centers of Excellence (COEs), that offer skills and courses relevant to the current times and evolving technologies. **For example, at Ishan, we have envisaged the high amount of CURE needs that was coming up and established our own i-OPTICKS (Ishan's Organisational Productivity, Training & Innovation Centre for Knowledge & Skills). This is in order to catering to the internal needs as well as for the industry at large, on the long-run.** These innovative approaches and initiatives require substantial investments to ascertain that employees are competent with the updated skills. As the digital talent landscape continues to evolve rapidly, companies that prioritise the CURE for their employees will obviously stand out in the dynamic and competitive times.

Forward Path for Talent Sustainability

As India continues its journey towards rapid technological advancement, addressing the skill bandwidth challenge is significant. It is no longer just about the gaps; it is more about empowering our knowledge workforce to thrive in the digital era. Through collaborative efforts among the combined tripartite force of government, industry, and academia, we can pave the way for a resilient and skilled workforce that would propel India's technological progress on the global platform. It would be prudent to invest in technical education, investing in CURE, which will be like investing in the future of our nation. Together we can, together we will unlid the potential of India's Technology-driven future.



About the Author

Hemang Desai, is an astute HR Professional, Business Success Coach, Orator, Leadership-Mentor and Strategic Thinker. With more than 27 years of experience in managing Strategic, Business & HR interventions in some of the most esteemed organizations, he has created a niche with his stellar success in blending strategy into execution for highly intellectual workforce. He is currently the Chief Human Resources Officer with Ishan Technologies, a well-known Indian brand name in the ICT Industry.

TSSC Hosts Job Fair at ITI Kubernagar Center of Excellence

TSSC recently hosted a Job Fair at Center of Excellence in ITI Kubernagar, connecting job seekers with top hiring partners.



We extend our sincere gratitude to Aquint Infratel, Amazon, and Aquint Global for their participation and support. Their presence provided valuable opportunities for candidates to explore careers in the telecom and technology sectors.

Job Fair in Siliguri - Diverse Opportunities for Job Seekers

Telecom Sector Skill Council in collaboration with Vedanta Foundation conducted a Job Fair in in Siliguri, West Bengal.

The event was a resounding success, with over 150 job seekers receiving offers across a diverse range of fields, including technology, core engineering, sales, and more. This job fair provided a significant platform for individuals to explore career opportunities and connect with potential employers.



Burhanpur Job Fair : TSSC Facilitates Connections Between Job Seekers and Top Companies



TSSC organized a job fair at the Pradhan Mantri Kaushal Kendra in Burhanpur, drawing participation of 75 jobseekers eager to advance their careers.

We had prominent employers like DigiTech Call System Pvt. Ltd. and Omkar Manpower Solutions Pvt. Ltd. on board, who shortlisted over 35 candidates for promising roles.

This event was a significant opportunity for job seekers to connect with leading companies and explore new career paths

