

Sapnesh Lalla, CEO, NIIT Ltd.
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Sapnesh Lalla, CEO, NIIT Ltd., a global leader in skills and talent development, offering broad-based education, individuals in over 40 countries. Prior to his appointment as CEO, Sapnesh served as the President of NIIT's Global Business. He led critical initiatives for the expansion of the company in North America and Europe including a K. Under his leadership, NIIT has grown to become a leading global learning outsourcing solutions provider with 15 offices in 15 countries. In an interview with Shweta Papatwari, Editor, IFL, Sapnesh Lalla, CEO, NIIT Ltd., said "We expect business to continue to grow. NIIT offers training and development solutions to Individuals, Enterprises, and Institutions. NIIT has three main lines of business: Skills & Career Business, and MindChampion Learning Systems Limited.

With a strong focus on assuming a leadership role in the Digital Learning World and to further accelerate NIIT's growth and profitability, the company has charted a focused business strategy to address Digital Transformation needs for individuals and corporate customers by offering training and consulting to help them re-invent themselves. The **Training.com** learning platform, is a pioneering initiative for advanced career programs, which are delivered live by industry experts in an immersive instructor-led classroom with the convenience of accessing the training sessions from anywhere. The programs are targeted at working professionals by enhancing their knowledge of the latest concepts through programs offered from premier institutes like IIM Calcutta, DMI Ireland, and edX. Other key offerings include **StackRoute** which focuses on creating Digital Innovators by building an elite breed of full-stack programmers. **DigiNXT** which offers aspirational programs in the fast-evolving digital marketing & branding, data analytics & predictive modeling, financial services & futuristic IT services to help undergraduates and graduates build a challenging career in the digital economy. NIIT plans to train 60,000 youth over the next two years in these programs. We have also unveiled a series of aspirational **Career Programs** guided by the choices of the industry to address the changing workforce needs that offer aspirational programs in the fast-evolving digital marketing & branding, data analytics & predictive modeling, financial services & futuristic IT services to help undergraduates and graduates build a challenging career in the digital economy. NIIT plans to train 60,000 youth over the next two years in these programs. We have also unveiled a series of aspirational **Career Programs** guided by the choices of the industry to address the changing workforce needs that offer aspirational programs in the fast-evolving digital marketing & branding, data analytics & predictive modeling, financial services & futuristic IT services to help undergraduates and graduates build a challenging career in the digital economy. NIIT plans to train 60,000 youth over the next two years in these programs.

NIIT announces 27th Bhavishya Jyoti Scholarship (BJS) for Graduates and Under Graduates

NIIT Limited has announced the 27th edition of its Bhavishya Jyoti Scholarship (BJS) for graduates and under-graduates. The scholarship is aimed at rewarding meritorious students of leading educational institutions across India. Based on the student's performance in an aptitude test, NIIT will be offering scholarships across the country for the year 2018-19. The scholarship programs include Digital Marketing, Branding and Finance, Data Analytics, Accounting & Business Analytics along with scholarships in other career verticals. The scholarship is available to a select number of students across the country. In addition to students who have completed their Class 10 or equivalent, candidates from schools, colleges, and universities are also eligible for the BJS Scholarship. The scholarship is available at NIIT education centers across the country.

Online education in India is estimated to be a \$1.96 billion industry by 2021. KSHITU JAIN shares online education trends that are mostly likely to dominate in the coming year

ONLINE EDUCATION TRENDS

Online education in India is estimated to be a \$1.96 billion industry by 2021. KSHITU JAIN shares online education trends that are mostly likely to dominate in the coming year.

Online education is a rapidly growing sector in India. The market is expected to reach \$1.96 billion by 2021. Key trends include:

- MOOCs (Massive Open Online Courses):** These are gaining popularity due to their flexibility and cost-effectiveness.
- EdTech Startups:** Numerous startups are offering innovative learning solutions, such as gamification and personalized learning paths.
- Corporate Training:** Companies are investing in online training for their employees to improve skills and productivity.
- Government Initiatives:** The government is promoting online education through various schemes and policies.

VIEW POINT

TALENT VS TECHNOLOGY – THE WAR WITHIN

By Neeraj Gupta, Head, Career Education Business, NIIT Limited

NIIT Limited, a global leader in Skills and Talent Development, offers multidisciplinary learning management and consulting solutions worldwide to corporations, institutions, and individuals in more than 40 countries. The company's motto is "Empowering the world through learning, building confidence among its staff, and comprehensive service of future development."

Which is more important - Technology or Talent? The answer lies in the balance.

It is a great time for technology to bring change just about everything - the way we live, we learn, we produce and we interact. It is a time when technology is changing as a feedback loop, every organization is spending a large amount of their budget on adopting new technologies. However, while people are concerned about AI taking over their jobs, the reality is that AI is not a threat to jobs. It is a tool that can be used to enhance productivity and efficiency. The key is to ensure that the workforce is equipped with the skills to work alongside AI.

Coming a Full Circle

There are all the best talent in the world, but they are not being utilized. The reason for this is that the education system is not providing the right skills. We need to focus on developing the skills that are in demand in the industry. This includes technical skills, soft skills, and leadership skills. We need to ensure that our graduates are not just job seekers, but job creators.

MLSL Organises Principals' Symposiums To Highlight The Importance Of 21st Century Learning Skills In School Curriculum

Principals from 100+ leading schools participate in the symposiums.

MindChampion Learning Systems Limited (MLSL), NIIT's wholly owned subsidiary for its K-12 school learning initiative, organised Principals' Symposiums in Hissar, Jodhpur, Tirunelveli & Nagpur to highlight the importance of 21st century learning skills in school curriculum.

The symposiums were conducted by Renowned educationists Archana Thakar, Jyoti Khaty & Sit Umamaheswaran. The sessions and hands-on exercises with principals to highlight the importance of modern techniques in education. NIIT hopes to elaborate on their holistic range of School Learning Solutions which aims to make the vital process of teaching and learning simpler and more effective.

The best employ for new-age jobs are the highly-skilled ones who can make the most of technological

NIIT

NIIT in the News

Oct - Dec 2018

NIIT University chairperson Dr Karan Singh addresses 10th annual lecture

NIIT University chairperson Dr Karan Singh addressed the 10th Annual Lecture of NIIT University in Neemrana on Saturday. The lecture was titled "The Relevance of Vedanta in Higher Education". Dr Singh, a former member of the Rajya Sabha, emphasized the importance of Vedanta in shaping the character and values of students. He stated that Vedanta is not just a religion, but a philosophy that can guide us in our daily lives. The lecture was attended by a large number of students and faculty members.

StackRoute, a digital transformation partner for corporations, has won the Leading Innovation Award for Enterprise Digital Leadership

StackRoute, a digital transformation partner for corporations, has won the Leading Innovation Award for Enterprise Digital Leadership. The award was presented by the Digital Leadership Council (DLC) at the 2018 Digital Leadership Awards ceremony in New Delhi. StackRoute was recognized for its innovative solutions in helping enterprises optimize their digital operations and improve their customer experience.

StackRoute, an NIIT incubated venture, runs programming, quality-engineering and digital architect services bootcamps

StackRoute, an NIIT incubated venture, runs programming, quality-engineering and digital architect services bootcamps. The bootcamps are designed to provide intensive training and hands-on experience to students. The programs cover a wide range of topics, including web development, mobile app development, and data science. The bootcamps have a high success rate, with many graduates securing jobs in the industry.

NIIT University, Neemrana, Rajasthan

The University of the Future

NIIT University is playing a leadership role towards building competencies for the future to meet the requirements of the industry. The university has adopted a forward-looking approach and teaching methodology to help students chart successful careers in the fast-evolving digital economy.

Prof Sant Khanna, Vice President, NIIT University

Prof Sant Khanna, Vice President of NIIT University, discussed the university's vision for the future. He emphasized the importance of continuous learning and skill development in a rapidly changing world. He stated that NIIT University is committed to providing a world-class education that prepares students for the challenges of the future.

100% UG PLACEMENT AT NU

NIIT University (NU) has achieved 100% placement for its graduates in BTech - CSE, ECE, Biotechnology and MTech - GIS, five years in a row. This is a testament to the university's focus on providing quality education and industry-relevant skills. The university has established strong ties with various industries, which has helped in securing placements for its students.

NIIT Ltd. Appoints Bimaljeet Singh Bhainas As President - And Careers Business (SNC) India Operations

NIIT Limited has appointed Bimaljeet Singh Bhainas as the President of its Careers Business (SNC) India Operations. Bimaljeet brings with him a diverse career experience of over 2 decades that spans roles focused on building and scaling businesses. He is an MBA from Sybil of International Business, Pune and an alumnus of the Chicago Booth Accelerated Development Program.

Bimaljeet Singh Bhainas is the President of NIIT's Careers Business (SNC) India Operations. He has over 20 years of experience in building and scaling businesses. He is a graduate of the Chicago Booth Accelerated Development Program. Bimaljeet is passionate about helping students achieve their career goals and is committed to providing high-quality training and support.



Sapnesh Lalla, CEO, NIIT Ltd.

The company has charted a focused business strategy to address Digital Transformation needs for individuals and corporate customers by offering training and consulting to help them re-invent themselves & their organizations.

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Sapnesh Lalla, CEO, NIIT Ltd., a global leader in skills and talent development, offering broad-based education and training solutions to corporations, institutions, and individuals in over 40 countries. Prior to his appointment as CEO, Sapnesh served as the President of NIIT's Global Corporate Business, which constitutes ~70% of NIIT's total business. He led critical initiatives for the expansion of the company in North America and Europe including significant acquisitions such as Cognitive Arts and Element K. Under his leadership, NIIT has grown to become a leading global learning outsourcing solutions provider with its Managed Training Services offering. Sapnesh is now in his 25th year at NIIT and has served in India and USA.

In an interaction with Shweta Papriwal, Editor, IIFL, Sapnesh Lalla, CEO, NIIT Ltd., said "We expect business to continue on its journey of improving growth and profitability."

Kindly elaborate on the products offered by NIIT.

NIIT offers training and development solutions to Individuals, Enterprises, and Institutions. NIIT has three main lines of business across the globe – Corporate Learning Group, Skills & Career Business, and MindChampion Learning Systems Limited.

With a strong focus on assuming a leadership role in the Digital Learning World and to further accelerate NIIT's growth and profitability, the company has charted a focused business strategy to address Digital Transformation needs for individuals and corporate customers by offering training and consulting to help them re-invent themselves & their organizations.

The **Training.com** learning platform, is a pioneering initiative for advanced career programs, which are delivered live by industry experts in an immersive and interactive online mode, combining instructor-led classrooms with the convenience of accessing the training sessions from anywhere. The programs are targeted at working professionals who want to take their careers to the next level by enhancing their knowledge of the latest concepts through programs offered from premier institutes like IIM Calcutta, DMI Ireland, and edX.

Other key offerings include **StackRoute** which focuses on creating Digital Innovators by building an elite breed of full-stack programmers; **DigiNXT** which addresses the urgent need to help India's IT Services industry source fresh staff as well as retrain 4mn of their existing staff into Digital Developers.

We have also unveiled a series of aspirational **Career Programs** guided by the choices of the industry to address the changing workforce needs that digital transformation has brought forth. On offer are aspirational programs in the fast-evolving digital marketing & branding, data analytics & predictive modelling, financial services & futuristic IT streams. These programs have been designed to help undergraduates and graduates build a challenging career in the digital economy. NIIT plans to train 60,000 youth over the next two years in these new-age career programs.

NIIT announced a first-of-its-kind strategic initiative - **Talent Pipeline as a Service (TPaaS)**, to ensure the reliable availability of specifically skilled talent to global organizations to match the pace of expansion in today's fast changing and uncertain business environment. NIIT will train around 1,00,000 youth in three years for aspirational career opportunities in leading corporates in the IT & BFSI sectors through this initiative. TPaaS is garnering positive response from the industry and will be a focus area for the company.

What is your geographical presence like in India and globally? Which is the most revenue contributing geography?

We offer multi-disciplinary learning management and training delivery solutions to corporations, institutions, and individuals in over 40 countries. In India, we have about 200 education centres spread across the country.

Overall - The US is the highest contributing geography followed by Europe. USA + Europe contributed 71% in Q2, India was 22%, and RoW was 7%.

Corporate Learning Group or CLG is the largest contributor to NIIT's revenue and has had strong growth over the last few years as NIIT has moved away from the projects business to Managed Training Services. At the end of Q2, CLG had a visibility number of \$226mn and 40 MTS customers.

During the Q2, the Corporate Learning Group (CLG) recorded a net revenue of **Rs.161.6cr** up 28% yoy. It added one new MTS customer in Q2, **renewed contract with one, and expanded business with three existing customers.**

Kindly throw some light on the Skills & Careers business. What are the offerings in this business? What is your outlook for this going forward?

The Skills & Career Business delivers a diverse range of learning and talent development programs to millions of individual and corporate learners. Some of the key offerings of Skills & Career Business are as follows:

Career Programs for graduates and graduating students - Career Programs are guided by the choices of the industry to address the changing workforce needs that digital transformation has brought forth. On offer are aspirational programs in the fast-evolving Digital Marketing, Data Analytics, Financial Services & Futuristic IT streams.

Talent Pipeline as a Service (TPaaS) – TPaaS is a first-of-its-kind strategic initiative, to ensure reliable availability of specifically skilled talent to global organizations to match the pace of expansion in today's fast changing, uncertain business environment. NIIT has specifically created bespoke career programs for leading corporates in the IT & BFSI sectors as per their business needs.

Stackroute - StackRoute focuses on full-stack technologies (Java spring, .NET code, JavaScript – MEAN/MERN), emerging architectures, and design trends in the Digital Ecosystem. As a digital transformation partner, StackRoute works with large IT services and product engineering companies in building multi-skilled high performing full-stack developers.

Talent Pipeline as a Service (TPaaS) has 8 mandates from key customers. StackRoute and Training.com are gaining traction with customers, and the new career programs have shown an encouraging early uptake. Going forward, each will drive growth.

How is the placements vertical performing? What is the percentage of placements provided? Which are the top companies where you provide placements?

At NIIT, 10 students are being placed everyday. In the period from August 2018 to October 2018, we have placed 721 students from IT and 341 students from BFSI. Top recruiters are HDFC Bank, Kotak Mahindra Bank, Yes Bank, HDB Financials, Pinkerton, ATS, Spectrum Consultants, and many more.

How is the empanelment working for private as well as government schools? Which modules does NIIT offers to schools? What is the contribution of this segment to the overall revenue?

MindChampion Learning Systems Limited (MLSL) is providing technology-based learning to around private schools across India, reaching out to more than a million students. MLSL builds on the strong lineage of NIIT's School Learning business. The company is currently working with over 1,200 schools.

The futuristic NIIT Nguru range of learning solutions for schools comprises the following:

IT Wizard - An end-to-end teaching-learning solution from the pioneers of IT education in India, IT wizard aims at revolutionizing the way IT is being taught. IT Wizard Plus is designed to create an early exposure of technology amongst students.

Math Lab – Math Lab aims to change the way Mathematics has been taught in schools. This revolutionary approach towards student-centric explorative learning takes Mathematics hands-on, helping students learn the concepts in a fun & playful manner.

Interactive Classroom: ICR provides digital learning content for mainline subjects that teachers can use to improve learning inside the classroom.

Quick School - An integrated and comprehensive 'Education Resource Planning' software developed specifically for schools, the software is designed for the ease of use and developed keeping in mind the requirements of the school management.

Recently, MLSL launched "MY PALS ARE HERE" an engaging series based on Singaporean teaching methodology. Introduced in association with Marshal Cavendish Education, the series has been designed to build a strong foundation of mathematics and strengthen a child's conceptual understanding of the subject.

During Q2, MLSL added 51 school contracts. It also significantly enhanced the curriculum for NIIT Nguru MathPlus - a unique solution designed for fostering mathematical skills.

NIIT Nguru Practice Plus, an online solution for K-12 that enables continuous practice and assessment, now has over 4.1 lakh registered users and ~1.5 lakh parents.

Is there any capex planned for the next 2-3 years?

The planned capex includes investments in IP including courses, platforms, and automation tools and facilities for upcoming years.

How was the company's performance in Q2? What is your outlook for FY19?

During the second quarter, the company recorded a PAT of Rs25.9cr, up 104% yoy, and Net Revenue of Rs228.5cr, up 10% yoy. EBITDA was recorded at Rs21.9cr, up 23% yoy. Operating Margin stood at 10%, up 105bps yoy.

The Corporate Learning Group (CLG) recorded a net revenue of Rs161.6cr, up 28% yoy. It added 1 new MTS customer in Q2, renewed contract with 1, and expanded business with 3 existing customers. The Skills & Careers Group recorded a net revenue of Rs61.7cr and MindChampion Learning Systems Limited (MLSL) registered a net revenue of Rs 5.1 cr.

We expect business to continue on its journey of improving growth and profitability.

https://www.indiafoline.com/article/editorial-interviews-leader-speak/interview-sapnesh-lalla-ceo-niit-ltd-118122000220_1.html



Rajendra S. Pawar, Chairman & Co-Founder, NIIT Group talks about NIIT Ltd.'s Q2 results with ET NOW.

<https://www.youtube.com/watch?v=3BYCsgTKWQY>



Vijay K. Thadani, Vice Chairman & MD, NIIT Ltd. talks about NIIT's Q2 results with CNBC TV18

<https://www.youtube.com/watch?v=N3DshhhIqX0>



Sapnesh Lalla, CEO, NIIT Ltd. talks about NIIT's Q2 results with BTVI

<https://www.youtube.com/watch?v=dVvYVIR6Yz0>





Teaching in the Tech-zone

Published: November 12, 2018



Education has been undergoing a profound metamorphosis. Technology has become a great disruptor in the sphere of education with classrooms turning into great adaptors of various tech trends and models, writes Pradeep Narayanan, Head – Mind Champion Learning Systems Ltd. (MLSL), NIIT Ltd.

Gone are the days of the blackboards that were dusty and screechy. They have gradually been replaced by smart boards. Books and notebooks have to some extent found kindles, tablets or ipads taking over their presence too. Meticulous and colourful lesson plans and monthly planners now don't find any place in notebooks or files. School portals have become the one point stop for all the information and



Pradeep Narayanan, Head – Mind Champion Learning Systems Ltd. (MLSL), NIIT Ltd

communication, making the almanacs a thing of the past. Teachers who are embracing and adapting to these changes and new classroom styles are enhancing their old methods of teaching with the use of growing technology.

Lessons that spanned into reading texts and listening to their explanations over a series of classes can now be disseminated to the students using virtual reality in barely ten minutes. It has been observed that visual streaming of content along with classroom discussions does have a better impact and recall value on students. This, as compared to pure visual display of content where the interest loss is more, has found acceptance both amongst teachers and students. Also, in the traditional teaching method, education material was restricted to the classroom. But with new technology and apps, they have the freedom and choice to access the learning material and engage with their teachers from the comforts of their homes. This model of education can provide some assistance in the education sector where the demand far outstrips the supply of trained teachers.

Struggle for Solutions

The education system is facing a new challenge with every passing year to provide better education to more of the growing populace. And technology is proving to be a great disruptor by helping in this mission with newer tools and aids becoming a part of teaching and curriculum. A hybrid form of teaching and learning known as blended learning that involves both online as well as classroom learning, is becoming the norm.

With the online education industry projected to be at \$1.96 billion industry by 2021, as per a research conducted by KPMG along with Google search insights, blended learning is writing new chapters in the education system in the country. The research also indicated that the paid user base would grow 6X from 1.6 million users in 2016 to 9.6 million users in 2021, presenting a unique opportunity and market that can be explored. Technology is being used as a backbone by schools and teachers to encompass all the possible components required to service the present and future learning needs of schools.

A healthy combination of technology and traditional instructions has seen resounding success in classrooms across the globe. UNESCO estimates that India alone would need three million new teachers by 2030. To cater to such escalating demand, use of instruction models that make use of technology to become independent of certified teachers, is becoming the norm.

Scientific data has proven the success of blended learning making it the most acceptable and compatible model in the education domain. With every student learning at different paces, possess varied background knowledge and have varying memory capacities when they become part of a learning environment, blended learning allows them to alter their adaptability. Even for the educators, blended learning opens new vistas of growth, with teachers focusing more on delivery of targeted instructions.

Blend the trend

Though the traditional mode of face-to-face learning that has deep rooted traditions in the country cannot be replaced completely by technology, it has become pertinent to add on to the old techniques to bridge the gap between the students' skills and the demands from the industry. Additionally, educators or teachers get a respite from the mundane task of providing education through information overload but cater to individual interests and pace of learning along with monitoring the pace of success and learning. Such a system of education has elevated the teachers to a bigger role of mentors for their students. In return, the students too have an access to globally developed and industry relevant courses, adding on to their skills and giving them a higher rate of success of finding the right vocation.

While technology in education (ed-tech) may have crossed age-old barriers and opened new vistas for the future, the role of teachers and educators still holds an important key to the future of students. Several future technologies singularly or collectively may be able to do a better job than humans but that time has not come yet. While technology has and will be further aiding the educators to do a better job, the future definitely should have the teachers as the central agents being assisted with technology rather than putting ed-tech in the driver's seat.

The teachers will be needed to scrutinise, organise and plan which technology suits best for their students needs. With the students adopting the role of self learners, teachers in this tech enabled education environment have become more of a motivator and an instructional designer that must organise, design and plan in a manner so as to integrate technology most effectively in their classrooms. However, the bottom line is that technology in education needs to be used as a tool to assist teachers and educators and not replace them.

<http://digitallearning.eletsonline.com/2018/11/teaching-in-the-tech-zone/>

DATAQUEST

IT Training 2.0: Traditional Tech Skills Get Outdated

With traditional tech skills getting obsolete, IT training companies are offering new age courses tuned to the Digital age

AUTHOR: SOMA TAH - NOVEMBER 28, 2018

Organizations losing sleep over widening skills gap in digital Skills gap has always been a pressing issue in the tech industry and it has widened further in today's digital era. It's a fact that keeping the fingers on the pulse of the ever-changing technology landscape is not an easy task, not even for the IT leaders. A growing number of IT workers in the organizations also fear that their skill sets are becoming redundant faster.

But missing an opportunity can cause businesses to play catch-up while spotting the emerging technology trends and embracing them early can help organizations to get a competitive edge over others. A Capgemini and LinkedIn joint research report shows that despite having the highest proportion of digital talent(76 per cent), more than half of the organizations in India (64 per cent) today believe that the digital talent gap is hampering their transformation programs and that their organization has lost competitive advantage because of a shortage of digital talent.

Business leaders are aware of the talent gap and hence recognize the need to put talent development front and centre in their growth strategy.

Market Dynamics

The digital transformation activities within the organizations has created a number of Digital roles and spurred the demands for a number of digital skills like mobile app development, UI/UX, Big Data analytics, Cloud, Internet of Things, robotics process automation, Artificial intelligence/machine learning/Natural Language Processing, Augmented Reality/ Virtual Reality, cyber security, etc.

But switching to digital products and services is not easy as they often struggle to find enough people with the skills they need- which is why the market is seeing a surge in training and retraining efforts among the organizations.

The talent gap in the organizations are evident in terms of soft digital skills as well as hard digital skills. The two soft skills that are in most demand are customer-centricity and passion for learning, while the greatest gap exists for comfort with ambiguity and collaboration. Also more than half of organizations face a greater talent shortage in two hot digital skills, i.e. cybersecurity and cloud computing.

Vendor Play

Some of the key IT skills development companies in the market are NIIT, Aptech, Jetking, Skillsoft, Simplilearn, LearnQuest, Edureka, Pluralsight, Udacity, InfoSec Institute, NetCom Learning, ONLC, New Horizons, Coursera, Udemy, etc.

In today's fast-changing, uncertain business environment, organizations need talents skilled in digital technologies, and a talent pipeline with the capability to deliver specifically skilled talents 'Just-in-Time' can be really helpful for them. NIIT's Talent Pipeline as a Service (TPaaS) ensures reliable availability of specifically skilled talent to organizations. It encompasses all aspects involved in onboarding new talent, including talent acquisition, talent orientation, onboarding, and integration.

NIIT created bespoke career programs for leading corporates in the IT and BFSI sectors as per their business needs. It formed a strategic relationship with AI-powered Knowledge Cloud provider, EdCast. The two companies will collaborate in the areas of corporate training and consulting, learning management and administration, and content management and creation for businesses around the world.

NIIT also unveiled a series of aspirational Career Programs guided by the choices of the industry to address the changing workforce needs that digital transformation has brought forth. For the undergraduates and graduates, it has created aspirational programs in digital marketing & branding, data analytics & predictive modelling, financial services & futuristic IT streams. Training.com, a multi-modal learning platform by NIIT along with IIM Calcutta announced has built a portfolio of over 148 advanced courses including programs in Digital Marketing, Technology, Data Science, etc.

Market Outlook

As per a study estimate by ResearchAndMarkets.com, the global IT training market is likely to grow at 5.66 per cent CAGR during 2018-2022. e-learning will be a major growth driver in the market for the flexibility as well as the cost-effectiveness of it in comparison to traditional learning methods.

Designing an effective and relevant training programme in a rapidly evolving digital era, however, pose a serious challenge to the IT training providers. Although there's nothing wrong with the traditional learning methods with books, audios, videos, and podcasts, but in this era of personalized experiences, it has become crucial for the training solution providers to embrace new technologies such as analytics, AI, AR/VR for a hyper-personalized and immersive learning experience and to create an effective learning path for the learners as well.

One of the pioneers in this aspect is the AI startup volley.com. It has developed a knowledge engine to generate, synthesize, and recommend personalized content for learning and knowledge management applications, which is now being used by organizations to identify knowledge gaps in their workforce and design personalized learning solutions accordingly for them.

AR and VR, on the other hand, can be extremely useful for hands-on training in various aspects such as safety training in emergency settings, or shop floor management, etc.

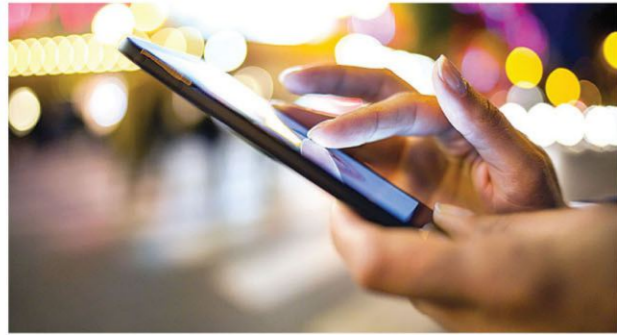
Leading IT Training Vendors (2018)	
NIIT	New Horizons
Aptech	ONLC
Coursera	Skillsoft
Edureka	Simplilearn
InfoSec Institute	Pluralsight
Jetking	Udacity
LearnQuest	Udemy
NetCom Learning	UpGrad

<https://www.dqindia.com/training-2-0-traditional-tech-skills-get-outdated/>

Back To The Basics

The digital marketing bubble has burst. It's time to return to the real brand story says Prateek Chatterjee, Senior VP, Corporate Communications & Marketing, NIIT Limited.

09 November 2018



Remember the Liril girl ad with the then-unknown Priety Zinta dancing under the waterfall? Or the Rasna girl's 'I love You Rasna', Zakir Hussain's 'Wah Taj' and 'Hamara Bajaj' ads that we lip synced to? These weren't advertisements – these were stories that carried the legacy of the brand on its shoulders. So entwined were the message, the tagline and brand that they not only hit a nerve but they even stood the test of time. Sad, they don't make them like these anymore.

Unfortunately so, in a world of Marketing Technology (MarTech), brand communication often takes a back seat. Everything now is about profiling the right audience and reaching them with customized messaging. However, in the last few months we've seen how the European Union's General Data Protection Regulation (GDPR) is protecting consumers' privacy and giving them greater control over how their data is collected. When India's Personal Data Protection Bill will be passed as a law, we too will see the enforcement of new set of regulations that will change the face of digital marketing entirely. Think of it, these laws are actually going against the grain of Artificial Intelligence, whose very premise is

Data driven analytics. When behavioral data collection through web, email cookies, location beacons, cross-device tracking, etc. will be curbed, what will happen to MarTech? How will digital Marketing communications channel their messages to the right audience? The answer is, with the constraints on unregulated data-collection practices, marketers will have to find newer ways to target digital ads, independent of accumulating large quantities of behavioral data. And this would mean bigger changes for the digital ecosystem in the years to come.

How did we get here?

I think we got here in the first place by merely cutting corners. Marketing has long been based on the principals of brand building, until recently when digital gave us a shortcut to everything. When the economy imploded ten years ago, Digital steadily came to the rescue and impacted a lot of industries. All of us, especially marketing and media got comfortable with the digital decadence of 'publish-learn-react' a bit too fast. Now we've been living in a content bull market and before we realised it, digital marketing became the buzzword that everyone kept swooning over. Someone out there kept promoting 'more the footprint, more the conversions' and so we kept running after quantity over quality. Then there were budget cuts – so we had to 'do more with less' without realizing that digital marketing is in fact riddled with problems. It makes us conditioned and limits our brilliance to think up something, throwing it out there, and waiting to see what happens without considering the consequence. When something goes wrong, most give a knee-jerk reaction – not realizing that the Internet never forgets.

Look at the recent marketing faux pas. Some of the best brands came across as ethnically and culturally insensitive, hurting customer emotions along the way. Most of these ads lacked self-awareness and an understanding of the market and its people. Doing so often make you misjudge the purpose of your brand in the eyes of the larger community – in the process, you end up losing both customers and money.

Let's press the reset button.

and go back to recalling the full plan. Understand that digital advertising is not just a cheaper version of print or TV advertising and since customer and not data is still the king, he gets to decide to keep or banish the brand or the platform. In a race for reach, most brands are missing the opportunity of creating meaningful, possibly long-term relationships with the right customers, because everyone is targeting a large number of people over a good conversation. Though likes and shares are one indicator, they can't tell us what lies beneath the engagement. Instead of running after the numbers, work on creating a brand ethos that creates brand evangelists and loyalists; these will never be swayed away by competitors. Brands today need to go beyond positioning and become purposive because branding is about the sentiment you create around your product or service. It is about who you are and what you stand for. Its value is both incalculable and priceless. A brand's equity is established over every customer interaction and every piece of content ever published. So with publish-learn-react, you're gambling with your reputation.

Tell your story

GDPR may just be that manna that frees us from the shackles of Data slavery. Sentiments and brand salience can once again occupy centrestage, meeting the unmet need, rather than giving people more of what we think they need. Now, the science of storytelling and brand performance will be an important one to learn. People want a meaningful connection with a brand.

Think of the deep relationships Apple or a Harley Davidson has with their customers. For them, it is all about Return on Experience (ROE), the true essence that makes a brand human for humans. In the long term, it results in a stronger brand allegiance and deeper emotional connection to a brand.

More recently, Nike showcased a powerful example of how PR and content marketing came together to make a compelling difference. Its campaign with Colin Kaepernick, the controversial quarter back from NFL – "Believe in something, even if it means sacrificing everything", resulted in an almost 50 percent increase in sales!

To be effective, brands must tap into the emotions of the consumer and do it with honesty. Go beyond showcasing products or services, to tell stories that make your brand more human. It doesn't have to be an exorbitant tale – just a simple thought or story is enough. Start with the 'why' and work back through the 'How' and 'What'. Use technology to your advantage and try to make it interactive, immersive experience that connects them with the history, purpose, and vision of a brand. Make consumers eager to become part of your success story.

Observe, ask questions, form hypothesis and create a long term brand plan that links sentiment to strategy and execution. The foundation of any good marketing, content, or communication plan is to be in relevant places, with relevant content and strategy to usher new waves of innovation. In situations like these, it is best to then learn the art of branding and digital marketing from the best institutes of the learning industry – ones who don't just offer run-off-the-mill digital marketing training that would be irrelevant in the next wave in technology.

Let's look at it this way then, in the absence of the luxury of data profiling under the data protection laws across the globe, marketing will experience a whiff of fresh air, where the focus shifts back to storytelling, content and creativity, rather than overt reliance on tools. We could see a resurgence of campaigns like the – Hutch Pug, Mc Donald's - "I'm lovin' it" or for that matter Fosters - Australian for Beer? Someone once said that a brand story is something that you feel between the ears. I for one am hoping that GDPR lets the fresh air in, so that we can breathe a little more deeply and freely.

<http://www.businessworld.in/article/Back-To-The-Basics-/09-11-2018-163858/>

NIIT Ltd. Appoints Bimaljeet Singh Bhasin As President - Skills And Careers Business (SNC) India Operations

Bimaljeet brings with him a diverse career experience of over 2 decades that spans leadership roles focused on building and scaling businesses. Bimal is an MBA from Symbiosis Institute of International Business, Pune and an alumnus of the Chicago Booth Accelerated Development Program.

17 December, 2018 by BW Online Bureau



NIIT Limited, an organization that works in skills and talent development segment has announced the appointment of Bimaljeet Singh Bhasin as the President - Skills and Careers Business (SNC) India Operations. Bimaljeet will be responsible for driving NIIT's Skills and Careers Business, which focuses on providing career-related learning and talent development programs to individuals and enterprises in India.

Bimaljeet brings with him a diverse career experience of over 2 decades that spans leadership roles focused on building and scaling businesses. Bimal is an MBA from Symbiosis Institute of International Business, Pune and an alumnus of the Chicago Booth Accelerated Development Program.

In his last stint, Bimaljeet was with Manipal Global Education as the Vice President and Head-Enterprise Business. Prior to Manipal Global, Bimal worked with Wipro Limited for over a decade where he held multiple leadership roles.

Welcoming Bimaljeet on board, Sapnesh Lalla, CEO, NIIT Limited said, "We are delighted to have Bimaljeet as the President of Skills and Careers Business (SNC) India operations. Over the last 18 months, SNC has launched a number of new products and initiatives that have started taking root and are now poised to become growth drivers for this business. With Bimaljeet's leadership acumen, we are confident that this will accelerate. I heartily congratulate Bimaljeet and we are sure that his appointment will give further thrust to the growth drive of NIIT."

Speaking on joining NIIT as President, Skills and Careers Business (SNC) India Operations, Bimaljeet Singh Bhasin said, "I am excited to join NIIT at a time when the career and workplace related learning is going through transformative changes. The industry is constantly evolving and with NIIT's 37 years of expertise in providing career focused learning solutions and my experience across the professional learning and talent development space, I am confident that we will chart a success story and take the company to greater heights."

About NIIT

NIIT is a leading Skills and Talent Development Corporation that is building a manpower pool for global industry requirements. The company, which was set up in 1981 to help the nascent IT industry overcome its human resource challenges, today ranks among the world's leading training companies owing to its vast and comprehensive array of talent development programs. With a footprint across 40 nations, NIIT offers training and development solutions to Individuals, Enterprises and Institutions. NIIT has three main lines of business across the globe – Corporate Learning Group, Skills & Careers Business and MindChampion Learning Systems Limited.

<http://bwpeople.businessworld.in/article/NIIT-Ltd-Appoints-Bimaljeet-Singh-Bhasin-As-President-Skills-And-Careers-Business-SNC-India-Operations/17-12-2018-165327/>

[SNC-India-Operations/17-12-2018-165327/](http://bwpeople.businessworld.in/article/NIIT-Ltd-Appoints-Bimaljeet-Singh-Bhasin-As-President-Skills-And-Careers-Business-SNC-India-Operations/17-12-2018-165327/)

NIIT University, Neemrana, Rajasthan

The University of the Future

"NIIT University is playing a leadership role towards building competencies for the future to meet the requirements of the industry. NU's approach and teaching methodology help students chart successful careers in this fast-evolving digital economy."

– Prof Sunil Khanna, Vice President, NIIT University

What is the idea behind inception of the NIIT University? How is it different from other institutes?

NIIT University (NU) has been developed as the University of the future, to provide exceptional education based on the four core principles that make learning industry-linked, technology-based, research-driven and seamless. The idea was to set up an example of what a 21st century University should be. Research is all pervasive in the university and so an undergrads start getting into research from the first year and start working on their projects along with PhD students so that research skills are built from the very outset. Education pedagogy principles are seamlessly implemented in the sense that a maths student will be exposed literature and history student will know a bit of maths. It is just the opposite of the prevailing compartmentalised education we are so familiar with. This seamless character is also evident in our campus design.

Do you also offer MBA programmes? How are your MBA programmes different?

The NU MBA is an innovative programme designed to create leaders of the knowledge economy who are capable of providing distinctive contribution to their organisations, while creating exceptional career opportunities for themselves. The programme has a specially-designed set of courses offered in the domains of Business analytics, Digital & Social Media Marketing and Banking, Finance & Fintech. This is probably the first MBA programme in the country that recognises the growing significance of these knowledge sectors

as a part of the curriculum.

NU also offers 4-year MBA (Integrated) programme to students just after their Class XII. This is an innovatively designed degree programme that combines two programmes – BBA and MBA. This offers students a comprehensive management education combined with in depth specialisation in a specific domain. During the course students also get mentored by an industry expert from the corporate world through Unique Mentorship Programme.

How is the placement process in the institute? What are your placement records?

NU is dedicated towards forging strong industry linkages as one of its core principles. This ensures that the University is connected with the best organisations and institutions, in India and globally. The Centre for Industry Collaboration (CIC) assists students in their endeavours to enrich their education, careers and lives and make lifelong contributions to society. NU has achieved 100% undergraduate placement last year.



India Today National, November 26, 2018

BW EDUCATION

NIIT University (NU) Announces Early Admissions For 2019

Announces early admissions for B.Tech – CSE, ECE, Biotechnology; 4 year Integrated MBA and 5 year Integrated M.Tech programmes. NU Scholar Search Programme provides scholarships to meritorious students and offers provisional admission even before Class XII exam.

29 November, 2018 by Prerna Lamba



NU has implemented very distinctive merit scholarship programme called the 'NU Scholar Search Programme'. Merit scholarships are available on first-come-first-served basis.

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) announces Early Admissions for its B.Tech programmes in - Computer Science Engineering, Electronics & Communication Engineering, Biotechnology along with 4 year Integrated MBA and 5 year Integrated M.Tech programmes. The last date to apply for Round 1 of Early Admissions is 22nd December 2018.

Students can apply online at www.niituniversity.in. At NU, admissions are processed through a unique Admission Interaction Process (AIP). AIP consists of three parts: Questionnaire, a test based on class XII subjects and Personal Counselling Interaction (PCI). The Personal Counselling Interaction between the applicants and their parents/ guardians with designated officials from NU is an important prerequisite. AIP can be scheduled as per

the student's preferred time, online or at any nearest AIP location.

Students applying for Early Admissions will get a Provisional Admission to the programme of their choice even before their Class XII exam. They will also get an opportunity to experience campus life at NU before joining the university through Camp Future – a unique 2-day programme at NIIT University for Class XII Students to experience the university life. To encourage and support meritorious candidates, NU has implemented very distinctive merit scholarship programme called the 'NU Scholar Search Programme'. Merit scholarships are available on first-come-first-served basis.

NU offers B.Tech programme with multiple specialisations. B.Tech – CSE offers specialisation in Data Science, Big Data Engineering, Cyber Security, Artificial Intelligence and Cloud Computing. B.Tech – ECE offers specialisation in Wireless Communication, Communications and Signal Processing, Internet of Things and Embedded Systems. B.Tech – Biotechnology offers specialisation in Environmental Biotechnology, Plant Biotechnology, Industrial Biotechnology, Contemporary Biotechnology and Bioinformatics.

Integrated MBA programme offers specialisation in Marketing & Marketing Analytics, Family Business and Entrepreneurship, Finance, Banking & Fintech, Business Analytics, Communication & Media Studies, and Digital & Social Media Marketing.

Prof. V. S. Rao, President, NIIT University, said, "With a vision to be a role model of learning, research, innovation and sustainability, for the knowledge society, NU provides a unique and seamless opportunity for students to transition from school to college. Early Admissions helps Class XII students to join NU even before their Class XII exam, experience college life and be stress-free."

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://bweducation.businessworld.in/article/NIIT-University-NU-Announces-Early-Admissions-For-2019/29-11-2018-164700/>



NIIT University (NU) Highlights 'The Growing Relevance of Vedanta' at the 10th Annual Lecture

Dr Karan Singh talks about the significance of Vedanta to a congregation of Scholars & Prominent Citizens from various walks of life

Neemrana, Rajasthan, India – Business Wire 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) hosted the 10th Annual Lecture by Dr Karan Singh, Chairperson NIIT University and Former Member of Parliament. Dr Singh spoke on 'The Growing Relevance of Vedanta' at the annual event held at NU campus, Neemrana on 17th November 2018.

On the occasion of the 10th Annual Lecture at NU, scholars congregated to deliberate upon the importance of Vedanta for the all-round development of the present generation. In today's time, young people often find themselves at cross roads owing to the growing complexities of modern life, hence it is important for higher educational institutions to establish the 'connect' to help create holistic human beings who can pursue happiness through logical and systematic exposition of eternal truths. Vedanta, a reflection of ideas that emerged from the speculations and philosophies contained in the Upanishads, can guide us through today's uncertain times.

Congratulating the founders and the team on the successful completion of 9 years of excellence in education, Dr Karan Singh, Chairperson NU and Former Member of Parliament talked about the oneness of existence, the divinity of the soul, and the harmony of all religions that is the essence of Vedanta, a philosophy central to true

education and learning. Relevance of Vedanta emanate from core of these ideas, which means each one of us has innate capabilities under any given circumstances. Vedanta enables the search and discovery of these capabilities. Dr Singh highlighted the commendable job that NU has done by introducing young minds to seamless and holistic education, encouraging them to think critically, helping them discover their true abilities, and apply that knowledge to everyday lives. He congratulated Mr Pawar and team NU for creating a successful model of higher education that focuses on creating leaders who will apply knowledge critically to build a better tomorrow.

Mr Rajendra S Pawar, Founder, NIIT University and Chairman, NIIT Limited said, "As a higher education institution with a difference, at NU we believe that at the core of true education lies discovering one's true potential. Over the last 9 years we have successfully created a new model of holistic higher education that focuses on innovation and critical thinking."

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.

Prof V S Rao, President, NIIT University, said, "It has been our continuous endeavour at NU to set global standards in higher education and encourage innovation and research centric approach. Over the years we have shaped young minds who can work towards sustainable development of the society at large."

Over the years, NU has been building extensive linkages with the industry – it has active collaborations with leading organizations like: Microsoft Research, IBM, WNS and PwC. NU also brings futuristic programmes from NIIT to design a B. Tech CSE program that is aligned to what the IT industry today needs. Students from NU have excelled in global platforms like Hackathons, World Robotics Olympiads etc.

Recently, NU awarded Shri F. C. Kohli its first honorary doctorate during the 8th Convocation Ceremony. Shri F. C. Kohli is the father of Indian software industry and the founder and first CEO of Tata Consultancy Services. Dr. K Kasturirangan, Former Chairman, Indian Space Research Organisation was the Chief Guest on the occasion.

More than 500 students were awarded degree certificates for successful completion of various programmes, including B. Tech, M. Tech (Business Analytics) MBA, PG Diploma (Banking & Finance) amongst other during the 8th Convocation Ceremony. The students have been successfully placed in renowned organizations like IBM, Sapient, PwC, Reliance Jio, Zomato, ZS Associates, ESRI India, MapMyIndia, Fortis, National Centre for Cell Science (NCCS) and Thales Group etc.

Many unique initiatives carried out by NU have found their recognition by bodies that evaluate educational institutions. Recently, NU was recognised as one of the cleanest campuses in the country at Swachhata Ranking Awards 2018 by MHRD for higher educational institutions, for its environment friendly and sustainable Green Campus at Neemrana. Additionally, NU has won many more awards including- the 'Best Infrastructure of the Year Award' at the Indian Education Congress & Awards 2017; the 'Best Institute for promoting Industry – Academia interface Award' at the 10th ASSOCHAM Higher Education Summit, 2017; the 'Greenest Campus Award' at India Today Aspirer Education Summit 2012 amongst others. NU aspires to continue to develop young minds who can lead the industry in the new age technologies.

About NU:

Established in 2009, NIIT University (NU) is a not-for-profit University covered under section 2(f) of UGC Act and notified by the Government of Rajasthan. A premier institution of higher learning and research, NU seeks to create original thinkers who will lead the knowledge society of the future. The University inherits three decades of rich expertise and global know-how of its principal sponsor, the NIIT Group.

Nurtured by some of the foremost thought leaders and corporate-practitioners of the country, the multi-disciplinary University focuses on emerging areas of technology and management. NU is a part of a 100-acre campus at Neemrana, Rajasthan, 90 minutes from Delhi Airport.

Nestled in the Aravali hills, the fully residential green campus offers an idyllic and intellectually vibrant environment for pursuing higher education and research. Set up with the vision to be the role model of learning, research, innovation and sustainability, for the knowledge society, NU is dedicated to building great careers and ensuring excellent job opportunities to all its students. It has been developed as an institute of excellence to provide exceptional education based on its Four Core Principles that make learning Industry-linked, Technology-based, Research-driven and Seamless.

NU offers the entire spectrum of academic programs. At the undergraduate level, it offers B.Tech (Computer Science & Engineering, Electronics & Communication, Biotechnology), 4-year Integrated MBA (Marketing & Marketing Analytics, Family Business & Entrepreneurship, Finance, Banking & Fintech, Business Analytics, Communication & Media Studies and Digital & Social Media Marketing), 4-year Integrated M.Sc (Computer Science), 5-year Integrated M.Tech and M. Tech (Educational Technology and Geographic Information Systems). NU also offers a 5-year dual degree B.Tech& M.S program (In collaboration with University of Missouri, Kansas City) wherein students undertake academic work at NU for 3.5 years and then continue at UMKC for 1.5 years. In addition, NU also offers MBA, Ph.D programs and several Industry Sponsored Programs.

NIIT University (NU) Ranks Among Top 10 Cleanest Residential Technical Universities Of India

Honourable Union Minister of HRD Shri Prakash Javadekar felicitates NU at the Swachhata Ranking Awards 2018 for Higher Educational Institutions

13 October, 2018 by BW Online Bureau



NIIT University (NU) has been recognised as one of the cleanest campuses in the country at Swachhata Ranking Awards 2018 for higher educational institutions, for its environment-friendly and sustainable Green Campus at Neemrana. The award was presented to NU by Shri Prakash Javadekar, Honourable Union HRD Minister, Government of India. Dr Satya Pal Singh, Union Minister of State for HRD was also present on the occasion. Gen Ashok Kumar Singh and Air Commodore Kamal Singh received the prestigious award on behalf of NU.

Swachhata Ranking Awards 2018 has been initiated by the Department of Higher Education to promote and reward cleanliness efforts of educational institutions. This year 6,029 institutions applied from which 205 institutions were shortlisted based on cut-off. AICTE & UGC inspected all 205 institutions and selected the best 51 institutions under 8 categories. NU ranked among top 10 residential technical universities.

Established with a vision to bring about innovation in higher education and learning in emerging areas of the knowledge society, NU is a unique

initiative where a campus is established on a comprehensive long-term master plan keeping environmental considerations at the centre.

Prof. V. S. Rao, President, NIIT University, said, "We are pleased to be ranked among the top 10 cleanest residential Technical Universities of India. With a vision to bring about innovation in higher education and to be a role model of learning, research, innovation and sustainability, we have created a sustainable campus that aims to facilitate ecological resurrection and contain ecological degradation of its surroundings."

NIIT University has undertaken various initiatives to facilitate ecological resurrection and contains ecological degradation of its surrounding areas. To bring about a larger change, the university has also involved the local community in Neemrana to drive the initiatives. NU has adopted about ten hectares of nearby land for tree-planting. Almost 1 lakh trees have been planted so far using drip-irrigation. The university also has earth air-tunnels which act as enormous self-regulating heat sinks for the campus, with little electricity required to cool or heat the air. The earth air-tunnel installation harnesses wind chimney for a natural ventilation effect.

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.



NIIT University (NU) awards its first honorary doctorate to Shri F. C. Kohli during 8th Convocation Ceremony

Last Updated - 09 Oct 2018

Neemrana, October 9, 2018: 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) awarded Shri F. C. Kohli its first honorary doctorate during the 8th Convocation Ceremony. Shri F. C. Kohli is the father of Indian software industry and the founder and first CEO of Tata Consultancy Services. F. C. Kohli is an Indian industrialist. He is frequently referred to as the 'Father of the Indian Software Industry'. He has been conferred with various distinguished awards and honours. In 2002, Mr. Kohli was awarded the Padma Bhushan for his contribution to the Indian Software Industry.

Dr. K Kasturirangan, Former Chairman, Indian Space Research Organisation was the Chief Guest on the occasion. Mr. Rajendra S Pawar, Founder, NU and Chairman, NIIT Ltd.; Mr. Vijay Thadani, Co-founder, NU, and Vice Chairman and MD, NIIT Ltd., Prof. VS Rao, President, NIIT University and Debjani Ghosh, President, Nasscom were also present on the occasion. At the 8th convocation ceremony, more than 500 NU students were awarded degree certificates for successful completion of various programmes, including B. Tech, M. Tech (Business Analytics) MBA, PG Diploma (Banking & Finance) amongst others.



Congratulating the students on their success Dr. K Kasturirangan, Former Chairman, Indian Space Research Organisation said, "I find that the academic programs of NU are very thoughtfully strategized in terms of its industrial linkage, being technology driven with an appropriate focus on research coupled with seamlessness. I have no doubt that NU is moving in the direction of becoming a world class Centre of learning and erudition".

Shri F. C. Kohli, Founder, Tata Consultancy Services gave his heartiest congratulations to all the students and wished them success in the years to come. Speaking at the convocation, Mr. Rajendra S Pawar, Founder, NU and Chairman, NIIT Ltd. said, "By honouring Mr. FC Kohli, the Father of the Indian Software Industry, NU honours itself." "Established in 2009, NU has perfected and internalized the tradition of 100% placement, 5th year running", added Mr. Pawar.

Prof. V. S. Rao, President, NIIT University, said, "This is a proud moment for all of us to witness our students take the first step successfully in the real world. NIIT University is playing a leadership role towards building competencies for the future to meet the requirements of the industry. I heartily congratulate all the students and wish them a very successful career ahead."

<https://collegedunia.com/news/c-25835-niit-university-nu-awards-its-first-honorary-doctorate-to-shri-f-c-kohli-during-8th-convocation-ceremony>

DATAQUEST

NIIT's StackRoute Recognized as Leading Innovative Learning Partner for Enterprises

StackRoute, an NIIT incubated venture, runs programming, quality-engineering, data-science and digital architect series bootcamps

AUTHOR: DQINDIA ONLINE - DECEMBER 28, 2018



StackRoute, a digital transformation partner for corporates to build multi-skilled full stack developers at scale, has won the 'Leading Innovative Learning Partner for Enterprises' award at Dataquest Digital Leadership Conclave & Awards 2018. The award was received by Udai Singh, Chief Strategy Officer, NIIT Limited at a recent ceremony organized in New Delhi.

Dataquest ICT Conference & Awards 2018 is the Annual conference of IT Leaders and Decision Makers organized by Cybermedia. This year it focused on 5 big issues – IT Infrastructure & Cloud, Security, Bigdata & Analytics, and emerging solutions like IoT and AI. These are compelling technologies but continue to throw up challenges before technology and business decision makers in governments

and organizations.

StackRoute is an NIIT incubated venture. Established in August 2015, StackRoute runs programming, quality-engineering, data-science and digital architect series bootcamps. StackRoute programs are designed to be outcome oriented and work towards business relevant outcomes. As digital transformation partner, StackRoute works with large IT services companies and product engineering companies in building multi-skilled high performing full stack developers.

Speaking on the occasion, Bimaljeet Singh, President, Skills and Careers Business (India), NIIT Ltd, said, "This award is a recognition of StackRoute's accomplishment in creating multi-skilled, multi-disciplinary and product engineering full stack developers. StackRoute today has created a niche for itself as the product engineering start-up providing disruptive learning solutions."

StackRoute focuses on full stack technologies (Java spring, .NET code, JavaScript – MEAN/MERN), emerging architectures and design trends in the Digital Ecosystem. Its graduates work on complex full stack web application around microservices, stream computing, distributed real time event processing, machine learning, natural language processing, and building reactive and performant applications.

<https://www.dqindia.com/niits-stackroute-recognized-leading-innovative-learning-partner-enterprises/>



Uday Singh, President Global Technology Strategy, NIIT receiving the award for StackRoute as a Leading Innovative Learning Partner For Enterprise from Neeta Verma, DG, NIC; and Ranjan Chopra, MD, Team Computers

Delivering Learning Outcomes at Scale: Re-Skilling Imperatives for Creating the Next Generation of Digital Talent

Digital technologies and business models are disrupting traditional businesses across the globe. The technology needs of these businesses are undergoing a sea change posing a massive challenge to the IT services organizations building solutions for them. The customer's expectation from IT services organizations is therefore changing from plain project execution and SLA adherence to "Ownership of Value", "Outcome based models" and "Product mindset". This calls for agile teams with knowledge and skills on digital technologies, full technology stacks, user experience design, micro-services based architecture, design thinking, and product engineering.

But, the impact of Digital Transformation is not restricted to the IT workforce alone. In fact, the World Economic Forum terms it the Fourth Industrial Revolution – and it is impacting the global workforce across all sectors. As per its updated "Future of Jobs, 2018" report, it highlights that the "Global average skills stability—the proportion of core skills required to perform a job that will remain the same—is expected to be about 58%, meaning an average shift of 42% in required workforce skills over the 2018–2022 period." Further, the report goes on to estimate that almost 54% of all employees will require significant reskilling and upskilling. The amount of training required will be unprecedented in the annals of history.

It's an imperative that businesses take the lead in supporting their own workforce to reskill & upskill, but it's even more important that working professionals take charge of their own competency development and embrace a culture of lifelong learning. Organizations and governments must invest in creating a 360° learning ecosystem. However, current strategies, as indicated by the WEF report suggest that those most in need of reskilling & upskilling are the least likely to receive such training, as organizations prioritize their immediate needs and short-term goals and objectives.

In fact, our own experience working with many leading organizations in India, also shows that while some immediate needs are being addressed, efforts are falling short of the width & depth of interventions required. Moreover, it is unclear whether the efforts will result in a

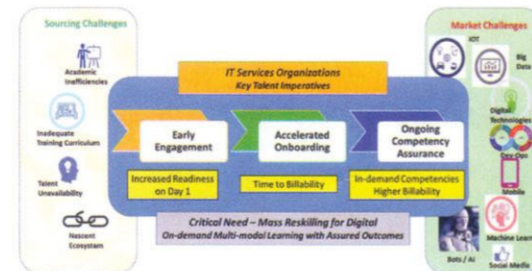


Figure 1: The Digital Transformation Skills Challenge

sustainable learning eco-system that will keep pace with the rapid changes that will continue to happen in the many technology areas that makeup the digital transformation landscape.

In my view an organization wide talent transformation program has to holistically address the needs of:

- 1) Fresh talent that is being on-boarded at an entry level
- 2) New talent being inducted at a lateral level
- 3) Existing people who are working on projects
- 4) Existing people who are in-between projects

Making a deep and impactful change across the organization is a key imperative for the learning and development teams. But given the scale of operations of leading organizations, 4 key constraints need to be overcome:

1. **Time:** The disruptive new technologies present a significant learning curve. For example, in key developer roles we estimate an initial effort of 500–800 hours of learning & practice to get up to speed and an additional 250–300 hours annually for the next 2–3 years to remain current. This quantum of learning is way beyond traditional estimates and capacity that most organizations have created. This problem gets accentuated further for the people who are deployed on existing projects and have minimal time available for learning
2. **Reach:** Across numerous geographies and multiple modes required to address employees in a variety of roles - from client facing team members, to people



GLOBAL AVERAGE SKILLS STABILITY—THE PROPORTION OF CORE SKILLS REQUIRED TO PERFORM A JOB THAT WILL REMAIN THE SAME—IS EXPECTED TO BE ABOUT 58%, MEANING AN AVERAGE SHIFT OF 42% IN REQUIRED WORKFORCE SKILLS OVER THE 2018–2022 PERIOD

on the bench, to fresh graduates who have just been hired

3. **Experts:** Lack of availability of experts & practitioners, who have the cutting edge skills, for training, coaching, and mentoring. Scarce experts are most in demand for billable client engagements
 4. **Costs:** Given the time, reach and expertise constraints to be overcome, the additional costs are significant
- What if there was a way of transforming existing people through a different model?

A model that not only addresses the learning challenges faced by employees, but also addresses the motivational and economic issues to create a win-win solution for the organization as well as the employee. A model that transforms existing employees and ensures they have "Project-ready Digital Skills".

In anticipation of the demand for digital skills and the industry need for a solution to address the problem of rapid skills development in this area, NIIT launched StackRoute in 2015. StackRoute runs boot camps and workshops that produce exceptional Full Stack Developers and Digital Architects. At StackRoute, participants go through the experience of building and releasing a real technology product. This is done in an immersive environment where participants experience what it takes to visualize, design, build, and release a new product. The transition from believing "I cannot do this" to demonstrating "here is what I have built" changes people. Our Mastery learning model assures, with 90% probability, that our graduates are readily deployable on digital opportunities and projects.

An approach that is showing promise in many organizations that have started their digital re-skilling journey is as follows:

1. Credible assessment & calibration process that assesses the target group of employees and establishes the current baseline of skills and determines the gap that needs to be bridged
2. Differentiated learning plans and investments tailored to individual needs



Uday Singh, Chief Strategy Officer, NIIT Limited

3. Expert counselling – To "enroll" participants into the journey of transformation and the effort & discipline that will be required of them. This is an important, but oft neglected step that ensures that participants are not under any false illusions about the effort that will be required on their part
 4. Balanced economic model – That equitably addresses the needs of the organization with that of the participants while ensuring that there is no mindset of entitlement
 5. Attractive yet credible outcomes that are transparent and indisputable – Clear demonstration of the transformational learning outcomes and the confidence that the gains can be carried forward into live projects
- It is abundantly clear that traditional models of training, which result in sub-optimal outcomes for a majority of the learners, are insufficient. Instead a coherent strategy and an approach that guarantees results, while addressing the constraints highlighted earlier, is needed. Only when Learning Outcomes can be delivered at scale, will Boards and CEOs have the confidence to sign-off on the large re-skilling investments required!

(The author is Chief Strategy Officer, NIIT Limited)

TALENT VS TECHNOLOGY – THE WAR WITHIN

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

NIIT Limited, a global leader in Skills and Talent Development, it offers multi-disciplinary learning management and training delivery solutions to corporations, institutions, and individuals in over 40 countries. The company ranks among the world's leading training companies owing to its vast, yet comprehensive array of talent development programs.



Which is more important – Technology or Talent? The answer lies in the balance.

It's a given that technology is going to change just about everything - the way we live, transact, produce and exist. The trouble is, it's happening really fast. As business structures are changing at a breakneck pace, most organizations are spending a large chunk of their budget on adopting new technologies. Most often than not, these progressions eliminate previously

common jobs and sometimes wiping out whole departments too. Not to forget that on the flip-side, they are generating new jobs and roles as well. However, while people are concerned of AI taking away their jobs, on the other hand, employers are desperately seeking skilled employees who are just not easily available. It's a global challenge.

The thing is, when technology becomes complex, talent becomes even more important to the business

because you need skilled employees to successfully use the technology you have invested in.

Coming a Full Circle

These days, all the best talent wants to be part of leading-edge organizations that are innovative and efficient. So, if corporations don't invest in technology, existing talent won't stay and new talent won't be attracted. For companies where technology isn't a top of the firm, there is a risk of

losing it all. However, the key lies in balancing talent and technology. The Business Reality Check, developed by The Economist Intelligence Unit, UK compares the views of business leaders with market data collected from national, international and specialist data sources. The research shows the widest gaps between business views and market data related to technology and talent management. This perception gap causes an investment gap. More than 40 per cent of senior executives surveyed were spending more on new technologies, but less than 40 per cent were prioritizing talent management.

Picking the Right Talent

It is no longer about hiring the academically bright candidates based on one relevant skill. With constant digital transformation, it's risky to do so because that one skill could become obsolete in the near future. Most jobs are now being automated, so the value of human input remains solely in

The best employees for new-age jobs are the highly-skilled ones who can make the most of technological upgrades, demonstrate willingness and flexibility to learn, and remain unnerved when encountered with new challenges

being able to think creatively to deal with challenges.

The most important aptitude for all positions these days is the ability to adapt. Look for people with an aptitude to learn new technologies and able to apply them in different environments and who have the skills to integrate new strategies and resources. Check with learning institutes that offer talent as a pipeline services for ready availability of skilled talent because only those businesses that have agile employees - who can quickly adapt to new technologies and circumstances - will be successful in the long run. These would help build a company culture that embraces digital evolution.

Train the Talent Within

As much as the new technology is exciting, how your employees respond to it can make or break the future of your business. True that some employees may lose jobs to automation but the key is to understand the opportunity that lies ahead, and appreciating that technology is in fact taking away labour-intensive, time-consuming, repetitive chores to leave you with more time to take on sophisticated analytical tasks that generate greater value. These tasks require human intelligence. According to World Bank's World Development Report, by 2019, there will be 1.4 million new industrial robots in operation, taking the total to 2.6 million worldwide. Robot density per worker in 2018 is highest in the Republic of Korea, Singapore and Germany, however, in all these countries, the employment rate remains high despite the high prevalence of robots.

The best employees for new-age jobs are the highly-skilled ones who can make the most of technological upgrades, demonstrate willingness and flexibility to learn, and remain unnerved when encountered with new challenges. These are your true assets.



Digital transformation should be a top-down process to assure that technology and human resources are well integrated. We need to move from a skills culture to a learning culture to develop skillsets, upgrade skills and explore learning opportunities. Hire the best trainers from best learning institutes that offer cutting-edge courses that are future-ready.

As companies continue to invest in technology, leaders must assist their team in gaining additional skills. For instance, large corporations like AT&T trained some of their own workers to build AI bots. These bots collected raw data and pulled out extensive reports more swiftly than humans ever could, relieving the workforce of the tedious tasks. This means employees can now spend their time assembling insights from these reports to make better decisions.

Remember that people, not technology are the most important business upgrades and that talent has always been the ultimate strategic enabler. In trying to manage digital transformation, the human side of business must not be overlooked. With skilled, passionate people onboard, you can address any market trend and respond to any client shift. While technology and talent may seem like two distinct areas, the solution to solving these gaps may lie in recognizing their interconnectedness and balancing resources to help function better. ■

Online education in India is estimated to be a \$1.96 billion industry by 2021. KSHITIJ JAIN shares online education trends that are mostly likely to dominate in the coming year

ONLINE EDUCATION TRENDS



Online education, that was once considered humble cousin of mainstream education, has witnessed an upward swing in the last few years. The change has been brought in not only by various technological innovations but by innovative new-age content and curriculum that online education providers offer to the learners. The industry in India is estimated to be a \$1.96 billion industry by 2021, according to a research conducted by KPMG, with insights from Google search. According to the report, the paid user base is likely to grow six-fold — from 1.6 million users in 2016 to 9.6 million users in 2021.

Increased penetration of internet and smart phones, factors such as convenience, increased reach and personalised content offered by online education providers have led to the growth and expansion of online education market to tier-II and tier-III cities. Online education modules today allows distant learners to join in virtual lectures, pose questions to professors, chat with fellow students and take virtual exams. Most of the programmes are career-focused helping students to chalk a career path and set goals. Here are some trends that are likely to dominate online education.

Emergence of cloud computing: According to Technavio analysts, emergence of cloud computing will be one of the major trends that we will witness in the coming year. The cloud computing technology enables online education providers to save significant

amount of content and data on a single platform. This makes it easier for users and providers to process, obtain, access and manage information from anywhere at any time.

Focus on future-ready career skills: With a changing world, the online educational institutions are trying to keep a balance between learning and skills required by enterprises and industry. They are offering new courses which help students become well equipped for the jobs of tomorrow. In 2019, we are likely to witness launch of more such courses and career programmes.

Many institutions are offering online degrees in specialised areas like AI, IoT, business management, data science and digital marketing. These courses have been designed to equip the students with skills that are likely to dominate in the years to come.

Game learning: The trend is likely to catch up as it makes the learning process more interesting and effective. Game learning techniques ensure higher level of involvement and interaction from students, offers them opportunity to experiment and introduce new technological innovations.

The modern business environment is becoming complex every day. With the help of game techniques, it is easier to explain these. During the interactive sessions, participants make decisions, develop strategies, immediately observing their influence on the financial position of the company.

Project-based learning: This

IN 2019, TRAINING WILL BECOME MORE SPECIFIC & PERSONALISED. THE ONLINE COURSES WILL NEED TO PLAY A KEY ROLE IN CREATING A ROADMAP THAT LEADS FROM BASIC KNOWLEDGE TO EXPERTISE IN THE SHORTEST POSSIBLE TIME

allows students to demonstrate skills by developing apps and product. Many a time, it requires constant instructor feedback and multiple attempts if a student fails to meet the criteria. Project-based education is the foundation of the curriculum of some online educational institutions. Students create several projects over six-12 months and receive regular feedback to earn a degree.

Blended e-learning programmes: These courses with offline touch points are increasingly gaining popularity amongst individuals and organisations looking to upskill their employees. E-learning providers have witnessed a 25-30 per cent jump in companies opting for blended model over 100 per cent e-learning courses. The model facilitates discussions and collaborative learning, offers flexibility to learners has better completion rate.

Increase in interest in AR and VR: Though AR and VR are yet to reach their full potential in online learning, these technologies are expected to have a impact. Engagement, that has been one of

the weakest aspects in many e-learning platforms, can be increased using these technologies. Use of AR and VR in online learning platforms have shown significant increase in engagement and improved results.

Adapting existing content: Not everyone can incorporate the latest technologies into their learning processes. In most cases, users are only looking for information that is important. Therefore, online educational institutions should review their existing study material, in terms of how useful, relevant and detailed the information is. They must be prepared for constant changes.

In 2019, training will become more specific and personalised. The online courses will need to play a key role in creating a roadmap that leads from basic knowledge to expertise in the shortest possible time. The focus will remain on people who want to learn about specific skills and not waste time learning about everything. The decisive factor will depend on the person's motivation to regularly devote time to self-education.

The writer is Vice-President, Career Education Business, NIIT Ltd

BW BUSINESSWORLD

NIIT University Achieves 100% Undergraduate Placement

The university achieved 100 percent placement for B.Tech – CSE, ECE, Biotechnology and M.Tech GIS

16 November, 2018 by BW Online Bureau



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 achieved 100 per cent placement of its B Tech programme for 5 years in a row. NU has achieved 100 per cent placement in B.Tech – CSE, ECE, Biotechnology and M.Tech – GIS.

Owing to the excellent performance of NUtons during their industry practice, 56 per cent of the batch received Pre-Placement Offers from their organization. The highest domestic salary offered this year was Rs 14.3 Lakhs Per Annum (LPA) while the highest International Salary was 26 LPA. The average CTC for the batch was Rs 5.57 LPA, which is a 20 per cent increase from the

previous year.

This year, the prominent recruiters like IBM, Sapient, PwC, Reliance Jio, Zomato, ZS Associates, ESRI India, MapMyIndia, Fortis, National Centre for Cell Science (NCCS) and Thales Group continued to show faith in the calibre of the students.

With 519 industry partners, NU is dedicated to building strong industry linkages and this ensures that NU is connected to the best organisations and institutions both in India and globally. The centre for Industry Collaboration (CIC) assists students in their endeavours.

Prof V S Rao, President, NIIT University said, "Recruiters continue to show faith in the calibre of NUtons and recognize NU as one of the premier institutions offering industry-linked higher education. We will continue to work together with the industry to help our students carve successful careers, be productive / Job ready from day one and stay ahead of challenges."

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://www.businessworld.in/article/NIIT-University-Achieves-100-Undergraduate-Placement/16-11-2018-164266/>



MLSL Organises Principals' Symposiums To Highlight The Importance Of 21st Century Learning Skills In School Curriculum

Principals from 100+ leading schools participate in the symposiums.

31 December, 2018 by BW Online Bureau



MindChampion Learning Systems Limited (MLSL), NIIT's wholly owned subsidiary for its K-12 school learning initiative, organised Principals' Symposiums in Hisar, Jodhpur, Tirunelveli & Nagpur to highlight the importance of 21st century learning skills in school curriculum.

Renowned educationists Archana Thakar, Jyoti Kathju & Sita Umamaheswaran conducted interactive talk sessions and some hands-on exercises with principals to highlight the importance of modern techniques in education. NIIT Nguru team elaborated on their holistic range of School Learning Solutions which aims to make the vital process of teaching and learning simpler, and also

enlightened the principals on the importance of incorporating 21st-century learning skills in school curriculum.

NIIT Nguru offers holistic range of School Learning Solutions that comprises Digital - Interactive Classroom; Labs - IT Wizard, Math Lab & English Lab; Books - Math Classic, English Classic, Science Classic & My pals are here; Assessments - Practice Plus and School Support solutions - Quick School, Career guidance & Counselling programs.

Pradeep Narayanan, Head, MindChampion Learning Systems Limited (MLSL), said, "Technology has completely redefined teaching learning experience in schools, allowing them to easily incorporate technology-enabled aids in their curriculum that makes teaching-learning fun-filled and more effective. Towards this, we provide classroom solutions which are an amalgamation of technology and the traditional print medium, thus helping the schools in integrating 21st-century learning skills in the school curriculum."

Recently MLSL launched "MY PALS ARE HERE" an engaging series based on Singapore teaching methodology. Introduced in association with Marshal Cavendish Education, the series has been designed to build a strong foundation of mathematics and strengthen a child's conceptual understanding of the subject.

NIIT Nguru also comprises Practise Plus - An academically designed online solution for K-12 that enables practice and assessment. It facilitates, effective diagnosis of students' strengths and weaknesses which empowers teachers to take informed decisions on students' progress.

<http://bweduction.businessworld.in/article/MLSL-Organises-Principals-Symposiums-To-Highlight-The-Importance-Of-21st-Century-Learning-Skills-In-School-Curriculum-31-12-2018-165693/>

NIIT announces 27th Bhavishya Jyoti Scholarship (BJS) for Graduates and Under Graduates

Team Careers360 - Tue, 23/10/2018 - 18:20:21 IST



NEW DELHI, OCTOBER 23: NIIT Limited has announced one of the most significant IT & New-Age Careers Scholarship Programme - 'Bhavishya Jyoti Scholarship', to reward meritorious students desirous of building successful careers in today's digital economy.

Based on the student's performance in an aptitude test, NIIT will be offering scholarships across the country this year, in new-age career Programmes like Digital Marketing, Banking and Finance, Data Analytics, Accounting & Business Analytics along with scholarships in other career verticals. The scholarship examination is being conducted across hundreds of NIIT education centres, in the country and will continue till 31st October 2018.

In addition to students who have completed their Class XII or equivalent, graduates/or those currently pursuing graduation and post-graduation Programmes are also eligible for NIIT Bhavishya Jyoti Scholarship. The

application forms for the test are available at NIIT education centers across the country.

Bhavishya Jyoti Scholarship will reward fee waivers of up to Rs 36,000 across the country this year. For over 26 years, these scholarships have offered endless opportunities to students, to prove their aptitude in the field of IT and other futuristic careers across verticals.

Mr. Anurag Gupta, Head, Career Education Business- India, NIIT Ltd., said, "At NIIT it has been our constant endeavour to offer challenging career opportunities to aspiring students in emerging areas of the digital economy. Over the past 26 years the scholarships have benefited over 5.2 lakh students. This has enabled a large number of job-ready professionals across different sectors."

Bhavishya Jyoti is one of India's most recognized and trusted scholarship Programmes with 26 years of market presence that has benefited over 5.2 lakh students since its inception. It is a unique initiative by NIIT to recognize, empower and attract students in NIIT ecosystem and reward students desirous of building successful careers in diverse industries. The Scholarship was launched by NIIT in 1991, to enable financially challenged meritorious students to pursue careers in IT and other new-age Programmes.

<https://news.careers360.com/niit-announces-27th-bhavishya-jyoti-scholarship-bjs-graduates-and-under-graduates>

Redefining the learning strategy in times of uncertainty

Building a constant talent pool through efficient training strategies is the only way forward.

Author: Anurag Gupta

Anurag Gupta is the Head- Career Education Business (India), NIIT Limited.



When I was in school, we hadn't heard or thought of apps; India now has nearly four Mn app developers and our children will never know what a telegram was. The point is, with the rapid technological changes, it is tough to predict which job skills will thrive and which ones will become obsolete in the near future. A report by McKinsey Global says as many as 800 Mn jobs could be lost to automation by 2030. Even the World Bank data estimates that 69 percent of today's jobs in India are threatened by automation.

That's the most sought-after trait in today's unpredictable times is adaptability—the ability to respond to changes, unlearn and re-learn quickly. In this digital era, the survival of the fittest

requires a combination of cognitive and socio-behavioral skills like critical thinking, problem-solving, curiosity and creativity. Therefore, the training of the future is going to be very different and will require a major shift in strategy.

To begin with, instead of being stuck in a reaction mode by trying to catch-up with the next wave, it is important to be proactive and gear up for the next talent needs. NASSCOM, for instance, intends to upskill two Mn IT employees through their FutureSkills platform with help from the industry and the Central government to create an industry-ready workforce. These will provide digital training content from some of the best institutions in the world such as MIT, Stanford University, IITs, and other world-class organizations. The learning industry needs to take similar proactive steps.

Follow the forecast

Talent pools are queue line for organizations where there are potential candidates who are upskilled and potentially ready to work for the best companies in the near future. Like NIIT's Talent Pipeline as a Service (TPaaS) ensures reliable availability of specifically skilled talent to global organizations to match the pace of expansion in today's fast-changing, uncertain business environment. The key to be in the cream of that crowd is to be multi-skilled and relevant. According to World Development Report 2019, in 2018 a marketing professional might well be called upon to write algorithms; a physics graduate may land a job as a quantitative trader in the finance industry. Workers who bring emerging skills into relevant technical fields of expertise—teachers who are good at web design, actuaries proficient in big data analytics—are likely to be in high demand. There are no fixed rules.

Skilling for the workplace of the future

The Future of work is rapidly changing. In a comprehensive study along with the Boston Consulting Group, NASSCOM has identified eight technologies poised to grow tremendously both nationally and globally in the coming decade, along with associated 55 job roles and corresponding skills required for those technologies. These include skills in Artificial Intelligence, Virtual Reality, Robotic Process Automation, Internet of Things, Big Data Analytics, 3D Printing, Cloud Computing, Social, and Mobile.

The learning industry will play a crucial role in enabling the existing workforce and the Gen-Next to acquire new skills in the emerging technologies to remain relevant in the future. First, the quality of school and university level education needs to be enhanced and brought on par with the best in the world. A large share of children entering primary school in 2018 will work in occupations that do not yet exist. Therefore, the focus needs to be on creating a skilled workforce for the future of work and on developing cognitive and socio-behavioral skills since these are transferable across jobs and appear to be increasingly important. These determine the individual's ability to understand the complex world around them and act accordingly.

Next and the most important aspect is upskilling the current lot. Since it is essential to be relevant and valued in today's fast-changing business where there are billions of aspirants, the learning industry first needs to upscale itself to be best-in-class. They need to blend different platforms of learning and harness disruptive technology to enable working professionals to learn through a unique combination of offline and online learning. This gives professionals the flexibility of learning anytime, anywhere, even while continuing with their jobs. By partnering with leading national and international universities and by bringing local industry experts and thought leaders on board, the learner gets a right mix of theoretical and practical learning. On similar lines, NIIT will train around 1,00,000 youths in three years for aspirational career opportunities in leading corporates in the IT & BFSI Sectors.

Lastly, close collaboration between industry and vocational education also plays an important role. In China, Lenovo is working with tertiary institutes to train vocational students in high-tech areas such as cloud computing, which features practice-based curricula, practitioner-led instruction, along with professional certification. Filling in information gaps enables students to make choices between and within different paths. Chile is establishing online platforms where students can access information on the employability of individuals with various degrees, wage profiles, courses to take for certain occupations.

The point is, amidst all this scare of new technologies killing jobs, one needs to be pragmatic and understand the upcoming opportunities there are on offer. It's a given that disruptive technologies such as Artificial Intelligence, Blockchain and the Internet of Things, will have a profound impact on the way we live and work but for it to be a positive one – one has to begin with the right learning.

NIIT Empowers Youth By Making Them Experience Their Dream Career Courses

It Offers Micro Programmes in Banking & Finance, Digital Marketing, Data Analytics, Accounting & Business Analytics and Information Technology

04 October, 2018 by BW Online Bureau



NIIT Limited, a global leader in Skills and Talent Development, has introduced micro programmes for graduates and undergraduates to help them make right career choice. The micro programmes provide an overview of the domain to which the particular Programme caters. On offer are Micro Programmes in Banking & Finance, Digital Marketing, Data Analytics, Accounting & Business Analytics and Information Technology designed to help students choose the best new-age programme suited to their aptitude to kick-start an aspirational career in the digital economy.

The Micro Programmes are a healthy mix of theory and activities and provide a sample of the actual new-age career programmes from NIIT. These Programmes have been built as a capsule of 4 hours, spread across 2 days. The classes will be conducted in a workshop mode either in Instructor-led training (ILT) or in Synchron

ous Learning technology platform depending upon the particular Micro Programme. Students will be awarded a participation certificate after successful completion of the Micro Programme.

While the options are plenty, information about the future-ready careers and the roles & path they entail are often not available to students. Hence, the youth seem to be 'drifters' not knowing what stream to choose and strongly feel the need for guidance and direction. Towards this, NIIT has launched micro programmes to provide students with an opportunity to choose the best career path for their future. Students can apply for these programmes by visiting the nearest NIIT centre.

Kshitij Jain, Vice President, Career Education Business, NIIT Ltd., said, "There are multiple career options available in today's digital economy, but the youth is often confused due to the lack of proper information and guidance. With focus towards being inspiring mentor and helping students make right choice, NIIT has rolled out a wide selection of micro programmes leading to aspirational careers, for both Graduates and Undergraduates."

The Micro Programmes offer students an opportunity to experience NIIT's unique learning methodology first-hand and take back home some key learnings about the domain to which the particular Micro Programme caters. NIIT also offers micro programmes on Soft Skills like Interview preparation, Resume Writing and Grooming etc.



NIIT Launches Career Quest In Delhi/ NCR

The unique Initiative is taken to help college students identify and get prepared for their dream career

01 October, 2018 by BW Online Bureau



NIIT Limited, a global leader in Skills and Talent Development, presents Career Quest in Delhi/ NCR to help youth find their dream career. Career Quest is a platform where youth can explore and learn about new-age careers through expert on-ground counselling by NIIT across colleges.

Career Quest will be organized from 19th - 29th September 2018 across the colleges. Career Quest aims to engage with youth and counsel them on new age career options through activities and games. NIIT's expert counsellor will interact with students and help them to find a career best suited for them based on their aspirations and aptitude. Post the completion of the activities the students will be given career guides to help them identify and explore various career options.

While the options are plenty in today's digital economy, information about future-ready careers and the roles and path they entail are often not available to students. Hence, they seem to be 'drifters' not knowing what stream to choose and strongly feel the need for guidance and direction. Understanding this need NIIT, is focused towards being 'Inspiring Mentor' to these students. Career Navigator tool has been designed to explore an individual's career aspirations and advise them on the best career path for their future. Any student aspiring to opt for aspirational career programs at NIIT will have to undergo the Career Navigator process.

Elaborating on the rationale behind Career Quest Mr Kshitij Jain, Vice President, Career Education Business, NIIT Ltd., said, "As there are multiple career options available in today's digital economy it is important for students to understand which career is best suited to their aptitude. Towards this, we have introduced Career Quest to help youth find their dream career that will help them stay meaningfully employed in the future."

Through Career Quest NIIT will expose students to new-age career programmes in Digital Marketing, Data Analytics, IT, banking and Finance & Accounting and Business Analytics.

Earlier this year, NIIT launched aspirational career programs matching the future-ready talent requirements of the industry with ambitions of the generation next. These programs include Advanced Program in Digital Marketing and Branding, Advanced Program in Data Analytics and Predictive Modelling, Advanced Program in Full Stack Software Engineering, Advanced Program in Banking and Finance and Advanced Program in Accounting & Business Analytics.

NIIT is a leading Skills and Talent Development Corporation that is building a manpower pool for global industry requirements. The company, which was set up in 1981 to help the nascent IT industry overcome its human resource challenges, today ranks among the world's leading training companies owing to its vast and comprehensive array of talent development programs. With a footprint across 40 nations, NIIT offers training and development solutions to Individuals, Enterprises and Institutions. NIIT has three main lines of business across the globe – Corporate Learning Group, Skills & Careers Business and MindChampion Learning Systems Limited.

NIIT's Corporate Learning Group (CLG) offers Managed Training Services (MTS) to market-leading companies in North America, Europe, Asia, and Oceania. The Skills & Careers Business (SNC) delivers a diverse range of learning and talent development programs to millions of individual and corporate learners in areas including Digital Transformation, Banking, Finance & Insurance, Soft Skills, Business Process Excellence, Retail Sales Enablement, Management Education, Multi-Sectoral Vocational Skills, Digital Media Marketing, and new-age IT. As NIIT's wholly owned subsidiary for its K-12 school learning initiative -MindChampion Learning Systems Limited (MLSL), provides futuristic NIIT nGuru range of learning solutions for schools comprising, interactive Classrooms with digital content, technology-driven Math Lab, IT Wizard programs and Quick School - an Education Resource Planning software. The Training.com learning platform is an NIIT initiative for advanced career programs, which are delivered live by industry experts in an immersive and interactive online mode, combining instructor-led classrooms with the convenience of accessing the training sessions from anywhere.

As the Most Trusted Training Brand in India for a 5th year in a row (Brand Trust Report, 2017), NIIT's learning and talent development solutions, continue to receive widespread recognition globally. NIIT has been named among the Top 20 Training Outsourcing Companies for the past eleventh consecutive years by Training Industry, Inc. The USA. Further, leading Indian ICT journal Dataquest has conferred upon NIIT the 'Top Training Company' award successively for the past 20 years, since the inception of this category. NIIT has also been featured as the 'Most Respected Education Company'- 2016 by leading financial magazine, Business World. NIIT.tv – a disruptive innovation by NIIT, won the prestigious award for 'Educational Technology, at the Indo-American Education Summit 2016.

<http://bweducation.businessworld.in/article/NIIT-Launches-Career-Quest-In-Delhi-NCR-01-10-2018-161227/>

Business Today

NIIT net profit doubles to Rs 26 crore in Q2

PTI Last Updated: October 25, 2018 | 15:57 IST

New Delhi, Oct 25 (PTI) NIIT on Thursday said its net profit nearly doubled to Rs 25.9 crore for the quarter ended September 2018, fuelled by growth in corporate learning business and higher operational efficiency. The net profit stood at Rs 12.7 crore in the same period of 2017-18. During the reported quarter, the skills and talent development company posted net revenue of Rs 228.5 crore, up 10 per cent year-on-year, NIIT said in a statement. The EBITDA came in at Rs 21.9 crore, an increase of 23 per cent over the year-ago period, while the operating margin stood at 10 per cent, up 105 basis points year-on-year, the statement added. Speaking on the second quarter scorecard, Vijay K Thadani, Vice Chairman and MD of NIIT said the distinctive capabilities and strong value proposition of Managed Training Services (MTS) continued to attract global customers. "A robust base of 40 MTS clients and USD 226 million revenue visibility, up 16 per cent year-on-year, bear strong testimony to this," Thadani said. NIIT's Corporate Learning Group (CLG) posted net revenue of Rs 161.6 crore, rising 28 per cent year-on-year, the statement said. The company said it added one new MTS customer in the second quarter, renewed contract with one and expanded business with three existing customers. The Skills and Careers Group raked in net revenue of Rs 61.7 crore during the reported quarter.

<https://www.businesstoday.in/pti-feed/niit-net-profit-doubles-to-rs-26-crore-in-q2/story/286471.html>

NIIT net profit doubles to ₹26 crore in Q2

NIIT ON THURSDAY said its net profit nearly doubled to ₹25.9 crore for the quarter ended September 2018, fuelled by growth in corporate learning business and higher operational efficiency. The net profit stood at ₹12.7 crore a year ago. It posted a net revenue of ₹228.5 crore, up 10% year-on-year.

Financial Express, New Delhi, October 26, 2018



NIIT confluence
CUSTOMER CONFERENCE
IIT GRAND, GOA | DEC-06-08, 2018

“ Unless we reshape ourselves and find a way to connect the coder to the consumer directly, the range of productivity will swing unfavorably in this knowledge-driven era ”



Rajendra S Pawar,
Chairman and Co-Founder,
NIIT Group

#ConfluenceIndia18

NIIT #EdTech



“ Distinctive capabilities and strong value proposition of **Managed Training Services (MTS)** continues to attract global marquee customers. A robust base of 40 MTS clients and \$226 Mn Revenue visibility, up 16% YoY, bear strong testimony to this. ”

Vijay K. Thadani
Vice Chairman & MD, NIIT Ltd.

NIIT #EdTech

Corporate Learning Group (CLG) recorded net revenue of Rs. 161.6 Cr up 28% YoY. **Skills & Careers Group (SNC)** recorded net revenue of Rs. 61.7 Cr during Q2. **MindChampion Learning Systems Limited (MLS)** registered net revenue of Rs. 5.1 Cr and added 51 school contracts.



NIIT #EdTech

“ What worked is that we have found a way to be relevant for each generation with what we have offered. In the 90s, when India was focused on the IT boom, we realised there would be a need for a large number of programmers. We saw ourselves as a finishing school for students before they joined the companies for work. Moving forward, the wider economy has opened up in terms of financial services and analytics. A whole neighbourhood segment has opened up in terms of sector-specific jobs, especially in insurance and auto. ”



Sapnesh Lalla
CEO, NIIT Ltd.

NIIT #EdTech



“ Our key initiatives - new **Career Programmes, TPaaS** and **StackRoute** - continue to receive encouraging response. Each of these initiatives are starting to build momentum, resulting in improved visibility and order intake. ”

Sapnesh Lalla
CEO, NIIT Ltd.

NIIT confluence
CUSTOMER CONFERENCE
IIT GRAND, GOA | DEC-06-08, 2018

Vijay Thadani,
Vice Chairman and Managing Director, NIIT Ltd

“ To explain Confluence in a word, it's the Woodstock of the Learning and Development industry. ”



#ConfluenceIndia18

NIIT #EdTech



NIIT Ltd. appoints **Bimaljeet Singh Bhasin** as **President - Skills and Careers Business (SNC) India Operations**

NIIT #EdTech

“ The future of work is rapidly changing. In a comprehensive study along with the Boston Consulting Group, NASSCOM has identified eight technologies poised to grow tremendously both nationally and globally in the coming decade, along with associated 55 job roles and corresponding skills required for those technologies. These include skills in Artificial Intelligence, Virtual Reality, Robotic Process Automation, Internet of Things, Big Data Analytics, 3D Printing, Cloud Computing, Social, and Mobile. ”



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

NIIT #EdTech



“ At NIIT it has been our constant endeavour to offer challenging career opportunities to aspiring students in emerging areas of the digital economy. Over the past 26 years the scholarships have benefited over 5.2 lakh students. This has enabled a large number of job-ready professionals across different sectors. ”

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

NIIT #EdTech

“ While Learning Technology is critical to scaling learning opportunities, Learning Science ensures that we scale learning that actually works! ”




Udai Singh
Chief Strategy Officer, NIIT Limited

speaks on “**Best Innovative Practices in L&D**” at the **L&D Symposium – 2018**, Indian Oil Institute of Petroleum Management (IIPM), Gurugram

NIIT confluence
CUSTOMER CONFERENCE
IIT GRAND, GOA | DEC-06-08, 2018



“ By 2022, no less than 54% of all employees will require significant re-and upskilling. ”

Debjani Ghosh,
President, NASSCOM

#ConfluenceIndia18

NIIT #EdTech

FRANCHISE AWARDS'18
16th AWARDS FOR EXCELLENCE IN PERFORMANCE AND BUSINESS DEVELOPMENT

NIIT Limited
has won the 'Innovation and Technology' Award at the 16th Franchise & Star Retailer Awards 2018 by Franchise India.



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