THE ROLE OF SKILL INITIATIVES IN NURTURING ENTREPRENEURSHIP AND SUSTAINABILITY IN THE LEATHER INDUSTRY

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Today, leather industry is a major industry of huge economic importance on an international scale playing a vital role in global trade and employment generation. The study examines the skill initiatives of CSIR - Central Leather Research Institute (CSIR-CLRI) as a case study and the inimitable training models offered for the national and global leather sector, catering to the skilled human resource requirements at all levels of the sector nurturing entrepreneurs internationally. More than 80% of primary, secondary and tertiary level candidates trained by CSIR-CLRI in leather, leather products and allied sciences internationally are placed every year in wage/ self-employment with around 5% of candidates taking up entrepreneurship. The skill training modules offered by the institute are well-formulated and structured and aid in training manpower at different levels to enable them to meet the demands of technology modernization and global competitiveness via entrepreneurship as well intrapreneurship. The skill initiatives have resulted in social and economic development of the trainees. This in turn contributes to social sustainability (designing products to satisfy customer's needs and wants) and economic sustainability of the evolved entrepreneurs. The facets of energy, water and waste management and greening the areas of transport and logistics can lead to environmental sustainability in the leather industry. The study also examines how such sustainability skill requirements shall be incorporated in the current skill models to ensure environmental sustainability in the leather industry. This will in turn help in greening of tasks within the respective job roles in the leather sector thereby moving towards a greener economy.

1

Skill India

कौशल भारत - कुशल भारत

PROJECTED SKILLED MANPOWER REQUIREMENTS IN INDIAN LEATHER INDUSTRY

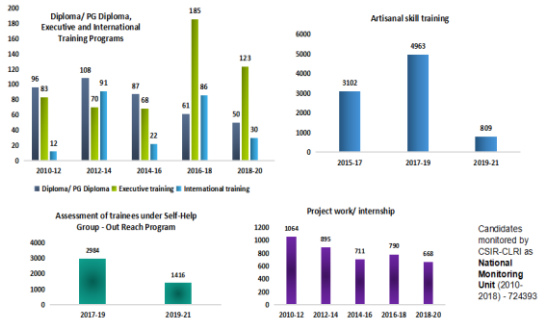
CURRENT WORKFORCE	+	ESTIMATED NEW WORKFORCE DEMAND BY 2022	=	TOTAL WORKFORCE BY 2022
3.09 MILLION		3.7 MILLION		6.79 MILLION

- Highest incremental human resource requirements at entry/shop-floor level 88.5% to 89%
- Enhancing employability of those with minimum education
- Basic skills that can be acquired with a short/modular and focused intervention

Source: Indian Brand Equity Foundation Report and National Skill Development Corporation Report

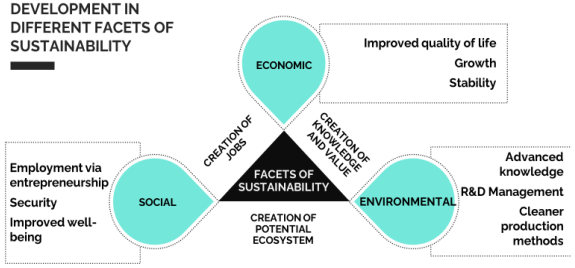
2

SKILL DEVELOPMENT ACTIVITIES CARRIED OUT BY CSIR-CLRI



ORIENTING SKILL DEVELOPMENT TOWARDS SOCIAL AND ECONOMIC SUSTAINABILITY

ROLE OF SKILL DEVELOPMENT IN DIFFERENT FACETS OF SUSTAINABILITY



ARTISANAL TRAINING - SUSTAINABLE DEVELOPMENT BY NURTURING EMPLOYMENT, ENTREPRENEURSHIP AND TRAINERS

Financial Year	Trained in artisanal training	Placement	
		Wage Employment	Self Employment
2015-16	713	434	107
2016-17	2389	1860	76
2017-18	2404	1503	436
2018-19	2559	1717	583
2019-21	809	374	365

Positioning skilled manpower in industry through employment

Developing trainers

Evolving entrepreneurs and self-help groups

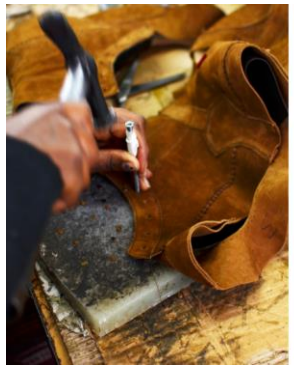
MODEL OF TRAINING METHODOLOGY AND STRUCTURE AT CSIR-CLRI - ARTISANAL - ORIENTING TOWARDS SUSTAINABILITY

METHOD OF DELIVERY
Program encompassing demonstration, hands-on-experience, lecture discussions and industrial exposure

BASIC ORIENTATION
- Responsibilities at entry-level for specific function
- Performance criteria
- Expected outcomes

IMPARTING SKILLS REQUIRED
- Core skills/ Generic skills – basic communication and listening
- Professional skills – analyzing, planning and organizing, customer centricity, problem-solving

TECHNICAL KNOWLEDGE
- Work specifications and Standard Operating Procedures
- Quality specifications and inspection methods
- Occupational health and safety



FEEDBACK MODEL TO CAPTURE TRAINEES' PERCEPTION

Research Design	Descriptive Study
Sampling Design	
Population	Skill trainees pan India
Sample Size	2000
Sampling Type	Convenience Sampling
Source of data	Primary Data through Questionnaire

FEEDBACK ANALYSIS - STRUCTURE OF ARTISANAL SKILL TRAINING FACILITATES SOCIAL AND ECONOMIC SUSTAINABILITY

1. Course Material/ Training Structure (Mean Rank – 3.49)
2. Infrastructure (Mean Rank – 2.80)
3. Post-Training Assistance (Mean Rank – 2.65)

SIGNIFICANT ATTRIBUTES OF TRAINING CONSIDERED FOR ANALYSIS
Course Material/ Training Structure
Clarity in training
Periodic monitoring
Infrastructure
Adequacy and quality of faculty
Quality of equipment, laboratory facility and tools
Post-Training Assistance
Timely payment of stipend
Wage/ Self-Employment Guidance

10

SUSTAINABILITY SKILLS THAT CAN BE INCORPORATED INTO SKILL DEVELOPMENT MODELS AT DIFFERENT LEVELS - FROM ENVIRONMENT PERSPECTIVE

CONTEMPORARY SUSTAINABILITY SKILLS - TECHNICAL	
Energy performance and energy saving measures	Solid waste management practices
Use of energy from renewable resources	Environmental management tools
Different types of environmental pollution	Industrial water conservation and management in production processes
Optimal resource utilization techniques and resource economics	Sustainable manufacturing practices
Environment-friendly design changes in product/ process/ service	Sustainable raw materials and their usage
Sustainable solutions pertaining to infrastructure, transport, logistics	Statutory and regulatory requirements pertaining to sustainable development
Cleaner production techniques/ technologies	Sustainable supply chain/ value chain management

CONTEMPORARY SUSTAINABILITY SKILLS – SOFT SKILLS
Decision-making and problem-solving skills
Innovation skills
Skills for change responsiveness
Leadership, planning and organizing skills
Stakeholder management skills
Team management skills
Critical thinking skills
Project Management skills
Process skills
Research and analytical skills

WAY AHEAD

- CRAFTING DELIVERY SYSTEMS FOR INNOVATIVE TECHNOLOGIES IMPARTING GREEN SKILLS
- ESTABLISH GLOBAL PERFORMANCE INDICATORS FOR TRAINING INCORPORATING SUSTAINABILTIY ASPECTS
- CREATING INTELLECTUAL AND SKILLED MANPOWER IN TECHNICAL AND GREEN SKILLS TO BE DEPLOYED IN THE LEATHER VALUE CHAIN - GREENING OF JOB ROLES
- EDUCATE MANPOWER ABOUT GLOBAL MARKET DYNAMICS AND SUSTAINABILITY INDICES TO MEET CHANGING REQUIREMENTS

Acknowledgement: Team, CSIR-CLRI