

# Get serious, fast, about self-skilling: Nasscom

AYAN PRAMANIK

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Nasscom, the information technology (IT) sector's apex association of companies, has said both people in and those wanting to get in to the industry need to look at self-learning to stay relevant.

"It is no more going to be like, Infosys will take you to their Mysore campus, train for three to six months and then you come back and get job-ready. Today, it is on-the-job training, go do a big data analytics programme, do something on virtual reality, get certified. While the employer's responsibility is obviously to show where the future is and what kind of skill development can exist within the company and outside, in today's environment the individual has to be equally worried about his or her future," said

Sangeeta Gupta, senior vice-president of Nasscom at an event here.

Introduction of automation and technologies such as Artificial Intelligence are prompting firms to release software engineers from repetitive work. A recent McKinsey & Co report says almost half the 3.7 million working in IT companies would become "irrelevant" over the next three to four years. Gupta says employers might have budgets for retraining on new skills but the "focus has to be a lot about self-learning".

Both large and midsize companies in the sector have begun reskilling their staff in different ways. Gupta, however, stresses that employees have to be aggressive about this, their own skill development, to establish that they can deliver at a time when the growth is

faster in digital technologies like AI or machine learning.

Tata Consultancy Services, the country's largest software exporter, has spoken of retraining 100,000 people in digital technology skills. Infosys, the second biggest, has created a Design Thinking platform; Wipro, the third, has developed its own reskilling modules. Showing, says Nasscom, that the industry is looking at "skill and not only scale".

Pravin Rao, operations head at Infosys, recently said even 15-20 years of experience might not suffice as the only credential for an engineer to grow. "It is important to learn some of the new technologies."

Nasscom is going to make its own leadership resource centre available online in the next 45 days.

