



INDIAN STAFFING FEDERATION
16TH NATIONAL EMPLOYMENT CONFERENCE
VIKSIT BHARAT : ROADMAP 2024
ECONOMY. EMPLOYMENT. EMPLOYABILITY.

30th August, 2024
The Lalit, New Delhi



Chief Guest Address



Shri H D
Kumaraswamy
Honorable Minister
Ministry of Heavy
Industries,
Government of India

Keynote Address



Shri Atul Tiwari
Honorable Secretary
Ministry of Skill
Development and
Entrepreneurship,
Government of India

Eminent Speakers



Dr Yogesh Bhatia
Managing
Director,
LML Emotion Pvt.
Ltd



Sushil Baveja
Chief Human
Resource Officer,
Jindal Stainless
Ltd



Sameer
Wadhawan
Chief Human
Resource Officer
(Ex),
Samsung
Electronics India
Limited



Ashok Lohmod
EVP & Head
Workforce
Effectiveness,
SBI Card



Anket Kapoor
Chief Executive
Officer,
Solarfix



Kamaljeet Kaur
Chief People Officer,
Gensol Group



Prashant Khullar
Chief Human Resource Officer,
BLS International



Simin Askari
Senior Vice President HR & Business Excellence,
DS Group



Lohit Bhatia
President, Indian Staffing Federation
(President Workforce Management, Qess Corp Ltd)



Dharm Rakshit
Head Human Resource
Hero MotoCorp Ltd



Nitin Khindria
Head Human Resources
Omega Seiki Mobility



Dr Radhicka Kapoor
Senior Employment Specialist,
International Labour Organization



Arjun Somasekar
Sales Director
Zoho Corp



Rajesh Tara
Senior Vice President Human Resources,
Usha International Ltd



Subnesh Sharma
Head Global HRBP/Ops,
VVDN Technologies



Aditya Narayan Mishra
Corporate Member,
Indian Staffing Federation
(MD & CEO, Ciel HR)



Mahendra Singh Payaal
Chief Program Officer,
National Skill Development Corporation (NSDC)



Gurjeet Singh
Function Head,
Tech Mahindra Business Process Services



Abhinav Dhar
Senior Director Sales,
Apna Tech Pvt. Ltd



Aruna Muralidharan
Partner Engagement Manager & Product Strategist
Zoho Recruit



Suchita Dutta
Executive Director,
Indian Staffing Federation

Session Chairs



Manmeet Singh
Vice President, Indian Staffing Federation
(CEO, Firstmeridian Business Services)



Vishnu Dev
Partner - People Consulting
Ernst & Young



Manu Saigal
Board member, Indian Staffing Federation
(Director Staffing, Adecco India)

	200+ PARTICIPANTS		25+ INDUSTRY EXPERT SPEAKERS
	150+ COMPANIES		PARTNERS
	2 EXHIBITORS		MULTIPLE NETWORKING OPPORTUNITIES

Indian Staffing Federation concluded its 16th National Employment Conference, Viksit Bharat: Roadmap 2024 - Economy. Employment. Employability. The conference is a highly esteemed gathering for business leaders, human resource professionals and government officials. It brings together industry across sectors to discuss progressive ideas to shape employability, business and explore the potential challenges associated with the emerging industries.

PRESIDENT ADDRESS



Lohit Bhatia, President, Indian Staffing Federation

Lohit highlighted the significant efforts of the formal staffing industry in bridging the gap between the informal and formal sectors in India and the contributions of the industry in providing 1.6 million jobs to the youth of India. He acknowledged that the vision outlined for a developed India (Viksit Bharat) by 2047, is indeed ambitious and holds great promise for the future generations. Achieving targets such as 100% literacy rate, increasing life

expectancy to above 80 years, and raising per capita GDP to Rs 17,000 to Rs. \$18,000 are crucial milestones on this journey towards development. He added, that the emphasis on education, skilling, and formal employment is vital for uplifting the workforce and ensuring sustainable growth. The focus on transitioning individuals from informal to formal employment provides not just economic benefits but also social security and stability. Programs like MNREGA play a role in supporting the informal sector, but formal job creation offers more substantial and long-term advantages. It's heartening to note the progress made by the formal staffing industry by contributing across various sectors and facilitating the shift from informal to formal employment, the industry is playing a significant role in the economic development of India.

The future looks promising with continued investments in skill development, education, entrepreneurship, and formal employment. The collaborative efforts between the government and private sector, as highlighted in the speech, are crucial for realizing the vision of a developed India by 2047.

CHIEF GUEST ADDRESS



Honourable Minister Shri. H.D. Kumaraswamy, Ministry of Heavy Industries, Government of India addressed the Indian Staffing Federation's 16th National Employment Conference, emphasizing the importance of creating formal employment opportunities in India's heavy industries, aligning with the Viksit Bharat mission.

He highlighted the need for inclusive labour markets, continuous upskilling, and robust social security measures for workers. The government's focus on sectors like manufacturing, EV infrastructure, and renewable energy is expected to generate significant job growth, with policies such as PLI schemes and employment-linked incentives playing a crucial role. He underlined the importance of collaboration between industry, government, and other stakeholders to foster workforce development, protect workers' rights, and maintain India's competitive edge in the global economy.

KEYNOTE ADDRESS



Honourable Secretary Shri Atul Kumar Tiwari, Ministry of Skill Development and Entrepreneurship, Government of India honored the conference stressing on the role of the federation in recent times on skilling and employability issues.

He also shared the government's commitment to improving employment, skilling, and vocational education as crucial steps toward achieving a developed India by 2047.

Highlighting the collaboration between the government, industries, and institutions like the Indian Staffing Federation he outlined various initiatives, including the National Education Policy, Skill India Digital Hub, and the Pradhan Mantri Kaushal Vikas Yojana. The focus is on aligning education with industry demands, enhancing the skilling ecosystem, and ensuring that both domestic and international employment opportunities are accessible to India's youth. He concluded by encouraging further collaboration between industry and government to create a skilled workforce that will drive the nation's economic growth and prosperity.

SESSION 1

FUELLING ECONOMIC GROWTH THROUGH EMPLOYMENT & EMPLOYABILITY: ROADMAP 2024



ROADMAP 2024 ROADMAP 2024

Session 1 (L to R): Ashok Lohmod, EVP & Head Workforce Effectiveness, SBI Card; Lohit Bhatia, President, Indian Staffing Federation (President Workforce Management, Qness Corp Ltd); Prashant Khullar, Chief Human Resource Officer, BLS International; Simin Askari, Sr. Vice President HR & Business Excellence, DS Group; Dr. Radhicka Kapoor, Senior Employment Specialist, International Labour Organization; Gurjeet Singh, Function Head, Tech Mahindra Business Process Services; Manmeet Singh, Vice President, Indian Staffing Federation (CEO, FirstMeridian Business Services)

Speakers

Ashok Lohmod, EVP & Head Workforce Effectiveness, **SBI Card**

Lohit Bhatia, President, **Indian Staffing Federation** (President Workforce Solutions, **Qness Corp Ltd**)

Prashant Khullar, Chief Human Resource Officer, **BLS International**

Simin Askari, Sr. Vice President HR & Business Excellence, **DS Group**

Dr. Radhicka Kapoor, Senior Employment Specialist, **International Labour Organization**

Gurjeet Singh, Function Head, **Tech Mahindra Business Process Services**

Session Chair:

Manmeet Singh, Vice President, **Indian Staffing Federation** (CEO, **FirstMeridian Business Services**)

The panel discussion focused on bridging the gap between the demand and supply of skilled workers in industries like BFSI, IT, Services, where technologies such as data science, cloud computing, and blockchain are reshaping job roles. However, the education system struggles to keep pace with these advancements. Continuous learning and development are highlighted as crucial for industries undergoing rapid technological change. A key challenge discussed is attracting and retaining skilled workers, particularly in the services sector. The panel also addressed the prevalence of informal employment in developing economies and suggests transitioning workers into formal sectors through targeted strategies. Collaboration between industry, education reform, and government initiatives is deemed essential to meet these challenges. Upskilling and reskilling, especially in AI, 5G, and telecom, are identified as necessary to fulfill industry needs. The panel also stressed the importance of fostering internal mobility within organizations and promoting balanced wages, labor mobility, and productivity for sustainable employment and economic growth.

SPECIAL SESSION
BUILDING AND NURTURING A DIVERSE TALENT POOL

ARUNA MURALIDHARAN, PARTNER ENGAGEMENT MANAGER AND PRODUCT STRATEGIST, Zoho RECRUIT



Aruna in her session ideated about the Zoho offers, which are a comprehensive suite of tools to help organizations build and nurture a diverse talent pool effectively. Start by leveraging Zoho Recruit to streamline your hiring process with features that support inclusive recruitment practices. Use Zoho's advanced analytics to track diversity metrics and identify areas for improvement. Zoho's AI-driven tools can help reduce biases in job descriptions and candidate evaluations, ensuring a fairer hiring process.

SPECIAL SESSION
ACCELERATING EARLY TALENT HIRING – LEVERAGING APNA JOB'S TECHNOLOGY PLATFORM

Abhinav Dhar, Senior Director Sales, Apna



Abhinav in his session gave insights in presentation about Apna Job's technology platform that offers powerful tools to streamline and accelerate early talent hiring. Start by utilizing Apna's advanced job matching algorithms to connect with emerging talent quickly and efficiently. The platform's extensive network allows to tap into a diverse pool of young professionals, ensuring you find candidates with the right skills.

SESSION 2

BRIDGING EMPLOYABILITY GAPS FOR EMERGING INDUSTRIES



Session 2 (L to R): Dr. Yogesh Bhatia, Managing Director & CEO, LML Emotion Pvt. Ltd; Anket Kapoor, Chief Executive Officer, SolarfiX; Kamaljeet Kaur, Chief People Officer, Gensol Group; Nitin Khindria, Head Human Resources, Omega Seiki Mobility; Subnesh Sharma, Head Global HRBP/Ops, VVDN Technologies; Mahendra Singh Payaal, Chief Program Officer, National Skill Development Corporation (NSDC)

Speakers

Dr. Yogesh Bhatia, Managing Director & CEO, LML Emotion Pvt. Ltd.

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Nitin Khindria, Head Human Resources, Omega Seiki Mobility

Subnesh Sharma, Head Global HRBP/Ops, VVDN Technologies

Mahendra Singh Payaal, Chief Program Officer, National Skill Development Corporation (NSDC)

Session chair

Manu Saigal, Board Member, Indian Staffing Federation (Director Staffing, Adecco India)

The discussion addressed the employability gap in emerging sectors like electric vehicles (EVs), drones, artificial intelligence (AI) and renewable energy. It emphasized the role of intermediaries, such as channel partners and solution integrators, in bridging this gap, instead of relying solely on product manufacturers (OEMs). Through collaboration with these intermediaries, fresh graduates can receive specialized training, making them highly employable by major companies. Startups, especially in drone manufacturing and AI, face challenges in recruiting skilled talent due to the lack of relevant courses in colleges and universities. Consequently, many companies can establish their own training programs to meet industry demands. The panel called for the development of specialized training centers and stronger collaboration between startups, educational institutions, and skill development organizations. In the EV sector, the need for skilled technicians to service specialized components is highlighted. The panel concluded that collaboration and tailored approaches across industries are essential to closing the employability gap and preparing a future-ready workforce.

Session 3:

BUILDING THE VIKSIT BHARAT ROADMAP: EMPLOYMENT LINKED SKILLING



Session 3 (L to R): Sushil Baveja, Chief Human Resource Officer, Jindal Stainless Ltd.; Sameer Wadhawan, Chief Human Resource Officer (Ex), Samsung Electronics India Ltd.; Dharm Rakshit, Head Human Resource, Hero MotoCorp Ltd; Rajesh Tara, Sr. Vice President Human Resources, Usha International Ltd.; Arjun Somasekar, Sales Director, Zoho Corp; Aditya Narayan Mishra, Corporate Member, Indian Staffing Federation (Managing Director & CEO, Ciel HR); Vishnu Dev, Partner – People Consulting, Ernst & Young

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Arjun Somasekar, Sales Director, **Zoho Corp**

Aditya Narayan Mishra, Corporate Member, **Indian Staffing Federation** (MD & CEO, **Ciel HR**)

Session Chair

Vishnu Dev, Partner – People Consulting, **Ernst & Young**

The panel discussed on the role of corporations, staffing companies and the government in creating jobs and skilling India's workforce. Speakers from Usha, Jindal Stainless and Samsung discussed their initiatives to skill and train youth to make them employable. They run programs in partnership with ITIs, engineering colleges and skill councils. They also highlighted how staffing companies play an important role in mobilizing talent from across the country to places where jobs are available. They have talent supply chain systems to source skilled workers. The panel suggested that the government schemes like PMKVY and internship programs were seen as positive steps but corporates are still hesitant to utilize them fully due to past perceptions. However, officials are now more flexible and willing to align with industry needs. The concern on the rapidly growing gig economy, where gig workers lack social security benefits was made in conjugation to the importance of building an inclusive 'Viksit Bharat' that ensures employment growth along with security. The government and corporates need to find ways to cover them. The panel also summarized that business schools need to update their curriculum faster to impart more practical skills and industry-relevant knowledge. However, corporates also need to engage more proactively with academia.

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