NIIT

NIIT in the News
May- July 2021

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ET Edge Insights
REIMAGINE BUSINESS

Highly Adaptive Learning Organizations of the Future

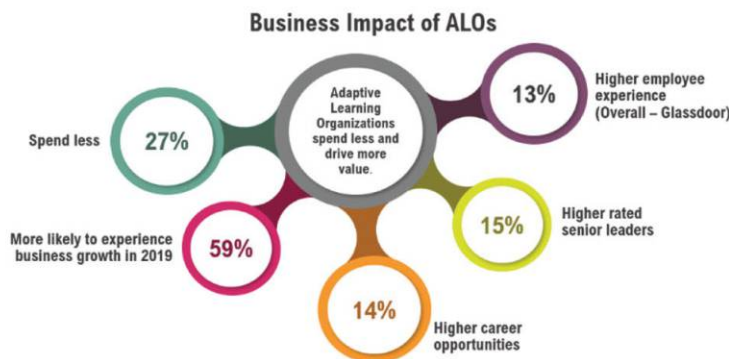*By Sapnesh Lalla, CEO, NIIT Ltd.*

Businesses have experienced significant change largely brought on by digitization and evolving customer expectations. However, the years 2020 and 2021 so far have been particularly disruptive. As companies continue to deal with the Pandemic along with a variety of other business issues, learning has become an urgent priority. Every employee, manager, and leader is being forced to learn, and learn in new ways, driving L&D organizations to move faster than ever.

Data across organizations shows that employees spent more time learning over the past 12 months, as compared to previous periods.
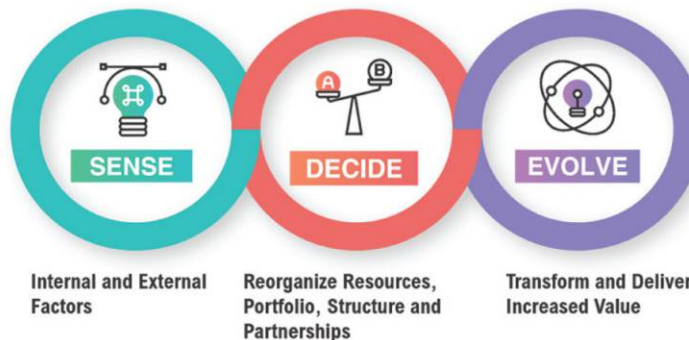
Across the working population, there is a fear of becoming outdated, a fear of missing on the future of work, and a strong desire to invest in learning.

We, at NIIT, have studied practices in corporate training over the years and we have always found that the ability to adapt to an everchanging landscape of business and talent priorities is key to L&D's success. Between January and November 2020, we conducted comprehensive research on Adaptive Learning Organizations (ALOs). The research indicates that companies that have ALOs outperform other organizations in both business and talent outcomes.

Business Impact of ALOs

Adaptive Learning Organizations spend less and drive more value.

- Spend less **27%**
- Higher employee experience (Overall – Glassdoor) **13%**
- More likely to experience business growth in 2019 **59%**
- Higher rated senior leaders **15%**
- Higher career opportunities **14%**

This research, which involved in-depth conversations and surveys with more than 100 large, global companies, found that companies with adaptive learning teams spend 27% less on L&D and deliver far greater business outcomes. For example, highly adaptive companies are 53% more likely to have experienced growth during the last year, they have 14% higher reported career opportunities, their senior leaders are rated 15% higher by their employees, and their overall Glassdoor ratings are 13% higher. These are very significant variations.

As we interviewed learning leaders from across high-performing organizations, we found that there were three areas where these learning organizations excelled. We found three characteristics of adaptivity that enable a proactive and fluid learning ecosystem. These include:

SENSE — Internal and External Factors

DECIDE — Reorganize Resources, Portfolio, Structure and Partnerships

EVOLVE — Transform and Deliver Increased Value

1. Their ability to sense. The ability to harvest, measure, analyze, and draw actionable insights from multiple information and data sources to create forward-looking internal and external views.

2. Their ability to make decisions. The ability to make accurate short-term and transformational decisions based on known information, collaboration, and with built-in pivot points that allow for quick and efficient course correction.

Contd..

3. Their ability to quickly The ability to implement changes and transform both for the immediate and sustainable future.

We also identified an initial shared list of 24 learning practices. However, amongst these, we found 16 that were mature and pervasive. ALOs are far ahead of their peers in digital design and delivery strategies, learning in the flow of work, highly targeted programs, learner experience, collaboration, personalization, and understanding the future of work. These firms have the capability to sense market changes and flex learning structures, operating models, planning, and resources to serve the learning needs of the business quickly, efficiently, and effectively.

The external world will continually change and disrupt businesses and the employee capabilities that are required to perform well in the new environment. COVID 19 is obvious in its disruptiveness and impact on learning, however, change is always occurring, whether it's an economic recession, technology upheaval, or climate change, the ability to adapt is now a key requirement for businesses and the learning function.

https://etinsights.et-edge.com/highly-adaptive-learning-organizations-of-the-future/

BW EDUCATION

Learning: A Survival Skill

During this pandemic, along with resilience, learning, adapting and evolving is what has helped people survive.

June, 2021 **by Sapnesh Lalla**
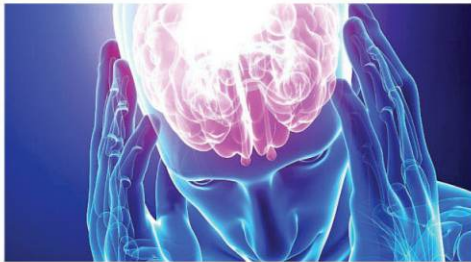
COVID19 global pandemic has changed lives forever. Its footprint on family trees will remain etched in the memories of millions of families that lost their loved ones. COVID19 is one of the greatest human tragedies. It will be remiss to reflect on any aspect of COVID19 without a moment of thought for all who lost their friends, family members, neighbours, co-workers, and people they knew.

As is with every tragedy, we resilient humans find ways to cope and ride through. One of the ways in which many coped with lockdowns, cabin fever, job losses, personal grief, uncertainty, and isolation is through learning.

Remember the shortage of yeast and flour as many took to learning how to make their sourdough starters? Or the many videos on myriad exercise formats where people learned how to most creatively use limited space and equipment to get a high-intensity workout? It was therapeutic to watch people learning many DIY skills as they fixed their basements, landscaped their gardens, and repainted their houses.

Learning has been associated with happiness.

Neuroscientists and psychologists who have studied happiness have found three aspects of happiness: pleasure, a life well lived and participation in life. Spending time learning to bake bread, fix things around the house, and learn new fitness regimes is perhaps a form of participation in life.

Not through a big research paper, but somewhat instinctively, corporates figured out this relationship between learning and happiness and between happiness and intrinsic motivation. Through the pandemic, almost all our corporate clients have proactively supported their employees with learning programs on topics such as mental health, leading with empathy, and remote working tools and practices. Interestingly, uptake of these learning offerings has been encouraging. Many of our clients have reported an overall increase in the number of learning hours across the globe. An accelerated path to the digital transformation of learning has ensured that employees have access to a highly immersive and engaging learning experience from home.

One of the many things that COVID19 has taught us/reminded us of is that ability to continuously learn and adapt is a survival skill. This applies to both individuals and corporates.

Individuals who learned quickly to adapt to this new way of living have been less scathed than individuals who resisted the need for change. Similarly, corporates who adapted to the new ways of engaging with their customers and employees and transformed their products and services to meet the new needs are emerging more resilient.

Towards the end of last year, we published a comprehensive research "Adaptive Learning Organizations." We met with learning leaders of 100+ high performing, global, complex organizations to determine the L&D best practices of what enables these organizations to adapt quickly to the changes in their environment. We found three broad characteristics. We found that Adaptive Learning Organizations can 'Sense', 'Decide' and 'Evolve'.

Sense is the ability to harvest, measure, analyze, and draw actionable insights from multiple information and data sources to create forward-looking internal and external views.

Decide is the ability to make accurate short-term and transformational decisions based on known information, collaboration, and built-in pivot points that allow for quick and efficient course correction.

Evolve is the ability to implement changes and transform both for the immediate and sustainable future. In other words, Adaptive Learning Organizations can learn!
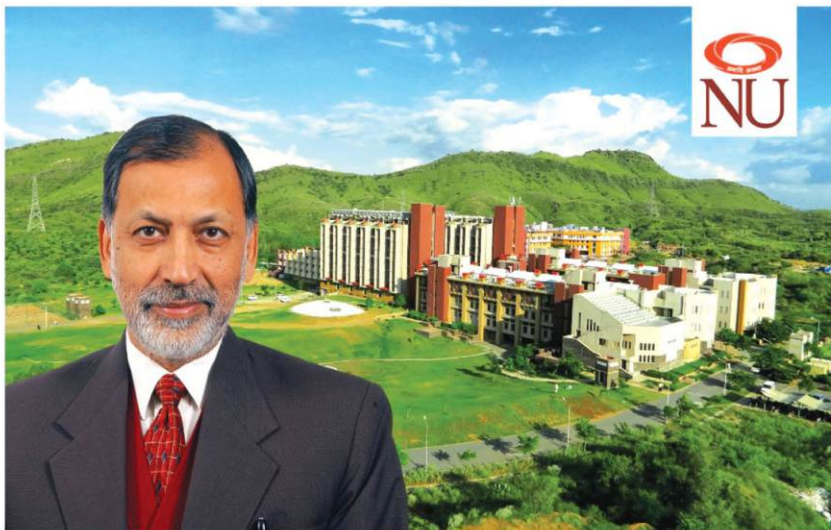
BW BUSINESSWORLD

BW Businessworld Exclusive: The Needs Of Today Are Health, Education And Technology: Rajendra S Pawar, NIIT Group

How is education staying topical to the needs of students, demands of the workforce and affordable to masses?

Rajendra S Pawar, Chairman and Co-founder NIIT Group and Founder, NIIT University talks to BW Businessworld about the educational reforms, need for new assessment and rise of Edtech.

What has changed in the last 16 months in the higher education ecosystem?

Owing to COVID-19, the education sector went through a tectonic shift, compelling educational institutions to adopt a digital delivery model through communication tools such as Zoom and Microsoft Teams. Though this ensured continuity, the digital model is woefully limited. Another factor that we need to take into consideration is that traditional learning enables socialization, which is absent or minimal in digital learning. Socialization happens not just inside the classrooms, but also in other social settings through peer-to-peer interactions, creating real-world experience and building confidence in learning. There are also other limits pertaining to subjects that require introspection, deep discussion and debate are more effectively taught in traditional settings.

Therefore, what we need is a blended learning model that incorporates innovative pedagogies, technology-based teacher-student engagement and other administrative processes like admissions etc. At NIIT University, a significant part of such a blended learning model has been implemented through our platform, NU Digital.

Where in education do you think we need to see a reset?

The cancellation of 12th board exams and many challenges that COVID brought forth should be an impetus for us to reset our education models. This crisis offers an opportunity we should not miss. We need re-evaluate our assessment methods in education and introduce ways to evaluate the students' overall development. This would be consistent with the New Education Policy (NEP) 2020 and will certainly help students develop as independent, disciplined, self-driven and tech-enabled learners.

In my opinion, India needs three types of policy reforms in the education sector. Firstly, we need to push for curricular reforms where technological knowhow is evolving each day. Therefore, educational institutions need to be granted the freedom to engage with the industry and change the curricula as and when required.

The other two are administrative and financial reforms. The government should be able to provide scholarships and loans to those who need it the most and leave academic fee to be determined by market forces. That is what will make our educational institutions relevant and self-sustaining. The need of the hour, therefore, is to rapidly implement this three-pronged reform process- policy reforms, curricular reforms, and financial reforms.

Therein lies momentum in NEP's focus on academic reform; on both the institutional and faculty fronts — which can raise the relevance of education, taking it closer to what the students and the industry need. The recommended push for a stronger industry-linked orientation, implying a stepping up in internships, greater industry-academia engagement and co-creation of curricula with active involvement of students, can be a game-changer.

What parts of the new education policy are critical that we get right?

New education policy (NEP) lights a spark of hope. The policy not only assures a more generous financial outlook for the education sector, it also aims to usher in a slew of reforms across its various categories, segments and dimensions.

First, there is the most change inducing concept of 'holistic and multidisciplinary undergraduate education'. What this spells is flexible curricula, innovation in the combinations of subjects, focus on vocational education and an all-new Academic Bank of Credits (ABC). This crucial multi-disciplinarity and flexibility has the power to create more well-rounded, multi-faceted and creative learners. This will, in turn, mark the beginning of an 'era of synthesis'.

We now have a policy vision for education that will stay with us for a decade. We have a cohesive plan for curricular advancement and have the monetary requirement in place. What we now require is concerted implementation to make NEP 2020 work and take it to fruition.

The cost of education is increasing for an average student. What are your thoughts to curtail this, especially keeping in mind tier 3, tier 4 cities?

This is truly a big question. Shouldn't it be the government's responsibility to pay education for all? Again, there is a contention when we talk about budget allocation in terms of priority, which is clearly the health sector.

The reality is, we do not have resources nor the budget to make education free for each and everybody. My view is that, firstly, a very highly motivated and curious student today will be able to learn a lot on their own because of these unprecedented times. Universities' primary role is to look out for bright students and offer scholarships and financial support.

In the history of education, bright students have been able to procure admissions based on their merit, which is possible in these times. Again, I would like to lay emphasis on the evaluation of students, which shouldn't just entail marks but also their overall personality needs to be taken into consideration when it comes to admissions.

More people are setting up newer institutions, so there will be a dispersal for those who can afford to charge very little and keep it sustainable, while others who will charge the market fee. There exists a demand-supply gap which needs to be balanced.

What do you have to say about the valuation of Edtech companies?

Indian EdTech has been on an upswing; owing to the easy access to their technology enabled learning platforms. These platforms have made available a plethora of learning materials, right from doubt clearances to coaching for competitive examinations to new-age skills to their learners.

While the EdTech industry has made it easier to upskill in these changing times, it cannot replace the personalized attention that face- to-face learning brings. Subjects that require introspection, deep discussion and debate are more effectively taught in traditional settings. What we therefore need is a blended mode of learning.

ET BFSI.com
From The Economic Times

NIIT and Axis Bank partner to launch a Digital Banking Academy

NIIT Institute of Finance Banking and Insurance and Axis Bank have launched a FinTech Professional Programme. The FinTech Professional Programme is the first programme being launched under this Academy

NIIT Institute of Finance Banking and Insurance (NIIT IFBI) - a subsidiary of NIIT Limited, and Axis Bank, third largest private sector bank in India, have launched a FinTech Professional Programme under the Axis Bank - NIIT Digital Banking Academy.

The course is designed to build future ready FinTech Professionals for Axis Bank.

The FinTech Professional Programme is the first programme being launched under this Academy and offers graduates with 0-3 years of experience an opportunity to join Axis Bank as Deputy Manager (IT).

The programme is immersive in nature, where the learners perform tasks of similar complexity, as they would face in their role. Post successful completion of this 18-week programme, the candidate will be deployed at Axis Bank under any of the following FinTech roles:

Full Stack Developer

BA Product Owner

Infra and DevOps

Quality Assurance

Speaking on the launch Bimaljeet Singh Bhasin, President, Skills and Careers Business, NIIT Ltd., said, "At NIIT, we have been working with the Industry for close to four decades and are focused on delivering training programmes in line with the emerging talent requirements of the industry. We are delighted to launch a fresh batch of FinTech Professional Programme powered by Axis Bank. The programme is an initiative of 'Axis Bank - NIIT Digital Banking Academy', to create future-ready FinTech Professionals. Through this partnership, we look forward to contributing to the bank's growth plans by creating industry ready FinTech professionals."

For more information please visit:

https://www.niit.com/india/graduates/banking-and-finance/fintech-professional-programme

https://bfsi.economictimes.indiatimes.com/news/banking/niit-and-axis-bank-partner-to-launch-a-digital-banking-academy/84234881

Business Standard

NIIT and Axis Bank partner to launch a Digital Banking Academy

July 08, 2021 23:31 IST | ANI Press Release

New Delhi [India], July 8 (ANI/BusinessWire India): NIIT Institute of Finance Banking and Insurance (NIIT IFBI) - a subsidiary of NIIT Limited, and Axis Bank, third largest private sector bank in India, have launched a FinTech Professional Programme under the Axis Bank - NIIT Digital Banking Academy.

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https://www.business-standard.com/content/press-releases-ani/niit-and-axis-bank-partner-to-launch-a-digital-banking-academy-121070801029_1.html

THE TIMES OF INDIA
MEDIAWIRE

NIIT Launches Advanced Post Graduate Programs in Data Science for Online Learning

Mediawire | Jun 21, 2021, 18:25 IST

The programs are placement linked to high-value job roles and rendered to part-time and full-time modes

Internet sensationalism has been well justified for the field of data science. The industry continues to pique the curiosity of future-forward professionals looking for a career switch. And yet, there perpetuates a cooked up dimension of self-doubt that engulfs job aspirants. Perpetuating myths about the "knowledge gap" fuel misconceptions on who can become a data scientist. To set the record straight, there are two components you need the most to establish a strong footing in data science.

Discipline and dedication

As far as the competency aspect goes, NIIT Ltd., a leading Skills and Development Corporation has launched a series of online data science programs for a skill-makeover of the digital workforce. The programs lay an equitable emphasis on the learning requirements of all those applying from non-IT, non-analytic backgrounds, in addition to those already from it.

The showcase of this premium online certification lineup is the Advanced Post Graduate Program in Data Science and Machine Learning. This program consolidates the foundational tenets of data science and envelopes a spectrum of skills applicable to a beginner as well as intermediate-level learners or professionals. It factors in the recruitment benchmarks set by leading tech institutions to aid candidates with a synthesized route to employment opportunities. The online certification offers a hybrid turnaround to IT common folk over a span of 18 weeks, systematically building domain expertise in the following competencies:

- Data analysis and visualization

- Machine learning

- Forecasting and predictive modeling

- Natural language processing

- Deep Learning

Co-created and distributed by StackRoute, an NIIT division, this certification is a remote learning solution to the needs of hyper-competitive learners who are planning to make an impression in data science teams. Having undergone immersive, virtual, outcome-driven training, certificate holders are considered qualified to be employed as business analysts, data analysts, or junior data scientists. Access the preview video down below for a detailed overview:

Tackling Evolving Challenges of the Labor Market

Over-subscription to vacancies, opaque hiring patterns, and skill gaps tend to mar the progress of talented candidates who eventually miss out on promising occupations. The NIIT Learning pedagogy, which has helped over 35 million learners globally, reverses the tide in favor of hard-working individuals remediating the aforementioned pain points:

- The faculty educates students based on well-defined data science prerequisites expected from professionals recommending improvement measures through continuous assessments and content personalization.

- A Practitioner centric approach augments the IQ and EQ of learners by amalgamating soft skills, design thinking, and technical competencies.

- An equal opportunity platform entitles eligible candidates to avail placement assistance from NIIT career support services and leverage a direct pass to a data science job role.

As per LinkedIn's 2020 Emerging Jobs Report, data scientists are witnessing a 37% YoY growth. The same statistic for data engineers has been forecasted at 38% and 74% for specialist AI engineers.

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The bottom line for this salary inflation could have roots in legacy businesses undertaking massive transformational schemes to become digital at scale. The bureaucratic push to gain data supremacy and corner market share has ballooned the demand for a specialized talent pipeline, which is no less true for the field of data and analytics.

Amplifying Employment Prospects with Qualitative Online Education

As per LinkedIn's Jobs on the Rise report, 2021 the quantum of popularity for top data science job titles is concentrated in roles like Data Science Specialists, Data Analysts, and Analytics Consultants. This field cobwebs interdisciplinary capabilities, making it challenging for learners to attain multifaceted efficiencies in short periods.

The Advanced PGP in Data Science and Machine Learning offers a divide and conquer framework for candidates, spread out over 3-stages. The key specializations are depicted in the image below:

Coding is often quoted as a prerequisite for commencing data science learning. It is safe to discard this misconception amongst neophytes as relevant programming training is best left to the discretion of mentors. The curriculum modules of the Advance PGP in Data Science and Machine Learning are aligned for individuals with non-IT, and non-analytic backgrounds so they acclimatize themselves into data lifecycle activities at the workplace, with ease.

Over the stipulated timeline of the certification, students undertake requisite self-assessments that instill confidence. Each individual is assigned a pitch-deck project in the final leg of the program wherein they are expected to overcome non-trivial data challenges based on real-world scenarios. Following a one-on-one evaluation by a panel of invigilators, the scorecards are tallied to render a passing certificate. After successful program completion, the NIIT's placement support team recommends the student profile to a list of hiring partners.

The aforementioned certification is a premier one-stop, full-time, intermix offering for aspirants who want a launchpad for mid-level data science jobs. NIIT also has a part-time value-adding alternative for people short on time as the Advanced PGP in Data Science and Machine Learning (part-time). In addition to it, the training conglomerate is also offering the Data Science Foundation Program in dual renditions of a full-time and part-time format.

About NIIT

NIIT is a leading Skills and Talent Development Corporation that is building a manpower pool for global industry requirements. It ranks among the world's leading training companies owing to its vast and comprehensive array of talent development programs. With a footprint in over 30 countries, NIIT offers training and development solutions to Individuals, Enterprises, and Institutions. NIIT incubated, StackRoute, as a digital transformation partner for corporates to build multi-skilled full stack developers at scale.

Live now: Wednesday Wisdom with Padma Bhushan Sh Rajendra Singh Pawar, Chairman NIIT, Founder NIIT University in conversation with Annurag Batra, Chairman & Editor in Chief, BW Businessworld & exchange4media

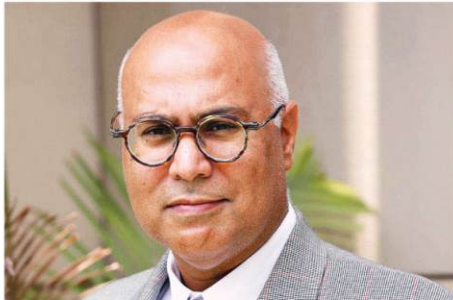https://www.linkedin.com/video/live/urn:li:ugcPost:6810883709797986304/

Trending Now: ITes – Technology makes the future resilient Dr. Yogesh Bhatt (EVP and Business Head, StackRoute, NIIT) and Dhanniya Venkatasalapathy (Senior Director and National Head - Information Technology Vertical, Microsoft India)

https://www.youtube.com/watch?app=desktop&v=hcG51XR4SQ0&feature=youtu.be

FINANCIAL EXPRESS

Talent Training: Linking the college and the corporate

By: Vikram Chaudhary | May 20, 2021 3:15 AM

NIIT helps organisations train their workforce, as well as provides talent development courses for individuals

Sapnesh Lalla, CEO, NIIT

Set up in 1981 to help the then nascent Indian information technology (IT) industry overcome its human resource challenges, NIIT has today evolved into a global training company. With a footprint in over 30 countries, it offers training and development solutions across three verticals: individuals, enterprises and institutions.

In a recent interaction with FE, Sapnesh Lalla, CEO, NIIT, says the unique thing about NIIT is that technology has been central to its education delivery. "NIIT was the first organisation in India to blend video-based education with the traditional mode of teaching at its education centres. It was an edtech company even before the word edtech became popular," he says. It was an edtech company even before the word edtech became popular," he says.

The pandemic year

Most edtech companies that innovated during 2020 have reaped rich dividends. NIIT recorded profit after tax of Rs 41.5 crore (up 53% year-on-year) in the October-December 2020 and net revenue of Rs 253.4 crore (up 4% year-on-year).

During the year, NIIT launched many new courses, including a 5G certification programme with Nokia (over a webinar with the Cellular Operators Association of India) to train industry professionals in India, and the Randstad Skilling Academy (Randstad India) to create a future-ready workforce. It also extended its partnerships with MNCs such as Unilever and Rio Tinto to provide managed learning services and support learning and business imperatives.

Lalla says that when the first lockdown was announced in March 2020, there was uncertainty as far as business continuity is concerned. NIIT has two major training and development businesses. One is the 'managed training services' focused on large organisations who want to outsource their learning and development needs. "Here, the focus is on working with 60 of the world's largest companies, including Shell, IBM, Rolls-Royce, Red Hat," he says.

The second business is the 'skills and careers arm', focused on enabling organisations to achieve accelerated digital transformation through talent transformation, as well as talent development courses for individuals. "Right after the lockdown we moved to the digital platform across our businesses. While this platform was in place for years, it suddenly became the core to our operations," he adds.

Previously, most customers used the hybrid model, which included digital but primarily face-to-face training. After the lockdown, digital was the only medium available for corporations' training and learning and development needs. "Almost immediately everyone realised the 'convenience' of digital, and that helped digital adoption pick up," Lalla says.

Thus, while all NIIT physical educational centres shut down on March 23, 2020, that number (about 2,000) of physical centres had started reducing a few years ago with the internet becoming more and more accessible. "Starting March 23, we created an opportunity for our partners to continue their business on the digital platform. The good thing is they have been able to attract students on the digital platform the same way they used to attract students in the physical centres," he added.

NIIT University

With the NIIT University (at Neemrana, Rajasthan; set up in 2009), NIIT has a symbiotic relationship; the university uses the latter's digital platform to offer education to its students, and it offers NIIT programmes that are a mix of corporate training and university education. "A number of our customers look at NIIT as not just as a source of short education programmes, but also longer, more formal education programmes that might result into a degree," says Lalla.

While NIIT is famous for providing functional and technical skills (the so-called hard skills), it blends those skills with soft skills. "We provide holistic skills that allow a person to become successful at a job; a student need not be just a good programmer, but should also have the ability to work in a team, and communicate and understand and listen," Lalla said. "We create a connection between the college and the corporate."

https://www.financialexpress.com/education-2/talent-training-linking-the-college-and-the-corporate/2255188/

Mr Vijay Thadani, VC & MD, NIIT Ltd. on NIIT Q1 2021-22 results

https://www.youtube.com/watch?v=GNjLrt3H5-4

THE ECONOMIC TIMES | Markets

NIIT Q1 results: Net profit rises 78% to Rs 51 crore

NEW DELHI: NIIT Ltd on Friday said its consolidated net profit grew 78 per cent to Rs 51.4 crore in the June 2021 quarter.

The skills and talent development firm had posted a net profit of Rs 29 crore in the year-ago period, a statement said.

Its revenue increased 49 per cent to Rs 301 crore in the April-June 2021 quarter, from Rs 201.8 crore in the year-ago period, it added.

"NIIT delivered robust revenue growth of 49 per cent year-on-year and healthy profitability to capitalise on the emerging opportunities, amidst resurgence of the pandemic, thus demonstrating continued resilience to adverse environment conditions," NIIT Vice Chairman and MD Vijay K Thadani said.

The company's Corporate Learning Group (CLG) business recorded revenues of Rs 263.3 crore, clocking a 47 per cent year-on-year growth during the first quarter of FY'22.

During the quarter, CLG signed 3 new MTS (managed training services) contracts, and expanded the scope of work with two existing customers. The total number of MTS customers stands at 59 with an overall revenue visibility of USD 298 million, the company said.

CLG business won three new MTS contracts in the life sciences NSE -2.44 % and healthcare segment and expanded its relationship with two global technology majors.

"Both the Corporate Learning Group and the Skills and Careers Group recorded strong topline growth. The agile and decisive actions we took over the last several months have enabled the business to continue to create more value for our customers," NIIT CEO Sapnesh Lalla said.

The Skills and Careers Group (SNC) recorded net revenue of Rs 37.8 crore, up 62 per cent year-on-year during the reported quarter. SNC has successfully transitioned its customers to the NIIT Digital platform and through this, learners are able to access their learning plans and all associated content and services digitally, it said.

NIIT Q1FY22: Net profit up 78% to Rs 51.4 cr

Mini

NIIT Ltd on Friday said its consolidated net profit grew 78 percent to Rs 51.4 crore in the June 2021 quarter. The skills and talent development firm had posted a net profit of Rs 29 crore in the year-ago period, a statement said. Its revenue increased 49 percent to Rs 301 crore in the April-June 2021 quarter, from Rs 201.8 crore in the year-ago period, it added. EPS (earnings per share) stood at Rs 3.8.

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https://www.cnbctv18.com/earnings/niit-q1fy22-net-profit-up-78-to-rs-514-cr-10185061.htm

THE ECONOMIC TIMES | Markets

NIIT Q4 results: Company reports net profit of Rs 46 cr, strengthens board

PTILast Updated: Jun 04, 2021, 04:22 PM IST

NIIT had posted a net profit of Rs 0.6 crore in the March 2020 quarter.

NEW DELHI: Skills and talent development company NIIT Limited on Friday said its **net profit** stood at Rs 46.5 crore in the March 2021 quarter.

The company has also strengthened its board with the addition of four new members, including appointment of Udai Singh Pawar and Leher Vijay Thadani. NIIT had posted a net profit of Rs 0.6 crore in the March 2020 quarter. It logged a 30 per cent growth in net **revenue** at Rs 275.5 crore in the fourth quarter of FY'21 from Rs 211.2 crore in the year-ago period.

"The improvement in margin was driven by better product mix, higher productivity (due to transition to **Digital Learning**), continued work from home and no travel expenses, and improved leverage of fixed costs (due to growth)," NIIT CEO **Sapnesh Lalla** told PTI.

He noted that the fourth quarter had been "exceptional", driven by industry leading performance by Corporate Learning business and transition to **digital** in Skills and Careers Business.

"Our investments in sales and marketing and in building digital capabilities have helped the company achieve growth. The momentum is supported by a number of order wins, renewals and scope expansions this year," he added.

Lalla said NIIT took effective measures to help preserve and protect the health of its employees during the fiscal in view of the pandemic.

"Overall, we have not seen any impact that the pandemic has caused to our customer commitments... from an overall perspective, we've been able to meet all our commitments. As we look ahead, I don't believe we are done with a pandemic as yet, but all the progress and actions we are taking to both preserve as well as protect will help us deal with the pandemic and its effects," he said.

In a statement, NIIT said it had recorded an exceptionally strong quarter of revenue growth and profitability owing to sustained business development,

digital transformation and optimized business operations.

For the full-year, the company's net profit declined 89 per cent to Rs 143 crore in FY'21 from Rs 1,327.5 crore in the preceding fiscal.

The FY'20 profit includes one-time gain on divestment of holding in **NIIT Technologies** NSE 0.54 %. On a like-to-like basis, the net profit was up 134 per cent year-on-year.

Its net revenue stood at Rs 949.5 crore, up 7 per cent from Rs 889.2 crore in FY'20.

The board has recommended 125 per cent dividend at Rs 2.5 per share.

"In a challenging year marked by the pandemic, NIIT has shown resilience, decisiveness and agility. Corporate Business continues to accelerate. The investment in Digital transformation of the business has created new opportunities for growth and improvement in profitability," NIIT Vice Chairman and Managing Director Vijay K Thadani said.

The company completed a buyback in May entailing buyback of up to 98.75 lakh shares at Rs 240 apiece. Post this buyback, the outstanding shares stood at 132.47 million.

Talking about the expansion of the board, NIIT Chairman and co-founder Rajendra S Pawar said the NIIT board is being expanded to enhance capabilities and increase diversity, which will help in seizing global opportunities of digital transformation.

The board announced the addition of two independent directors - Sangita Singh and Avani Davda. They will join the company wef June 5, 2021 as Additional Directors till the forthcoming AGM when their appointments will be taken up for approval by the shareholders.

Singh has over three decades of global B2B experience at Wipro, Infosys and **IBM**, while Davda has two decades of experience in Consumer Retail and business leadership at the Tata group, including in the role of CEO of the Tata-Starbucks JV.

Sapnesh Lalla, who has been CEO of the company for almost four years now, is being elevated to the board as executive director and CEO.

In addition, two non-executive directors - Udai S Pawar and Leher V Thadani - will also join the Board after approval by the shareholders in the forthcoming AGM.

Udai Pawar is son of Non-executive Chairman (and promoter) Rajendra Singh Pawar, while Leher is daughter of Vijay K Thadani, Vice Chairman and Managing Director (and promoter) of the company.

"They're joining the board, not management. We've had that explicit articulation of the approach of our company, so it represents succession.The important thing is to build perpetuity for a company which has been around for 41 years. And so, there is a strengthening of the board from a governance point of view," Rajendra S Pawar said.

He added that the company has looked at expanding the Board through multiple dimensions, including geography, gender and experience.

The company said its Corporate Learning Group (CLG) recorded revenues of Rs 235.3 crore, up 8 per cent quarter-on-quarter during the March 2021 quarter. Full-year revenue for CLG was recorded at Rs 825.4 crore, up 19 per cent over the previous fiscal. Revenue visibility stood at USD 287 million.

During the year, CLG signed 9 new Managed Training Services (MTS) contracts in FY'21, expanded contracts with 5 customers, and renewed contracts with 12 customers. The total number of MTS customers stands at 58.

Its Skills and Careers Business (SNC) recorded net revenue of Rs 40.2 crore in the March 2021 quarter, up 12 per cent y-o-y. For the full fiscal, SNC recorded net revenue of Rs 124.1 crore.

The company said its India business growth for the quarter was driven by NIIT digital platform and StackRoute business. During FY'21, SNC has successfully transitioned its customers to the NIIT Digital platform and through this, learners are able to access their learning plans and all associated content and services digitally.

moneycontrol

NIIT share price surges 13%, hits new 52-week high on robust Q4 numbers

The company reported PAT at Rs 46.5 crore against Rs 0.6 crore in the year-ago period. The board has recommended a 125 percent dividend at Rs 2.5 per share.

JUNE 04, 2021 / 03:43 PM IST

NIIT share price jumped 8 percent in the afternoon session on June 4 after the company reported the fourth-quarter profit after tax (PAT) at Rs. 46.5 crore against Rs 0.6 crore in the year-ago period.

The company's consolidated revenue jumped 30.5 percent at Rs 275.5 crore against Rs 211.2 crore (YoY). Consolidated EBITDA came in at Rs 68.4 crore against Rs 2.1 crore and consolidated EBITDA margin at 24.8 percent against 1 percent (YoY).

NIIT recorded an exceptionally strong quarter of revenue growth and profitability owing to sustained business development, digital transformation and optimised business operations.

During the quarter, the company recorded a net revenue of Rs 275.5 crore, up 30 percent YoY and 9 percent QoQ, it said in an exchange filing.

For the full year, the company's net revenue stood at Rs 949.5 crore, up 7 percent YoY. EBITDA margin was recorded at 18.5 percent and EBITDA at Rs 175.3 crore up 106 percent YoY, the company added.

The board also recommended a 125 percent dividend at Rs 2.5 per share.

"In a challenging year marked by the pandemic, NIIT has shown resilience, decisiveness and agility. The corporate Business continues to accelerate. The investment in digital transformation of the business has created new opportunities for growth and improvement in profitability," said Vijay K Thadani, Vice Chairman & Managing Director, NIIT Limited.

https://www.moneycontrol.com/news/business/stocks/niit-share-price-surges-13-hits-new-52-week-high-on-robust-q4-numbers-6988071.html

NIIT Limited announce the results for Q4 and Financial Year 2020-21

https://www.youtube.com/watch?v=aMYuSuGyr1U

Vijay Thadani, VC & MD, NIIT Ltd. in conversation with CNBCTV18 on company's Q4 & Annual performance

https://www.youtube.com/watch?v=lCaqCq1YdIQ&t=4s

Sapnesh Lalla, CEO, NIIT Ltd. speaks to CNBC Bajar on Q4 and FY21 results

https://www.youtube.com/watch?v=Y6mP2Y0r_6E

P. Rajendran Jt. MD & Co-Founder, NIIT Ltd talks about company's Q4 & Annual results with CNBC Awaaz

https://www.youtube.com/watch?v=5z9tM0_Xyu4

Outlook

NIIT partners Sushant University to offer courses in BFSI, IT

New Delhi, Jul 16 (PTI) Skills and talent development company NIIT on Friday said it has partnered with Sushant University for courses in BFSI (banking, financial services and insurance) and IT.

NIIT Ltd has entered into a partnership with Sushant University to offer their upcoming batches of Bachelors in Computer Applications (BCA) and Bachelors in Technology (B Tech) in Computer Science, specialisations in Banking and Finance, and StackRoute – Full-Stack Product engineering, respectively, a statement said.

The partnership aims to deliver future-ready programmes to improve the learning and employability of fresh graduates and empower them with the necessary skills, to become Day 1 job ready industry professionals, it added.

"The future-ready programmes have been introduced by NIIT with a profound understanding of the changing job roles in today''s fast-paced economy. Through this strategic tie-up with Sushant University, we aim to provide relevant skill sets to aspiring graduates and make them job-ready professionals, meeting the talent requirements of the industry," NIIT Ltd EVP and Business Head (Skills and Careers Business) Abhishek Arora said.

The students opting for BCA and B Tech in Computer Science at Sushant University in the admission year 2021 will have an option to enrol for these specialisations that will be delivered during the second and third year of their degrees.

The specialisation programmes will be delivered virtually to learners via interactive instructor-led sessions.

The sessions are led by qualified industry professionals and experienced faculty at NIIT, imparting hands-on learning techniques, industry exposure and job training. Additionally, it includes webinars with industry professionals in every semester of the degree, the statement said.

On successful completion of the programmes, the learners will be provided with full placement assurance and receive certificates from NIIT, it added.

"At Sushant University, we are focused towards providing specialised courses to students that help them advance in their career.

"We are delighted to enter into a partnership with NIIT, to introduce programmes that will prepare the students towards challenging global career opportunities and make them day 1 job-ready professional," Sudipto Sarkar, Dean School of Engineering and Technology at Sushant University, said.

BW EDUCATION

NIIT Partner With Sushant University To Offer BFSI And IT Courses

To offer the University's upcoming batches of BCA and BTech in Computer Science, specializations in Banking & Finance, and StackRoute – Full Stack Product engineering respectively

July, 2021 by BW Online Bureau

NIIT Limited has entered into a partnership with Sushant University to offer their upcoming batches of Bachelors in Computer Applications (BCA) and Bachelors in Technology (B Tech) in Computer Science specializations in Banking & Finance, and StackRoute – Full Stack Product engineering respectively.

Duration for the Banking & Finance specialization for BCA students is ~300 hours split across 2 semesters, while the StackRoute – Full Stack Product Engineering specialization, a Full Stack Development program for B Tech students is for 800+ hours split across 3 semesters. On successful completion of the programs, the learners will be provided with full placement assurance and receive certificates from NIIT.

http://bweducation.businessworld.in/article/NIIT-Partner-With-Sushant-University-To-Offer-BFSI-And-IT-Courses/16-07-2021-396880/

Business Standard

NIIT announces Programs in Cloud Computing and Cybersecurity to meet the demand for job roles in the digital sector

June 02, 2021 23:31 IST | ANI Press Release

New Delhi [India], June 2 (ANI/BusinessWire India): NIIT Limited, a global skills and talent development company and leading provider of managed training services, announced the launch of the following StackRoute programs to cater to the growing demand for job roles in the digital sector:

Advanced Post Graduate Program in Cloud Computing and DevOps

Advanced Post Graduate Program in Cybersecurity and SecOps

The Advanced Post Graduate Program in Cloud Computing and DevOps systematically helps learners acquire all the critical competencies required including the foundational system administration, cloud administration and Devops to take on the role of a Cloud DevOps Engineer.

The Advanced Post Graduate Program in Cybersecurity and SecOps equips learners with Skills & Knowledge to confidently join Cybersecurity practice teams and contribute to "Identify", "Protect", "Detect", "Respond" & "Recover" from threats.

These StackRoute programs are focused on experiential learning delivered virtually over 18 weeks (720 learning hours). These programs have tech mentors for live virtual connect meets who work with the learners through the program. The model combines the convenience of online learning coupled with the intensity of scheduled mentoring.

Additionally, NIIT has also launched a Foundation Program in IT Infrastructure & Security, which will articulate into either of the two Post Graduate Programs i.e. Cloud computing or Cybersecurity.

As per a report by NASSCOM, industry observers have projected that IT spending on cloud platforms will reach 60% of all IT infrastructure. Also, 60-70% of all software services and technology spending and growth rate for investments in Platform-as-a-Service (PaaS) have almost doubled from 32% in 2016 to 56 % in 2019, making it a rapidly growing sector of cloud-platforms. It is now more critical than ever to acquire these skillsets and equip students for the new future of work. Through these programs, NIIT offers to bridge the gap, helping to maintain the balance of the demand and availability of cybersecurity and cloud computing professionals in organisations.

Speaking on the announcement Abhishek Arora, EVP and Business Head, Skills and Careers Business, NIIT Ltd., said, "Across small & large enterprises and startups, applications and data are being migrated to cloud platforms at a massive scale, thereby increasing demand for skilled Cloud DevOps professionals. In every aspect of our personal and professional life, we use and rely on Cloud based solutions. Furthermore, to protect and secure this information on cloud infrastructure, organizations require skilled Cybersecurity professionals."

"We are happy to launch role specific programs on Cloud Computing and Cybersecurity. To ensure learners are job-ready, our StackRoute programs not only focus on the technical competencies, but also the engineering and behavioral competencies," added Arora.

On successful completion of the immersive programs, the learners will be provided with full placement assurance and receive certificates from StackRoute.

Over the past 5 years StackRoute has been committed towards delivering disruptive learning solutions, producing highly skilled and deployment ready talent in emerging tech and digital roles. Recently StackRoute was awarded Brandon Hall Group HCM Excellence award 2020, jointly with a leading independent IT and business consulting services firm. The Gold medal has been awarded under the category - "Best Use of Blended Learning" for Graduate Transformation Program.

Additionally, StackRoute has won Brandon hall Silver award for 'Best Results of a Learning Program' jointly with the world's leading engineering company in aerospace.

For more information about the program visit:

(https://www.niit.com/india/cloud-computing/advanced-post-graduate-program-cloud-computing-and-devops)

(https://www.niit.com/india/cyber-security/advanced-post-graduate-program-cybersecurity-and-secops)

Education TIMES
GET UNTANGLED

NIIT launches programmes in cybersecurity and cloud computing

TNN | Posted on Wednesday, June 2,2021 14:24

The programmes are focused on experiential learning and will be delivered virtually over 18 weeks

To cater to the growing demand for job roles in the digital sector, NIIT Limited has launched two StackRoute programmes.

The programmes launched are Advanced Post Graduate Programme in Cloud Computing and DevOps and Advanced Post Graduate Programme in Cybersecurity and SecOps.

The programmes will help in bridging the gap in the demand and availability of cybersecurity and cloud computing professionals in organisations.

The Advanced Post Graduate Programme in Cloud Computing and DevOps systematically helps learners acquire all the critical competencies required including the foundational system administration, cloud administration and Devops to take on the role of a Cloud DevOps Engineer.

The Advanced Post Graduate Programme in Cybersecurity and SecOps equips learners with Skills and Knowledge to confidently join Cybersecurity practice teams and contribute to 'Identify', 'Protect', 'Detect', 'Respond' and 'Recover' from threats.

The programmes are focused on experiential learning and will be delivered virtually over 18 weeks (720 learning hours). These programmes have tech mentors for live virtual connect meets who work with the learners through the programme. The model combines the convenience of online learning coupled with the intensity of scheduled mentoring.

https://www.educationtimes.com/article/newsroom/83169911/niit-launches-programmes-in-cybersecurity-and-cloud-computing

BW EDUCATION

NIIT: Programs in Cloud Computing & Cybersecurity

NIIT announces programs in Cloud Computing & Cybersecurity to meet the demand for job roles in the digital sector.

02 June, 2021 by BW Online Bureau

NIIT Limitedannouncedthe launch of the following Stack-Route programs to cater to the growing demand for job roles in the digital sector:

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The Advanced Post Graduate Program in Cloud Computing and DevOps systematically helps learners acquire all the critical competencies required including the foundational system administration, cloud administration and DevOps to take on the role of a Cloud DevOps Engineer.

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http://bweducation.businessworld.in/article/NIIT-Programs-in-Cloud-Computing-Cybersecurity/02-06-2021-391700/

people matters

The role of an EXP in fostering employee well being

Organizations need an EXP that can provide them with the insights to help employees identify ways to balance wellbeing and productivity and to respond to changing needs over time. Here's how Microsoft Viva Insights helps people and business thrive with data -driven insights and recommendations to improve productivity and wellbeing.

When we talk of what constitutes a more meaningful employee experience, it boils down to six key elements as per Glint's People Success Pillars-Wellbeing, Connection, Focus, Empowerment, Growth, and Purpose. While the pandemic has cast its shadow on all the above-mentioned aspects, it has particularly brought into focus the element of well-being.

Employees have struggled and are struggling to balance work-life as the boundaries between work and life have blurred over the last year. Saddled with taking care of both responsibilities at home and work, employees have been afflicted with burnout and exhaustion. As if being disconnected and disengaged was not enough, even mental well-being has taken a turn for the worse.

Harshvendra Soin, Global Chief People Officer & Head – Marketing, Tech Mahindra, shared, "The pandemic has pressed the reset button, allowing us to redesign employee experience and nurture purpose-driven culture. These unforeseen circumstances have taken a toll on the mental health and well-being of associates which is why we have designed a 360-degree outreach program to ensure regular communication and support associate wellness."

Tech Mahindra in fact also recently announced the appointment of a 'Wellness Officer' to institutionalize the holistic wellness of all associates, partners, and vendors amidst the COVID crisis.

The same thoughts were espoused by **Dr. Mita Brahma, HR Head, NIIT Ltd.** who shared, "The COVID-19 pandemic brought to focus the well-being of employees from the physical as well as mental health perspective. With the second wave of the disease, employees experienced anxiety, panic and at times loss among their near and dear ones. There was no opportunity for a friendly hug, or just sitting together in silence."

And statistics corroborate the same. A Qualtrics study on mental health, 2020 revealed that nearly 70% of employees reported higher stress levels and over 40% are experiencing decreased mental health.

Hence, creating a great employee experience is more challenging than ever as the majority of the people feel stressed, disconnected, or disengaged. There has never been a bigger need for technology, data, and insights that are designed to improve the employee experience.

The case for breaks in an 'always-on' culture

One of the major downsides of this 'always-on' culture perpetuated by the pandemic is the back-to-back meetings. Back-to-back video meetings have become a hallmark of the pandemic era. One conversation ends, another begins, and too often there's no chance to stretch, pour a glass of water, or just take a breather and clear your head.

These back-to-back meetings are stressful and further contribute to the feeling of exhaustion and are simply not sustainable. Research by Microsoft's Human Factors Lab sought to find a solution for meeting fatigue—a pressing concern in our new era of remote and hybrid work.

The research showed three main takeaways.

1. Breaks between meetings allow the brain to "reset," reducing a cumulative buildup of stress across meetings.

2. Back-to-back meetings can decrease your ability to focus and engage.

3. Transitioning between meetings can be a source of high stress.

What it ultimately means is breaks are not only good for wellbeing, they also improve our ability to do our best work. Breaks, even short ones, are important to make the transitions between meetings feel less stressful.

What it also means is that by incorporating these insights into work-life, managers can actually take steps to improve the well-being of individuals and teams. Further, they can leverage tools and capabilities through an employee experience platform that can help them deal with the problem of digital overload faced by employees and foster their well-being.

Rajiv Naithani, EVP and Chief People Officer, Infogain shared with us, "Experience is defined by our ability to become a humane organization demonstrating compassion and empathy in our dealings with stakeholders, especially employees. Pandemic has created the need of being a humane organization that is consistently aspiring to focus on the employee's wellbeing, be it emotional mental, physical, and financial. Other than building human-centered organizations, leveraging technology and human touch in a virtual environment could help organizations to deliver a differentiated employee experiences to employees. What matters the most here is the intent to build and deploy human-centered solutions and services."

This has again put the spotlight on how organizations need an EXP that can provide them with the insights to help employees identify ways to balance wellbeing and productivity and to respond to changing needs over time and to help managers develop their teams and respond to employee needs while fostering decisions that improve team performance, work/life harmony, and wellbeing.

Helping everyone in the organization thrive: Introducing Microsoft Viva Insights

This is exactly what the Viva Insights feature of Microsoft Viva aims to address. Microsoft Viva Insights helps people and businesses thrive with data-driven insights and recommendations to improve productivity and wellbeing. It uses data to help employees protect their valuable time, whether it's to focus deeply on a single task or on themselves and their families. Managers can keep better track of their connections to their teams, and decision-makers can identify trends to help them respond in a fast-changing environment.

Viva Insights comes with features such as a virtual commute experience for better work- and home-life transitions and integration with Headspace, a global leader in mindfulness and meditation. The virtual commute feature guides people to close out tasks to free up valuable mental space, preview what's planned for tomorrow, and reflect on how they felt about the day. Another feature called The Protect Time Experience enables employees to schedule focus time to work uninterrupted during the day before it fills up with meetings. The daily briefing email from Cortana, helps employees to help start their day on track and seamlessly book time in the week ahead for catching up on emails, learning, or for other activities.

In addition, Insights enables people to schedule regular breaks during working hours, mindfully disconnect after hours, and see insights and patterns personalized for individuals, managers, and leaders. Team members receive recommendations and best practices to help them prioritize wellbeing and boost productivity.

Manager insights in Viva provide managers the visibility into work patterns that can lead to burnout and stress, empowering managers to help teams foster healthy work habits and feel balanced. For instance, Viva Insights can help a manager see if their team is at risk of burnout and provide recommendations like encouraging your team to turn off notifications, set boundaries in their calendar, and set daily priorities to focus on what matters most.

For company leaders, Leader insights help leaders answer critical questions about organizational resiliency and work culture by providing visibility into the impact of work patterns on people and the business. These could include wellbeing opportunities, but also things like space planning as companies reimagine their offices for hybrid work. Viva Insights also provides leaders with organizational network analysis to understand the connectedness and cohesion between and across teams.

Summing up, here are three ways in which Viva Insights helps in amplifying wellbeing and improving the productivity of all of your employees, wherever they are-

• Deliver personalized and actionable insights: Empower individuals, teams, and organizations to achieve balance, build better work habits, and improve business outcomes with personalized, privacy-protected insights and recommendations.

• Quantify the impact of work on people and business: Gain data-driven visibility into how work patterns affect wellbeing, productivity, and business performance.

• Address complex business challenges: Use advanced tools and integrations with other data sources to perform deeper analysis, address complex challenges, and respond quickly to change.

Ultimately, as the pace of work accelerates, preventing burnout and enhancing wellbeing is critical to sustainable success. This is where Microsoft Viva Insights aims to help organizations with data-driven insights and recommendations to improve the productivity and wellbeing of their people.

THE HINDU
BusinessLine

Normalisation of work-from-home offers a chance to reimagine the future of workplaces

Rajendra Pawar | Updated on May 06, 2021

Working from home can take the pressure off urban centres
- KR Deepak

Covid-induced new normal has brought home to use that development can happen beyond cities, too

Whether it was dinosaurs being driven to extinction by a falling comet 66 million years ago or the invention of the transistor radio in 1950, which reshaped electronics and computer design and became a stepping stone for the world's Fourth Industrial revolution, humankind has witnessed several disruptions in its evolutionary journey that have caused the new order to replace the old one.

The Covid-19 pandemic is certainly the next big thing in world history and sure to find a place among the milestones marking mankind's calendar.

Ushering in a "new normal", the pandemic has brought into stark relief all the challenges that have beset the 21st century — problems arising out of climate change, globalisation, rampant urbanisation, and the scourge of the "divides".

Shaking the very foundations of the world's economic and social edifice, it is compelling us to introspect, unlearn what we have lived comfortably with and learn new lessons. There is now an understanding that this event could well be the reason for yet another historic global shift.,

The Covid-19 phenomenon is no dead-end. No, humanity is just too resilient for that. Humanity knows just what it means to be at a crossroad, to look at the horizon for emerging opportunities, and explore the next set of possibilities. And, yes, Covid-19 has brought us to this crossroad today. The best minds in industry — Information Technology, Healthcare, Manufacturing, Retail, Education — are already working overtime seeking answers to the many questions posed by the pandemic.

The IT industry in India has played a critical role in helping it deal with the Covid-19 crisis. Had it not been for digital platforms, (hundreds were created overnight by both large and small Indian IT companies), school and college students would not have been able to attend classes and continue with their education.

Digital to the rescue

People would have been paralysed during lockdowns, unable to make online payments and money transfers securely and order food, medicines and other essentials without stepping out of their homes. Most importantly, professionals would not have been able to Work From Home (WfH), help their organisations remain operational and prevent India's economy from going into a tailspin.

Clearly, WfH — riding on and made possible by digital technologies as well as a rethink and regulatory relaxation by the Ministry of Telecommunications and IT (which liberalised connectivity to the home) — is a life saver.

At this time, (a period I like to call the 'Century of the Mind' in the mid-90s), WfH seems timely, transformational and futuristic. It is enabling us to get integrated into what is expected to be the new world of work. Century of the Mind, for me, represents a post-Industrial world, where man has wrested control back from machines and occupied central position.

This is conceptually what WfH has made possible. Work is coming to where the employees are. While in the Industrial era, the hand had to move to where the machine was, in this Century of the Mind, the work is travelling to where the mind is.

During the Covid-19 pandemic, as organisations have shut down their physical facilities, employees have done

their work from the comfort of their homes. Many, living in large metros, have chosen to walk away from their caged city existence to their homes in Tier 2 and 3 townships and even the hinterland, where they are enjoying their families and a superior quality of life.

WfH as a concept is not entirely new. It is in a sense an echo of another idea that truly gave wings to the Indian software industry and enabled it to become a global powerhouse. It was the Software Technology Park of India (STPI) scheme, launched in 1991, where the government showed great foresight, that dismantled many rules, and allowed software companies to be set up anywhere in India.

In this way, software companies were liberated and established themselves in smaller cities with affordable infrastructure, lower cost of living for employees and ready access to a pool of talent at competitive prices. With WfH, we are seeing the same phenomenon. WfH is setting organisations and their employees free — free to be where they want to be and yet remain connected to their workplaces.

Yet another overriding benefit of WfH, is that it is taking the pressure off urban centres. Urbanisation, we know today has served its purpose, and overplayed its part. Its negatives far outweigh its once touted positives.

It has for instance overwhelmed the infrastructure of cities and dehumanised their workforce. Poor and cramped living conditions, long travel times, and virtually no recreation have led to a severe drop in the quality of life and Gross National Happiness (GNH) of countries. WfH on the other hand, has facilitated the return of people to their homes — to healthier and happier living and enabled overwhelmed metropolises to breathe a bit.

Such de-urbanisation could well be a precursor to a bigger, more orchestrated move of people not just to the Tier 2s and 3s, but India's villages themselves.

Focus on rural

In his path-breaking 1972 book of essays: Small is Beautiful: The study of Economics as if People Mattered, economist EF Schumacher had urged governments to build up the rural sector to achieve balanced growth. "There is no answer to the evils of mass unemployment and mass migration into cities, unless the whole level of rural life can be raised and this requires the development of an agro-industrial culture, so that each district, each community, can offer a colourful variety of occupations to its members".

The heart-wrenching exodus of India's 10 million migrant labourers from cities to their villages in 2020 owing to the pandemic gave India cause to think along these lines as well. At this time, the government announced a $277-billion package as well as a $7-billion programme to provide jobs to returning migrant workers for 125 days across 116 districts. This could be a trendsetter.

We also have the 1920 vision of Mahatma Gandhi to guide us here. The Mahatma's belief that inclusive growth for India could only come on the strength of sustainable, nature-aligned rural development and innovation as well as education and skilling of villagers, ought to serve as a beacon. If we do this right, the Gandhian dream of taking people close to their roots may well be within reach.

The writer is Chairman & Co-Founder, NIIT Group & Founder, NIIT University (NU)

NIIT

The technology intervention in education that the pandemic has accelerated, is consistent with the New Education Policy (NEP) 2020", says Vijay Thadani at EdTech X Indian Education Conference, 2021

https://www.youtube.com/watch?v=vG-33h9Q3jE

Mr Rajendra S Pawar in conversation with India Today TV on CBSE 12th board evaluation

https://www.youtube.com/watch?v=IJKhUHt0E8c
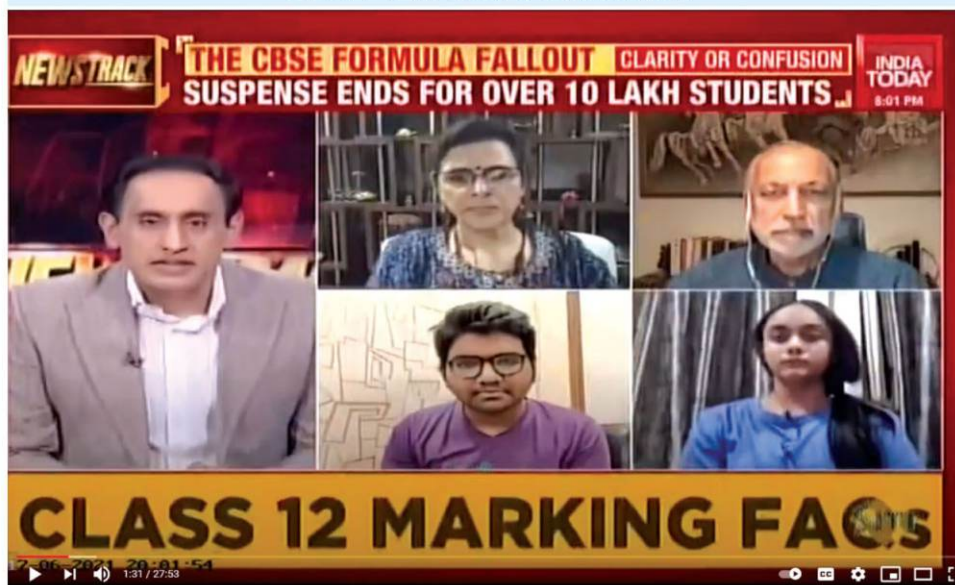
Learn to learn; value of a degree is vanishing

Saumesh.CR@timesgroup.com

Rajendra Pawar, chairman of the NIIT Group, says earlier if you learnt, say, cement technology of a certain type, the technology would last some 40 years, and what you learnt in college and in the first few years of working would be enough to see you through your entire career. But now, he says, technology is changing extremely fast and you might live up to 100 years. "So imagine the number of times you will have to make changes in your life. Lifelong learning is the rule of the game," says the

IGNITE YOUR CAREER

co-founder of the group that pioneered IT skilling in India.

Lifelong learning – it's an idea that many in the technology industry are encouraging youngsters to internalise. "The lifetime value of a degree will vanish," says Pawar.

Rudramuni B, the former vice president and head of Dell EMC's R&D centre, entirely agrees. He says learning to learn has become an essential skill in the industry – because the industry demands constant learning and unlearning.

So how does one learn to learn? Pawar says the lifelong learning mindset has to start in school. "We have to revive the curiosity that children come in with in kindergarten, but lose it by the time they are in class 12," he says. Pawar be-

REVIVE YOUR KINDERGARTEN CURIOSITY

" Lifelong learning mindset has to start in school. But schools will be more difficult to reform. So at least in the first year of college, a lot more time needs to be spent on students to open their minds. We have to revive the curiosity that children came in with in kindergarten, but lost it by the time they were in class 12.

Rajendra Pawar | CHAIRMAN, NIIT GROUP

To be a better learner, the key is to develop the skill to learn from the source – explore the origin of an idea by researching articles and online sources. Also, develop the ability to visualise 'what-if'

scenarios, the practical steps involved in developing a product. This can prepare us to think about problems in advance.

Rudramuni B | FORMER HEAD, DELL R&D CENTRE, BENGALURU

Learning skills hands-on is very important and the best way to do that is through mentors. You get guidance from someone who has been working in the job that you aspire for. The time when scoring good marks in college alone is long gone.

Abhimanyu Saxena | CO-FOUNDER, SCALER ACADEMY

lieves school systems are more difficult to reform. "So at least in the first year of college, a lot more time needs to be spent on students to open their minds," he says, adding that credits should be given not just for curriculum, but for different kinds of activities that students do – participating in plays, or organising TED talks.

Rudramuni says it's very important for students to develop a network to learn early on. "They should inculcate the habit of asking for help from those better informed than them, which will be an asset in the long run. They should develop the art of asking pertinent questions and listening carefully to others," he says.

Abhimanyu Saxena, co-founder of guided learning program Scaler Academy,

says learning skills hands-on is very important and the best way to do that is through mentors. "You get guidance from someone who has been working in the job that you aspire for. The time when scoring good marks in college alone is long gone," he says.
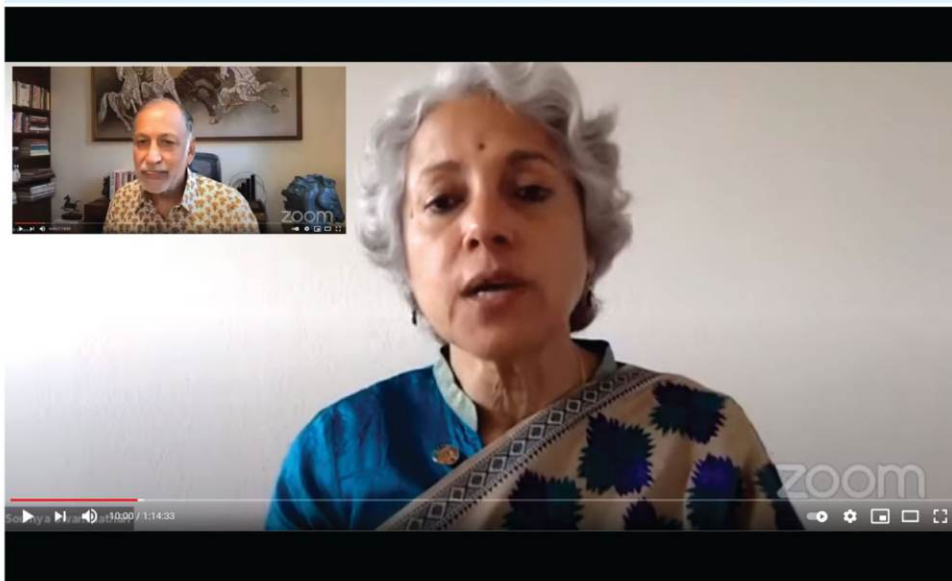
Pawar says he's already seeing students who are in their first or second year of college and who are passionate about a space, connecting to experts in the area to become proficient in it.

Saxena says most of the learning has moved online for tech graduates thanks to an abundance of resources. "A sticky issue is that students from tier-II, tier-III and smaller towns still do not know what resources they should opt for," he says.

https://www.youtube.com/watch?app=desktop&v=yxowcuKFneY

NIIT

NIIT

"
To seize global opportunities of Digital Transformation, we are expanding the NIIT Board to enhance capabilities and increase diversity.

RAJENDRA S PAWAR
Chairman and Co-Founder, NIIT Ltd.

NIIT

"
Q4 has been an exceptional quarter driven by industry leading performance by Corporate Learning business and transition to digital in Skills & Careers Business. Our investments in sales and marketing and in building digital capabilities have helped the company achieve growth. The momentum is supported by a number of order wins, renewals and scope expansions this year.

SAPNESH LALLA,
CEO, NIIT Ltd.

NIIT

"
In a challenging year marked by the pandemic, NIIT has shown resilience, decisiveness and agility. The Corporate Business continues to accelerate. The investment in Digital transformation of the business has created new opportunities for growth and improvement in profitability.

VIJAY K THADANI
Vice Chairman & Managing Director, NIIT Ltd.

NIIT Q1 | **REVENUE** | ▲ 49.2%

NIIT
328.30 ▼ 5.55 [1.66%]

348
334
320
09:15   11:00   13:00   TODAY

MIDCAP GAINERS
RELIANCE POWER 12.05 ++ 0.55
MINDTREE 2905.00 +109.50
APOLLO TYRES 224.95 + 8.65

Vice Chairman & MD, NIIT

TV18

Campus Education is irreplaceable and provides the necessary social environment that aids the growth of a student or professional and inculcates soft skills which is a very important factor of their growth. But online learning has brought a positive effect to the traditional learning technique. It has overcome the time deficit faced in classrooms where a session is curbed to just those 40 minutes.

Rajendra S Pawar
Chairman and Co-Founder, NIIT Ltd.

NIIT

NIIT delivered robust revenue growth of 49% YoY and healthy profitability to capitalise on the emerging opportunities, amidst resurgence of the pandemic, thus demonstrating continued resilience to adverse environment conditions

VIJAY K THADANI
Vice Chairman & Managing Director, NIIT Ltd

NIIT

Both the Corporate Learning Group and the Skills and Careers Group recorded strong topline growth. The agile and decisive actions we took over the last several months have enabled the business to continue to create more value for our customers

SAPNESH LALLA
CEO, NIIT Ltd

NIIT

To optimize tech management; Digital talent has become a very important factor.

Its importance has risen to the top ranks of requirements for the success of an organization.

SAPNESH LALLA,
CEO, NIIT Ltd.

INDIA LEADERS CONCLAVE

"
"At NIIT, we have been working with the industry for close to four decades and are focused on delivering training programmes in line with the emerging talent requirements of the industry. We are delighted to launch a fresh batch of **FinTech Professional Programme** powered by Axis Bank.

The programme is an initiative of 'Axis Bank – NIIT Digital Banking Academy' to create future-ready FinTech Professionals. Through this partnership, we look forward to contributing to the bank's growth plans by creating industry-ready FinTech professionals."

BIMALJEET SINGH BHASIN,
President, Skills and Careers Business, NIIT Ltd.

AXIS BANK   **NIIT**

EXECUTIVE FORUM   STACKROUTE an NIIT VENTURE

"
Adoption of digital technologies is leading to a clear trend of the corporate world moving largely to Pi-shaped talent. Hence, there is a need for versatilists in the Industry. "

Dr. Yogesh Bhatt,
EVP and Business Head, StackRoute, NIIT Limited

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*T&C apply. Past track record is not indicative of future job prospects.

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NIIT

"The future ready programs have been introduced by NIIT with a profound understanding of the changing job roles in today's fast-paced economy. Through this strategic tie-up with Sushant University, we aim to provide relevant skill sets to aspiring graduates and make them job ready professionals, meeting the talent requirements of the industry."

ABHISHEK ARORA

EVP and Business Head, Skills and Careers Business, NIIT Ltd

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STACK ROUTE **NIIT** VENTURE

A Large **Global Retailer**
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On 26th June, over **265 NIITians and their family members got vaccinated** in our Gurgaon office.

NIIT