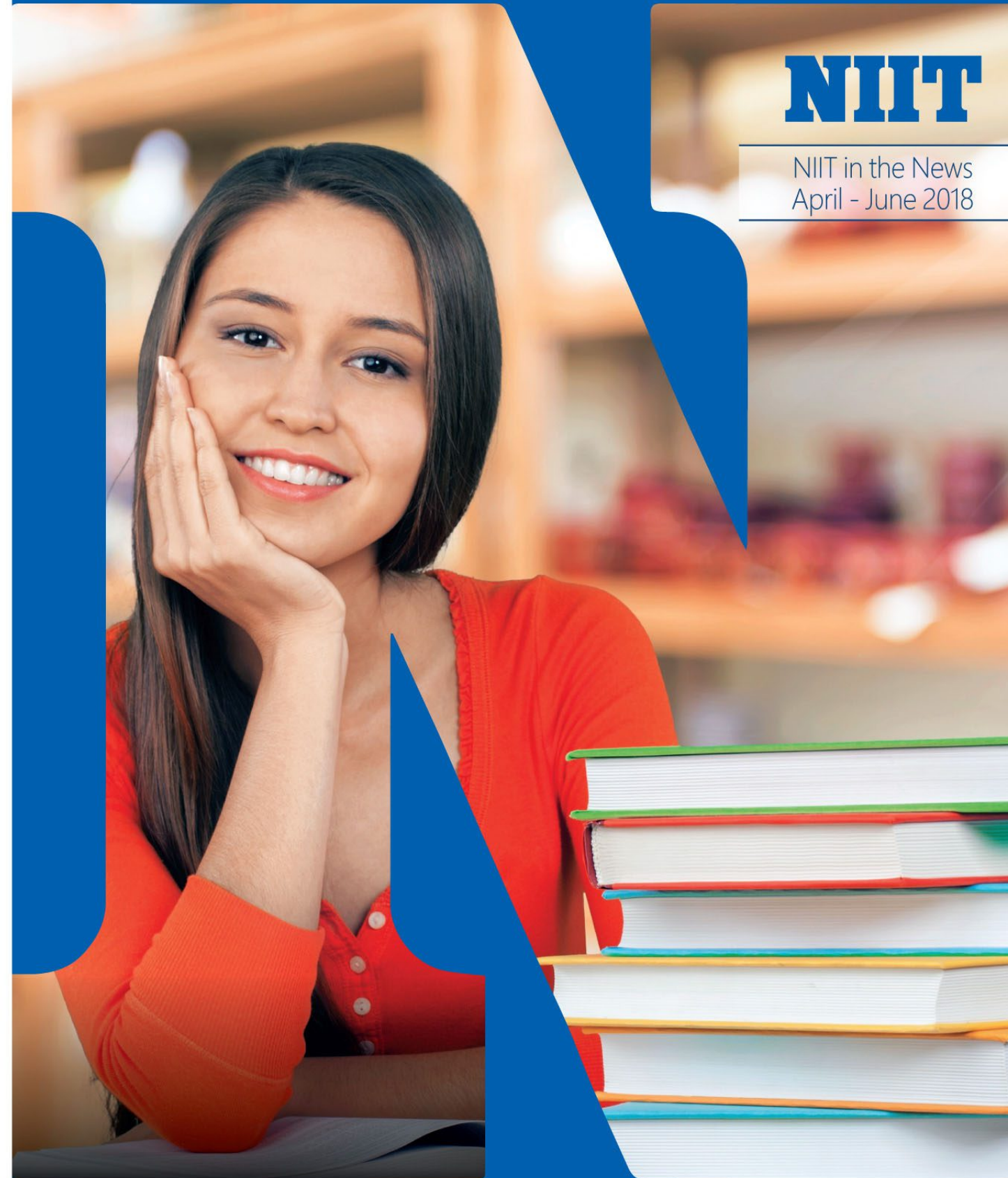


# NIIT

NIIT in the News  
April - June 2018



# NIIT

Produced by **NIIT Limited, Corporate Communications and Marketing Services Organisation**

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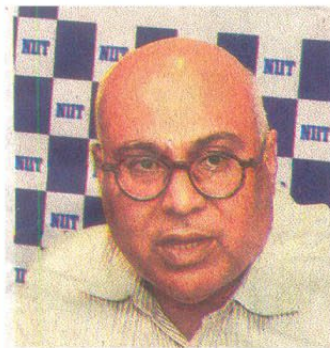
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# NIIT to train 20,000 students from South in IT, BFSI sectors



Sapnesh Lalla, CEO, NIIT, at a press conference in Chennai BIJOY GHOSH

OUR BUREAU  
Chennai, July 6

NIIT Ltd will train 20,000 students from four southern States, with employable skill sets in IT and Banking, Financial Services and Insurance (BFSI) sectors.

The training will cover students from Tamil Nadu, Andhra Pradesh, Kerala and Karnataka, according to a press release.

Over three years, the company said, prospective em-

NIIT will train around one lakh youth in three years from across the country through this initiative

ployees will be trained under Talent Pipeline as a Service (TPaaS), a strategic initiative to ensure skilled talent to match the pace of expansion

in today's fast changing, uncertain business environment.

"The Talent Pipeline as a Service is our attempt to identify and groom the best Just-in-Time job ready talent for emerging roles in organisations," said Sapnesh Lalla, Chief Executive Officer of NIIT Ltd.

NIIT will train around one lakh youth in three years from across the country through this initiative.

Hindu Business Line, New Delhi, July 07, 2018

## ■ NIIT to Train 20k Students from South in IT and BFSI



**CHENNAI** Skill and talent development firm NIIT Ltd on Friday said about 20,000 students from four southern states will be trained in IT and banking and financial services sectors under its Talent Pipeline as a Service (TPaaS) offering. The students would be selected from Tamil Nadu, Karnataka, Andhra Pradesh and Kerala. "In today's changing environment, NIIT would like to be a reliable partner servicing specific talent needs at the time businesses need the talent," NIIT CEO Sapnesh Lalla said.

Economic Times, New Delhi, July 07, 2018

THE ECONOMIC TIMES

## NIIT to train 1 lakh people in IT, BFSI sectors under TPaaS offering

PTI|Jun 26, 2018, 11:19 AM IST



The work profile in the BFSI sector is also changing where companies are looking at new skills sets.

Skills development firm NIIT today announced its Talent Pipeline as a Service (TPaaS) offering, under which it will train one lakh people over the next three years in IT and banking and financial services sectors.

TPaaS is being launched to ensure reliable availability of specifically skilled talent to global organisations to match the pace of expansion in today's fast changing, uncertain business environment, NIIT Ltd CEO Sapnesh Lalla told.

"NIIT will train around one lakh youth in three years for career opportunities in leading corporates in the IT and BFSI sectors through this initiative," he added.

Lalla explained that the IT sector is facing uncertainty of demand and would like to move to a "just-in-time" hiring model. There is also an increasing requirement of staff that is specifically skilled on digital technologies, he added.

The work profile in the BFSI sector is also changing where companies are looking at new skills sets.

"NIIT has specifically created career programmes for leading corporates in the IT and BFSI sectors as per their business needs," Lalla said.

While he declined to comment on client names, Lalla said leading banks, BFSI companies and a tier-I IT services company will be serviced under this initiative during the initial phase.

"Being in the talent development business for over three decades, we understand the pressures that global organisations are facing due to non-availability of talent specific to their business needs," Lalla said.

The TPaaS offering is NIIT's attempt to identify and groom the best just-in-time job ready talent for the emerging roles in organisations to keep pace with changing business models, he added.

<https://economictimes.indiatimes.com/industry/services/education/niit-to-train-1-lakh-people-in-it-bfsi-sectors-under-tpaas-offering/articleshow/64743930.cms>

<https://timesofindia.indiatimes.com/business/india-business/niit-to-train-1-lakh-people-in-it-bfsi-sectors-under-tpaas-offering/articleshow/64743360.cms>



The Times of India

## NIIT inks learning and development partnership with Pitney Bowes

PTI | Jun 4, 2018, 19:57 IST

New Delhi, June 4: Skills and talent development company NIIT today said it has signed a five-year long-term learning and development (L&D) agreement with Pitney Bowes.

No financial details of the partnership were divulged.

Under the agreement, NIIT will take over the majority of L&D activities at Pitney Bowes with the exception of leadership and managerial development, NIIT said in a statement.

NIIT will deliver a comprehensive L&D portfolio of managed training services for Pitney Bowes including learning consulting, demand management, design and development, learning delivery, administration, technology support, and vendor management, it added.

"Learning and development is foundational to the value we offer to our employees and how we embed those values and culture in what we do. NIIT will be our strategic partner in providing that learning and development to our employees as we continue our journey of transformation," Pitney Bowes EVP and Chief Human Resources Officer Johnna G Torsone said.

Sailesh Lalla, EVP of Business Development at NIIT, said NIIT's goal will be to deliver transformative and tangible business benefits to Pitney Bowes through strategic and tactical improvements in the L&D function.

"Just as Pitney Bowes thrives on helping clients navigate the complex world of commerce, we thrive on helping our clients run training like a business," he added.

<https://timesofindia.indiatimes.com/business/india-business/niit-inks-learning-and-development-partnership-with-pitney-bowes/articleshow/64452434.cms>

Business Standard

## NIIT enters into learning and development deal with Pitney Bowes

Last Updated at June 4, 2018 18:31 IST

NIIT has entered into a five year long-term Learning and Development agreement with Pitney Bowes.

Pitney Bowes (NYSE:PBI) is a global technology company providing commerce solutions that power billions of transactions.

Clients around the world, including 90 percent of the Fortune 500, rely on the accuracy and precision delivered by Pitney Bowes solutions, analytics, and APIs in the areas of ecommerce fulfillment, shipping and returns, crossborder ecommerce; presort services; office mailing and shipping; location data; and software.

Under this landmark agreement, NIIT will take over the majority of Learning and Development (L&D) activities at Pitney Bowes with the exception of leadership and managerial development. Per the agreement, NIIT will deliver a comprehensive L&D portfolio of managed training services for Pitney Bowes including learning consulting, demand management, design and development, learning delivery, administration, technology support, and vendor management. The agreement entails that NIIT will not only run day-to-day L&D operations but will also focus on learning strategy with the end goal of transformative improvements in the effectiveness and efficiency of the L&D function.

[https://www.business-standard.com/article/news-cm/niit-enters-into-learning-and-development-deal-with-pitney-bowes-118060400857\\_1.html](https://www.business-standard.com/article/news-cm/niit-enters-into-learning-and-development-deal-with-pitney-bowes-118060400857_1.html)



## Acquiring Digital skills for Next Gen careers

Mar 26, 2018, 02:12PM IST by ShikshaKnowledge



By Vijay K Thadani

Cars sans drivers, Ice and Coffee makers that are programmed to do their jobs—serve us chilling cold and sizzling hot—without any intervention on our part, devices that read ECGs and X-rays without a doctor being present and robots that cook hamburgers and dispense drugs in hospital pharmacies—are all now a reality in our world.

An outcome of the Digital revolution that is driving and transforming life, Automation, (which is the biggest pillar of this movement), is impacting not only our personal space, but also our workplace. Automation today has come to be synonymous with technologies such as Robots, Artificial Intelligence and Machine Learning, which are completely altering the manner in which familiar activities are performed. Tasks that were once done by humans are now being executed by machines in the modern, 21st century Digital environment.

A recent research by business intelligence Think Tank McKinsey Global Institute (MGI) shows that almost 60 percent of current-day occupations have at least 30 percent of constituent activities that can be automated! According to MGI, Automation can raise productivity growth on a global basis by as much as 0.8 to 1.4 percent annually and enable organizations to create a competitive edge and differentiators based on better quality and lower downtime.

Examples of this abound. Take the instance of Amazon, which claims that its employees can pick and pack three times as many products per hour owing to the support of robots. Due to Artificial Intelligence, in a lab test, computers were able to read lips with 95 percent accuracy, beating professional human lip readers who only managed 52 percent accuracy.

Therefore, quite obviously, Automation will continue to gain greater momentum and traction and play a more important role within offices and factory shop floors as its advantages become more and more visible.

And it is not Automation alone. Digital encompasses a host of other technologies that are becoming ubiquitous and mainstream. The term SMAC, which stands for Social, Mobility, Analytics and Cloud, encompasses all the transformational forces that are at work in the present age. In the last decade we have seen the immense proliferation of these technologies alongside others like Internet of Things (IoT), Big Data, nanotechnology, 3D printing, etc. and the gradual shift they are causing in the world of work.

Notwithstanding the benefits of Digital and the array of technologies that it stands for, the fact is that the trend is expected to unleash challenges for today's workers, compelling them to shape up (Digitally) or ship out. Simply interpreted it means that Digital requires a new breed of people with an all new set of skills that enable them to interface with these technologies and become more relevant to the Digital scenario. This is because people and machines are expected to work together in the new age organization.

In the view of India's industry pundits, companies allocating almost 50 percent of their IT budgets on new Digital revenue streams by 2020, will create an unprecedented demand for over one million newly trained Digital professionals in the country. This is obviously a compelling story.

Talent in requisite numbers which is committed to DT, is therefore the need of the hour. It is what enterprises require to develop a robust and supportive eco-system for furthering and fueling the DT trend. While they may have set up significant DT infrastructure on their turfs, it is meaningless without a workforce that can handle Digital technologies.

This is important as according to Accenture, the smarter use of Digital skills, technologies and other assets could boost productivity and generate USD 2 trillion of additional economic output globally by 2020!

If DT skills are an impediment as well as crucial requirement, then they are the resource that has to be put in place first. Countries have to create a vast pool of trained DT professionals and enterprises have to upskill their employees with key Digital skill sets.

A research by India's IT-BPM industry spearhead NASSCOM indicates that the sector, which currently employs around four million people will need an additional 1.2-2 billion employees to maintain existing growth momentum and achieve its targeted revenue goal of USD 100 billion by 2025. To get here, and in order to keep pace with the automation of the sector, up to 40 percent of the workforce will need to be reskilled in technology, domain, social and thinking.

Armed with this right mix of upskilled, repurposed employees—basically Pi-Shaped people who can work on multiple platforms, interface with design colleagues and drive Digital innovation—organizations can deal with the evolving DT requirements of their clients.

The Digital age is throwing up new job profiles and in the future, career seekers will have to align themselves with these new work opportunities. Profiles such as Digital Leaders, Digital Innovators, Digital Developers, Digital workers and Digital citizens will all need people who have different levels of skills. Within enterprises, employees will have to scale their capabilities and reskill by undergoing special DT training programs. They must rid themselves of complacency, remove the rust that envelops them and scale their existing knowledge. Their focus must be on remaining employable, relevant and valuable to their employers.

Individuals wishing to build careers in the DT realm will have to be made aware of its high potential in terms of remuneration. News is that DT professionals are likely to draw salaries that are at least 50-60 percent higher than the industry average!

And yes, there are institutions in India today that can help young people and professionals to equip themselves with DT skills. Candidates can take up BTech Computer Science & Engineering (CSE) program which emphasizes on Digital Transformation technologies with a view of making available Next Gen digitally skilled engineers to the IT industry. Powered by a project-based learning methodology, a well-rounded BTech CSE program is embedded with a Full Stack Programming, Big Data, Machine Learning, Natural Language Processing, Artificial Intelligence and Internet of Things (IoT) curriculum to make it more industry relevant.

The other area that has to be pushed is entrepreneurship. Recognizing that there is a thrust on start-ups in India, progressive educational institutes are now grooming their students to be job creators rather than job seekers. Incubators is the new trend in Universities encouraging students to come up with winning entrepreneurial ideas. This has given shape to many successful start-ups that have been incubated in the NIIT University campus including PeerXP Technologies, SpectroSmart, AT-Lead, among others.

It is becoming increasingly clear therefore that reskill or perish is now the new success mantra for both individuals and organizations, specially in India. It is not only a path to staying productive and profitable, but simply an imperative for survival in the emerging realm.

<http://skilloutlook.com/education/nu-emerges-as-a-centre-of-excellence-for-data-sciences>





## NIIT Ltd. records FY18 PAT at Rs. 62.5 Cr, up 53 percent YoY

ANI | Updated: May 16, 2018 19:58 IST

New Delhi [India], May 16 (BusinessWireIndia): NIIT Limited, a global leader in skills and talent development, on Wednesday reported its results for FY18 and fourth quarter ending March 31, 2018.

FY 2017- 18 highlights:

NIIT Limited : Consolidated Financials for Year ended March 31, 2018? (in Rs. Crores)

Net Revenue

Year ended March 31, 2018 - 850.5; Year ended March 31, 2017 - 845.2; YoY growth - 1 percent

EBITDA

Year ended March 31, 2018 - 74.6; Year ended March 31, 2017 - 67.4; YoY growth - 11 percent

Profit After Tax

Year ended March 31, 2018 - 62.5; Year ended March 31, 2017 - 40.9; YoY growth - 53 percent

FY18 constant currency Go forward Revenue up 6 percent YoY

Note: The accounts have been prepared based on Ind AS, as on 31st March, 2018. To make it comparable on a like-to-like basis, the accounts as on 31st March, 2017 have been converted into Ind AS.

Quarter 4 highlights:

NIIT Limited: Consolidated Financials for Quarter ended March 31, 2018? (in Rs. Crores)

Net Revenue

Quarter ended March 31, 2018 - 222.8; Quarter ended March 31, 2017 - 209.4; YoY growth - 6 percent

EBITDA

Quarter ended March 31, 2018 - 22.1; Quarter ended March 31, 2017 - 18.1; YoY growth - 22 percent

Note: The accounts have been prepared based on Ind AS, as on 31st March, 2018. To make it comparable on a like-to-like basis, the accounts as on 31st March, 2017 have been converted into Ind AS.

The results for FY18 were taken on record at the meeting of the Board of Directors here today.

For the full year, the Company's Net Revenue stood at Rs. 850.5 Cr, up 1 percent YoY and PAT was recorded at Rs. 62.5 Cr, up 53 percent YoY. FY18 constant currency Go forward Revenue was up 6 percent YoY.

During the quarter, the company recorded a Net Revenue of Rs. 222.8 Cr, up 6 percent YoY and a PAT of Rs. 19.7 Cr. Quarter 4 constant currency Go forward Revenue grew by 10 percent YoY.

Cash Management was robust, with Net Debt reducing to Rs. 40.1 Cr, including acquisition related cash out flow, as compared to Rs. 41.9 Cr same time last year; and DSO days reduced to 71 days from 83 days last quarter.

Speaking on the company's performance, **Sapnesh Lalla, CEO, NIIT Limited** said, "FY18 saw robust profitability, with PAT growing 53 percent YoY. EBITDA grew 22 percent YoY in Q4, on the back of Corporate Learning Group (CLG) delivering a strong revenue growth of 28 percent YoY during the quarter. CLG now forms 65 percent of NIIT revenue, showcasing strong performance and a higher growth trajectory".

Corporate Learning Group (CLG) recorded revenues of Rs. 145.1 Cr, up 28 percent YoY during Q4. It signed 5 MTS contracts in Q4, including 3 new customers, taking the total number of MTS customers to 39.

Full year revenue for CLG was recorded at Rs. 518.3 Cr, up 14 percent YoY. Revenue visibility stood at USD 217.6 Mn up 18 percent YoY.

During this fiscal year NIIT acquired Eagle Productivity Solutions, a top-rated global provider that specialises in training solutions for companies adopting sophisticated cloud-based applications in the pharmaceutical and life sciences industry. The acquisition will help NIIT expand its training capability for global rollout of cloud-based enterprise applications in the pharmaceutical and life sciences industry.

In FY18, NIIT entered into a strategic relationship with Cornerstone OnDemand, a global leader in cloud-based learning and human capital management software. The company also announced a strategic relationship with EdCast, the award-winning, AI-powered Knowledge Cloud provider with customers that include GE, HPE, Dell EMC, and Accenture.

Skills and Careers Business (SNC) recorded Q4 net revenue of Rs. 58.4 Cr. Beyond IT contributed 40 percent to SNC's Q4 FY18 revenue compared to 37 percent in Q4 FY17.

For the full year, SNC recorded net revenue of Rs. 266.9 Cr.

NIIT introduced five new Career Series programs during the quarter - Accounting & Business Analytics; Banking & Finance; Data Analytics & Predictive Modelling; Digital Marketing & Branding; and Full Stack Software Engineering.

With the business environment getting increasingly competitive, companies are focusing on their core competencies and outsourcing other operations. Continuous availability of skilled talent, matching the speed and scale of business expansion, is a constant challenge for companies across sectors. To address this opportunity, NIIT has introduced TPaaS - Talent Pipeline as a Service, which encompasses all aspects involved in on-boarding new talent, including talent acquisition, talent orientation, on-boarding & integration.

In FY18, NIIT entered into a strategic partnership with UP! Your Service, the global leader in creating cultures of service excellence worldwide, to expand its Corporate Learning portfolio to deliver internal and external cultures of Service Excellence.

During this fiscal year Training.com - a multi-modal learning platform by NIIT along with IIM Calcutta announced fresh batches of Advanced Program in Data Sciences and Executive Program in Digital and Social Media Marketing Strategy. Since the launch of the platform in October 2016, Training.com has generated more than 2 million visitors. Training.com has built a portfolio of over 148 advanced courses including programs in Digital Marketing, Technology, Data Science and Applied Finance from premium institutions including IIM-C, Microsoft and Digital marketing institute.

MindChampion Learning Systems Limited (MLSL) registered net revenue of Rs. 17.6 Cr during the quarter. In Q4 it added 317 school contracts and released new curriculum products in Maths, Science and English.

Full year revenue for MLSL was recorded at Rs 59.3 Cr. It added 668 school contracts during the year.

Other highlights:

NIIT ranked as 'India's Most Trusted Training Brand' for 5th year in a row, by Brand Trust Report, 2017.

NIIT named to Training Industry 2017 Top 20 Training Outsourcing Company List for the eleventh consecutive year.

NIIT named to TrainingIndustry.com's Top 20 Gamification Companies List for the fourth consecutive year.

NIIT named Innovation Award winner at Future Learning 2020 Summit.

NIIT earns Twenty Brandon Hall Group HCM Excellence Awards jointly with customers.(BusinessWireIndia)

<https://www.aninews.in/news/niit-ltd-records-fy18-pat-at-rs-625-cr-up-53-percent-yoy201805161958390001/>

[http://www.business-standard.com/article/news-ani/niit-ltd-records-fy18-pat-at-rs-62-5-cr-up-53-percent-yoy-118051601355\\_1.html](http://www.business-standard.com/article/news-ani/niit-ltd-records-fy18-pat-at-rs-62-5-cr-up-53-percent-yoy-118051601355_1.html)



Vijay Thadani, Vice Chairman & MD, NIIT Ltd on NIIT's Q4 Results on CNBC TV18 | May 2018

<https://www.youtube.com/watch?v=ZKVRDOC-gdY>



P. Rajendran, Joint MD and Co-Founder, NIIT Ltd speaks on NIIT's Q4 results on BTVI | May 2018

<https://www.youtube.com/watch?v=x4IHl6ldvk>



Sapnesh Lalla, CEO, NIIT Ltd speaks on NIIT's Q4 results on ET NOW | May 2018

<https://www.youtube.com/watch?v=E5ylBxKKSsw>

## NIIT fourth-quarter net falls 21% to ₹19.7 crore

SKILLSAND talent development company NIIT on Wednesday said its consolidated net profit declined by about 21% to ₹19.7 crore for the fourth quarter ended March 2018. The net profit is lower compared with ₹25 crore in the year-ago period as there was positive impact of a 'one-time component in associate profit' in that quarter the company said.

Financial Express, Bangalore, May 17, 2018

## NIIT Q4 net falls 21% to Rs 19.7 cr

NEW DELHI: NIIT said its consolidated net profit fell 21 per cent to Rs 19.7 crore for the fourth quarter ended March 2018. The net profit is lower compared to Rs 25 crore in the year-ago period. Its revenue rose 6 per cent to Rs 222.8 crore.

Financial Express, Mumbai, May 17, 2018



#### Management courses

NIIT University (NU), has launched four-year integrated MBA and 3-year BBA programme from this academic session. Unique mentorship and six-month immersive Industry practice are the highlights of the programme. The first batch will commence from July 13, 2018.

The four-year integrated MBA is a multi-disciplinary programme which is aimed at the holistic development of students and offers specialisation in cutting-edge areas like Marketing & Marketing Analytics; Entrepreneurship; Finance, Banking & Fintech; Business Analytics; Communication & Media Studies; and Digital & Social Media Marketing.

The programme has industry-linked curriculum which can be customised up to 31 per cent by students through specialisations, electives and projects. During the course students will be mentored by an industry experts from the corporate world through Unique Mentorship Programme.

The programme is innovatively designed for students with managerial and leadership aspirations and combines two programmes – BBA and MBA. This will offer students an education in comprehensive management and save them a year by enabling them to complete both 3-year BBA and MBA in 4 years. NU also offers students an opportunity to transfer learnings from the classroom to the industry workplace for 6 months through Industry Practice in the final semester of the programme.

Speaking on the launch, Prof V S Rao, President, NIIT University said, "We have been working with industry leaders like WNS, ICICI, Federal Bank, to offer cutting-edge industry-aligned management programs to our students. So far, more than 750 graduates from NU have been placed in leading organisations with a package higher than 15L per annum. To this end we are happy to introduce our 4-year integrated MBA and 3-year BBA programmes to help our students lead new-age management roles in the digital economy." TNS

#### Executive education programme on healthcare policy

The School of Policy and Governance (SPG), Delhi, is offering exclusive programme on 'Building a Healthcare Policy Ecosystem in India.' The two-day executive education programme in India has been launched in partnership with the University of New South Wales (UNSW), Sydney. SPG aims to equip leaders in the developing world with knowledge and skills related to policies and governance related challenges. This is the third executive education programme that will be conducted by SPG. Earlier programmes were on 'Gender and Policy in India' and 'Building Online Communities for Civic Engagement'. It will be held in Delhi on June 28-29.

Commenting on the programme, Tanya Spisbah, Head, Strategic International Engagement, University of New South Wales said, "Programmes like this contribute to awareness raising, and the contemplation of challenges and changes required, to inform upcoming and much-needed thought leaders in this space, to support a healthy and sustainable India."

The two-day event series in Delhi will explore a range of topics, topical issues and policy requirements with global professionals.

**Eligibility:** The programme is suitable for health professionals and postgraduate students, policymakers, not-for-profit organizations and digital health cohort along with the CSR divisions of companies.

**How to apply:** Online

**Deadline:** Applications will close at 11:59 pm (IST) on June 22.

**Check out:** <http://policyandgovernance.in/building-a-healthcare-policy-ecosystem-in-india/>



The Tribune, June 13, 2018

#### JOB READY TRAINING

The NIIT Limited announced first-of-its-kind strategic initiative — Talent Pipeline as a Service (TPaaS), to ensure reliable availability of specifically skilled talent to global organisations to match the pace of expansion in today's fast-changing, uncertain business environment. NIIT will train around one lakh youth in three years for aspirational career opportunities in leading corporates in the IT & BFSI Sectors through this initiative.

The IT sector is facing the uncertainty of demand and would like to move to a Just-in-Time hiring model. The sector also needs talent that is specifically skilled on digital technologies so that they can positively contribute to projects from day one. The TPaaS also offers a unique opportunity to students to chart an aspirational career with global organisations in today's uncertain times.

Pioneer, Lucknow, June 29, 2018



## Is workplace flexibility the new trend?

■ Arjun Shankar

As the world has entered the digital age, 'anytime-anywhere' has become the catchword for most of what we now do in life. Today, we can do our banking on an anytime-anywhere basis, we can learn online without ever setting eyes on a classroom, we can get medical advice remotely and yes, we can even work, from anywhere, at any time owing to the 'all-connected' digital environment.

The last point is of special relevance as 'anytime-anywhere flexibility' is transforming the very nature of the world of work. It is altering the manner in which people leverage the modern workplace and contribute to organizations without being actually physically present in an office set-up.

In fact, thanks to the pervasive digital technologies, 21st century job seekers are enjoying tremendous freedom. They can choose to be stay-at-home workers, who remain efficient and productive even while they remain in their comfort zones. A variety of collaborative and personal productivity tools, and falling bandwidth costs have helped in this transition. Also the decisive shift from paper-based work to e-work, and the rise of service industry roles have accelerated this trend.

Workplace flexibility is the new reality and increasingly, both men and women with specific requirements are opting to take this path to better manage their time and achieve work-life balance.

The landscape began to change

as the number of women in the workforce went up and innovative HR methods were needed to hold on to this growing, extremely valuable group of workers. The concept of workplace flexibility was born and became the new success mantra for job seekers, particularly women. Today, however, men with a high employability quotient and expertise are also seeking companies that allow flexible working hours.

A growing number of millennials, especially those who reside in tier 2 and 3 cities, are also taking the workplace flexibility path. Many are doing so to realize their dream of working in mega-corps open to these arrangements, which are in metro cities, the action hubs for career building.

This is a trend that showcases the emergence of the gig economy—a term being used to describe a situation where more and more people are even entering into short-term contracts and freelance work.

For the HR of new age companies, flexible workplaces and gig economy are proving to be a significant advantage and a perfect way of leveraging digital. Owing to gig and digital, organizations that have problems finding affordable talent in tier 1 cities, are reaching the skills they badly require without having to set up shop in the places where they can find them. Workplace flexibility may well become the new normal in the future.

—The author is Chief Corporate Management Services Officer, NIIT Limited

The Times of India, June 27, 2018





## ICT will create over two million jobs in 2020 – Sanjay Tickoo, NIIT boss

ON JUNE 26, 2018 9:05 PM

BY ROTIMI AGBANA

*How to curtail the growing unemployment rate in Nigeria has always been top priority to successive governments including the present President Muhammadu Buhari administration. However, despite all efforts, it appears the number continues to surge. But Head of Business Operations, International Education Business, Emerging Markets, NIIT Ltd, Sanjay Tickoo, in an interview with Hi-TECH, said with ICT Roadmap 2017-2020 which is geared towards creating two million jobs by 2020, the current trend will reverse and unemployment will shrink.*



Sanjay Tickoo

What are some of the trends shaping the global employment domain?

According to the World Economic Forum, disruptive changes to business models will continue to have profound impact on the employment landscape over the coming years. With global spending on Digital Transformation (DT) technologies expected to cross USD 2.1 billion by 2019 and by 2020 almost 50 percent of IT budgets getting tied to digital transformation initiatives, it is obvious that DT will become a major driver of jobs. Furthermore, a research carried out by Gartner predicts that more than 40 percent of all Data Analytics projects will relate to an aspect of customer experience by 2020.

Is Nigeria being impacted by these changes?

Nigeria is in the process of pulling out of a debilitating economic downturn and is getting back on the growth track.

According to recent research, Nigeria is currently the number one economy in Africa, with a growth potential of over seven percent, which is expected to send it to the "economic stratosphere" by 2050. The country's ICT sector is also experiencing blazing growth owing to growing Internet penetration, which has in turn become the platform for Digital Transformation.

How is the digital phenomenon impacting Nigeria and its people?

Digital disruptions are altering the manner in which Nigerians are living and working and how its businesses are operating. Nigeria is embracing the digital revolution with companies leveraging hightech to transform the workspace, uplift customer service and the client experience.

Are there challenges that can affect the success of digital revolution in Nigeria?

The fact is that for the ICT and digital revolution to succeed in Nigeria, the nation needs a large pool of highly skilled people, who are hour one, day one industry-ready owing to their knowledge levels in technology. With education being a key focus area and growing number of IT training schools in the country, Nigeria is attempting to bridge skills shortages and create the manpower that will fuel its digital wave.

Job creation and capacity building are key in the digital age right?

Yes. Nigeria has laid out an ICT Roadmap 2017-2020 which is geared towards creating two million jobs by 2020! The roadmap is aimed at enabling the implementation of ICT-centred policies, ensuring that the sector achieves its potential.

What has been the nature of NIIT's engagement with Nigeria, particularly in the area of skills and talent development?

NIIT established its presence in Nigeria by setting up an education centre in Ikeja, Lagos as far back as 1999. Since then, it has been enabling the nation's youth to build lucrative careers within the ICT sector. Since its inception, NIIT has been involved in the creation of skilled ICT workforce and has launched several initiatives in Nigeria. At present, NIIT is cooperating with 20 education centres across various cities in Nigeria.

<https://www.vanguardngr.com/2018/06/ict-will-create-over-two-million-jobs-in-2020-sanjay-tickoo-niit-boss/>

## NIIT Announces 19th National Scholarship in Nigeria

Wednesday, 06 Jun, 3:12 pm

DIGINXT MMS Software Engineering: Full Stack Developer (Python, REST, Angular JS, REACT)

Data Analytics (Machine Learning Using R & Python Artificial Intelligence, Business Intelligence)

Digital Marketing (SEO, SEM, Mobile and Email Marketing, ORM), Big Data, Java with DevOps

NIIT, a global leader in skills and talent development today announced the 19th National Scholarship, to reward meritorious students in Nigeria desirous of building successful careers in today's digital economy. This is NIIT's initiative to train worthy students in new age programs to meet the changing manpower needs of the industry in the country.

NIIT will now offer scholarships for cutting-edge digital transformation programs like DIGINXT MMS (Python, REST, Angular JS, REACT), Data Analytics (Machine Learning Using R & Python, Artificial Intelligence, Business Intelligence), Digital Marketing, Big Data, Java with DevOps and other programs. These programs have been introduced by NIIT with a profound understanding of the changing job roles which are powering the digital economy.

This year the annual scholarship test will be held on Saturday, 14th July 2018, across the country. Since the inception in 1999, NIIT Scholarships have become one of the most awaited events in the annual events calendar of the country. More than 100,000 students have benefitted from the scholarship so far. For more information, students can visit [www.niit.com/nigeria](http://www.niit.com/nigeria).

Speaking on the occasion, Mr. Sanjay Tickoo, Head, International Education Business - Emerging Markets, NIIT Ltd. said, "In 2014, Nigeria became Africa's largest economy and today it is Africa's largest information and communications technology market. With new job roles emerging in the country, students trained in futuristic digital transformational programs can meaningfully contribute to the growth of the country and thus carve a successful career for themselves. With our keen understanding of the changing job roles in the digital economy, we are now focusing on the Digital Transformation needs of the country. We will now offer futuristic programs to create a talent pool armed with futuristic skill-sets aligned to the industry. So, if you are ambitious to learn futuristic skills, to make a mark in the digital economy, we have a course to match your aspirations."

According to the World Economic Forum, disruptive changes to business models will have a profound impact on the employment landscape over the coming years. Many of the major drivers of transformation currently affecting global industries are expected to have a significant impact on jobs, ranging from significant job creation to job displacement, and from heightened labour productivity to widening skills gaps. Towards this NIIT has introduced futuristic cutting-edge digital transformation programs for Nigerian students to train them for the jobs of future.

Global spending on digital transformation technologies is expected to cross \$2.1 Billion by 2019 and by 2020 almost 50% of IT budgets will be tied to digital transformation initiatives.

A study carried out by the future of jobs report by World Economic Forum lists that making use of Data Analytics is an immediate focus area for businesses & governments. Furthermore, a research carried out by Gartner predicts that more than 40% of all data analytics projects will relate to an aspect of customer experience by 2020.

### NIIT in Nigeria

NIIT, a global leader in skills & talent development, established its presence in Nigeria by setting up an education centre in Ikeja, Lagos in 1999 and since then affirmed its support to prepare the youth in the country for lucrative IT careers. NIIT has been involved in the creation of skilled ICT workforce and has launched several initiatives in the country. Presently NIIT is operating with 20 education centres across various cities in Nigeria.

NIIT Nigeria national scholarship has reached out to over a million students in the past 19 years by offering them with scholarship assistance across various segments - School Leavers, Under Graduates, Graduates [Unemployed, Under-Employed], Individuals desirous of enhancing their technical skill-sets and students in general who aspire to know about I.T. and career in I.T.

NIIT is acknowledged as the undisputed leader in the country's IT training and education segment, offering the latest IT programs mapped to the industry requirement and international vendor certifications.

In Nigeria, NIIT provides IT education to individuals; offers customized training solutions for corporate; and caters to the IT learning needs of University & School students.

<https://m.dailyhunt.in/news/india/english/business+wire+india-epaper-bwireind/niit+announces+19th+national+scholarship+in+nigeria-newsid-89493200>

<http://htsyndication.com/htsportal/business-wire-india/article/niit-announces-19th-national-scholarship-in-nigeria/27892311>



## NIIT UNIVERSITY ENSURING ASPIRATIONAL CAREERS THROUGH INDUSTRY-ALIGNED EDUCATION

Higher education institutions are often not able to keep pace with the rapid technological evolution, leading to acute shortage of professionals trained in latest technology platforms. To address this shortcoming, NIIT University (NU) offers industry-aligned higher education to create job-ready talent pool for the fast-evolving digital economy. This has ensured 100% placement in aspirational roles for all its undergraduate students since the inception of NU.

Prof V S Rao, President, NIIT University, says, *"We have carefully designed an industry-academia connect to create 'leaders of tomorrow' who can adapt to the fast-changing global economy and contribute to the growth of their organizations and the society at large."*

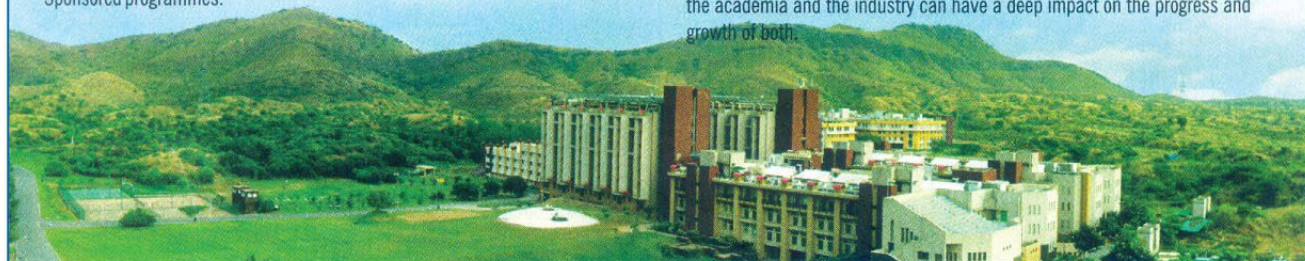
With 421 industry partners and active collaborations with leading organizations, NU offers new-age programmes in the areas of technology and management. At the undergraduate level, NU offers B.Tech (Computer Science & Engineering, Electronics & Communication Engineering, Biotechnology), BBA, 4-year Integrated M.Sc (Computer Science), 4-year Integrated MBA and 5-year Integrated M.Tech. In addition, NIIT University also offers M.Tech, MBA, Ph.D and several Industry Sponsored programmes.

Having recognized the urgent need for next generation digitally skilled engineers, NU has upgraded B.Tech – Computer Science Engineering (CSE) curriculum with relevant digital transformation technologies.

Rohit Singh, NU BTech 2016 Graduate, says, *"Education imparted at NU has helped me graduate with job-ready skills enabling me to contribute meaningfully to my organization from day one."*

Chris Samuel, HR - Talent Acquisition, Cognizant Technologies, says, *"It is commendable that NIIT University (NU) understands the significance of updating skills across newer digital technologies such as artificial intelligence and analytics for future jobs. Designing their curriculum to address this need ensures students at NU are well equipped with the skills of tomorrow and gives them the all-important edge in an evolving industry."*

Developed as an institute of excellence to provide exceptional education based on the four core principles that make learning industry-linked, technology-based, research-driven and seamless, NU believes that collaboration between the academia and the industry can have a deep impact on the progress and growth of both.



India Today National, July 02, 2018

The Tribune

### Integrated master's programme in Computer Science

Posted at: Jun 23, 2018, 1:51 AM; last updated: Jun 23, 2018, 1:51 AM (IST)

NIIT University (NU), offers Integrated MSc Programme in Computer Science for biology students with specialisations in Bioinformatics, Computational Biology, Big Data/Data Sciences, Cyber Security, Mobile Technologies & Applications and Cloud Computing.

The four-year Integrated MSc. programme for biology students provides an overview of computing, an understanding of the concepts, principles and skills in their application, extension and a practical experience in computing, as applied to biology. The programme is designed for students who have opted for physics, chemistry and biology without mathematics in Class XI and XII, and who wish to pursue a career in computer science.

To enable students to cope with the rigor of the computer science discipline which rests heavily on mathematics, NU has designed this course with a bridge programme in mathematics. Students who choose biology-related concentration areas such as Bioinformatics and Computational Biology can work in both IT and Biotechnology, Pharma, Healthcare and allied companies in cross-functional roles such as Bioinformatics Analyst and Computational Biologist. Speaking on the occasion, Prof V S Rao, President, NU said, "There are a host of opportunities available to biology students today apart from medical and dental courses. Students who opted for biology can today aspire for challenging careers even in the IT & ITES industry along with new and exciting opportunities in pharma and healthcare sectors. Towards this, NU offers Integrated M.Sc. programme in Computer Science that is in sync with the current industry requirements and provides a practical experience in computing, as applied to biology."

The programme has industry-linked curriculum which can be customised up to 31 per cent by students through specialisations, electives and projects. NU also offers students an opportunity to transfer learnings from the classroom to the industry workplace for 6 months through industry practice in the final semester of the programme. The programme also enables students to sit with BTech CSE students during the placements.

MSc students have the opportunity to participate in R&D projects in the sixth semester as per the curriculum. Those interested can also undertake projects under faculty guidance during the summer breaks. Also, the industry practice in the last semester can be done in an R&D organisation for those with a research bent of mind. Students are also encouraged to publish and present research papers at international conferences and journals.

To apply for Integrated MSc programme visit [www.niituniversity.in](http://www.niituniversity.in)

<http://www.tribuneindia.com/news/jobs-careers/integrated-master-s-programme-in-computer-science/609501.html>

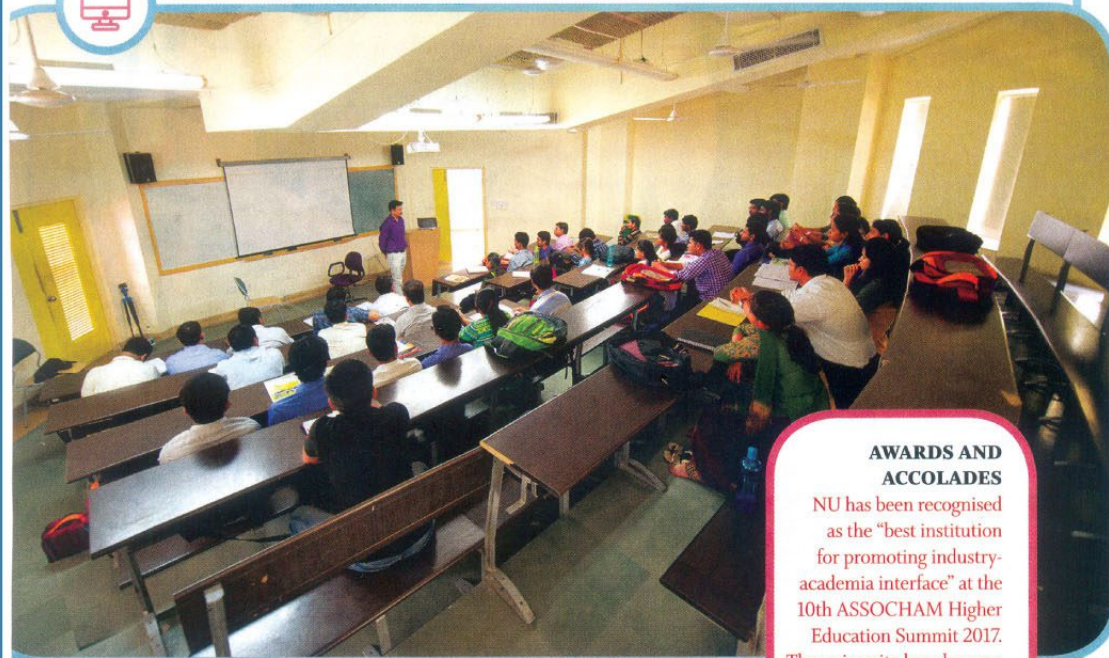




## COVER STORY

### NIIT UNIVERSITY NEEMRANA, RAJASTHAN

FULL FOCUS NIIT ORGANISES GUEST LECTURES BY PROFESSIONALS FROM DIFFERENT FIELDS



#### AWARDS AND ACCOLADES

NU has been recognised as the "best institution for promoting industry-academia interface" at the 10th ASSOCHAM Higher Education Summit 2017. The university has also won the "Best Infrastructure of the Year" award at the Indian Education Congress & Awards 2017.

The engineering programme at the NIIT University (NU) is based on learning that is seamless, industry-linked, technology-based and research-driven. The B Tech programmes offered include computer science and engineering with an emphasis on digital transformation technologies, electronics and communication engineering, biotechnology and five-year integrated M Tech programmes—M Tech GIS (Geographic Information Systems) and M Tech in educational technology. It's clear that NU is

different from its engineering counterparts. One of the most innovative programmes offered is the Immersive Industry Practice, a flagship course in which a student works on a real-time project of an organisation under the direct mentoring by a faculty and an industry professional. This six-month period makes the transition from a student to an employed professional, seamless and smooth. "NU has been developed as an institution of higher education that works closely with the industry to create

higher education programmes that are aligned to their needs. The industry-academia connect has been designed to create 'leaders of tomorrow' who can adapt to the fast-changing global economy and contribute meaningfully to the growth of their organisations and the society at large," says V S Rao, President, NIIT University.

By Ridhi Kale

[niituniversity.in](http://niituniversity.in)

Photograph: CTRIL KOHN



## ADMISSION ALERTS

For more, log on to [www.educationtimes.com/alerts](http://www.educationtimes.com/alerts)

### > NIIT University

Applications are invited for admission to BTech, BBA, 4 year Integrated MBA, 4 year Integrated MSc in Computer Science and 5 year Integrated MTech courses at the NIIT University (NU)

■ **Eligibility:** Applicants must have at least 50% (for BBA and Integrated MBA) and 60% for (BTech) in class X and XII. Admission to the programmes is based on NU Admission Interaction Process (AIP)

■ **Form:** [www.niituniversity.in](http://www.niituniversity.in)

■ **Deadline:** June 6, 2018

### > PG and PhD in agriculture

Applications are invited by the Indian Council of Agriculture Research (ICAR), New Delhi, for its postgraduate (PG) and post doctorate (PhD) programmes

■ **Eligibility:** The candidates would be selected based on the result of online exam (CBT) followed by online counselling. Exam for both PG and PhD programmes will be held on June 22, 2018.

■ **Form:** [www.aicea.net/StudentLogin.aspx](http://www.aicea.net/StudentLogin.aspx)

■ **Deadline:** May 31, 2018

### > Bachelor's courses

Applications are invited by the University of Calicut, Kerala for their undergraduate programmes excluding for bachelor's of audiology and speech language pathology, BSc medical laboratory technology, BSc medical microbiology, and BSc medical biochemistry

■ **Eligibility:** Candidates who have passed the Higher Secondary Examination can apply. Students will have to register through Centralised Admission Process (CAP).

■ **Form:** <http://ugcap.uoc.ac.in/>

■ **Deadline:** May 30, 2018

### > UG courses in finance and accounting

Applications are invited for admission to various undergraduate courses at the Indian School of Business and Finance (ISBF), New Delhi. The courses offered include BSc (Hons) in Economics, Economics & Finance, Accounting &

Finance, Economics & Management, Business & Management, Management and Digital Innovation.

■ **ELIGIBILITY:** Applicants must have a minimum best-of-four score (including English as one of the four subjects) of 70% in the class XII Board Examination. Admission to the BSc (Hons) Economics Honours (BA in Economics Hons) and BSc (Hons) Economics & Finance is conditional upon the applicant having mathematics as a subject in class XII

■ **FORM:** <https://www.applytoisbf.com/HomePage/ug/ApplyUG.aspx>

■ **DEADLINE:** May 31, 2018

### > MBA rural management

Applications are invited by the IIMR University, Jaipur for MBA in Rural Management.

■ **Eligibility:** Students having at least 50% marks in bachelor's degree would be eligible to apply for the programme. Scores of entrance exams including MMAT, CAT, CMAT, ATMA, XAT, and GMAT will be considered. For candidates who have not attempted these exams, the university will conduct IIMR-U MAT test

■ **Form:** [www.iihmr.edu.in](http://www.iihmr.edu.in)

■ **Deadline:** June 23, 2018

### > BSc, BFSc courses

Applications are invited by the Annamalai University, Tamil Nadu, for admission to BSc (Agri), BSc (Horti), BFSc; MSc in Marine Sciences. Students seeking admission can register themselves through the official university website by submitting completed applications along with the required fee

■ **ELIGIBILITY:** Only candidates with the relevant qualifying degree can apply. Admission is done on the basis of qualifying degree merit / entrance examination scores.

■ **FOR MORE INFO VISIT:** <https://www.annamalaiuniversity.ac.in/>

■ **DEADLINE:** June 10, 2018





## NU Emerges as a Centre of Excellence for Data Sciences

#TOP NEWS CA, CMA, CS & MBA CAREER CORNER EDUCATION



New Delhi, India: Established with a vision to bring about innovation in higher education and learning in emerging areas of the knowledge society, the not-for-profit NIIT University (NU), has emerged as a hot bed for data analytics. NU has recently launched a two-year work-integrated MBA programme in Intelligent Data Science in partnership with a leading global IT solutions organization. The MBA programme is focused on nurturing talented professionals to become next generation data science leaders who will drive business transformations. The first batch will begin from July 28, 2018.

With the onset of digital transformation, the ability to analyse and act on data is increasingly important to businesses. All the amazing technologies which have promised to revolutionize business and society like machine learning, artificial intelligence, blockchains and predictive analytics are useless without data. Therefore, implementing the right big data analytics infrastructure is vital for the success of companies. When it comes to big data and analytics, Indian enterprises are adopting the technologies to improve operations and enhance customer experience.

However, higher education institutions are not able to keep pace with this rapid technological evolution which is leading to acute shortage of skilled professionals in data science. To address this shortcoming, NU offers cutting-edge programmes in data sciences in association with industry leaders. B.Tech Computer Science Engineering with specialization in Data Science with IBM has been designed to create graduates already trained in data science, therefore, fulfilling the requirements of the industry. The students of this programme go through a set of electives during the seventh semester. Over 40 NU Students have already joined IBM – Data Sciences Division through this programme.

NU also offers MBA in Business Analytics with WNS, a leading provider of global Business Process Management (BPM) services. The programme is designed for students who have an aptitude for analytics and management and offers a guaranteed job at WNS in mid-managerial position.

Speaking on NU becoming hot-bed of data analytics, Prof V S Rao, President, NU, said, "The massive data explosion and the growing need of data analytics in business, education and government agencies have created the need for a new breed of professionals. Data Scientists who have expertise in such specialized areas such as machine learning, statistical modelling, data warehousing, predictive modelling and large-scale database architecture and management are in demand. To this end, we have partnered with industry leaders to offer futuristic programmes in data science and business analytics."

Conceptualized as an institution of excellence, NU provides exceptional education based on the Four Core Principles that make learning Industry-linked, Technology-based, Research-driven and Seamless. NU, is well poised for meeting the emerging needs of the knowledge economy through its focus on building strong industry linkages and a research-oriented approach.

<http://skilloutlook.com/education/nu-emerges-as-a-centre-of-excellence-for-data-sciences>



## NIIT Named to TrainingIndustry.com's Top 20 Training Outsourcing Companies List for Eleventh Consecutive Year

New Delhi, Delhi, India & Atlanta, Georgia, United States – Business Wire India May 01, 2018

NIIT Limited, a global leader in skills and talent development, and a leading provider of managed training services announced today that it has been selected as a 2018 Top 20 Training Outsourcing Company for the eleventh consecutive year by TrainingIndustry.com. Training Industry continuously reviews companies that provide training business process outsourcing (BPO) services and conducts an annual assessment to determine suppliers' experience and capabilities.

The Top 20 list recognizes the leading training outsourcing companies for their high quality services and comprehensive capabilities. All have demonstrated experience managing major BPO engagements, and they use their influence and expertise to advance the training industry.

**Selection to this year's Top 20 Training Outsourcing Companies list was based on the following criteria:**

- . Industry visibility, innovation and impact
- . Capability to deliver multiple types of training services
- . Company size and growth potential
- . Strength of clients
- . Geographic reach

"The Training Outsourcing sector includes companies capable of developing well-rounded and innovative solutions to the corporate training market," said **Ken Taylor**, president of Training Industry. "The companies selected for this year's Top 20 Training Outsourcing Companies list demonstrate the ability to leverage new approaches and technologies to improve employee learning in organizations around the world."

"It is an honor to be recognized as a Top 20 Training Outsourcing Company over eleven consecutive years. Our goal is to provide our customers with transformative solutions and improved effectiveness with tangible business value," said **DJ Chadha**, Executive Vice President & Global Head, LDO & Content Design & Development, NIIT.

**Sailesh Lalla, EVP Business Development at NIIT** said, "In disruptive times, L&D has become an even more important function for large organizations and we are honored that our customers place their trust on us when it comes to learning outsourcing. We focus on helping our customers run their training like a business, which is not just about training, but about results that are aligned to the business. We are honored that Training Industry has consistently recognized NIIT as a Top 20 Training Outsourcing Company for over a decade now."

About Training Industry, Inc.

Training Industry, Inc. spotlights the latest news, articles, case studies and best practices within the training industry and publishes annual Top 20 and Watch List reports covering many sectors of interest to the corporate training function. Our focus is on helping dedicated businesses and training professionals get the information, insight and tools needed to more effectively manage the business of learning.

[http://www.ptinews.com/pressrelease/29494\\_press-subNIIT-Named-to-TrainingIndustry-com-s-Top-20-Training-Outsourcing-Companies-List-for-Eleventh-Consecutive-Year](http://www.ptinews.com/pressrelease/29494_press-subNIIT-Named-to-TrainingIndustry-com-s-Top-20-Training-Outsourcing-Companies-List-for-Eleventh-Consecutive-Year)

<http://bwpeople.businessworld.in/article/NIIT-Named-to-TrainingIndustry-com-s-Top-20-Training-Outsourcing-Companies-List-for-Eleventh-Consecutive-Year/01-05-2018-147941/>





# SKILLING TO LEARN

New jobs require the ability to adopt technology, adapt to generating ideas and focus on innovation

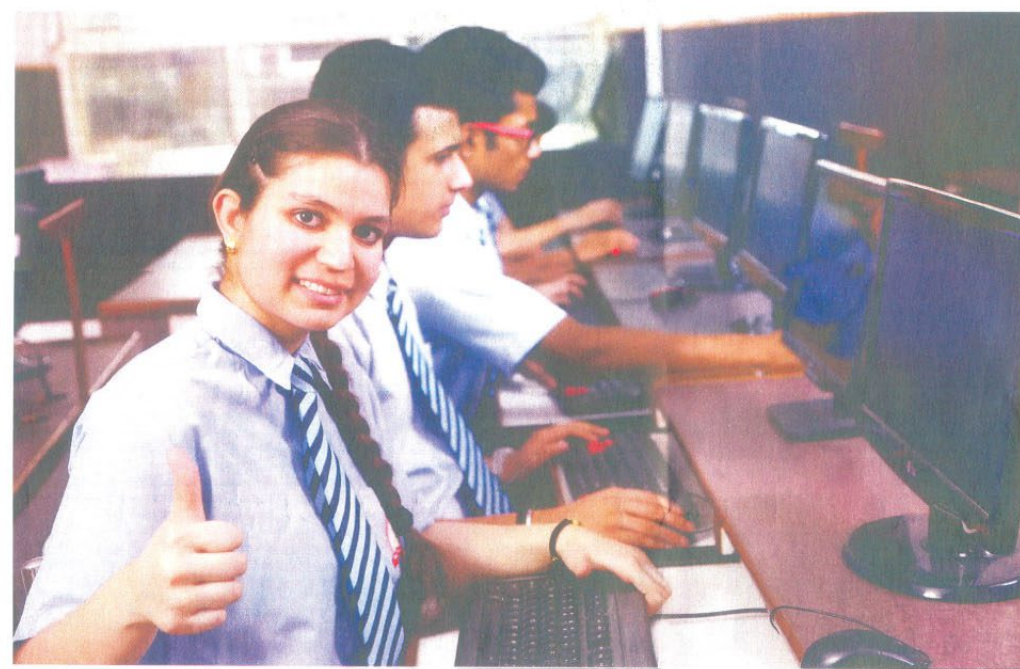
Schools in Delhi will now teach "happiness" as a subject, and an upcoming private school built around that concept believes that the traditional academic systems are too structured to consider human values such as happiness. Nothing could seem more paradoxical. In an age where data and algorithms are said to be changing the paradigm of the workplace, machines may be bringing back true human values into our professional systems.

This new thinking is symbolic of the requirement of a human element in the midst of the precision that machines have been designed to bring into traditionally human-run systems. Is it time, then, to nurture the human mind for bigger and better things? As entrepreneurship, innovation and technology take the driver's seat, the emerging jobs have a human, creative and technological touch, many of them demanding all three of those skills.

## Replacement versus redeployment

If there are any doubts in your mind about whether or not automation poses a clear and present danger to the job market, it is because geographic and developmental indexes may have different answers. However, as automation is around the corner in countries with a high technological growth track (including India), here is the confusion-buster: While conventional jobs may indeed continue to exist, just as the bullock cart will co-exist with Bullet Trains, the size of conventional job markets will shrink substantially. But replacing those conventional jobs are newer ones that demand skills required to enable automation.

A look at the "jobs that have the highest possibility of being replaced", according to an Oxford University report, tells us that many of the highly replaceable jobs involve the degree of precision that machines can bring better than humans. Many of those jobs already seem redundant: data entry operators, photographic processors, and so on. But some may surprise us: Telemarketers, for example, will find themselves bot-replaced, as digital and social media intervention will replace the pesty, persistent calls. A word of caution is warranted, though, as the report itself mentions. Rather than fading out, jobs facing automation



may face "redeployment".

Predictably, digitisation and automation are responsible for the bulk of this shift: Cyber security, data science, digital marketing, business analytics and machine learning offer roles with hitherto unknown skills or those that need "redeployment". Machine learning makes virtual assistants now learn continuously using artificial intelligence.

With the introduction of robots and artificial intelligence (AI), machine learning is a reality. Yet, if the history of technology adoption is any evidence, the shift will be gradual enough for us to cope: Natural linguistic processing (NLP)-based inventions in the 1990s led to the modern virtual assistant, but look how long that took.

## Human relevance through technology-ideas-innovation

We are familiar with education systems' investment in technology and even in entrepreneurship in recent years. In March this year, China has pledged "more" investment in innovation-driven development strategies. A World Economic Forum report says that more than 35% of today's

skills will have changed five years from now. A KPMG-CEO Outlook survey gathers that 50% CEOs say their organization will be completely transformed within three years. Yet this transformation is not all about automation. It is about people!

If there is one requirement that is changing the very concept of human capital, it is innovation. This is a skill that requires exposure to technology, openness of mind, and ideas. Yet, education systems can provide platforms for innovation, but learning innovation remains a personal system because it entails the ability to learn rather than traditional subject learning.

I will use 'innovation', that much-used term, to mean the

ability to adopt and adapt to. In the last few years alone, a few functions have emerged on top of the pile of skill sets required in a fast digitizing and technology-driven world. Around the world, these functions are enveloping many industries from the technology industries themselves to manufacturing, and sure enough, the threefold set of competencies—ideas, technology and innovation—is at a heart of many of these new roles:

- Digital and social media marketing
- Business analytics and data sciences
- Storytelling using technology such as gamification

In addition, there is a

heavy technology application to many of the other new jobs that have rapidly taken centre stage, including:

- Cyber security
- Big data
- Machine learning

## Skilling to learn

Re-skilling has become a buzzword for professionals these days, and several commentators have rightly emphasised the role of skilling for learning. In February, Nasscomm launched a platform to re-skill two million IT employees, focusing on the new-paradigm competencies that include focus on a variety of new technologies including artificial intelligence, virtual reality, robotic process automation, internet of things, big data analytics, 3D printing, cloud computing and social and mobile. Learnability and adaptability will be key to how we morph our skills into the future, and perhaps this is what India's IT Minister Ravi Shankar Prasad meant when he told the Nasscomm gathering, "Even if a technology destroys ten jobs, it will create 100 jobs."

So there is more than merely learning skills that matters. For example, how can a marketing professional put conventional wisdom while using technology and reaching new and old markets through digital media? What new skills may be required? The good part for professionals in conventional roles, of course, is that while digitisation has brought a new communication paradigm, requiring tools and technologies that may be different, the old experience may come in very handy while re-skilling for new paradigms. For example, the automated use of big data and their bots-enabled mining triggers the very human skill of storytelling. Storytelling has not been on top of any school's curricular agenda so far. Yet it reflects the kind of re-skilling that is needed in the market.

As a recent McKinsey report states, data size, qualitative decision-making, generalisability of specific solutions, and other human bugs such as bias will remain sticking points in automation based on deep learning. That is why the three-pronged skill formula will remain at the heart of new roles in our world of tomorrow.

**Re-skilling has become a buzzword for professionals these days, and several commentators have rightly emphasised the role of skilling for learning**

## NIIT University launches data analytics degree

HT Correspondent

• letters@hindustantimes.com

**NEWDELHI:** NIIT University (NU) has recently launched a two-year work-integrated MBA programme in intelligent data science in partnership with NIIT Technologies.

The MBA programme is focused on nurturing talented professionals to become next generation data science leaders who will drive business transformations.

NU also offers MBA in business analytics in partnership with WNS.

The MBA programme provides specialisation in applied data science, applied business analytics, applied big data and infrastructure analytics.

The programme has increased in size by close to 40% from previous batch and many students are already working on billable projects while doing their internships.

Another data programme offered by NU is the BTech in data science in collaboration with IBM.

The students are shortlisted by IBM and go through a set of electives during the seventh semester.

The first year of MBA in data science will be facilitated at the NU campus and is designed to develop industry focused intelligent data science and artificial intelligence skills covering domain, programming skills, machine learning.

The second year of the programme includes full time internship at NIIT Technologies Ltd along with an opportunity to work with global client base in real business situations to implement data science skills across its focus verticals travel, insurance and banking and financial services.

Programmes at NU are linked to four core principles to ensure that learning is industry-linked, technology-based, research-driven and seamless.





# What does mentoring Gen-Z entail?

Anurag Gupta  
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What does mentoring Gen Z really entail?

For starters, you'll need patience, vision and the willingness to accept them with all their quirks.

Not too long ago, there were only three streams of education for the youth in India. Based on how much one scored in their board exams, the Gen X and their predecessors enrolled for either Science, Commerce or the Arts stream. Things changed when the millennials broke preset norms and built careers in a myriad of industries such as aviation, hotel management, creative arts and allied engineering fields, just as the Internet boom helped foster growth across all domains. However, the last ten years, with all its technological disruptions, have been a true game changer. The way the world has changed at a brisk pace and at times, it feels difficult to catch up with. Gone are the days when the Millennials came home to dial-up internet and Yahoo Chats on their desktops, this new Generation Z born between 1996 and 2010 grew up in a world overrun with technology – they had everything at the click of a button and they practically live on the cloud. What was once aspirational for many is a given for the teens of today. And maybe, that's a good thing!

From social media influencers, brand managers and environmental engineers, to Data Scientists, research analysts, and statisticians – the neoteric career options are significantly advanced from what they were even a decade ago. Soon enough, the Gen Zers will make up a large percentage of the workforce, bringing in their distinct perspective on what they truly want. When options are plenty and the right mentoring is missing – confusion sets in. Especially with a generation that has grown up with machines more than humans. That's why, it is crucial to help them understand how things work and to motivate them to make the right decisions. It's important to identify their strengths. For instance, while it's hard for them to go without their devices, and their attention spans being limited, know that they can process information faster and are better multitask-



• Gen-Z can efficiently shift between work and play

GETTY IMAGES

ers. They can efficiently shift between work and play as they research for notes on the laptop, watch a movie on the phone and face-time with friends on their iPad.

Another trait to observe and appreciate is how entrepreneurial they are in their outlook. There are expert counsellors who are qualified to pick up imperceptible traits like their desire to work in independent environments or to tap in on their global outlook. In fact, we've observed that they have more in common with their global peers than they do with adults in India. Now imagine how all this might shape the office of the future.

## CATCH THEM YOUNG

Another observation is how this generation of digital natives will be early starters. More teens between the ages of 16 and 18 going straight into the workforce, opting out of the traditional route of higher education. They are capable of learning on their own, through efficient, non-traditional routes and would rather finish school online. That's why new, more affordable and convenient online alternatives are on the rise. There are plenty of courses in the Information Technology, Banking and Finance, Digital Marketing, Business Analytics,

Retail and Telecom sector. However, only skilled expert counselling for these courses will help them make a more informed choice.

## GEAR UP FOR THE FUTURE

An interesting study conducted by us suggest that youth today aspire for a certain lifestyle. They however seem to be 'drifters' not knowing what exactly needs to be done to attain that lifestyle. They procrastinate often but at the same time, they strongly feel that they need help and guidance. What makes the role of a mentor so critical and challenging today is Gen Zers seek 'Inspiring Mentors' who really walk the talk. Unlike Gen Xers, the Gen Zers are not satisfied with merely reading a brochure and taking decisions blindly. If you tell them about the opportunities in the field of data mining or cloud computing – they will ask for details and will not hesitate at all to cross-question. They need to know that, what they learn will actually make a difference to the project they will be working on in the future.

During a learning course, we believe it is imperative for them to be put at the center of innovation, challenging them and watching them chalk out their own route to develop new solu-

tions to problems. Just like in the games they play on their phones and tablets, they must feel the challenge right down in their bones – only then they can succeed. At the same time, they need to be cross-trained to create a larger talent pool – this will allow project assignment to break down functional barriers. If artificial intelligence is the way for the future, know that partnering with a machine isn't a challenge for them. The real test for them is gaining command over softer skills of communication, problem solving and management however – that may not be so easy but then, it's crucial to look at courses that are designed to help them master these skills too. That's why, assigning appropriate mentors and coaches who can identify the youngsters' skills and help leverage their strengths early-on, is important. We show them the plan for their growth, and also share how we would help co-design their development.

We believe in investing the time and resources to create a supportive and transparent workplace. Above all, we know that they will value the mentorship only if they do not find it monotonous and preachy and most of all – only if they consider value in the deal!

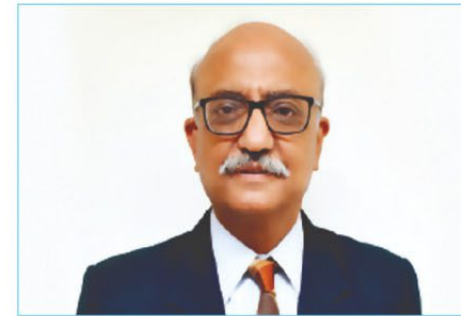
The author is Head, Career Education Business (India), NIIT Limited

Hindustan Times, New Delhi, June 13, 2018

**siliconindia**  
Education

## NU organizes 'Camp Future' for Class XII pass out students

India Edition



Prof. Sunil Khanna, Vice President, Dean (Research) & Dean (Admissions), NIIT University

A not-for-profit university, NIIT University is notified by the Government of Rajasthan in 2009 as a premier institution seeking to create original thinkers who will lead the knowledge society of the future.

India, an ancient land, known for its Gurukuls and Universities such as Nalanda and Taxila, has always given precedence to higher learning. These institutions have remained a significant part of the country's fabric, imparting special skills and knowledge to students that have shaped them into the pillars of society and contributors to its economic progress.

Nalanda and Taxila were centers of Buddhist and Hindu studies, besides training in archery, hunting, law, medicine, economics, astronomy, mathematics and military science. It is said that eminent alumni such as Chanakya (the author of the famous work of Economics, Arthashastra), Mauryan emperor, Chandragupta and Ayurvedic healer Charaka, passed through the portals of Taxila!

When it comes to higher-end learning then, India has a rich and illustrious history, a past which has paved the path of knowledge dissemination over the centuries and brought us to the current age. Bolstered by its impressive academic legacy, India continues to nurture and nourish schools of higher education. Like their ancient forerunners, these citadels of learning are also playing a key role in driving the economic momentum of India.

They are doing so by crafting the human resources that are needed by India and Indian industry. After all, a country's greatest economic wealth is its people especially citizens who are equipped with the right knowledge, skills and expertise necessary for nation building.

Students meanwhile, continue to pursue higher education as a coveted goal, one that is an acknowledged and integral part of India's culture and ethos because Universities and colleges are not just the citadels of learning, they are also the seeding grounds for research and innovation. They work hard to gain admission into the country's reputed institutions, fighting intense competition from other learners. Looking at the scenario, one would automatically assume that Indian universities are indeed the champions of economic development, reform in society, and above all invention that leads to change.

That however, is not entirely true. One of the criticisms that India has had to face in recent years, regarding its education system, is its lack of emphasis on innovation. A common complaint is that Indian universities, while aces when it comes to academic rigor, have lagged in the areas of creativity, innovation and inventiveness.

**"The result is a paucity of learners who want to be entrepreneurs and establish their own ventures, their own footprint in the domain of business"**

Indian universities have often been compared to some of the shining schools of learning in the USA, such as Stanford University, which is credited with the creation of the biggest success story of innovation in the world – the techie hub Silicon Valley. Much of what humanity has seen in terms of innovation can often be traced back to these schools of learning. Often, that's really where it all began.

It has been pointed out that Stanford, riding on its culture of research, helped spawn ideas that went on to become killer products and services. These in turn seeded organizations that contributed to the legend of Silicon Valley.

Other foreign institutions too have been spotlighted for their contribution to the growth of industry in their respective countries, and above all, an ecosystem of start-ups and entrepreneurship. India on the other hand, industry watchers say, has been unable to wow the world with path-breaking and pioneering products. Neither has the country been able to produce a Google, Microsoft or Facebook – all classic examples of the flaming spirit of entrepreneurship and of start-ups that grew into giant organizations.

Among the several reasons why the start-up revolution has been slow in coming in India is the absence of the 'entrepreneurship culture' in the Indian DNA. Sadly, the country's schools, colleges and universities have been unable to provide learners with an environment that is conducive to, and spurs creativity, ideation and innovation.

It is also a known fact that most of Indian universities have not forged strong linkages with industry. In the absence of this connect and understanding of its needs, they have been unable to provide relevantly skilled, 'Day-one, hour-one ready' manpower to industry. At the same time these institutions have not really focused on inculcating a risk taking, out-of-the-box thinking attitude among students. The result is a paucity of learners who want to be entrepreneurs and establish their own ventures, their own footprint in the domain of business.

One sector in India however, that has managed to swim against the tide is the IT-BPM industry, a landscape that is dotted with software product start-ups and emerging companies. According to research firm Zinnov, the Indian technology segment ranks third globally when it comes to being home to start-ups. The report states that five tech start-ups are born each day, and that every week around USD 100 million worth of funding is disbursed to many organizations.

Clearly, if the IT industry can be the flag-bearer of the start-up and entrepreneurship movement, why not other segments?

Also, Indian institutions of higher learning need to sow the seeds of entrepreneurship on their turf itself. They need to encourage students to take the unbeaten path and be generators of employment rather than employees themselves. Well known institutions of advanced, higher-end learning such as Neemrana-based NIIT University (NU), are already on this path and have been incubating some fresh ideas which have translated into innovation-led start-ups. NU, which is providing a nurturing atmosphere for 'would be, potential' entrepreneurs, is also exposing them to other successful start-up ventures to learn about what makes these players tick.

Indian universities therefore can be the hotbeds of innovation and entrepreneurship provided they can lead their learners down new avenues and fresh pastures. By igniting unique ideas and giving wing to the dreams of students, they can in fact light the fire of entrepreneurship in a major way in India.

<https://education.siliconindiamagazine.com/viewpoint/in-my-opinion/indian-universities-promoting-the-startup-culture-nwid-11894.html>



## NIIT Launches Summer Break Programs for School Kids and College Students

*The duration of each program varies from course to course. Students can visit the nearest NIIT centre to apply for the programs.*

03 May, 2018 by BW Online Bureau

NIIT Limited, a leader in Skills and Talent Development, has launched a set of summer programs for school kids and college students based on their interest and for their personal development. The short-term summer programs have been designed to give an extra edge to the students in today's competitive environment by upgrading and enhancing the skills of students.

On offer are: -

**Basic Literacy Programs** – involves working with Microsoft Office Productivity Tools, to improve Personal and Professional productivity and learn to work in Digital lifestyle

**Fundamental IT Programs** –

- Get started to the world of Programming by learning to programme in C and C++.

- Learn to create Web Pages using HTML5 Programming

- Manage data using Databases with Microsoft SQL Communication and Personal Development Programs – involves the proficiency in English communication for workplace and communication with an impact

- **Hobby Programs** – involves basics of social networking and developing your own mobile app

The duration of each program varies from course to course. Students can visit the nearest NIIT centre to apply for the programs.

**Speaking on the launch, Prakash Menon, President, Career Education Business, NIIT Ltd., said,** “Summer is the best time for school going students to enrich their skills, enhance their knowledge base and learn new things. To this end, NIIT has launched summer break programs to help students expand their horizons by upgrading their skills.”

Summer break programs give students the opportunity to explore other subjects and interests that they wouldn't otherwise be exposed to during the traditional school year. This helps to round out a student's educational experiences and will be beneficial when deciding what to pursue in college and in life.

<http://bwpeople.businessworld.in/article/NIIT-Launches-Summer-Break-Programs-for-School-Kids-and-College-Students/03-05-2018-148126/>

<http://indiaeducationdiary.in/niit-launches-summer-break-programs-school-kids-college-students/>

**NIIT Corporate Learning business continues to drive growth.** It grew 28% YoY during the quarter, added one new MTS customer and expanded operations with an existing client. Additionally, the Skills & Careers business launched pioneering career products & introduced Talent Pipeline as a Service (TPaaS). \*

**Vijay K. Thadani**  
Vice Chairman & MD, NIIT Limited

NIIT has announced 4 key initiatives in the Skills & Careers business. Each has gained momentum in Q1. TPaaS has 8 mandates from key customers. StackRoute and Training.com are gaining traction with customers and the new career programs have shown encouraging early uptake.

**Sanjay Tickoo**  
Head, International Education Business - Emerging Markets, NIIT Ltd.

According to the World Economic Forum, disruption changes to business models will continue to have profound impact on the employment landscape over the coming years. With global spending on Digital Transformation (DT) technologies expected to cross USD 2.1 billion by 2019 and by 2020 almost 50 percent of IT budgets getting tied to digital transformation initiatives, it is obvious that DT will become a major driver of jobs.

**Dr. Gregg Collins**  
Chief Learning Scientist, NIIT Ltd.  
at CII's 14th India Innovation Summit, Bengaluru

What makes the role of a mentor so critical and challenging today is Gen Zers seek 'Inspiring Mentors' who really walk the talk. Unlike Gen Xers, the Gen Zers are not satisfied with merely reading a brochure and taking decisions blindly. They need to know that what they learn will actually make a difference to the project they will be working on in the future.

**Anurag Gupta**  
Head, Career Education Business (India), NIIT Limited

**NIIT Limited announces Q1 (April - June 2018) Consolidated Results**

- PAT up 12% YoY at Rs. 11.9 Cr.
- EBITDA up 17% YoY at Rs. 19 Cr.
- Corporate Learning Group (CLG) recorded growth of 28% YoY
- Introduced Talent Pipeline as a Service (TPaaS), first-of-its-kind initiative to create Just-in-Time job ready talent for the industry

**STA ROUTE**

We are delighted to receive this award that reiterates our commitment to create elite full-stack programmers, who can become key members of high-performance teams in top-notch product engineering companies and IT firms.

**Sanjay Tickoo**  
CEO, NIIT Ltd.

NIIT's newly launched programs include, Advanced Program in Digital Marketing and Branding, Advanced Program in Data Analytics and Predictive Modeling, Advanced Program in Full Stack Software Engineering, Advanced Program in Banking and Finance and Advanced Program in Accounting & Business Analytics.

**Corporate Learning Group (CLG) recorded revenues of Rs. 145.1 Cr. up 28% YoY during Q4.** It signed 5 MTS contracts in Q4, including 3 new customers, taking the total number of MTS customers to 39. Full year revenue for CLG was recorded at Rs. 516.3 Cr. up 14% YoY. Revenue visibility stood at \$217.6 Mn up 18% YoY.

**Prakash Menon**  
President, Career Education Business, NIIT Ltd.

Being in the talent development business for over three decades, NIIT understands the pressures that global organizations are facing due to non-availability of talent specific to their business needs. Therefore, in today's changing environment NIIT would like to be a reliable partner servicing specific talent needs at the time businesses need the talent. Talent Pipeline as a Service (TPaaS) is our attempt to identify and groom the best Just-in-Time job ready talent for the emerging roles in organizations, to keep pace with changing business models.

**Sanjay Tickoo**  
CEO, NIIT Ltd.

The communications person of tomorrow, therefore, has to be able to handle new age tech which detects false news, have the skill to unearth the nuances of social media and at the same time connect with bloggers, have the ability to conceptualize and create videos, decipher SEO analytics, and much more.

**Prakash Chatterjee**  
Senior Vice President, Career Education Business & Managing Director, NIIT Ltd.

NIIT has been playing a pioneering role in developing industry-aligned talent since 1981. Having worked with the industry and the student community for over three decades, we understand the changing workforce requirements in today's fast-paced business environment. We also understand the changing aspirations of today's youth, their desire to succeed and the lack of proper guidance and inspiration that often lead them to drift away. Therefore, what is required is not just a winning career program but 'Inspiring Mentors' who can shape the aspirations of today's youth. We are committed to be the 'Inspiring Mentor', guiding youth towards success and thereby creating a skilled talent pool for the industry.

**Mr. Anurag Gupta**  
Head, Career Education Business - India, NIIT Ltd.

NIIT introduces Talent Pipeline as a Service (TPaaS) to develop Just-in-Time job ready talent for global organizations.

TPaaS also offers unique opportunity to students to chart an aspirational career with global organizations in today's uncertain times. Students opting for career programs under TPaaS are assured placement with leading corporates on successful completion of the program.

**NIIT launches** summer break programs for school kids and college students

NIIT will train around **1,00,000 youth** in 3 years for aspirational career opportunities in leading corporates in the **IT & BFSI Sectors** through this initiative.

**HAJOURAL SESSION**

**Artificial Intelligence (AI) has the potential to add \$ 1 Trillion to the Indian economy by 2035.** AI has been compared to electricity and the disruption it brought 100 years ago. Its application is limited only by our imagination.

**Vijay K. Thadani**  
(Vice Chairman & Managing Director, NIIT Ltd.)

<https://twitter.com/NIITLtd>