



Empowering the workforce of tomorrow: A blueprint for success

GAURAV SHARMA MAR 26, 2024, 10.57 AM



By Pradeep Narayanan, President, NIIT Digital and Growth Initiatives, NIIT Limited.

In a time marked by fast-paced technology growth, shifting demographics, and changing work environments, preparing the future workforce has become increasingly critical. The way we work, our career paths, and how companies are structured are all evolving, so it's crucial to have plans in place to help people gain the skills and mindset they need for success in the future. The job market is changing quickly, especially because of advances in technologies like artificial intelligence (AI), machine learning, and automation. These changes bring both challenges and opportunities for businesses and their employees. According to the 2024 Wheebox report, there are currently 416,000 AI professionals in India, but the demand is expected to grow to 1 million by 2026. This means it's important for companies to focus

on developing their employees' skills to keep them competitive and successful in this changing landscape.

The Future-Ready Workforce

In today's changing business world, keeping up with the pace requires a future-oriented approach. Continuous learning and upskilling are necessary investments in getting the workforce ready for what's coming. Technology is a big part of this - it helps us come up with new ideas, work more efficiently, and solve problems in creative ways. When companies use technology to find solutions, they can boost productivity, encourage creativity, and spark innovation.

It's important for companies to have things like mentoring, training, and skill workshops to support their employees learn and grow. Companies should also provide self-learning tools and online resources to ensure develop new skills on their own. When businesses prioritize upskilling of its workforce, it leads to greater organizational success and job satisfaction. As a more skilled and adaptable workforce is created, contributing to social and economic growth, numerous benefits are brought to communities.

Training of workforce not only keeps them informed and competitive in their respective fields but also encourages innovation and helps boost their productivity. These strategies should be implemented to ensure that the workforce is prepared for the opportunities and challenges ahead.

Equipping for the Digital Age

To get ready for the digital age, we really need to have good training programs and initiatives to equip workers with essential skills in the era of technological advancements. There is an urgent need to focus on training in new areas like cybersecurity, artificial intelligence, and data science. These kinds of training programs can help fill in any gaps in skills that we might have.

In today's world, it's important for both companies and individuals to understand how crucial it is to offer new and creative training to their employees. Additionally, the need for advanced training programs is vital, especially in emerging fields like data science, cybersecurity, and artificial intelligence to bridge the existing skills gaps in the job market.

Contd...

Investing in these initiatives not only helps workforce stay competitive but also makes them stronger in facing new technology challenges. By doing this, we will make sure our future workforce is ready to handle whatever changes come their way in the job market. These efforts also help them become more adaptable and develop quickly - essential skills for navigating the digital world.

It's really important to emphasize how essential it is to carry out customized training programs and initiatives. To keep growing and stay competitive in today's digital world, we need to invest strategically in both people and organizations.

Employers must embrace lifelong learning for their workforce

It is a necessity to empower the workforce, and this is what is driving innovation, economic growth, and long-term success in today's economy. One way to achieve this empowerment is through developing employees to have skills which are required for them to fulfil their roles as well as remain active in the market. At NIIT Digital, we believe in providing a wide range of learning options from short-term workshops to complete certification programs.

Our approach enables individuals to tailor their learning journey according to individual needs and career aspirations. By keeping up to date with technological advancements and prioritizing continuing education, we aim to pave the way for a brighter future for tomorrow's workforce.

Continuous skilling is required for continued success. No single skill will ever last the career span of an individual. To fully leverage the potential of the digital age, it is important to proactively invest in workforce development and foster a culture of continuous learning. By doing so, both individuals and organizations can build a brighter future for all.

<https://content.timesjobs.com/empowering-the-workforce-of-tomorrow-a-blueprint-for-success/articleshow/108778948.cms>

Rajendra Singh Pawar, Chairman & Co-Founder, NIIT shares his insights at ET Entrepreneur Summit!



<https://www.youtube.com/watch?v=C-wZQ-PhPqU>

BusinessLine

Resurrecting Edtech

Focus on building learning systems, not mere apps

Rajendra Singh Pawar

Powered by digitisation and energetic entrepreneurs, EdTech has had a disruptive effect on education, especially during the pandemic. As the pandemic receded, the EdTech industry also met with headwinds resulting in eroded valuations, layoffs, and shuttered businesses. This led to questions on whether EdTech businesses were being implemented in a sustainable manner or not.

In the wake of challenges facing high profile EdTech firms alongside a global funding squeeze, is the era of EdTech over? Unlikely, as the market retains growth potential if we consider the entire gamut of K-12, test prep, higher education, and skilling opportunities. It may even be right to say that this is a period of post-pandemic correction, and a consolidated industry will only emerge stronger.

This is nothing new as every decade or so, the skilling industry goes over a few bumps. In the case of the EdTech industry, it really grew wings during the Covid era while emerging as a filler in the gap created by a shortfall in adequate investments in the education sector.

A remedial measure is that of the National Education Policy (NEP) 2020 calling for more capital allocation for the education sector. This policy support is crucial if we are to harness EdTech as a catalyst for innovation, accessibility, and quality improvement in education.

That there is no alternative to EdTech is a curious perception that developed over the last few years. Covid led growth was misconstrued as demand instead of seeing it for what it was – an indicator of the gaps in education infrastructure.

As Covid receded, it became apparent that EdTech wasn't the panacea to all problems in education. The challenges are largely in the form of navigating the complexity of education and making adequate investments for a robust education infrastructure in the country.

To break out of our middle-income status, we must invest in learning and make the most of our demographic dividend.

There is a dire need to develop adaptive learning platforms that can personalise content based on an individual's learning style. We



EDTECH. Investing in learning
/ISTOCKPHOTO

must all encourage the creation of diverse content types, including videos, simulations, and interactive modules.

To achieve this, we must look at a few broad objectives.

OUTCOME ORIENTED

For starters, we must have a good understanding of the science of learning and define clear and consistent outcomes for the learners. The outcome could be something as simple as making segments of learners 'Day One' Job Ready for specific job openings in the country.

We must also recognise that Edtech should be more about education and less about technology.

While technology is indispensable for spreading education in a large and diverse country like India, we must avoid getting into the dangerous trap of focusing more on developing an app than building learning systems on sound principles of learning theory, including the role of collaboration within the cohort, an understanding of memory and how it works, the criticality of integrating 'doing' into learning and making it work for individuals.

We must focus on explicitly articulated learning outcomes that can be demonstrated as well as measured to ensure clarity, specificity, and a practical approach.

Lastly, we must have a sharp focus on the intended learners who may reside in different parts of the country. Delivering learning outcomes in the metros and Tier 2 cities can be rewarding and can change the destiny of the nation.

In the hinterlands, the story is different. Anyone planning to deliver learning, and that too at scale, must come with deep passion, commitment, and wherewithal. The challenge will be enormous, and the societal returns will be disproportionate. Only then can we truly skill India.

The writer is Chairman & Co-Founder, NIIT Group

THE ECONOMIC TIMES | News

Gender diversity, inclusion not just ideal, but a strategic necessity for businesses: Industry

PTI Last Updated: Mar 08, 2024, 11:20:00 AM IST

Synopsis

The Indian IT industry has made progress in gender diversity, but there is still underrepresentation of women in top positions and boardrooms. Companies should offer flexible work options, mentorship programs, and robust support structures to support women's progress. Encouraging women's participation in STEM fields and bridging the gender gap requires institutional-level initiatives.



Representative Image

New Delhi, The [Indian IT industry](#) has seen significant progress in [gender diversity](#) with more women now in entry and mid-level [workforce](#).

However, their fair representation at the top and male-dominated corporate boardrooms is still disproportionate and "needs a lot of work", according to tech leaders.

Any organisation which does not encourage, and indeed, proactively work towards equitable gender representation is unlikely to have a long business life span, even client acceptance, experts said adding companies need to offer flexi-scheduling and enable remote work options where needed, to support women juggling their professional responsibilities with their personal commitments and caregiver roles.

Mentor circles at work, they point out, can also provide a strong support system, wherein senior women executives can handhold young working women and help them overcome obstacles to progression.

"India is not doing bad when it comes to education for women. 29.5 per cent of engineers in our country today are women, which is phenomenal when compared to countries like Australia and the United Kingdom, which have [women representation](#) of 14.5 per cent and 16.9 per cent respectively," said Ritesh Malik, founder of Innov8 Coworking.

Contd...

CFO at BirlaSoft, Kamini Shah believes that the Indian IT industry has seen significant progress in gender diversity, with over 2 million women now contributing to the workforce.

"This growth is a result of progressive company policies and the increasing representation of women in leadership positions. The [tech sector](#) is transitioning into an inclusive environment where talent is the key differentiator," Shah said.

The level of women's representation at a senior executive level and at the board level in most organizations still needs a lot of work, according to Mita Brahma, HR Head, NIIT Limited.

At the same time, "we now have larger numbers of women at junior and middle executive levels than ever before, who are committed, innovative, and ambitious," she added.

Malik said the most important thing that needs to be done today is to foster massive diversity and ensure that boards have women representation across. "Any organization which does not have equitable gender representation does not have a long life span," he said. Despite much development in women representation across education and workforce, industry experts feel that there remains a [gender gap](#) in the sector.

Shyamala Ramesh, Program Manager, Zoho Corporation said this is due to the fact that many women in tech quit mid-career as they do not get the support that they need.

"The responsibilities of women, especially working women, have gone up manifolds professionally and personally. Women need to work twice as hard to prove that they are no less than their male counterpart. This is a reality," Ramesh said.

She further said that companies should adopt flexible scheduling and remote work options to support women in balancing their professional responsibilities with their personal commitments.

Mentor circles at work can also provide a strong support system for women, wherein senior women guide youngsters and help them overcome their challenges, she added.

"Companies should understand that women bring to the workplace qualities such as attentiveness, perseverance in tasks, enthusiasm for learning, independent learning ability, adaptability, engagement, and strong organizational skills, which can benefit the organization in many ways," Ramesh said.

As per the latest Global Gender Gap Report (2023), women in STEM fields face many challenges.

"Despite comprising nearly half of the total employment across non-STEM occupations, women represent only 29.2 per cent of the STEM workforce in 146 nations. It is more relevant than ever to address the educational-gender-equality paradox (or STEM paradox) at the institutional level and bridge the gap," Vice-Chancellor at Shiv Nadar University (Delhi- NCR), Ananya Mukherjee said.

Mukherjee said that encouraging women's participation in STEM fields is not just about achieving equality, but also about unlocking the full potential of India's talent pool.

"Today, gender diversity is not just a matter of equality but a strategic necessity for businesses. It's crucial to establish robust support structures for women, including comprehensive maternity programs that facilitate a smooth transition into motherhood and seamless reintegration into the workforce afterward. This ensures that women can pursue their careers without compromising their personal or professional aspirations," Shah underlined.

To improve women's representation in the STEM and AI-enabled workforce, the industry, policymakers, and academia must come together to improve skilling and nurture interest among young women through mentoring, experiential learning initiatives like hackathons and apprenticeship programs, and exposure to inspirational role models, Lakshmi C, MD, and Lead-HR, Accenture India said.

"Merely hiring more women is not enough. Instead, organisations must create a culture of equality by investing in women's upskilling and creating enabling structures that help them stay in the workforce despite life-stage conflicts," she said.

Richard Lobo, Chief People Officer, Tech Mahindra, said, "Inclusion is the building block of thriving economies and sustainable companies. The global trend reflects a shift towards greater gender equality as women overcome traditional societal constraints to pursue their ambitions and inspire future generations".

Initiatives such as flexitime, safe travel arrangements, zero tolerance for sexual harassment, and tailored support for reintegration post-career breaks are not just policies but essentials in the best-employer company, Lobo said.

"These focused efforts are the bridges connecting talented women professionals with opportunities that acknowledge their worth and potential" he further added.

DECCAN Chronicle

IT sees gender diversity in entry, mid-level positions

New Delhi, March 8: The Indian IT industry has seen significant progress in gender diversity with more women now in entry and mid-level workforce.

However, their fair representation at the top and male-dominated corporate boardrooms is still disproportionate and “needs a lot of work”, according to tech leaders.

Any organisation which does not encourage, and indeed, proactively work towards equitable gender representation is unlikely to have a long business life span, even client acceptance, experts said adding companies need to offer flexi-scheduling and enable remote work options where needed, to support women juggling their professional responsibilities with their personal commitments and caregiver roles.

Mentor circles at work, they point out, can also provide a strong support system, wherein senior women executives can handhold young working women and help them overcome obstacles to progression.

“India is not doing bad when it comes to education for women. 29.5 per cent of engineers in our country today are women, which is phenomenal



when compared to countries like Australia and the UK, which have women representation of 14.5 per cent and 16.9 per cent respectively,” said Ritesh Malik, founder of Innov8 Coworking.

Chief financial officer at BirlaSoft, Kamini Shah believes that the Indian IT industry has seen significant progress in gender diversity, with over 2 million women now contributing to the workforce.

“This growth is a result of progressive company policies and the increasing representation of women in leadership positions. The tech sector is transitioning into an inclusive environment where talent is the key differentiator,” Shah said.

The level of women's representation at a senior executive level and at the board level in most organizations still needs a lot of work, according to Mita Brahma, HR head, NIIT Limited. — PTI

Deccan Chronicle, Chennai Edition, March 09, 2024



'Gender diversity strategic necessity for businesses'

PNS ■ NEW DELHI

The Indian IT industry has seen significant progress in gender diversity with more women now in entry and mid-level workforce.

However, their fair representation at the top and male-dominated corporate boardrooms is still disproportionate and "needs a lot of work", according to tech leaders.

Any organisation which does not encourage, and indeed, proactively work towards equitable gender representation is unlikely to have a long business life span, even client acceptance, experts said adding companies need to offer flexi-scheduling and enable remote

work options where needed, to support women juggling their professional responsibilities with their personal commitments and caregiver roles.

Mentor circles at work, they point out, can also provide a strong support system, wherein senior women executives can handhold young working women and help them overcome obstacles to progression.

"India is not doing bad when it comes to education for women. 29.5 per cent of engineers in our country today are women, which is phenomenal when compared to countries like Australia and the United Kingdom, which have women representation of 14.5 per cent and 16.9 per cent respectively,"



said Ritesh Malik, founder of Innov8 Coworking.

CFO at BirlaSoft, Kamini Shah believes that the Indian IT industry has seen significant progress in gender diversity, with over 2 million women now contributing to the work-

force.

"This growth is a result of progressive company policies and the increasing representation of women in leadership positions. The tech sector is transitioning into an inclusive environment where talent is the

key differentiator," Shah said.

The level of women's representation at a senior executive level and at the board level in most organizations still needs a lot of work, according to Mita Brahma, HR Head, NIIT Limited.

At the same time, "we now have larger numbers of women at junior and middle executive levels than ever before, who are committed, innovative, and ambitious," she added.

Malik said the most important thing that needs to be done today is to foster massive diversity and ensure that boards have women representation across.

"Any organization which does not have equitable gender

representation does not have a long life span," he said. Despite much development in women representation across education and workforce, industry experts feel that there remains a gender gap in the sector.

Shyamala Ramesh, Program Manager, Zoho Corporation said this is due to the fact that many women in tech quit mid-career as they do not get the support that they need.

"The responsibilities of women, especially working women, have gone up manifold professionally and personally. Women need to work twice as hard to prove that they are no less than their male counterpart. This is a reality," Ramesh said.

The Pioneer, Hyderabad Edition, March 09, 2024

btTV

NIIT Management On Strong Q3 Numbers, Growth & Future Expansion. Impact On NIIT Shares

Sakshi Batra New Delhi , Feb 02, 2024, Updated Feb 02, 2024, 5:58 PM IST



NIIT Limited, a skills and talent development firm, unveiled its financial performance for the third quarter ending December 31, 2023. During this period, the company achieved a net revenue of Rs. 852 million, marking a 5% increase quarter-on-quarter (QoQ) and a 9% decrease year-on-year (YoY). EBITDA stood at Rs. 78 million, a notable rise from Rs. 22 million in Q2 FY24. Additionally, the Profit After Tax surged to Rs. 144 million compared to Rs. 106 million in Q2 FY24 and slightly above the Rs. 143 million recorded in Q3 FY23. BTTV's Sakshi Batra speaks with company's Chairman & Co-Founder Rajendra S Pawar.

<https://www.businesstoday.in/bt-tv/union-budget-2024/video/niit-management-on-strong-q3-numbers-growth-future-expansion-impact-on-niit-shares-415993-2024-02-02>

Business Standard

NIIT Q3 results: Net profit marginally up at Rs 14.3 cr; revenue declines

The revenue from operations declined by 8.59 per cent to Rs 85.17 crore in the third quarter from Rs 93.18 crore in the year-ago period, according to a regulatory filing.

Press Trust of India New Delhi 2 min read Last Updated : Feb 02 2024 | 3:49 PM IST



NIIT Is A Skill And Talent Development Corporation Offering Learning And Talent Development Programmes To Individual And Corporate Learners In Futuristic Domains Through Its Various Businesses

IT training company NIIT on Friday reported a 0.56 per cent increase in its consolidated net profit to Rs 14.36 crore for the December 2023 quarter.

Its profit stood at Rs 14.28 crore in the year-ago period. Sequentially, it rose 34.96 per cent against Rs 10.64 crore.

The revenue from operations declined by 8.59 per cent to Rs 85.17 crore in the third quarter from Rs 93.18 crore in the year-ago period, according to a regulatory filing.

A company statement said the results include the impact of the demerger of NLSL from NIIT Limited from April 1, 2022.



"We are expanding in BFSI (banking, financial services and insurance) and increasing penetration across GCCs (Global capability centres). We continue to see sequential recovery in business despite the ongoing hiring freeze in the technology sector," Vijay K Thadani, Vice Chairman and Managing Director, NIIT, said.

The company is on a path of recovery with its BFSI strategy, which is reflected in its yearly growth in the revival of revenues, and exuded confidence about a complete recovery by next year, he noted.

"In Q3, NIIT's wholly-owned subsidiary, RPS Consulting announced a partnership with ServiceNow, leveraging unique expertise to extend ServiceNow solutions to more organisations and markets," Thadani added.

The company also entered into a partnership with OffSec to deliver cybersecurity solutions and empower organisations with advanced security expertise.

NIIT is a skill and talent development corporation offering learning and talent development programmes to individual and corporate learners in futuristic domains through its various businesses.

https://www.business-standard.com/companies/results/niit-q3-results-net-profit-marginally-up-at-rs-14-3-cr-revenue-declines-124020200814_1.html

NDTV | Profit

NIIT Q3 Net Profit Marginally Up At Rs 14.3 Crore; Revenue Declines

NIIT's Q3 net profit marginally increased by 0.56% to Rs 14.36 crore, with a sequential rise of 34.96%.

PTI Published on: 02 Feb 2024, 03:38 PM IST; Last updated on: 02 Feb 2024, 03:38 PM IST



IT training company NIIT on Friday reported a 0.56% increase in its consolidated net profit to Rs 14.36 crore for the December 2023 quarter.

Its profit stood at Rs 14.28 crore in the year-ago period. Sequentially, it rose 34.96% against Rs 10.64 crore.

The revenue from operations declined by 8.59% to Rs 85.17 crore in the third quarter from Rs 93.18 crore in the year-ago period, according to a regulatory filing.

A company statement said the results include the impact of the demerger of NLSL from NIIT Limited from Apr. 1, 2022.

"We are expanding in BFSI (banking, financial services and insurance) and increasing penetration across Global capability centres. We continue to see sequential recovery in business despite the ongoing hiring freeze in the technology sector," Vijay K Thadani, Vice Chairman and Managing Director, NIIT, said.

The company is on a path of recovery with its BFSI strategy, which is reflected in its yearly growth in the revival of revenues, and exuded confidence about a complete recovery by next year, he noted.

"In Q3, NIIT's wholly-owned subsidiary, RPS Consulting announced a partnership with ServiceNow, leveraging unique expertise to extend ServiceNow solutions to more organisations and markets," Thadani added.

The company also entered into a partnership with OffSec to deliver cybersecurity solutions and empower organisations with advanced security expertise.

NIIT is a skill and talent development corporation offering learning and talent development programmes to individual and corporate learners in futuristic domains through its various businesses.

<https://www.ndtvprofit.com/amp/quarterly-earnings/niit-q3-net-profit-marginally-up-at-rs-143-crore-revenue-declines>

See Green Shoots Of Hiring Resumption In IT Services:
Vijay K Thadani | NIIT Limited | CNBC TV18

The screenshot shows a CNBC TV18 broadcast. At the top, a red banner reads "NIIT Q3FY24 CASH ON BOOKS AT ₹718 CR". Below this, there are two video feeds: one of a female anchor and one of Vijay K Thadani. To the right, a blue box displays "MAX FIN" and "'All Approvals Were Taken For Axis-Max Life Deal'", with "MAX FINANCIAL 957.10" and an upward arrow. At the bottom left, a red box shows "Off Lows NMDC 245.00 0.79%" with a downward arrow and a small line graph. The CNBC TV18 logo and website URL "CNBCTV18.COM" are in the bottom right corner.

https://www.youtube.com/watch?v=bnCx4MRf_2o

BW People

The Human Connect In The Age Of AI

Mita Brahma | Feb 28, 2024

BW People



Rapid advancement in technologies such as automation and artificial intelligence are reshaping industries and functions at an unprecedented pace, and the HR function is no exception. While new technologies bring innovation and efficiency to business and operational processes, they are also expected to transform people experience and the way work happens.

Given the pace of change, it is important for leaders to work with people and help them understand how AI can enrich their jobs and assure people that technology need not take away their jobs. In the long run, technology helps us to do more complex and more creative work.

Technology also helps people processes become more customised and creative. It helps organisations manage people and processes across locations and time zones. Let us explore some of the ways in which people processes may be impacted with automation and AI.

Balancing efficiency and empathy - the key challenge of automation

With technological advances, the importance of the human touch has only grown. People have a greater realisation that the human touch is irreplaceable. At the same time, automation can inadvertently create distances among people. While technology may help us design processes to be more standardised, error proof and repeatable, it can also lead to humans connecting less with each other.

We must make a conscious effort in the course of work to look beyond data, interfaces, and standard messages, and to connect up with people. Automation provides us with the data and workflows, so that we can customise our touch points better; so that we have time to do the more important things; and not so that we can disregard humans and get lost in the data.

It is the great responsibility of leaders to help maintain these priorities in organisations. Empathy and being able to establish meaningful connections, is what will differentiate great leaders and organisations.

A fusion of tech and warmth in onboarding

Today, HR leaders are innovating to use technology to bring a 'wow' human experience to their new team members. Personalised onboarding processes for new joiners, a virtual office tour guided by colleagues, and a one-on-one video call with superiors are some examples that companies are using to nurture a sense of belonging among the employees.

Contd...

Real-time insights for real-time engagement: rethinking employee feedback

Traditional annual surveys are now being replaced by real-time advanced analytics. This shift in approach allows HR leaders to gauge employee sentiments as they evolve, enabling them to promptly address concerns and celebrate achievements together. Engaged employees are not only passionate about their work, but they are also more dedicated to contributing their best efforts toward the company's success.

By embracing HR innovation to listen to our employees better and more often, we communicate to our employees that their voices matter and their well-being is our topmost priority. This real-time feedback loop nurtures a culture of open communication and shared growth.

Preparing workforce for technological changes through upskilling

Learning and development of the workforce is the biggest growth enabler for any organisation. Providing customised, individualised learning journeys, and constant upskilling & reskilling options is the only way to make people ready for the challenges of a rapidly evolving world.

The fusion of technology and personal engagement has given rise to a dynamic learning culture in organisations, truly transforming them into 'learning organisations.

Addressing technology concerns and deploying technology for the benefit of the organisation

Employees at all levels have concerns about data privacy, biased systems arising from biased data inputs, large scale and disrupting changes, and lack of personal warmth in a global work environment.

The role of HR leaders thus extends beyond implementing technology to ensure constant and clear communication, address insecurities and fears, and help employees cope with rapid changes in their lives and at work.

Leaders must work as coaches and help employees look after their financial, physical, mental, and social health. Technology can be a great enabler, helping employees make meaningful connections and forge communities within the organisation.

We should remember that technological innovations are to be deployed for reducing monotonous and routine tasks. We have a great opportunity to use technology to reaffirm the human touch and human connect. The only irreplaceable factor at workplaces is the warmth and regard we have for fellow humans.

It is finally about leveraging technology to enhance our ability to care, understand, and engage with our people. HR leaders should remain committed to striking this harmonious balance. We are living in exciting times, and as leaders we can ask ourselves at the end of each day, "How am I optimising work methods in the organisation, deploying technology?" or, "How am I enabling people connects to run the organisation better?" and "How am I deploying technology to help each person to work to their full potential?"

<https://bwpeople.in/article/the-human-connect-in-the-age-of-ai-511370>



NIIT Learning Systems Q3 Earnings: Margin Outperformance And Strong Future Outlook

Updated Jan 31, 2024 | 04:22 PM IST



Vijay K Thadani, Co-Founder, NIIT and Vice Chairman & MD, NIIT Learning Systems Ltd, discusses the company's robust Q3 performance. With sustained growth in the second half, Vijay K Thadani, anticipates continued quarter-on-quarter growth and profitability. EBITDA margins at 24% exceed the 20% goal. The addition of two MTS contracts brings the total to 86, with a revenue visibility of \$348 million. Vijay K Thadani, notes strong demand in AI, digitalization, and change management sectors. While expecting margins to decrease next year due to increased investments, the current focus is on maintaining the 24% margin. #niitlearning #vijayktadani #q3results #earningsreport #businessgrowth #ebitdamargins #corporateperformance #mtscontracts #digitalizationtrends #aiineducation

<https://www.etnownews.com/videos/niit-learning-systems-q3-earnings-margin-outperformance-and-strong-future-outlook-vijay-k-thadani-video-107292780>

NIIT Learning Systems Q3 Results - Outperformance and Strong Future Outlook by Sapnesh Lalla, CEO and ED



<https://www.youtube.com/watch?v=s90gJqWnc-U>

NIIT Learning Systems Q3FY24 | Vijay K Thadani CNBC Bajar | Earnings | Nifty IT | Stock in News

NIIT Learning-Q3FY24 (QoQ)	
नफ़ा (₹Cr)	आय (₹Cr)
56.8	391.3
▲ 21%	▲ 2%
46.9	381.9
NIIT Learning	465.80 ▲ 44.85

INTERIM BUDGET COUNTDOWN
0 DAY 20 HOUR 15 MIN

WATCH LIVE /cnbcbajar /CNBCBajar cnbc_bajar
gujarati.moneycontrol.com CNBCBajar STAY UPDATED

<https://www.youtube.com/watch?v=1HS5W0SJ8Qc>

HT Hindustan Times

Budget 2024: Here's what stakeholders expect for higher education in India

Jan 31, 2024 11:28 AM IST



NEP mainly aims to achieve the establishment of at least one large multi-disciplinary higher education institution in every district, improving accessibility, increase in research & innovation and expanding the vocational training of the students. ((Raj K Raj/HT Photo))

NEP sets a target of achieving a 50% Gross Enrolment Ratio in higher education by 2035.

The Finance Ministry allocated Rs. 1.12 lakh crore to the education sector for the fiscal year 2023-24. Of which the Department of Higher Education was allocated Rs. 44,095 crore.

The allocated amount received by the Department of Higher Education is used to fund central universities, IITs, NITs, and other centrally funded universities. Funding for higher education regulators UGC and AICTE, grants and scholarships for research are among the functions carried out by the Department of Higher Education.

"I look forward to the forthcoming budget with the expectation that it will align with NEP 2020. A

substantial increase in budgetary allocation for education, from 2.9% to 6% of the GDP, is crucial for the policy to deliver its full potential and attain national objectives on the path to global leadership," said **Rajendra S Pawar, Chairman and Co-Founder, NIIT Group.**

Institutional Restructuring

The National Education Policy (NEP) 2020 sets a target of achieving a 50% Gross Enrolment Ratio (GER) in higher education by 2035. This would require intensive institutional, infrastructural and policy changes to align with the mandates in NEP.

"In the upcoming budget, we anticipate a significant emphasis on elevating higher education. This entails a strategic allocation of augmented funds towards infrastructure development, research endeavors, and skill enhancement initiatives. The infusion of additional financial support is poised to empower educational institutions to revamp facilities, embrace cutting-edge technologies, and attract top-notch faculty. This increased funding not only fortifies institutions but also plays a pivotal role in augmenting the overall quality of education, nurturing a highly skilled workforce," says Dr Yajulu Medury, Vice-Chancellor, Mahindra University.

Vocational Training

In the context of the higher education arena in the country, NEP mainly aims to achieve the establishment of at least one large multi-disciplinary higher education institution in every district, improving accessibility, increase in research & innovation and expanding the vocational training of the students.

With NEP setting targets of achieving 50% GER in higher education, employment and job opportunities for the graduates will have to be addressed. This is where vocational training for students comes into play.

"The government's efforts in implementing skill development programs have set the stage for positive change. However, there is a need to strengthen industry-academia collaboration for better alignment of academic curricula with the evolving job market. Moreover, prioritising financial support for Academic-Industry Collaboration is crucial, as it serves to forge robust connections between educational institutions and industries. This

Contd...

strategic emphasis ensures that academic curricula stay abreast of the ever-evolving demands of the industry, thereby nurturing a workforce equipped with agility, adaptability, and preparedness for future challenges. Additionally, it's important to extend support to COA-approved Institutes with larger research grants akin to those provided to AICTE. This will foster innovation and excellence in education," says Dr Prof Anand Achari, Principal, Vivekanand Education Society's College of Architecture.

Research and Innovation

Research and innovation will step up our game in pushing our education sector as a global study destination. In the 2023-24 fiscal year, the total expenditure budget for Research and Innovation was Rs. 210.61 crore.

Statutory bodies University Grants Commission (UGC) and All India Council for Technical Education (AICTE) were allocated Rs. 5,360 crore and Rs. 420 crore, respectively. Indian Institutes of Technology (IITs) was allocated Rs. 9,661.50 crore and NITs and IIST were allocated Rs. 4,620 crore.

"In anticipation of the upcoming budget, I propose a few key areas of focus. Establishing a National Design Research Fund will support innovation and attract talent, improving faculty development and infrastructure. Addressing the faculty shortage by incentivising the hiring of foreign faculty members can enhance the quality of design education. Encouraging collaboration between design institutions and industries through tax incentives will provide valuable opportunities for students. Additionally, increasing scholarships and grants is crucial for making design education accessible to diverse backgrounds, ensuring that talent from all walks of life contributes to our creative landscape. Additionally, creating an innovation ecosystem, leveraging cultural heritage, and aligning India's design policy with global trends are vital," says Dr Sanjay Gupta, Vice Chancellor, World University of Design.

Access to Higher Education

Improving the inclusivity and accessibility of students to higher education, especially from rural areas is imperative. Improving access to education among members of socio-economically disadvantaged groups like SC and STs is also being discussed by experts.

Bridging the digital divide, increasing the exposure and availability of digital learning are some aspects that the stakeholders believe focus should be laid upon for the next fiscal year.

"Addressing issues like gender disparity, access to quality education in rural areas, and the need for increased investment in education are crucial in achieving equitable and inclusive education for all," says Shweta Sastri, Managing Director, Canadian International School, Bangalore.

Student Loans

Experts believe giving the student community relief on student loans can help in favour of the education ministry as a large section of people rely on them to pursue their studies. A favourable decision in terms of student loans can also help students who look forward to studying abroad for their higher studies.

"There is a need to upscale the education system to attract more foreign students to the country and India should be promoted as a global study destination. A large part of the population depends on educational loans to pursue their studies. Hence, encouraging more students to take up their course of interest with lower interest rates on such loans is essential for their optimal growth and development," says Shweta.

"It is expected that the budget will address the concerns surrounding the Tax Collected at Source (TCS) rate, which directly impacts students studying abroad. Especially curious about possible ways to reduce TCS's influence on remittances for costs associated with education. Options like zero forex international cards, which are free from TCS up to Rs. 7 lakhs annually, would be very helpful for students who are struggling financially. To mitigate the effects of TCS on tuition and travel expenses, the budget may guide parents who are sending money overseas for their children's education. It may also encourage responsible financial decisions. Also, we anticipate budgetary proposals that would increase the availability of student loans. It's laudable that the Gross Enrollment Ratio (GER) should reach 50% by 2030, and we're interested to see how the budget will help achieve this goal," says Raghwa Gopal, CEO of MSM Global.

<https://www.hindustantimes.com/education/news/budget-2024-heres-what-stakeholders-expect-for-higher-education-in-india-101706182749826.html>

mint

Budget 2024 expectations: From tax exemptions to lower GST, what education sector needs to achieve Viksit Bharat goals

2 min read 31 Jan 2024, 03:35 PM IST

Budget 2024: Experts suggest that the education budget should prioritise AI and technology integration, bridge digital divide, provide tax exemptions and lower GST rates, and offer reduced interest rates on educational loans.



Budget 2024: Suggestions for the education budget include tax exemptions, lower GST rates, increased budgetary allocation for education, enhanced Mid-Day Meal programme and subsidised millets through the Food Corporation of India.

Union Finance Minister Nirmala Sitharaman will present the Interim Budget 2024-25 on February 1. The full Budget for FY25 will be presented after the formation of the new government following the general elections. The Interim Budget will contain details about the estimated receipts and the expenditure of the government until the formation of the new government.

Here is what experts expect for the education sector from the Interim Budget:

Viksit Bharat

Galgotias University CEO Dr Dhruv Galgotia said he eagerly anticipates a budget that not only prioritises education but harmonises seamlessly with the ambitious Viksit Bharat vision. Galgotia further expressed

the crucial need for a budget that integrates AI and technology into education.

Infinity Learn CEO Ujjwal Singh said, "The onus of Viksit Bharat 2047 rests on the shoulders of our youth in India.... Bridging the digital divide is imperative, and we propose fortifying the digital backbone of educational institutions across the nation. Our plea includes substantial support to make education accessible and inclusive for all."

"We seek tax exemptions and lowered GST rates, aligning with our mission to narrow the educational gap. Additionally, reduced and subsidised interest rates on educational loans are crucial for fostering optimal growth and development within the education sector," he added.

Online higher education

According to UNIVO Education CEO Siddharth Banerjee, given the importance of online education, the government will surely consider relevant tax exemptions and lower GST rates to bridge the skill gap, along with encouraging reduced and subsidised interest rates on educational loans. "Online higher education in India goes across socio-economic strata, and metro and tier 2-3-4 cities and we look forward to continued support from the government," he noted.

Contd...

NEP 2020

Chairman and co-founder of NIIT Group Rajendra S Pawar said, "I look forward to the forthcoming budget with the expectation that it will align with the National Education Policy 2020. A substantial increase in budgetary allocation for education, from 2.9% to 6% of the GDP, is crucial for the policy to deliver its full potential and attain national objectives on the path to global leadership."

Mid-day meal scheme

Chairman of the Akshaya Patra Foundation, Madhu Pandit Dasa said, "We suggest further enhancements to the Mid-Day Meal programme in the upcoming budget. An extension of the meal scheme to include breakfast, in addition to the current lunch offerings, would greatly benefit the children, providing them with the necessary energy and nutrition to start their day. Additionally, expanding the scope of this programme to cover students in higher grades, particularly 9th and 10th."

Madhu Pandit Dasa further added, "We recommend that the government facilitate the provision of millets through the Food Corporation of India at subsidised rates."

In the financial year 2023-24, the education sector received its highest-ever allocation of Rs.1.12 lakh crore against FY 2022-23 budget allocation of Rs.1.04 lakh crore. FY 2023-24 budget included Rs. 68,804 crore allocation for school education, Rs. 44,094.62 crore allocation for higher education and Rs. 37,453 crore allocation for the Samagra Shiksha Abhiyan.

Unlock a world of Benefits! From insightful newsletters to real-time stock tracking, breaking news and a personalized newsfeed - it's all here, just a click away!

<https://www.livemint.com/education/budget-2024-expectations-from-tax-exemptions-to-lower-gst-what-education-sector-needs-to-achieve-viksit-bharat-goals-11706682927411.html>

BW EDUCATION

www.bweducation.com

Anticipating The Next Phase Of Edtech Growth

Rajendra S Pawar | Jan 04, 2024



Introduction:

The digital transformation triggered by the pandemic has significantly reshaped how employees enhance their skills. The demand for accessible and flexible learning solutions has fueled the rise of EdTech, turning it into a transformative force for personal and professional growth. This evolving ecosystem empowers individuals to navigate the dynamic digital landscape and reach their career goals. According to a recent report by PGA Labs and IVCA report, India's education sector is projected to grow from US\$ 117 billion in 2020 to US\$ 225 billion by 2025.

Trends in EdTech space:

Tech upskilling is undergoing a notable revival, marked by trends like personalised learning driven by artificial intelligence and machine learning. EdTech platforms break down knowledge into bite-sized content, offering micro-courses and video tutorials for on-the-go learning. Gamification adds a playful element, making upskilling an engaging adventure. The future of tech upskilling is now a tangible reality, marked by transformative trends.

Influence of Edtech on people and the industry at large:

EdTech platforms are revolutionising IT upskilling, providing unparalleled access to tailored educational resources. Digital learning, guided by sophisticated algorithms, enables individuals to acquire cutting-edge skills for career growth or personal fulfillment. This trend is creating abundant opportunities for learners and industry professionals alike. According to PwC's Startup Deals Tracker report, Edtech platforms make up nearly 50 per cent of users' total study hours. The upskilling and online K-12 tuition segments are projected to grow at a CAGR of 30 per cent by 2030. This intersection of education and technology fosters collaborations, allowing both sectors to leverage strengths and drive the industry toward new heights. Embracing EdTech is not just about personal upskilling; it's a strategic investment in the future of the tech sector.

Important things to keep in mind:

The potential of EdTech for the Indian tech workforce is not in siloed solutions, but in its harmonious integration with existing educational systems. As we step into 2024, the focus will shift towards fostering seamless learning experiences, where technology complements

Contd...

traditional classroom instruction and enhances the overall learning journey. This seamless interconnectivity will not only offer greater flexibility but also deepen the understanding and retention of valuable skills. As India's digital infrastructure undergoes a transformative surge, the EdTech and employee upskilling sectors stand poised for a revolution in 2024. Initiatives like Digital University and expanded rural internet access open vast horizons for EdTech companies, connecting them with previously unreachable learners. EdTech growth in India largely hinges on two key pillars: seamless integration and equitable access. By fostering a learning ecosystem where technology enhances traditional pedagogy and reaches unserved communities, we can equip the entire Indian workforce with the skills needed to navigate the ever-evolving tech landscape and ensure that the digital revolution leaves no one behind. By proactively addressing these challenges and capitalising on the digital infrastructure's potential, India can become a global leader in tech upskilling, empowering its workforce and driving future economic growth.

Current state of challenges and opportunities:

While the EdTech landscape in India has immense potential, it is not without its challenges. As we delve into 2024, some issues like data privacy demand our attention. Robust security protocols and unwavering transparency are pivotal to fostering trust within the industry and safeguarding sensitive employee information. Failure to prioritise data privacy could erode confidence and impede EdTech's growth trajectory.

In conclusion, while the future of EdTech in India is brimming with promise, it is imperative to acknowledge and address these emerging challenges. Through prioritising data privacy, we can navigate the complex landscape of EdTech and unlock its transformative potential for the Indian workforce and propel India's tech sector towards a brighter future.

What we expect in 2024:

As the Indian tech sector navigates the dynamic landscape of 2024, its future trajectory hinges on the upskilling and reskilling of its workforce. Fortunately, the horizon of EdTech promises a confluence of transformative trends poised to empower employees with the skills necessary to thrive in the digital age. One prominent trend is the intensification of lifelong learning. A 2023 report by NASSCOM suggests that personalised learning platforms can improve employee engagement by 25 per cent and productivity by 20 per cent. EdTech platforms, powered by AI and data analytics, will personalise learning paths, recommend relevant content and provide adaptive assessments, ensuring that every employee receives the most impactful upskilling experience. Collaborations between EdTech companies and tech businesses will lead to the development of industry-aligned training programmes and certification courses, ensuring that employees acquire the skills most relevant to their current roles and future career aspirations. This collaborative approach will be pivotal in creating a future-proof workforce that can adapt to the ever-evolving demands of the Indian Job sector.

<https://bweduction.com/article/anticipating-the-next-phase-of-edtech-growth--504680>



Unlock With NIIT

NIIT

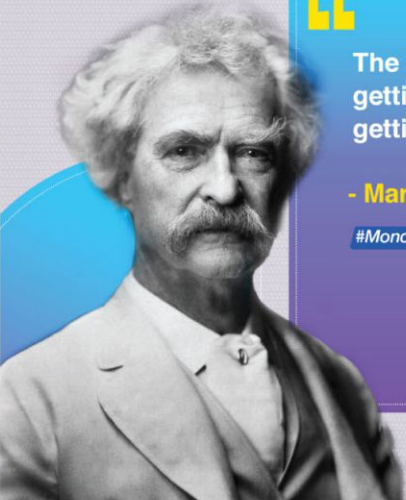
“

Don't watch the clock; do what it does. Keep going.

- Sam Levenson

#MondayMotivation

”



Unlock With NIIT

NIIT

“

The secret of getting ahead is getting started.

- Mark Twain

#MondayMotivation

”



Unlock With NIIT

NIIT

“

You are never too old to set another goal or to dream a new dream.

- C.S. Lewis

#MondayMotivation

”



Unlock
With NIIT

NIIT



Unlock
With NIIT

NIIT



Unlock
With NIIT

NIIT

Lend a helping hand to the
other inhabitants of our planet

#WorldWildlifeDay



Unlock
With NIIT

NIIT

With HER education, dedication, and passion...

She is empowHERing the world!

#NationalWomensDay



Unlock
With NIIT

NIIT

Ready for any weather
thanks to the forecast of the
World Meteorological Organization

#WorldMeteorologicalDay

Unlock With NIIT

NIIT

“ Our flag does not fly because the wind moves it, it flies with the last breath of each soldier who died protecting it. ”
- Anonymous



#National Security Day

Unlock With NIIT

NIIT

Let this harvest season bring innovative ideas
And light your path with success



#HappyLohri

Unlock With NIIT

NIIT



Honoring the Contribution
of those who keep the world's commerce flowing

#NationalMaritimeDay

Unlock
With NIIT

NIIT



Quit Today for a Better Tomorrow....
#NoSmokingDay

Unlock
With NIIT

NIIT



EQUAL & FAIR SERVICE
TO ALL
#ConsumerRightsDay

Unlock
With NIIT

NIIT

Wishing you colorful moments
of growth and learning ahead!

HAPPY HOLI



NIIT

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

85, Sector 32 Institutional, Gurgaon 122 001 (India)

Ph: +91 (124) 4293000 Fax: +91 (124) 4293333 website: www.niit.com

Follow us on www.twitter.com/niittd, facebook.com/NIITLimited and linkedin.com/company/niit-limited