



SKILL SHORTAGE a big opportunity for IT sector
The Government's announced 'Skill India' mission is a big opportunity for the IT sector, says a senior executive at a leading IT services firm.

Winning without web help
Microsoft, a finalist at the WorldSkills competition being held in Sao Paulo, Brazil, is gearing up to clock the prize.

NIIT Limited #SkillIndia mission gets support from people @ZeeBusiness @shvanbhargava #Skills2Win

NIIT to Morph Into Skill, Talent Development Co
NIIT Limited is set to morph into a skill and talent development company, says a senior executive at the firm.

India launches mission to skill 400 million by 2022
The Government has launched a mission to skill 400 million people by 2022, says a senior official.

NIIT bags award from TRA
NIIT, a global leader in skills and talent development, has been conferred the 'India's Most Trusted Training Brand' award 2015, by Trust Research Advisory (TRA).

Joint one-year PGP from DHFL, NIIT, IFBI and NIIT University
A joint one-year Post Graduate Programme (PGP) has been launched by DHFL, NIIT, IFBI and NIIT University.

NIIT to skill 10 million youth
NIIT Limited committed to train 10 million young and unskilled workers over the next five years.

Beyond books
NIIT is looking to go beyond books and focus on practical skill development.

NIIT bags contract from Statal
NIIT has secured a contract from Statal for providing training services.

Game Changers
NIIT is a game changer in the skills and talent development space.

NIIT IN THE NEWS



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NIIT to Morph Into Skill, Talent Development Co

Prachi Verma & Brinda Dasgupta

New Delhi: NIIT is reinventing itself to turn from just an information technology training company into a skills and talent development firm that will focus on sectors including banking, retail, telecom, healthcare, e-commerce and startups along with IT.

As part of a major restructuring, the company has also relocated about 60 skills and career centres that it had in South Africa and Mexico to India and China, the two focus markets that it has identified for its skills and careers programmes.

"Our skills and careers business is essentially now focused only on India and China. We had around 60 centres in countries where we decided to discontinue our operations so that we can redirect all the resources to focus on India and China," said Rahul Keshav Patwardhan, chief executive of NIIT Ltd. Patwardhan recently replaced Vijay K Thadani as the CEO.

In China, where NIIT established its presence in 1997, the company is operating 139 colleges across 66 cities. "We are constantly exploring larger engagement opportunities with government and educational institutes to develop trained IT professionals," said Patwardhan. According to NIIT, it has trained more than 150,000 students in China, where the company said the focus is now on Big Data and data analytics.

Patwardhan's main task at the helm of affairs at NIIT is to turn the company profitable once again. "The new strategies at NIIT are based on turning the business profitable," he said.

In the coming days, the company plans to focus especially on startups and retraining mid-tier IT professionals.

"Every person joining an IT company

needs to have a specific skill set that directly fits into the company. The whole middle layer is under pressure and this is a sweet spot because the need and ROI (return on investment) are very concrete for mid-level software professionals," Patwardhan said.

NIIT is looking at launching new short and intense programmes around SMAC (Social, Mobile, Analytic and Cloud). "Growth within the startup community is the largest and we have started to reorient all our programmes towards this sector," he said.

The company has opened its cloud campus for all. Earlier it was restricted to the registered NIIT students. The company is also adding 300 multiskilling centres in SEC C and D cities to double the total count to 600. "All the centres will offer our entire curriculum and not just IT training," said Patwardhan. The company is looking at partnering with schools and colleges for infrastructure.

NIIT also intends to extend its tie-up with National Skill Development Corporation to offer training in new domains. It is currently operating in five sectors including IT, ITeS, banking, retail and telecom.

The company has programmes under its advanced learning centre NIIT Imperia that have been specially created to provide quality management education to working professionals in general management, sales and marketing, digital marketing, finance, etc. These programmes are completely focused on upskilling and reskilling. NIIT Imperia has tie-ups with IIM Calcutta and XLRI, among others.



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The Economic Times, New Delhi, July 03, 2015



SKILL SHORTAGE a big opportunity for IT sector

The National Skill Development Mission has given Indian IT industry the right platform to assist in—and reap benefits of—upgrading the technical prowess of the country's talent pool

PP Thimmaya

THE recent launch of the National Skill Development Mission by Prime Minister Narendra Modi has enthused the Indian information technology (IT) industry as the programme gives the sector a platform to partner the government in various training initiatives on a large scale while also deriving the benefits of a skilled workforce base.

The \$146-billion IT industry has constantly spoken about the need for skill upgradation, not just of the people employed in the sector, but also to extend the benefits of technology to a wider population so as to make it more inclusive.

The skill development not only encompasses the IT and ITeS industry, but also the hardware, electronics and semiconductor industry as, currently, there is a severe mismatch in terms of the skills required and their availability.

Bhaskar Pramanik, chairman, Microsoft India, said, "The launch of a skills mission of this scale will make training efforts more systematic and ensure a workforce that is professionally skilled and meets industry needs. We believe that private sector participation can complement the government's skill development mission."

According to Pramanik, Microsoft's digital literacy skill building and entrepreneurship programmes have touched 5 crore people in 20 states across India over the last decade. It will also soon commence a large-scale digital literacy project under the global Microsoft YouthSpark programme for marginalised communities, with a special focus on girls and young women. This programme will run across 70 YouthSpark-Project Jyoti centres and is expected to train more than 35,000 young people in the next 18 months.

The Indian IT industry, which employs 3 million people directly and provides employment to another 9 million indirectly, has been one of the biggest job generators for the economy, absorbing fresh engineering graduates. However, there are a few challenges.

The National Skill Development Corporation (NSDC), a public-private partnership (PPP) set up to facilitate the development and upgrading of the skills of the growing Indian workforce through skill training programmes, in its report on the IT sector, noted that engineering graduates who join the IT and ITeS sector



lack basic knowledge and skills of information technology, programming, etc. and companies invest significant time and effort to equip fresh graduates with necessary skill-set.

NSDC has recommended that summer internships be made an integral part of the curriculum and colleges reach out to more and more industry experts to have them as guest faculty. This would help students develop an understanding of the actual work in the industry and also get to know the link between curriculum taught in classroom and work in the industry.

Rahul Patwardhan, CEO, NIIT, said, "To aptly leverage our young population to the best advantage, we need to provide them with necessary skill-sets and make them employable, and this policy aims to do just that. The challenge that we are faced with is not just the quantity of fresh skilling and re-skilling required, but also meeting global quality standards to ensure that the Indian industry is competitive."

NIIT Yuva Jyoti, a joint venture of NIIT and NSDC, has enrolled 1,500 students under the pilot phase of Pradhan Mantri Kaushal Vikas Yojana (PMKVY), across three sectors — telecom, retail & IT in Northeast, Jammu & Kashmir and Jharkhand.

Shrikant Shitole, MD, India, Symantec, said, "This outcome-based approach would help create conducive ecosystem for blended and continuous learning and re-skilling where needed; standardised certification against relevant curriculum, and ultimately, creating real job opportunities."

Syantec recently partnered with Nasscom to train 50,000 world-class, certified cyber security professionals, leading to employability, especially for the youth and women.

Even the labour intensive electronics and hardware industry welcomed the skills mission. According to India Electronics and Semiconductor Association (IESA), the proportion of working age population in India will increase steadily over the next two decades, contrary to most countries. Over 15 million people enter the labour market every year in India. Over 30 million are employed in the organised sector and over 450 million in the unorganised sector.

Vinay Shenoy, chairman, IESA, said, "The existing capacity falls way short of skilling these people. This initiative, in tandem with 'Make in India', should result in good diversity in skills and high employment outcome via a public-private partnership."



“The launch of a skills mission of this scale will make the training efforts more systematic and will ensure a workforce which is professionally skilled and meets industry needs.”

BHASKAR PRAMANIK,
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“The challenge that we are faced with is not just quantity of fresh skilling and re-skilling - but even more the need for the skilling to be of global quality standards to ensure that the Indian industry is globally competitive.”

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VINAY SHENOY, Chairman, IESA

Financial Express, New Delhi, July 20, 2015



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Ties that Bind:
Indo-Bhutan
Land Acquisition for Whom,
By Whom and Why
Turn Crisis into
An Opportunity



Rohit Gupta,
CFO, NIIT

Rahul Keshav Patwardhan,
CEO, NIIT

Game Changers

This issue of CFO Connect contains 52 pages including cover and backcover.



Rohit Gupta,
CFO, NIIT

Rahul Keshav Patwardhan,
CEO, NIIT

Game Changers

The story of NIIT began in 1981 when three IIT graduates got together to do something innovative. The trio founded NIIT with an objective to optimise on the opportunity of booming IT education and training in India. Since its inception, NIIT has always evangelised the gospel of technology and endeavoured to create an IT enabled society. Through a franchise model, it first began imparting IT education and opened centres across every nook and corner of the country.

Cut to the present day, NIIT is on a transformative path and creating waves across the globe. Today, NIIT is by far one of the most successful digital organisations impacting millions of lives through its learning solutions that are carefully designed to suit the changing times. Be it in classrooms, corporate boardrooms or in individual learning spaces, NIIT is redefining talent and skills and preparing a pool of manpower for global industry requirement. From working with over 139 universities across 66 cities in China to signing a ten-year management contract with a Norwegian oil and Gas Company, NIIT has maintained a sharp focus on international markets like the US and Western Europe and of course, China. The story continues and promises to get bigger with time. Rahul Keshav Patwardhan, CEO, NIIT, and Rohit Gupta, CFO, NIIT, tells *CFO Connect* what is so unique about NIIT and where does it go from here.

Long road to innovation

NIIT always evoked the image of youngsters longing for a career in the IT sector especially in software development. Today, its many other innovative courses bear testimony to

the fact that NIIT has evolved. When and how did the real transformation take place?

Rahul: It started a long time back. NIIT first started to do business outside the B+C consumer market place

in a significant way in 1991 when it went to Atlanta. We started building the multimedia business of NIIT there starting with a large engagement with IBM. We were building content for IBM which they in turn would offer to their customers worldwide. That was a corporate transaction and nothing to do with the consumer marketplace. Based on this start, we began to get many similar contracts from US companies. Similarly in 1992, we went into the South East Asia market and started getting similar contracts to build content for large government departments, for example, Ministry of Defence, Singapore.

We did very substantial work in building content for different subjects and audiences ranging from pilots to HR professionals. The content had nothing to do with training about IT. Rather, it was utilising IT for delivery of training. We also helped launch a multimedia university in Malaysia besides launching a training academy for Ericsson for their Asia Pacific region. That was the first phase where we got various corporate content

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development engagements in US & Southeast Asia.

About six years ago, we started a new line of business called Managed Training Services (MTS) where we approached large multinational customers and offer a comprehensive strategic training outsourcing package. In addition to content development and training delivery, we also offered to take over a substantial part of their training functions worldwide. It then became a natural progression for us. We started getting into deals like the one we have with Shell where they spend a few hundred million dollars on training globally and they outsourced a significant part of the management and delivery of this training to us. The MTS business has taken off significantly and today it accounts for about 88 per cent of our Corporate Learning business globally. And the overall corporate business alone is now 51 per cent of NIIT, while the original core business for which NIIT is famous for in India (IT training) is actually now a small part of our revenue. Even in the public training that we do in India, our focus lies in training for sectors like banking, management, retail, telecom, among others, and a number of other skills, with IT being just one of them. NIIT today is a global, technology-enabled Skills & Talent Development Company, and not the IT training company we began our journey as.

Realignment of business: Lean and mean

As part of the business transformation program, how did NIIT go about creating a lean and nimble structure?

Rahul: There are three parts of the transformation. The first part is what we would call the restructuring case which is what we did in the last six months from the time I joined. And most of the impact happened in quarter 4 and it reflected in our results in that quarter.

The second phase is the re-energising phase where we are working with all the businesses that we have decided to move forward with, and putting a lot of new energy into growing those

businesses. The third phase which we are working on - in the background - is the technology transformation phase - where we are looking at renewing some of the business models around a core technology platform for all our businesses.

Rohit: The restructuring phase was the first stage of the business transformation. In 2014-15, we initiated the process of business transformation and we looked at four to five aspects. First, we started with the succession planning where our present CEO joined as a CEO designate and now as the CEO, and we also brought in a host of senior-level professionals into our skill and career growth sector as well. The second step saw us rationalising our subsidiaries where we started with mergers of three subsidiaries to simplify our structure. We then carved out one of the school businesses into a wholly-owned subsidiary, a step meant to simplify the operation and also enable the school business to raise long-term funds. The third step was looking within our business and that led us to defocus or exit from some of the low return businesses and products in some of the geographies which were not giving return commensurate to the investment we have made.

So in essence, we looked at capacity consolidation across all our physical training centers. We were also able to take a decision to completely exit from our government school business which has always been a defocus area for us since it was a strain to maintain the operations and the infrastructure cost due to bill collection delays. Even though we have been in the school business for more than ten years and while it has a good EBITDA margins, we have been facing pressure due to liquidity issues and it creates a mismatch in our working capital.

Was there a feeling somewhere that NIIT was spreading itself too thin? It had to defocus and exit business operations from certain international geographies in the emerging countries, where the business had limited potential for scale.

Rahul: NIIT expanded its presence in the B-C education segment outside

“We decided to sharply focus our energies only on four primary markets: US and Western Europe for our corporate business; education business will focus on China and India; schools business will focus only in India.”

– Rahul



India in a number of countries- in Africa and in Southeast Asia. Apart from Africa, I was involved in the launch of the China business in my previous stint at NIIT so I have a good understanding of that business. What I think happened was, with the focus on some of the businesses of NIIT over the last four to six years, there was some kind of defocus that had already happened on our international B-C business. And then there were cash flow issues in certain geographies in which we went. A close analysis led us to get out of such markets with no potential for significant growth or return. Second, we wanted to disengage from all markets where we have substantial receivable collections but do not see the probability of being able to get those collections back. Instead, we decided to sharply focus our energies only on four primary markets: US and Western Europe for our corporate business; education business will focus on China and India; schools business will focus only in India.

In Africa, we have disengaged from South Africa and Botswana. We do have some presence in West Africa but it is strictly on a cash and carry model basis. We are open to cash and carry relationship with franchise partners in other parts of the world.

Being asset light and in positive cash flow businesses is very important

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and a core tenet of strategy for us. Which is why, even though government school contracts can be big and look attractive, they force us to build solutions that are capital intensive and cash flow negative, since deals are typically structured as hardware-cum-services. We do not want to be in that kind of business.

Corporate Learning business – opportunities

Global spending on corporate training continues to grow at a robust pace. For instance, expenditure by companies on training in North America is estimated at over USD 85 billion, and combined with Europe represents a USD 125 billion opportunity. In the light of this, do you see corporate training as an opportunity in India? Does Corporate India deem it worthwhile to invest on corporate training?

Rahul: Firstly, corporate India is no more competing with only itself. It is competing with the world. Corporate India is also present outside India and similarly, multinationals outside India are extremely active in India, as India

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is the next big growth market for the world. Given that, the competence and calibre of work done in corporate India has to now match the quality and performance levels of multinational companies both in India and abroad. So that creates serious pressure for reskilling and upskilling of the entire existing workforce. There is no doubt a big gap here with global best in class competency levels, and therefore a big opportunity for training organisations like ours. At the same time, there is also a big challenge for most of corporate India. The challenge essentially is the way it has grown. It is growing at a very fast pace and a bit rampant at that, as is common in high growth markets. The workforce that was required to support the growth had to be filled by picking up people who were not completely ready or adequately skilled because the supply chain for high calibre talent in various different industries was not adequate. As a result, thousands of people have entered these companies without necessarily having the same calibre or skill for their roles that their compatriots in multinational companies anywhere in the world would have. There is a need to bridge that gap if we, the Indian industry, want to be competitive.

Second, all sectors of Indian industry are still growing faster than global average, so there is a huge pool of people who need to enter every year in different sectors. On the one hand, we have millions of people who are unemployed in India. And on another level, we find that most of these companies are unable to find properly certified and competent people. So the industries are forced to take half trained people and that is becoming a big challenge.

We are seeing the changes happening and the changes are being driven twofold: one is, multinationals operating in India are focussing on skill building as a very important strategic differentiator and they are now competing with India headquartered companies. That is creating a natural pressure to do the same, among the Indian firms.

Second, some of the multinationals

are extremely active outside India so the demands of their management structure that are focussed in the international market is pushing them to make the change in India too. The issue of corporate training is no doubt beginning to be addressed seriously, but there is still plenty of gap in terms of where it needs to go. The government's initiative in this space is also very useful. For instance, the National Skill Development Corporation's (NSDC) initiative to set up qualifications and certifications across 32 skill sectors for every role working with each industry is commendable. This step will be supportive in creating the framework and standards to develop the right calibre of skills in all these industries. We do see a lot of demand for source, train and hire. Our task is to source the people, train them and make them ready so that when they step into the organisation from day one they are productive. Earlier, most companies would recruit freshers and train them for a year inside the organisation at their cost and time. Now, most companies want this done externally by training providers like us. We therefore, train freshers specific to the need of the organisation. However, the problem is deep rooted. It lies in our education system. If we take our universities, they do not program employees for a particular organisation. It is a generic education. The problem with generic education is, it takes time to prepare and do productive work in a company.

Rohit: Today, when corporates hire professionals, they want them to be right at first click. So there is a lot of training which needs to be given to employees before they join any organisation. When the employees join they are not absolutely trained as per the corporate requirements even from that perspective we have an opportunity so that employees are able to contribute to the organisation straight away rather than spending more time on them.

Going forward, what do you expect from NIIT's three lines of business - Corporate Learning Group (CLG), Skills & Careers Group



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(SCG), and Schools Learning Group (SLG)?

Rahul: The three businesses have different shape and colour. The corporate business is an international business and it will remain largely so. No doubt, we will also serve businesses in India but the quantum will not be in the same scale simply because of the currency differences as well as the propensity to buy outsourced corporate training. The kinds of customers we are dealing with are Fortune 1000 size of companies so there are not yet so many of that kind in India. We expect that business to grow around 15 per cent per year on the top line and maintain an EBITA at about 12 per cent per year. With some inorganic activity that could be a little bit faster but that's roughly the scale at which this business can grow.

The skill business is however, going through tremendous transformation. The application of technology into the skilling industry provides opportunities for scaling substantially. The third and most important fact about this business is that it can be a highly leveraged business. So the minute you raise the level of utilisation of the physical capacity that we have, margins can start shooting up quite substantially. This year we are focused on bringing this business back to growth and profit, and then scaling it aggressively thereafter.

Comparatively, the school business is a smaller part of our business. Yet, we see huge potential even though we are focused only on India. Given the fact that we have an overall investment limitation as a company, we obviously would want to focus more of our investment on the first two businesses. So we created a separate subsidiary where we can attract third party investment to participate in addressing the schools marketplace which is huge.

Skills & Careers - Beefing up Beyond IT initiatives

How did you beef up your Beyond-IT programs? And would IT-related programmes be still the core strength of NIIT?

Rohit: Beyond IT is showing tremendous growth. Last year it was contributing around 26 per cent and this year, it has already gone up to 33 per cent. Beyond IT includes banking, finance and insurance training, BPO, KPO, IT and it includes management programmes where we have alliances with some premier institutes in India like IIM Calcutta and Ahmedabad. It also includes training for vocational skills. While IT has been the mainstream in previous years, recently our focus on beyond IT has gone up as our primary growth focus. We are seeing a lot of traction too with the newer products that we are rolling out. This is offsetting de-growth in the IT business due to maturity of the sector, and helping us on two counts. One is capacity utilisation and secondly, our margins are relatively better here. With the recent consolidation of capacity that we have done, we are now rolling out our entire beyond IT programmes to all our centres and to all our business partners.

Rahul: NIIT has contributed in IT tremendously. We have trained 35 million people in the last 34 years. I think we have made our mark. The industry has now matured to an extent, and compared to the more generic skills required in the past, now there is much more diversified and specialised talent requirement which we will continue to service. The challenge and responsibility for NIIT as the only company that has trained 35 million people in one subject is, can we extend that experience and expertise to service the need of India in all the other sectors? We are focussing on that, and our NIIT IT centres which everybody knows as NIIT have now become multi-skilling centres. One of my biggest challenges is while NIIT has already transformed internally, the external perception of NIIT is still the same that NIIT is equal to IT training, which is not true anymore. The truth is, 51 per cent is corporate business international and nothing to do with IT training per say. Even in India, the training we do is not just in IT. It is all kinds of other industry sector training. So we have a significant brand repositioning that we are also working on so that India at large sees NIIT as something much

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- Rahul



more than what they knew it was.

What is the lifespan of courses in NIIT? Do some courses ever get redundant and have to be done away with? How regularly does NIIT update its courses?

Rohit: Reviewing course portfolio is a continuous exercise. We have to meet the market, subject matter and technology requirement that is constantly changing and evolving. Even the needs of students change to be in sync with the changing time.

We took a major product rationalisation in our business transformation exercise. We have a lot of multi-disciplinary IT courses which we called RevGNIIT. The earlier the GNIIT course was a fixed course with duration of 18 months to three years. That was transformed into various modules which the students could pick and choose as per their requirement. We did away with 94 courses and brought down our entire list to a much more compact portfolio. We also digitalised our courses and incorporated multimedia component into them to enable students to have easy access and learn faster.

Rahul: With the digitisation of all our courses, we are moving towards content being completely dynamic. Technology enables and permits you to do that today. We are also not so focussed on building our own content. Rather, our thrust is to make the learning experience worthwhile and enriching. We therefore design the learning model and leverage content that's already available, and build content only where it is not available. We are into creating something unique to enrich their learning experience. Just

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like music, movies and books, free content is available out there. So, the real challenge is how to put together a meaningful content. In doing so, our task as a training organisation is changing. That, to me, is really the value that NIIT brings. Learners can come with a different background, experience and different ability to learn on their own. Hence the programme has to adapt itself to cater to them. That is actually the direction we are trying to move in.

Entering the dragon

Can you draw up a future road map of NIIT in China considering that it is a primary market for NIIT?

Rahul: China will continue to be an important market for NIIT. We are focussing on fewer markets and China is one of them. We see a potential there. We are already imparting IT courses and we have been doing that for a while. Now, we are looking at forging more alliances and expanding our reach. Our workforce is Chinese and we impart NIIT courses in the universities and we also have alliances with local partners in various provinces where we have centres. There are two important steps we are taking in this year. First, we have recently signed a contract with Guian district, where we are going to setup centres and train 50,000 students in Big Data skills and we are looking at more tie-ups. That's because the Chinese central government has nominated Guian province

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as the national hub for the big data industry. The Chinese government has deliberately chosen the area to build high technology like big data in this province so that they can raise the average level of the province. So when they decided to do that the first thing they did was to contact NIIT seeking our help to build the pool of people to staff the industry because a person from Shanghai or Beijing may have skills but may not move to Guian. That is a big responsibility. We have similar relationship in Qingdao University in a province in the north of China for a similar engagement. About 40 per cent of the University students there are pursuing NIIT courses.

Secondly, we are taking our Cloud Campus and Synchronous Learning Technology (SLT) platform to China with a lot of modifications including language localisation to suit the market there. We want to use that to expand our coverage and to bring in more students. It will be cost effective and we will be able to service a much large number of customers.

One of the more strategic reasons for our presence in China is not just the market size. China is ahead of India in adoption of technology. The rate at which the average Chinese citizen uses mobile phone and internet for everything is ahead of India. That may be because of a stronger bandwidth penetration which is ahead of India. Also, culturally they tend to use technology much more. So we felt that if we pilot our new offerings first in China and are successful in satisfying the Chinese market, then our products will be ahead of the curve for India. So there is also a strategic value in remaining in China in the education space. Being able to compete and succeed in the Chinese market automatically puts our products far ahead of what is required in India and we can bring them back into India later. We are also transforming our entire Chinese delivery model into synchronised learning which means that a faculty sitting in one studio somewhere in China will conduct the class and students all over China in different centres will attend that together. We are moving one hundred per cent into

that model. In China, we are focussing only on IT training. Beyond IT has not been launched but we will do that too. The model allows us now to roll out anything we want.

Hurdles and victories

What are some challenges in trying to introduce technology-based education in schools in India?

The challenges differ. Take an example of MathLab which is really a world class product. We have done a recent survey with a well-known consulting firm which surveyed the impact of Mathlab before and after MathLab was introduced in schools and the impact on the math score. It is now statistically proven that the NIIT MathLab when implemented into schools will increase the maths scores. Despite the statistical evidence, it is difficult to understand why is it that schools around the country are not picking up this product as fast as they should. The issues are in the school systems in India which are still slow to adopt technology. It is not only to do with the CBSE curriculum or anything but it is more to do with the mind set about using latest technology. Take for example, even private schools where we implemented something five years ago and provided hardware and systems. Five to seven years later, the same hardware that was installed then is still there in the schools. We have upgraded our content and our software because we have to be latest, but then these cannot run on that system. So there is an issue in the speed of adoption of technology in the schools systems in India even amongst private schools sectors. There are some schools which are more forward looking though. So how do we stay contemporary and modern when the platform is behind times and our products cannot work on those platforms? That is the strange paradox that we are stuck with in the school system.

Tech: the driving tool

Technology is an enabler in your scheme of things

Rohit: It is the biggest enabler for us. Internally too, it has been a big



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realisation some time ago. We have been investing in cloud campus and it has helped us in rationalising our product. Besides, it has helped us to create a better learning experience for our students because of the various changes that we are making. Our focus on technology is extremely high. We are using technology to service our customers in all of our learning modules. We have invested both in India and overseas. We are investing in China in creating learning experience and making sure that the entire product is dynamic, fast improving, benefits the learners, giving them a choice between classroom training and online module. We are also able to use expert faculty who could be stationed anywhere and cater to students across the globe.

Rahul: Today, corporate India is starting to get engrossed with the term digitalisation. We are already a digital company but people do not really understand that outside NIIT. Our business cannot function without technology as it is the primary and critical platform for delivery. You may see all those physical centres but they are only one part of the total service delivery model. The centre, therefore, is one vehicle for delivery. It might not be the only one.

Looking ahead

Where do we see NIIT five years from now?

Rohit: Corporate Learning group grew by 23 per cent last year and it is expected to grow at least 15 per cent overall. We may also have inorganic growth in our business. Skill learning group is of course a transforming story and right now the mantra is, we want to bring it back to growth and profit from the de-growth that we are witnessing. There is potential to grow multi-fold especially because of the size of the market that we have in India and China which are our focus areas. In Schools learning group, our focus is on private schools across India, on B→B segment. In the future, we will actively explore the B→C segment too. From our current level, we are on our march to a billion dollars in terms of overall revenues combined with or-

ganic and inorganic growth.

What would you attribute are the reasons for NIIT being voted as one of the Great Places to Work Institute in IT industry?

At the top level, way back in 1986, NIIT put together a document which reflected our values and beliefs. It has three statements. NIIT is People; NIIT is Value; and NIIT is a Mission.

NIIT is People

The message really here is that before anything else the success of a company is made up of the success of the people. If the people are happy and if we can leverage the potential of every NIITian, then the company will grow. If every NIITian grows, the company being nothing more than a collection of all NIITians, will automatically grow too. A lot of focus has gone in making this a reality, from that time onwards and having come back with a ten year gap, I see a lot of focus still very much there in the company, which is why we keep winning awards amongst the best companies from an HR perspective in India, even though we are not as big as some of the larger companies in India today. That is the true reflection of the fact that NIIT does really well in the people management area.

NIIT is Value

Here we are constantly looking at new ways of doing things or looking at new ways to deliver value to the customer not just servicing the customer demand, but coming back to the customer with an attitude of "we can also do this for you."

NIIT is a Mission

Because of the industry in which we are, is about training and education, everybody in NIIT must see the fact that we are in a business which is a missionary business. It is about upskilling people and about getting the best out of people, not just our own people but people in society at large and our customers.

If we can keep ourselves focused on these three principles all the time, then in all the million things that we

“Reviewing course portfolio is a continuous exercise. We have to meet the market, subject matter and technology requirement that is constantly changing and evolving.”

- Rohit



are working on, they provide us with a constant beacon that directs our future success.

What roles do the promoters play today?

They are on the Board. Mr Pawar is the Non-executive Chairman. Mr Thadani is the executive Managing Director, while Mr Rajendran is the executive Joint Managing Director. They essentially operate at the Board level, while Rohit and I run the company on a day to day basis. This is the first time that the promoters are handing over to professional managers, so it is a very important period in the history of NIIT. I have been around in NIIT for 20 years. I went out for 10 years and have now re-joined. So I have that linkage and was a part of that history having worked as the 34th employee from 1984 to 2004 and I have seen every single thing the company did during that period. My 10 years away allowed me to see and experience many different things and come back with freshness but never with a sense of disconnect from the history. Usually, the single and biggest challenge that promoters face is the issue of succession. Because they have to simultaneously let go and feel comfortable to trust. I think in this case, it is a little bit easier. Having said that, it depends on results. ■

July 2015 ■ CFOCONNECT 33

CFOCONNECT, July 2015



India launches mission to skill 400 million by 2022

BS REPORTERS
New Delhi, 15 July

Prime Minister Narendra Modi on Wednesday launched his government's another ambitious scheme the National Skill Development Mission to train 400 million Indians by 2022.

"If China is known as world's manufacturing factory, India can be world's human resource capital," Modi told a packed audience in New Delhi. The prime minister was referring to 65 per cent of India's population which is below the age of 35 years. Modi said Indians should be ready to replace the diminishing workforce in other countries. "We have to scientifically map the world's manpower requirement and prepare accordingly," he added.

The government also launched the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Skill Loan scheme and the national policy for skill development and entrepreneurship 2015 on the World Youth Skill Day. Under the Skill Loan scheme, youth can avail credit between Rs 5,000 and Rs 150,000 to attend skill-related training programme. Modi stressed the need for more ITI institutes in the country.

The government estimates an incremental requirement of 110 million additional skilled personnel across 24 sectors by 2022. The



Prime Minister Narendra Modi felicitating world skills Oceania winners at the launch of the Skill India campaign in New Delhi on Wednesday

PHOTO: PTI

demand will be highest in real estate, transport, retail and beauty and wellness sectors. But the agricultural sector will see a negative growth with 24.8 million people moving to other jobs.

The Bharatiya Janata Party-led National Democratic Alliance (NDA) has announced nearly a dozen schemes, including Digital India, Make in India, Jan Dhan and Swachh Bharat since it took over in May last year. Speaking at the launch, Finance Minister Arun Jaitley said Indian economy was looking up and there would be a huge manpower requirement in services and manufacturing sectors.

"With economy recovering and picking up, with

wages in our other competitive economies increasing hugely compared to the Indian economy, our opportunities are great. And when Make in India and Skilling India will converge, no doubt we have a great future ahead of us," Jaitley said.

Besides Jaitley and other Cabinet ministers, chief ministers from various BJP or its alliance-run states were also present at the occasion.

The industry also wasted no time to announce its support and participation. While the NIIT Limited committed to train 10 million young Indians across 16 sectors over the next five years, Tata Housing announced that the company will provide vocational skill development

GROWTH FORECAST

- According to the latest government data, the manufacturing sector grew by 2.2% in May compared with 5.9% in the corresponding month last year
- The IMF in its report had retained India's growth projection for 2015 at 7.5% but lowered the global economy growth forecast to 3.3%

training to 100,000 socio-economically backward youth across the nation by 2024.

"Around 50 per cent of our population is below 27 years. We are talking about 700 million such youngsters by 2020. This is the first time in the history of humankind such a large population is actively seeking livelihood and employment opportunities. Skill India gives youngsters the most important aspect for their life employability and respect in society. Skill India will get India the most important asset of this century manpower," Narayanan Ramaswamy, partner and head of education and skill development, KPMG in India said in a statement.

Business Standard, Kolkata, July 16, 2015



JOB



PATHWAY TO SUCCESS

What do vanilla graduates need to do in order to raise their employability quotient?

The completion of 10+2 years of learning marks a milestone in the lives of students. It signals the time for that big leap—when school children transition into aspiring young adults who must face the responsibility of planning their future. And here lies the problem. What and where lies the future? Should it be in traditionally the big bastions of India's education system—engineering, medicine, architecture and

law? Should it veer towards the emerging and high potential entertainment domain—film making, art, fashion and interior design? Or should it be devoted to a plain vanilla graduation, the staple diet of India's largest percentage of career seekers?

Dictated and determined by the marks that a student has attained in Class 12, the future could lie in any of these realms. While the more academically-inclined youngsters opt for professional programmes,

setting out on an arduous voyage of competitive exams, the majority of school leaving students head for colleges that offer them a wide choice of arts and science courses.

Graduation is not the end of the world Graduation has, in fact, always been the mainstay of India's education system. India produces over 50 lakh science and arts graduates, among the highest in the world. While this is an impressive figure in itself, the reality is



WHAT AFTER GRADUATION?

Deciding on a career is a lifelong decision, it should therefore be based on one's abilities and interests. Though avenues have diversified over the years, traditional courses such as arts, commerce and sciences are still popular among undergraduates, due to a plethora of employment opportunities available. Here are some of them.

1 What after Bachelor of Arts (BA) degree Based on the subject of interest, the degree allows graduates to take up the role of a historian, content writer, counsellor, statistician, surveyor, and even a cartographer.

2 Options after Bachelor of Commerce (Bcom) studies The myth associated with this stream is that students who do not want to take mathematics, take commerce. That is not true. Commerce is a numbers' game and does involve intensive use of numbers, formula and calculations. After class 10, one can register for the board of studies and appear for the Common Proficiency Test (CPT). After Class 12, students can appear for IPCC to pursue a career in chartered accountancy. Besides this, they can

apply for a programme at the Institute of Company Secretary of India. Alongside graduation, one can also work as a cost accountant. Most companies today look at cost advantage or savings, where the cost accountant plays a major role. Other options include certificate courses to become a financial analyst.

3 Career avenues after Bachelor of Science (BSc) Besides the traditional combination of physics, chemistry and biology, there are other options today at the graduation level itself. From becoming a healthcare scientist to a microbiologist, options for research are also available in diverse scientific fields such as toxicology, forensics and environment.

4 Generic jobs Regardless of the specialisation, graduates can also apply for jobs where good communication skills are valued. These include entry level positions in sales and marketing where they can function as telesales managers, receptionist, and front desk executives.

By Lakshmi Murthy, HR Director, ITM Group of Institutions, Mumbai

that almost 50 per cent of these learners are unlikely to make it to the job market, hit the corporate scene or be considered employable by hirers.

Recent surveys by human resource analyst firms, market researchers and industry watchers are all saying this in unison and with a great deal of conviction—that graduation is not necessarily synonymous with a lucrative job.

There are several reasons why graduation alone is not going to work. The industry, the place where the jobs are, is quite convinced that many of the students emerging from India's colleges do not possess skills that prepare them for the new age workplace. The complaint is that students are not 'Day 1, first hour ready'. Employers quote poor communications, lack of computer training and absence of analytical abilities as reasons.

Raise your employability quotient What then must you do? A smart answer possibly is plan on something alongside graduation that raises your employability quotient. It means acquiring talent, real-life skills, domain knowledge and expertise in new age areas that appeal to the hiring community.

Rising opportunities in the digital field A dual qualification might just be what the doctor's ordered for you. Besides there is a growing pool of energising fresh fields that you can place your bets on. Banking and finance are big and getting bigger. There's digital marketing, a hot and happening landscape and of course, the social media space, that holds universal appeal. Opportunities are growing in other segments such as mobility, retail, gaming,

cloud, software engineering, big data, business analytics, e-commerce, IT management and business administration. As you can see, the list is long, illustrious and fascinating.

Remember that 10+2 is simply the starting point, the base camp in your Himalayan expedition. The real climb begins now and if you are smart about it, the summit will soon be in sight.

Hot Options

- ▶ Digital marketing
- ▶ Social media expert
- ▶ Mobile application developer
- ▶ Data analyst
- ▶ SEO specialist
- ▶ Cloud application developer
- ▶ Software tester



BY SHIVAN BHARGAVA,
GROUP PRESIDENT, SKILLS
AND CAREERS GROUP, NIIT,
TALENT DEVELOPMENT COMPANY,
GURGAON



Strategic roadmap for development

During the two-day National Leadership Conclave of All India Management Association, the challenges as well as growth opportunities in various sectors of the country were delved into

Dipti Srivastava
@timesgroup.com

In order to fulfill the dream of Make in India, our country needs companies that have an edge over their global counterparts in both manufacturing and services. In a session moderated by Shereen Bhan, Managing Editor, CNBC TV18, panelists Sachin Pilot President, Rajasthan State

Congress and Former Union Minister; Rajiv Bajaj, Managing Director, Bajaj Auto Ltd, and Aditya Ghosh, President, Indigo, InterGlobe Aviation, discussed the needs of skills, technology, innovation and many favourable policy actions to make this dream come true. The country is on the fast trajectory of development, but to keep the momentum of growth high, availability

of uninterrupted power supply is a must. Sanjiv Goenka, Conclave Chairman and Chairman, RP-Sanjiv Goenka Group; Anup Roy Choudhury, Chairman & Managing Director, NTPC Limited; and Devansh Jain, Executive Director, INOX Wind Ltd, spoke about the challenges of the power sector and how to remove the roadblocks in unleashing the full potential of India's energy initiatives.

The session was moderated by Pranjal Sharma, Host, The Appointment, Zee Network. In a session chaired by Vijay K. Thadani, Vice Chairman and Managing Director, NIIT Ltd, speakers Nishant Rao, Country Manager, LinkedIn India; Shriram Nene, Managing Director, RnM Moving Pictures; and Akhilesh Tuteja, Partner & Head of Technology, KPMG in India, discussed how India can

expand its entrepreneurial and skills pool in harnessing the potential of information and communication technologies. The economic condition of the nation is improving, but a lot needs to be done for sustainable growth. In the last session of the day, Kalikesh Singh Deo, Member of Parliament (LS), Biju Janata Dal; Subir Gokarn, Director of Research, Brookings India;



(L-R) S.M. Shabbir Zaidi, Senior Partner, A.F. Ferguson & Company and Former Caretaker Provincial Minister for Finance, Excise & Taxation, Muhammad Aftab Ahsan, CEO, Nutshell Forum, Pakistan; Shriram Nene, Managing Director, RnM Moving Pictures; Sunil Kant Munjal, Vice President, AIMA and Joint Managing Director, Hero MotoCorp Ltd and Chairman, Hero Corporate Services Ltd; Sanjiv Goenka, Conclave Chairman and Chairman, RP-Sanjiv Goenka Group; and Mohammad Zubair, Minister of State & Chairman of Privatisation Commission, Government of Pakistan. Row 2 (L-R) Dilip Chetty, Managing Director & CEO, National Skill Development Corporation; Rekha Sethi, Director General, AIMA; and Solomon Darwin, Executive Director, Center for Corporate Innovation, UC Berkeley-Haas School of Business, USA



Surjit S. Bhalia, Chairman, Oxus Investments, spoke about ways to sustain the pace of development and policy reforms needed to move forward. The session was chaired by Vineet Agarwal, Managing Director, Transport Corporation of India Ltd. All in all, the day ended on a positive note with thoughtful insights into various policy initiatives and plans for future developments that would lead India to become a centre of excellence.

(L-R) Akhilesh Tuteja, Partner & Head of Technology, KPMG in India; Shriram Nene, Managing Director, RnM Moving Pictures; Nishant Rao, Country Manager, LinkedIn India and Vijay K. Thadani, Vice Chairman & Managing Director, NIIT Ltd

The Economic Times, Mumbai, April 30, 2015



(From left) VIT University chairman G. Viswanathan, Nankai University vice-president Xu Jingjun and Renmin University dean Wang Wen share their views during the event.

By **Ananth Krishnan** in Beijing

Joining hands in IT to help both giants

EVEN as India and China continue to engage with a host of difficult political issues — and a relationship that has become an increasingly complicated mix of competition and cooperation — there is still much that both countries can do to fulfil the untapped potential of Indian software coming together with China's hardware.

Leading experts in IT, manufacturing and education from both sides, speaking at the India Today Global Roundtable in Beijing, were of the view that a starting point would be much greater engagement between two countries.

"If you meet a taxi driver in China, he will say India means two things to him — IT, and beauty," said Prakash Menon, long-time CEO of NIIT China which trains tens of thousands of Chinese every year in provinces around the country.

However, the much heralded marriage of software and hardware "hasn't been a perfect fit" so far, acknowledged Kaiser Kuo of Baidu, the Internet giant often known as "China's Google".

This week, Prime Minister Narendra Modi will press China for greater market access for Indian firms. But the issue goes far beyond market access and also depend on Indian companies "needing to localise their

services" for the China market, said Rangarajan Vellamore, Chairman of the Confederation of Indian Industry-India Business Forum IT Working Group and CEO Infosys China.

Beyond IT, there was also untapped complementarity in manufacturing, with powerhouse China today dealing with overcapacity in many sectors while India is trying to kickstart its 'Make in India' drive. In China, Modi will seek Chinese investment in pushing forward two industrial parks in Gujarat and Maharashtra, with China pledging \$ 20 billion in the next five years.

One big lesson from **A student asks a question to the panel.**



China's success, according to James Zhan, President of Tata Sons China, was investor-friendly policies that were unveiled at the start of China's reforms, from tax structures to fast clearances and infrastructure.

The information gap was not just an IT problem: there was little two-way flow between two of the world's biggest education markets because of a common focus on the West. "Chinese students go to western countries and spend huge amounts, when with one-third or one-fourth of the amount they can have the same or better education in India, but that is not known to Chinese students and parents," said G. Viswanathan, Chancellor of VIT University.

Mail Today, New Delhi, May 13, 2015



Indian, Chinese firms sign 26 pacts worth \$22 billion

Press Trust of India
Shanghai, May 16

As many as 26 business agreements worth over \$22 billion were signed on Saturday between Indian firms, including Adani group, Bharti Airtel and Welspun, and their Chinese counterparts on the last day of Narendra Modi's three-day visit to China. These MoU and agreements span a wide range of industries, including renewable, energy, power infrastructure, steel and small and medium industries. These include:

- Bharti Airtel's tie-up for credit facility of \$2.5 billion with China Development Bank and Industrial and Commercial Bank of China.
- Adani Group's agreement with Golden Concord Holdings to establish an integrated photovoltaic industrial park in Mundra SEZ and to explore investments in gas power generation and natural gas sector.
- Adani Ports & SEZ and Guangzhou Port Authority agreement to establish 'sister port relationship' between Mundra Port and Guangzhou Port.
- Welspun Energy's memorandum of understanding with Trina Solar of China to jointly set up a PV industry park for production of 500 MW of Photovoltaic (PV) cell and 500 MW of PV solar module in India.
- Agreements to facilitate cooperation between Indian and Chinese companies in the film and entertainment industry.
- MoU between IL&FS and Industrial & Commercial Bank of China (ICBC).
- MoU between IL&FS Energy Development Co and China Huaneng Group for 4,000 MW Nana Layja Thermal Power (Coal) project.
- Jindal Steel's MoU with Power and ICBC on development of potential projects.
- Infosys' MoU with People's Government of Qiannan Autonomous Prefecture to jointly build 'China India Information Service Industry Corridor' in Qinnan.
- Bhushan Power and Steel's pact with China National Technical Import and Export Corporation for an integrated steel project in Gujarat.
- NIIT's pact with Guian New Area in Guizhou, to train students from the province in the area of Big Data.

PTI

Financial Express, Mumbai, May 17, 2015



NIIT inks pact for Big Data training in China area

SHANGHAI/NEW DELHI, May 16 (PTI): IT training firm NIIT today inked an agreement with Guian New Area in Guizhou, China, to train students from the province in the area of Big Data.

The agreement was signed by NIIT President China Prakash Menon and Chen Yan, Authorized representative from Guizhou Guian New District, in the presence of Prime Minister Narendra Modi.

Big data refers to massive

volume of structured and unstructured data across enterprise database as well as in areas like social networks and online.

Earlier this year, NIIT and Guian New Area in the Guizhou province entered into Memorandum of Understanding (MoU) to offer new-age IT programmes with special focus on Big Data.

The agreement brings the MoU into effect with NIIT setting up a centre in Guian New Area to train 50,000 students

in five years, NIIT said in a statement.

The entire project will be funded by the Government of China as Guian has been identified by the Government as the national center for the Big Data Industry, it added.

NIIT has also tied up with University of Finance and Economy, Guizhou to train students through 'NIIT Inside model', under which the Indian firm's programmes are embedded in university and college IT curriculum.

Assam Tribune, Guwahati, May 17, 2015

PG IN FINANCIAL SERVICES

DHFL, along with NIIT Institute of Finance Banking and Insurance Training Ltd (IFBI) and NIIT University has entered into a tripartite Memorandum of Understanding (MoU) to launch a one-year Postgraduate programme in Financial Services: The programme will offer graduates in tier II and tier III cities career opportunities in the housing finance sector. DHFL will also extend scholarships to deserving women candidates in tier 2 and tier 3 towns. For details, visit www.dhfl.com

Indian Express, Hyderabad, May 18, 2015

NIIT bags award from TRA

NIIT, a global leader in skills and talent development, has been conferred the 'India's Most Trusted Training Brand' award 2015, by Trust Research Advisory (TRA), India's foremost data insights company dedicated to understanding, simplifying and researching aspects, a release said. NIIT has received the coveted award for the third year in a row. It was established in 1981 to help the nascent IT industry to overcome its human resource challenges. The research was carried by TRA, and was conducted across 16 Indian cities that covered over five million data points.

Deccan Herald, Bangalore
May 22, 2015



Nasscom sets up cyber security task

PRESS TRUST OF INDIA
New Delhi, 25 May

Information technology industry body Nasscom and Data Security Council of India (DSCI) has launched a task force that aims to build India as a global hub for providing cyber security solutions.

Nasscom Cyber Security Task Force, over a 12-week period, will study the Indian cyber security ecosystem to identify issues and challenges and develop an action plan to address the priority issues.

It aims to grow the share of cyber security industry from 1 per cent to 10 per cent by 2025 as well as having a trained base of

one million certified and skilled professionals and building over 100 successful security product companies from India.

The task force members, led by NIIT Chairman Rajendra Pawar, will include industry leaders across IT-BPM, internet, banking, telecom as well as representatives from government and academia.

"In line with the Prime Minister's vision of making India a cyber security expert nation and his recent exhortation to the industry, we have created the cyber security task force," Pawar said.

The task force aims to make India a global hub for providing cyber security solutions including cyber security prod-

ucts and services, he added.

In March this year, while speaking at Nasscom's 25 year celebration, Prime Minister Narendra Modi had asked the Indian IT industry to innovate solutions to counter the global menace of cyber security.

"The task force will focus on the four key pillars of industry development, policy enablement, technology development and skill development," Pawar said.

It will also identify possible intervention opportunities for the Indian IT industry in global cyber security space and bring together stakeholders from across the board to develop technologies and address the global market requirements.

Business Standard, Bangalore, May 26, 2015

PM's campus connect in China will help relations

On campus, the PM connected joyfully and effortlessly with students.

INDIRA RAVINDRAN
SHANGHAI, CHINA

Opening one's doors to traders or tourists is easy. It takes great inner strength for a nation to open its doors to thoughts and knowledge from outside. Over the course of her history, China has done so; and today once again she revives this tradition. This was the core of Prime Minister Narendra Modi's message while inaugurating the Centre for Gandhian and Indian Studies at Fudan University on 16 May. In a short speech, he affirmed ancient civilisational links in education and culture, and repositioned these in today's context of Sino-Indian partnership.

PM Modi emphasised "global warming" and "global terrorism" as two contemporary challenges that could be addressed effectively from a Gandhian perspective. Recalling the Mahatma's engagement with Chinese activists and scholars, he mentioned Zeng Shengti, who had stayed at Sabarmati Ashram, and was affectionately called "Shanti Jain". Fudan University's newly inaugurated centre has scholars drawn from the disciplines of philosophy and language, and will be led by noted Indologist and Pali scholar, Dr Liu Zhen. In a keynote address that conveyed depth and vision, PM Modi re-

marked on his great fortune at being invited to not one, but two universities during his much-anticipated China visit. He represented India effectively; and at the same time honoured his hosts by saluting China's investment in education and its youth.

On campus, we glimpsed a lesser-known aspect of the PM's personality; one that his government would do well to leverage. He connected joyfully and effortlessly with students; he was humble and fully engaged in the presence of scholars. Li Han, a student member of the delegation from Shanghai International Studies University (SISU), said he was touched by the PM's "wisdom and kindness".

When Fudan's Indian students set up a spirited "Modi" chant, he was surprised, and spontaneously walked over to greet them. He spent time talking to Chinese students from the Hindi Department of SISU. Even with VVIP photo-ops, there are unscripted moments that reveal the person behind the persona. This appeared to be one such moment. Mohammad, a postgraduate medical student at Fudan says, "The PM was kind and polite in the way he spoke to us; I never expected he would come over to shake our hands. His speech was excellent." Priyanka, a Fudan medical student, was happy he spoke

in Hindi about the enduring values of Mahatma Gandhi. Her best moment was "the opportunity to meet and interact with the PM". Ravish, an MBA student, felt proud to be a part of Fudan University as well as a citizen of India, where the great Gandhi hails from.



Prime Minister Narendra Modi interacts with Chinese students during his visit to the Fudan University on 16 May. REUTERS

PM Modi's interaction with students at Beijing's Tsinghua University (15 May), and Shanghai's Fudan university (16 May) were stunning successes. If this goodwill could be channelled into institutional engagement between India and China, then the optics would be well worth it. At present, educational link-

ages between the two countries are under-utilised. This is true for "numbers" as well as "substance". The numbers of Indian students in China and Chinese students in India are minuscule in proportion to student numbers from both countries represented in Western institutions. There is vast scope to promote engagement at every level — high school to post-doctoral research. The current visa regime is an obvious barrier, and both governments appear to be addressing it.

As for "substance", Nirmola, PhD candidate at Fudan, observes accurately that we

need more Indologists in China and Sinologists in India. She sees the Gandhian Centre as a "symbol of China's determination to study and understand India in a comprehensive manner"; however, much more remains to be done. In my own discipline of International Relations, I find gaps in the syllabus, and skewed representations of either country in the classrooms of the other. Sister-university arrangements would motivate institutions in both countries to share resources, develop joint curricula and encourage academic exchanges. In assessing mu-

tual impact in the education sector, there is one notable success story. NIIT China, which provides IT training (and job placement) for tens of thousands of Chinese students each year, is one of the best-recognised Indian brands in the mainland. The challenge would be to extend the NIIT model to non-IT sectors, where India has less of a cache.

The educational, artistic and cultural collaborations that, for centuries, flourished along the Buddhist routes between India and China, attest to the value of "open-door" policies. Quite often in the past, these collaborations enjoyed state patronage. By leveraging the appeal of leaders who reach out directly to the youth, we

once again have the opportunity to cultivate strong institutional links for education. These links should extend across sectors; must include public-private partnership; and must not be concentrated in elite institutions. In conclusion, some Confucian wisdom:

"If you think in terms of a year, plant a seed;

"If in terms of ten years, plant trees;

"If in terms of 100 years, teach the people."

Indira Ravindran is Assistant Professor, School of International Relations and Public Affairs, Shanghai International Studies University

Sunday Gurdian, New Delhi, May 24, 2015



PHOTOS: MANDIRA NAYAR

Home and away

Indians in China lead comfortable lives, but remain outsiders

BY MANDIRA NAYAR/Shanghai

With its glass pyramid structure, the museum of arts in Shanghai looks a bit like the Louvre. Opposite to it stands the NIIT office. Prakash Menon, who heads NIIT in China, is one of the first Indian professionals who ventured out to China, just when SRK had begun to woo the *desi* NRI. "Taxi drivers would at that time sing *Awara* songs if you

talked to them," says Prakash. But the move to China was not an easy decision for him. "There was a lot of mistrust between the two countries. People asked me why I was going to strengthen the competition," says Prakash, who is one of the co-founders of the Indian Association of Shanghai. Although India and China are still dealing with trust issues, things have changed. The Indian economy has opened up and the country has become an IT superpower. "We don't register

with the Chinese. But if you insist on asking them, they will say two things, IT and beauty," says Prakash. *Jugaad*, the Indian spirit of making home with all the *desi* trappings of the NRI life, which is straight out of a Karan Johar production with a liberal sprinkling of the Sooraj Barjatya movie *Hum Saath Saath Hain*, has made Shanghai less foreign. There is Beenaji who does astrology, there is a pandit who does *havans* and there is even a *satsang* group on WhatsApp.



Melting pot: (clockwise from left) Aparna Waikar celebrates Ganesh Chaturthi in China every year; Jagdish Bhagwani, the blanket king of Shanghai; Prakash Menon is among the first few Indian professionals who ventured out to China; (far left) Sanjib and Tan Ming



Gita classes that help transcend the *moh maya* of the glittering shopping malls, which are filled with original fakes, are just a phone call away. Hindi classes, classical music classes and Indian food, too, are available.

The expats celebrate all festivals and everyone is invited. The Waikars' home in Minhang at the Racquet Club, with its 12 tennis courts and picturesque bridges, represents the NRI dream. Amit Waikar is present president of the Indian Association. Every year, the Waikars celebrate Ganesh Chaturthi, although with a few modifications. Amit's wife, Aparna, says there is no immersion of the idol. "I keep the same statue every year. We put him out during the festival and pray. On the seventh day, we immerse a *supari* (betel nut)

symbolically," she says. Fifteen other Indian families live nearby, making it a close-knit group.

Over the years, settling down has become easier for expats. In the areas dominated by them, there are clubs which have counsellors to guide the

needy through the transition. There are a few who have assimilated well. Sanjib and Tan Ming are one such couple. They met and fell in love in France. They waited for two years to get married. The couple had an Indian as well as Chinese wedding. "My parents weren't thrilled," says Sanjib. But his in-laws were even tougher to woo. "He is a nice guy," says Tan. "And we are in China. I am an only child and my parents wouldn't want me to move overseas," she says.

Madhav Sharma, who heads the Confederation of Indian Industry in China, fell in love in China. Madhav's daughter Radhika from his first marriage is 16. "I don't know what would it be like if I was in India," says Kristina, his wife. "It works because we are in China." This is one difference, the social structure in China is smaller. There is an inner circle of family that you don't ever leave. Then, there are your close friends. "Equality is essential," says Madhav. "It is not like I can go home and expect my wife to cook. She will cook one day and I do it the next day."

Most Indians, however, have found it easy to fit in. Roop Rani from Chandigarh, who teaches Hindi at Shanghai International Studies University, has been in China for less than a year. The first day she walked into her class, slightly nervous, her twelve students burst into a Hindi film song. "They were holding sheets of paper and were singing loudly," she says. Her students have progressed from singing film songs to being able to hold conversations in Hindi and even find a government job.

For Roop, food was the biggest problem. The first few days were very

There is Beenaji who does astrology, there is a pandit who does havans and there is even a satsang group on WhatsApp.... Hindi classes, classical music classes and Indian food, too, are available.





CHINA

THE WEEK • MAY 24, 2015



MANDIRA NAYAR

Blurring boundaries: Roop Rani (right), who teaches Hindi at Shanghai International Studies University

tough. "I couldn't eat for two days," she says. "I lived on fruits." Roop, who is from the land of *aloo parathas*, looked for three months for the right flour. "There was everything else, even *karela* (bitter gourd)," she says. Three months of intensive testing and tasting later, *parathas* are no longer a problem. The problem with milk has been resolved with the Australian variety. They have started exploring China. They have been on the bullet train as well. But the biggest lesson

has been something else. "They are like us only," says Roop, with a smile. Milind Pant, the chief marketing officer of Yum Foods in China, lives in an impossibly tall building district in Shanghai. He has moved 11 countries in 18 years. "We only keep our clothes and our art," he says. He has picked up some Mandarin. Learning the language is important for his business. "Soon, the Chinese will be self-sufficient and won't need expats. Our confidence and our paranoia are both

misplaced," he says, eager to dispel the myths about his adopted country. Jagdish Bhagwani could be the blanket king of Shanghai. Soft-spoken and unassuming, Jackie, as he is popularly known, had started with a textile company. Today, from his two factories in China, he exports blankets to all parts of the world. He came to China in 1997. At that time, there were just about 30 Indians in China. "I was in Korea for many years. My parents were ageing and I wanted to come home. I did try to set up in India. I tried Varanasi, even Tiruppur, but no one could do the volumes that I was looking for," he says. It was then that he turned to China. "Here people talk less and do more," he says. Today, China is home for him. His kids are global citizens. They speak fluent Mandarin, study in an American school, eat Korean food, but they cannot speak Hindi.

For most expats, life in China is comfortable. Help is easily available. *Ayis* (local maids) are well-dressed, hardworking and honest. They learn quickly to make the perfect *chai* with the right amount of ginger. They look after kids with the zeal of Indian grandmothers.

Indians in China are expats, not immigrants. While Indians in the US are quite influential, the expats in China are largely outsiders. They are unlikely to influence policy or remain highly visible. Giving back to the country and striking stronger bonds are what they hope to do.

"We need to get our house in order. We are hung up about 1962. The Chinese don't even teach this in their history books. Ask them how they won the war and they will say, 'We didn't. It was a ceasefire.' This is how differently the two countries view it," says Prakash. This different view is perhaps something that the Indian community hopes to convey as Modi comes calling. ●



Every year, the Waikars celebrate Ganesh Chaturthi, although with a few modifications. Amit's wife, Aparna, says there is no immersion of the idol.



China wants Indian IT companies in its new hi-tech city



Chinese President Xi Jinping (L) and Prime Minister Narendra Modi during Modi's recent visit to China. REUTERS/FILE

Sutirtho Patranobis
spatranobis@hindustantimes.com

GUIAN (SOUTHWEST CHINA): China wants Indian IT companies to open shop in a sprawling tech-city being built in one of its least developed regions, in a move that reflects the effort to strengthen economic cooperation between the two countries at state levels. Cooperation between Indian states and Chinese provinces was in sharp focus during Prime Minister Narendra Modi's visit to China earlier this month.

Guizhou in southwest China is emerging as a base for cloud computing and big data — and they want Indian software giants such as Infosys, TCS and Wipro to be part of it.

Representatives from more than two dozen Indian companies, their Chinese counterparts, the Confederation of Indian Industry and government officials recently got together at the Guian New Area (GNA) city to work on a blueprint for cooperation.

One Indian company has already made the move: earlier

this year NIIT and GNA signed an MoU to offer programmes in new-age IT, with focus on Big Data.

"India is one of the leading countries in IT. There is lot of space to cooperate...This could be the starting point for a new development," Wang Jianping, vice-governor of Guizhou province, said at the gathering.

Namgya Khampa, economic counsellor at the Indian embassy in Beijing, said: "...IT has long been acknowledged as a particularly promising area for increasing cooperation. The presence of many of our leading IT companies here today is a positive sign."

Top officials from Indian IT companies appeared enthusiastic but cautious. "IT development in the GNA has the financial resources, government support and required infrastructure. Big data prospects look bright, but we have to now look at details," said Sujit Chatterjee, China head, Tata Consultancy Services.

Another company wondered whether it would be a better idea for Chinese IT companies to cooperate with India — in India.



Beyond books

Shradha Kanwar, Area Director, Education Technology, NIIT University, explains the range of graduate and doctoral programmes that the university offers aspiring students.

MALATHI RANGARAJAN

Exploring various facets of human relationships is her forte and study of the survival of North American inhabitants in the wake of early European immigrations into Canada, her area of specialisation. Hence, from a layman's point of view, Dr. Shradha Kanwar's role as Area Director, NIIT University (NU), is rather intriguing. "Not at all. At NU, I spearhead initiatives in the area of Educational Technology. The functional aspect of technology and its impact on the human mind excites me. Diverse technologies open diverse opportunities for youngsters, and I find the mind-connect in the teaching learning process interesting," she says.

I first met Shradha at the Bett Asia Leadership Summit in Singapore, last December, where she was a panellist at the discussion on 'Creating 21st Century Learning Environments.' Though soft-spoken and somewhat quiet during our informal conversations, she made some profound observations and raised pertinent issues, on the dais. She gave the audience points to ponder over when she said, "The millennial generation has different learning aspirations, different brain responses and attention span."

NU, with its green and lush residential campus at the foothills of Aravali, in Neemrana, Rajasthan, believes that learning transcends books and examinations. The university thus provides a positive 24x7 learning environment. "Our focus is making NU 'The University of the Future'," says Shradha.

For the new generation

NU offers B. Tech. in biotechnology, computer science and engineering and electronics and communications. "The university's niche MBA and Ph.D. programmes where students are involved in design and implementation of educational media initiatives, M. Tech. in geographic information systems, educational technology, which is a flagship programme that has been received well, and other high-end research programmes, draw a lot of students," she says.

Courses at NU, according to Shradha, go far



Shradha Kanwar

beyond the conventional. "Novel pedagogies that include project-based learning and collective problem-solving, throw light on real-world issues that have to be dealt with in the future. NU has won accolades in the national and international education circuit for its initiatives in technology, sustainability and environment sensitivity," she says.

Placement opportunities

NU is industry-linked. Its programmes are technology-based and research-driven. "At NU, we help build careers and create exceptional job opportunities for all students. The university enables young men and women to become successful engineers, managers, entrepreneurs, researchers, business professionals, and, most important of all, great human beings. "With Neemrana emerging as a major investment hub for the Japanese and Korean industries, professional development opportunities are aplenty at NU," she explains.

The university also invites academic professionals to pursue courses for technological value-addition in their areas of expertise. "We have school teachers and university professors as our students. So, when they demonstrate the easy manner in which they enable their students in school to learn complex concepts in physics through a game of golf or in math through a guitar performance, we are overwhelmed by the possibilities our university offers the teaching fraternity!" she says, signing off.

Hindu, Hyderabad, June 8, 2015



Joint one-year PGP from DHFL, NIIT, IFBI and NIIT University



Officials of DHFL, NIIT IFBI and NIIT University at the signing of MoU

DHFL, India's second largest housing finance company in the private sector with NIIT Institute of Finance Banking & Insurance Training Ltd (IFBI) and NIIT University have entered into a tripartite agreement to launch a one-year Post Graduate Programme in Financial Services. The programme will offer graduates in Tier II and Tier III cities career opportunities in India's promising housing finance sector. This program, a contribution to help achieve success for the Union Government's flagship programs of creating 100 smart cities and accomplish Housing for All, has initiated a concerted strategy to build quality human resource for the financial services sector in Tier II and Tier III cities. Further empowering the women in these smaller towns, DHFL will extend the Late Shri Rajesh Kumar Wadhawan scholarship to the deserving women candidates.

Careers360, National, June, 2015



NIIT bags contract from Statoil

New Delhi, June 8

IT training firm NIIT said it has bagged a "five-to-ten year contract" to provide managed training services to Statoil Oil and Gas Company. Under the contract, NIIT's Corporate Learning Group will provide comprehensive managed training services for a period of 10 years, renewable after the first five years, NIIT said in a statement. NIIT will run Statoil's core operations for learning and competence administration and learning technology support, with options to buy additional services like learning and competence advisory, content development, and strategic sourcing (aggregator services), it added. PTI

Hindu Business Line, Hyderabad
June 9, 2015

First batch of PMKVY launched in Nagaland

KOHIMA: The first batch of the Skill Development programme under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was launched by Nagaland Parliamentary Secretary for Labour and Employment, Skill Development and Border Affairs, Mmhonlumo Kikon at NIIT in Dimapur. Official sources said the launching of the programme coincided with the 15th Annual Day of NIIT Dimapur. (UNI)

Shillong Times, Shillong, June 19, 2015

NIIT TO TRAIN CHINESE STUDENTS IN BIG DATA

An agreement to train 50,000 students from China's Guizhou province in big data was signed between Prakash Menon, president, NIIT, China, and Chen Yan, representative, Guizhou Guian district in the presence of Prime Minister Narendra Modi, recently. The

agreement is in line with the growing demand, globally, for analytics professionals to analyse huge volumes of data generated on a regular basis. The proposed deal is expected to turn the Chinese district into a national centre for big data in five years.



Mail Today, New Delhi, June 9, 2015

NIIT shines at the fifth Indian education awards 2015

New Delhi : NIIT Institute of Finance Banking & Insurance Training Ltd (IFBI) and NIIT Nguru MathLab Plus has been conferred with two awards at fifth Indian Education Awards 2015 organized by Franchise India. The company won the coveted Best Vocational Institute for Banking, Finance and Insurance award for NIIT Institute of Finance Banking and Insurance Training Ltd (IFBI). The prestigious Best

NIIT

Innovative Learning Tool award was presented to NIIT Nguru MathLab Plus. The Indian Education Award recognises excellence in the education sec-

tor. The awards were presented at a ceremony organised in New Delhi. The forum aims to recognize achievers and innovators, who have contributed sig-

nificantly towards the excellence and growth of the education sector. The awards were presented by Pawan Agarwal, Joint Secretary, Ministry of Skill Development and Entrepreneurship, Government of India and Ritu Marya, Editor-In-Chief, Franchise India and other leading dignitaries.

Speaking on the occasion, Rahul Keshav Patwardhan, CEO, NIIT Ltd, said, "We are pleased to receive the esteemed Indian Education Awards. It gives us immense pleasure to see that our efforts continue to be recognized by the industry."

Hans India, Hyderabad, June 13, 2015



Anand bounces back after draw

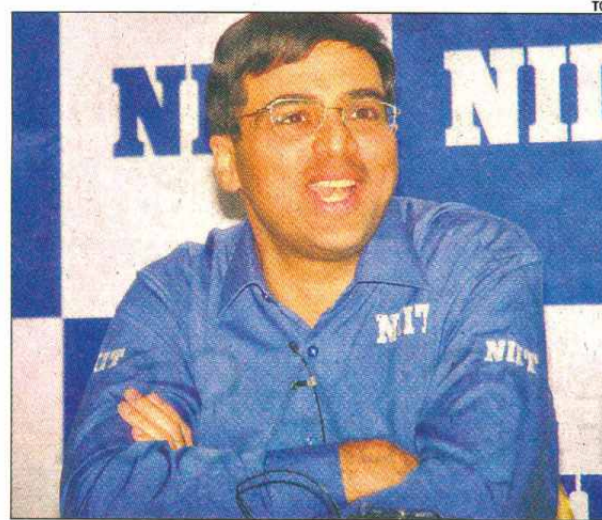
Stavanger (Norway): Former world champion Viswanathan Anand defeated Jon Ludvig Hammer on Wednesday in the Norway Super GM chess tournament. It was Anand's second win against a Norwegian player in the event. Anand had also defeated World champion Magnus Carlsen in the fourth round.

Anand is now on 5.5 points after eight rounds. Earlier, Anand played out yet another easy draw against Levon Aronian of Armenia.

At the time of going to press, leader Veselin Topalov (6) was struggling to save his position against Anish Giri of Holland. If Topalov loses, his last round on Thursday against Anand could become a decider.

It turned out to be a dull day in the tournament as all the five games in the 10-player round-robin ended in draws, leaving the overnight positions intact.

Veselin Topalov continued to lead the tables on six points out of a possible seven, while



Viswanathan Anand: Victory smile

Anand and Nakamura follow him 1.5 points behind.

The only chance for Anand will be to try and win the next round against Hammer and then it would be a showdown with Topalov in the last round.

Anish Giri of Holland on four points is the only other contender for a podium finish holding the fourth position solely. Fabiano Caruana of Italy, Maxime Vachier-Lagrave of France and Aronian share the fifth spot

with three points each, a half point adrift of world champion Magnus Carlsen of Norway and Russian Alexander Grischuk.

Hammer on two points is on the last spot. For Anand, the black pieces have worked well as the Indian ace has not been in any serious troubles in any of his black games here. Aronian chose the English opening and Anand countered with a popular variation that led to an easy equality.

A couple of minor pieces changed hands early and although Aronian secured the Bishop pair, Anand always seemed to have enough counter play. As it turned out, the game ended rather abruptly in the early middle game with both players deciding to repeat the

MOVES. AGENCIES

The Times of India, Jaipur, June 25, 2015



Build a rewarding career in digital marketing!

I still remember the excitement about IT/Software in late 90s and early 2000. Surely, that was one of the best times for people to enter into IT industry. Even those who joined GNIT programme at that point of time could accelerate their career and moved to respectable position within few years.

That's exactly the phase Digital Marketing industry is undergoing today. The Wave associated with Digital Marketing industry

other popular industries and noticed 642 jobs for 'big data'. A Digital Marketing professional earns between Rs 231,291 - Rs 1,181,496. Given the increasing gap between demand and supply of Digital Marketing professionals, a Digital Marketer commands a much higher average salary compared to other industries. A graduate with no work experience can expect a monthly salary of Rs 15,000 and a Head of Digital Marketing in a large brand or agency can

At 302 million users, India will cross US to become second largest country after China in terms of number of Internet users.

Online Ad Spend to cross Rs 3500 crore by FY 2015. According to a recent report Digital Advertising in India, jointly published by IAMA and IMRB the value of Online Advertising market in India is expected to increase to Rs 3575 Crore by Mar 2015 from Rs 2750 Crore an year earlier; around 30 per cent YoY growth.



is so strong today that it's undoubtedly the best time to be part of this fast growing industry. Being part of this industry since last 15 years, I believe these are some of the top reasons to build a rewarding career in Digital Marketing industry in 2015: 2000+ Jobs for Digital Marketing on job portals

While a large number of brands and agencies don't advertise for jobs related to Digital Marketing, there are over 2000 jobs for Digital Marketing on different job portals. Interestingly, 'Social Media Marketing' alone has over 1700 jobs associated with it. I thought of comparing it with

earn Rs 2.5 lakh per month. As per Payscale, Digital marketing professional in India earns between Rs 231,291 - Rs 1,181,496 annually. The report, by the Internet and Mobile Association of India, claims that the number of online users will rise to more than half a billion by 2018, which was 190 million users till June 2014. India took over 10 years to move from 10 million to 100 million Internet users. It took 3 years to grow from 100 million to 200 million and just 1 year to grow from 200 million to 300 million. Facebook alone had over 112 million users in India till December 2014. If this growth is maintained, India will cross 500 million users by 2016.

Indian e-commerce industry to cross \$16 billion mark in 2015

According to a recent study by a joint study by ASSOCHAM-Deloitte, the digital commerce market in India has grown steadily from \$4.4 billion in 2010 to \$13.6 billion in 2014 and likely to touch \$16 billion by the end of 2015. Interestingly, online travel currently constitutes over 70 per cent of the market but e-tailing is expected to drive the future growth. While above mentioned statistics and trends speak about the opportunity of building a rewarding career in Digital Marketing, what's more fascinating is the excitement related to job profiles in Digital Marketing.

Hans India, Hyderabad, June 27, 2015



Top training companies

The NIIT Limited, a global leader in skills and talent development has been listed on the prestigious Top 20 Workforce Development Companies List by *TrainingIndustry.com*. The US based portal continuously reviews companies and community colleges that provide customised corporate training services and conducts an annual assessment to determine suppliers' experience and capabilities.

It continually monitors the

training marketplace for the best providers of training services and technologies. Speaking on the occasion Rahul Patwardhan, CEO, NIIT Ltd said; "We are honored to be on this list with some of the finest workforce development companies in the world. For the past three decades, NIIT has been at the forefront of skills and talent development not just in India, but around the

world. It is our endeavor to train the next generation of highly skilled professionals for the current and future corporate workforce".

The list of top training companies is based on extensive research, interactions with companies around the world, and thorough analysis of company's industry visibility, innovation and impact, size and growth

potential, quality of clients and geographic reach.

NIIT, 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 and development solutions to individuals, enterprises and institutions among other things.

Pioneer, Chandigarh, July 29, 2015

NIIT among top Workforce Development Companies

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Tribune, New Delhi, July 29, 2015

NIIT to skill 10 million youth

NIIT Limited committed to train 100,00,000 young Indians across 16 sectors over the next five years. The aim is to skill, re-skill and up-skill Indian youth with employable skill sets across multiple sectors. NIIT's Yuva Jyoti Limited – a joint venture of NIIT and NSDC, has enrolled 1550 students under the pilot phase of Pradhan Mantri Kaushal Vikas Yojana, across three sectors – Telecom, Retail and IT in North East, Jammu & Kashmir and Jharkhand.

In 2011, NIIT entered into a significant public-private partnership with National Skill Development Corporation (NSDC), to enhance skills and employability for youth across India. NIIT Yuva Jyoti Limited – joint venture of NIIT and NSDC (a Public Private Partnership under the Ministry of Skill Development & Entrepreneurship, with 49 per cent equity held by the Government of India), aims to provide skills training through over 1500 plus centres across India.

Business Standard, Pune, July 16, 2015

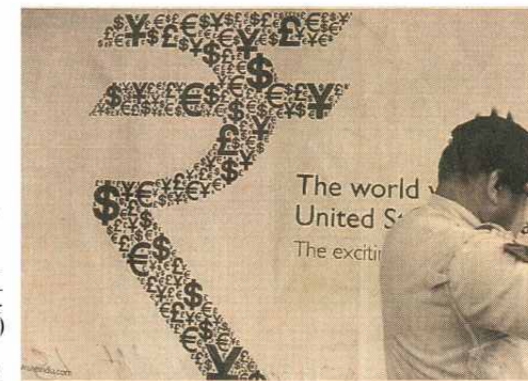


NIIT Q1 net profit up at Rs 15 crore

NEW DELHI: Skills and talent development firm NIIT on Friday posted big growth in net profit to Rs 15 crore for the quarter ended June 15, 2015 on back of strong growth in its corporate learning segment and transformation of skills and careers business.

It had a net profit of Rs 0.6 crore in the April-June quarter of the last fiscal.

The company's revenues rose 4 per cent to Rs 225.3 crore for the first quarter of 2015-16, from Rs 233.2 crore in the year-ago period. "On the back of continued and steady growth in our Corporate Learning Group (CLG) and successful transformation of the Skills and Careers Group (SCG), NIIT is back to growth and profitability," NIIT Chief Executive



Officer Rahul Patwardhan told reporters here.

CLG recorded net revenue of Rs 128.5 crore, up 15 per cent year-on-year, backed by a strong growth in Managed Training Services (MTS) offerings. During the quarter, NIIT bagged five large multi-year, annuity based contracts, taking the overall CLG revenue visibility to USD 201.5 million.

Its Skills and Careers Group (SCG) recorded net revenue of Rs 72.5 crore during the quarter under review. "We have committed to leverage the enabling ecosystem following the launch of 'Skill India' by training 10 million young learners across 16 industry segments over the next five years," NIIT Vice Chairman and Managing Director Vijay

Thadani said.

NIIT's School Learning Group (SLG) registered a net revenue of Rs 32.2 crore during the quarter.

During the quarter, NIIT launched a new brand positioning campaign -- 'The Place to go Places' -- to reposition itself as an organisation beyond IT training. "The recent announcements by the Indian government on Skill India and Digital India will enable mass scaling of skill development, using technology as a delivery mechanism," Thadani said. NIIT is well poised to harness this opportunity as it is already using cloud campus and synchronous learning technology to reach thousands of students across multiple industry segments in India, he added.

PTI

Daily Post, Chandigarh, July 18, 2015

Jalin Kerjasama dengan NIIT India

Universitas Muhammadiyah Tasikmalaya (Umatas) melakukan penandatanganan kerjasama (Memorandum of Understanding/ MoU) dengan National Institute Information and Technology (NIIT), New Delhi India bertempat di Graha Umatas, Jumat (3/7/2015).



REKTOR Umatas Dr. Ahmad Qoni, AD, MA (kanan) berfoto bersama Country Head NIIT Praveesh Kumar Verma (kiri) setelah penandatanganan MoU.



MOMENTUM penandatanganan MoU antara Umatas dan NIIT di Graha Umatas, Jumat (3/7/2015).

Penandatanganan dilakukan oleh Rektor Umatas Dr. Ahmad Qoni, AD, MA didampingi Wakil Rektor I Nani Nazari, M. Kep. Jns. So. Kep. Mat. serta Wakil Rektor II Dr. Yusuf Abdullah, SE, MM dan pihak NIIT. MoU ditandatangani Country Head NIIT Praveesh Kumar Verma didampingi Business Development Executive NIIT Only Priyanto, Dipi SE, S. Kom.

Menurut Rektor Umatas Dr. Ahmad Qoni, AD, MA, momentum ini perlu disambut dan dimanfaatkan dengan baik oleh seluruh elemen Umatas, sebab dengan adanya jalinan kerjasama ini, bukan tak mungkin ada mahasiswa, dosen, maupun staff Umatas yang melanjutkan pendidikan maupun karir di luar negeri.

"Tujuan utama MoU ini adalah untuk meningkatkan kapasitas dan kapabilitas mahasiswa, dosen, dan staff Umatas di segi penguasaan bahasa asing dan IT agar siap bersaing dan siap untuk go global. Terlebih lagi dalam menghadapi Masyarakat Ekonomi Asean (MEA)," katanya.

Hal senada disampaikan Wakil Rektor II Dr. Yusuf Abdullah, SE, MM. Menurutnya, untuk go global, sumber daya manusia perlu disiapkan semaksimal mungkin sebab untuk bisa bersaing dengan global, kompetensi lokal saja tidak akan cukup.

"Oleh sebab itu, dengan adanya kerjasama ini, kita harapkan mahasiswa dan dosen kita memiliki kualitas dan daya saing tinggi," katanya.

Sementara itu, menurut Country Head NIIT Praveesh Kumar Verma sebagaimana diterangkan oleh Business Development Executive NIIT Only Priyanto, Dipi SE, S. Kom, pihaknya akan menjadikan NIIT sebagai salah satu lembaga terbesar di dunia yang bergerak di bidang pendidikan dan IT siap membantu pengembangan potensi mahasiswa dan dosen dengan membekali kurikulum global.

"Ketika lulus Umatas kelak, mahasiswa akan mendapat sertifikat tambahan setara diploma, salah satunya Toefl dan Toic yang merupakan kecapaian dalam pemahaman berbahasa asing," kata Only (ClaraiAEY).

Indonesia, July 03, 2015



NIIT University conducts career counseling session for engineering aspirants

28 / 04 / 2015 (Tuesday) | 04:02 AM

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) conducted two-day career counseling session for engineering aspirants on April 25 at the NIIT Centre, Off Saki Vihar Road, Andheri East Mumbai, to benefit students aspiring to make a mark in the engineering sector.

The career counseling session was conducted by senior faculty from the NIIT University. This session aimed at helping students understand various skills required for a successful career in engineering and various job opportunities available post completion of the engineering course. Students who have recently appeared for class XII board exams were also invited for the session.

NIIT University provides **B.Tech programme (4 years)** and the **B. Tech – M. Tech Integrated dual degree programme (5 years)** in **Computer Science Engineering, Electronics and Communication Engineering** and **Biotechnology**. The university imparts knowledge in technologies of the future through a cutting edge curriculum using the core principles of providing industry-linked, technology- based, research-driven and seamless education. The students from the university have bagged internships in prestigious organisations in India and abroad. B. Tech students also get the opportunity for a 6 month work experience before they pass out with their degree certificates.

NIIT University also offers a 2 year M. Tech programme in Geographic Information Systems (GIS) and Educational Technology (ET). The M. Tech–GIS programme is a 2 year residential programme that offers placement opportunity. The M. Tech–ET programme is meant for educators and learning professionals aspiring to create a niche for themselves in the knowledge world.

NIIT University also offers a 2 year full-time MBA programme with focus on **Digital Marketing, Business Analytics, e-Commerce, Management of Technology and Banking**.

The MBA Programme at NU demands and encourages the students to explore and connect with the multiple dimensions of today's business environment.

NIIT University has recently entered into an academic collaboration with University of Missouri, Kansas City, USA, which enables students to complete their B. Tech from NIIT University and MS in Computer Science Engineering in a span of 5 years. The university is notified by the Government of Rajasthan u/a 5 of 2010 and covered u/s 2(f) of UGC Act. For more details, visit www.niituniversity.in.

<http://www.educationworld.in/news/campus/niit-university-conducts-career-counseling-session-for-engineering-aspirants.html>



THE HINDU

» TODAY'S PAPER » EDUCATION PLUS

April 27, 2015

Nishant Jain, a finalist at the WorldSkills competition being held in Sao Paulo, Brazil, is gearing up to clinch the prize.



Nishant Jain

Nishant Jain is trying to keep calm but is excited about his impending trip to Sao Paulo, Brazil in August. "I want to win the gold for India," says the B.E. Computer Science student from MNM Jain Engineering College, Chennai. Nishant has been chosen as a finalist for the WorldSkills competition, an initiative of the National Skill Development Corporation (NSDC), which has been leading India's participation at WorldSkills International competitions.

"I came to know about the competition from NIIT, where I was chosen to participate. The nationals were held in Delhi between November 28 and December 1 last year, in which four candidates were shortlisted for the finals in February. The major objective of the competition was to build a software solution based on the project description in the given timeframe, without using the Internet," says Nishant. The candidates were evaluated on their problem-solving and vocational skills.

For the nationals, Nishant was asked to make an online ticket booking application in six hours. "It was difficult to pull it off without the internet but the training and support I had from NIIT helped me do this easily," he says.

"The final phase was a three-day long competition in Delhi where we had to build six software modules. Again, it was rather challenging but a great experience overall," he adds.

Nishant says that the competition helped him broaden his knowledge and gave him enough experience to work in a Rapid Application Development Mode. "It also taught me how to manage time and stress levels," says Nishant. "Currently, I am undergoing training with NIIT and working on different technologies to gain knowledge about various dimensions of technologies. This is how I'm preparing for the finals," he says.

<http://www.thehindu.com/todays-paper/tp-features/tp-educationplus/winning-without-web-help/article7144867.ece>



DATAQUEST



Seeing the big picture with big data

By Shivan Bhargava, Group President – Skills and Career Group, NIIT Ltd

AUTHOR: DQINDIA ONLINE - APRIL 16, 2015

In recent times, we have been hearing a lot about Big Data and its vast business potential, especially for industries such as IT. For professionals too, the rise of the Big Data industry represents a mammoth opportunity, one that can lead to satisfying and successful careers.

However, what exactly is Big Data and what does it mean for people who aspire for a career in today's technology driven work environment?

As the name itself suggests, Big Data describes the enormous amounts of information that is being generated within organizations. With the information explosion happening around us, companies are creating voluminous data, and are looking at ways in which they can manage it and use it in a meaningful way.

Large unstructured data sets, arising out of weblogs, social media, posts, sensors, images, e-mails and video files, are simply waiting to be harnessed and analyzed. Analytics, in fact, has emerged as the key to exploring and understanding Big Data and deriving critical insights from it.

It is these insights that can enable Big Data to deliver actionable business outcomes that organizations can work on. These can, for instance, guide companies to build on certain product features that are popular among their users, or cause others to withdraw products that are not capturing the imagination of their customers. At the same time, these insights can also be used by organizations to predict consumer behaviour, foresee their future needs and align their product and services strategies with these dynamic requirements.

Therefore, clearly, Big Data is going to become very big in the future.

Recent research by global market research firms such as IDC support this assumption. According to the analyst and research company, the Big Data and Analytics market will touch USD 125 billion in 2015. The Indian Big Data industry too is expected to grow rapidly—from USD 200 million in 2012 to USD 1 billion in 2015 at a CAGR of 83 percent! India's leading chamber of commerce, NASSCOM has indicated that the demand for analytics professionals will grow to 2.5 lakhs by the end of this year.

While this is great news indeed, what is worrisome is the paucity of professionals that fit the job profiles that the industry requires. The demand for professionals well versed with Big Data and analytics far outstrips the supply. Today, there are just not enough people who can fuel the growth of this emerging industry.

Within Big Data too, there are specific areas that will need a large number of experts. IDC, for instance, is predicting that security will be a killer app in the Big Data realm and that Big Data Analytics tools that keep data secure — basically predict security threats, detect them and create deterrence and prevention programs — will flourish. To be able to use these tools, professionals will need to be trained in technologies such as machine learning, text mining and ontology modelling.

According to the research firm, analytics related to the Internet of Things (data generated through sensors, etc.) as well as image, video and audio will be other areas of high growth. Rich media analytics in particular, IDC says, is expected to triple in 2015.

It is becoming apparent that going forward, there will be a huge need for people who can support and drive the momentum of the Big Data and analytics industry, by making it their dream career destination.

Today, this sector needs professionals who blend the role of data scientists as well as engineers — people well-versed in areas like data analytics, data warehousing, data management, interpretation and statistical analytics.

The Big Data industry requires a range of very high end, specialized skills around data processing and tools such as MapReduce, Hadoop, Cloudera, IBM Big Insights, Hortonworks and MapR. Skills in data mining or machine learning—which basically means a thorough knowledge of technologies such as Mahout—are a must.

Professionals who have worked on statistical analysis software such as R, SPSS, SAS Weka and MATLAB are in an advantageous position. Ever-green programming skills in technologies such as Java, Scala, Ruby, and C++ and knowledge of relational databases such as MySQL, MS SQL Server, Oracle and DB2, will also hold them in good stead.

One is also hearing about how Big Data analytics jobs will require excellent communications skills. As organizations face challenges in understanding and embracing analytics, they will need experienced 'storytellers'—people who can use data to tell meaningful stories that strike a chord with their target audience.

Professionals therefore, who are looking to build a career in the Big Data and analytics market, will need to equip themselves with these relevant abilities and expertise.

2015 is going to be the year for Big Data and analytics. The opportunity is huge and is beckoning professionals aspiring to be a part of the 'next big thing'!

<http://www.dqindia.com/seeing-the-big-picture-with-big-data/>



NIIT Rolls Out Revolutionary Cloud Campus in China

Business Wire India 29-07-2015

- Uses Synchronous Learning as a technology multiplier to create a scalable, sustainable delivery model for the future

- To use innovative Cloud & Collaborative Learning Model

NIIT, a global leader in skills and talent development, has launched its innovative and proven Cloud Campus™ internationally, with it going live in China. This is a significant milestone in the proliferation of this scalable customer engagement and learning delivery platform. As part of this rollout in China, NIIT has extended the break-through Cloud Campus platform to support learners in Mandarin. Additionally, extensive feedback was taken from Instructors and Learners to ensure that the 6 unique Cloud Campus™ learning enablers were appropriately adapted keeping in mind preferences and learning styles of learners in China.

NIIT Cloud Campus™ enables students to learn from the best teachers irrespective of their geographical location. They can also get hands-on practice through lab exercises in machine rooms at the NIIT centers. It has an innovative 'Anywhere Lab' feature, which allows students to practice the application of concepts learnt in class, from any part of the globe, while chatting with experts to seek answers to their queries.

NIIT Cloud Campus™ ensures a consistent, high quality learning experience. Students benefit from Expert Instructors teaching from a central studio while simultaneously having access to facilitators present in their classrooms. Interactions are not limited to only the students in the same classroom – rather students can communicate and collaborate with fellow learners across all locations.

Speaking on the occasion of the first program launch from the Cloud Campus™ Studio in Wuxi, China Mr. Prakash Menon, President, NIIT China, said, **"This is the start of a journey that will transform our distributed education delivery model in China."**

NIIT was the first Indian IT training company to establish presence in China in the late nineties with a vision to create a manpower pool, to empower the software industry in the country. **"By bringing NIIT's revolutionary Cloud Campus™ platform to China, we are laying the foundation for the next phase of our growth in China and re-committing to creating a high quality scalable human capacity building model that will accelerate the pace of new technology adoption & skilling,"** said Mr. Rahul Keshav Patwardhan, CEO, NIIT Ltd.

NIIT, a global leader in skills and talent Development, established its presence in China in 1997, becoming the first Indian IT enterprise to do so. Over the years, NIIT has been training skilled IT professionals for China's software outsourcing industry. With the support of its outstanding partners and institutions, it has trained more than 150,000 students in the country.

<http://ians.in/index.php?param=prwiredetail/B-44657>



PRESS TRUST OF INDIA
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NIIT Ranks as 'India's Most Trusted Training Brand' for 3rd Year in a Row

NEW DELHI, May 21, 2015/PRNewswire/ -

Wins the Coveted Award Based on Trust Research Advisory's - Brand Trust Report, India Study 2015

NIIT Limited, a global leader in skills and talent development, has been conferred the 'India's Most Trusted Training Brand' award 2015, by Trust Research Advisory (TRA), India's foremost data insights company dedicated to understanding, simplifying and researching aspects that makes the intangibles of brands more measurable. NIIT has received the coveted award for the third year in a row.

Established in 1981, to help the nascent IT industry overcome its human resource challenges, NIIT has today grown to be a global leader in skills and talent development. Spread across 40 countries, NIIT has impacted over 33 million learners since inception. A pioneer and trend-setter in IT education in India, NIIT has kept pace with the market by providing a range of innovative solutions to address the manpower needs for the emerging knowledge economy.

Speaking on the occasion, **Mr. Rahul Patwardhan, CEO Designate, NIIT Ltd.**, said, *"It is indeed an honour to have received this prestigious award for the 3rd year in a row. This is a recognition of our efforts to constantly innovate by introducing a diverse range of learning and talent development programs to millions of individual and corporate learners in areas including Banking, Finance & Insurance, Soft Skills, Business Process Excellence, Retail Sales Enablement, Management Education, Multi-Sectoral Vocational Skills, Digital Media Marketing, and new-age IT. With innovation at the core of education delivery, instructional pedagogy and business s, NIIT will continue to play a pioneering role in the training space."*

The research carried by Trust Research Advisory (TRA) was conducted across 16 Indian cities that covered over 5 million data points across 19,000 unique brands. The report measured consumers' trust and brand insights by measuring variables that influence consumer behavior.

Elaborating on the recognition, **Mr. Sachin Bhosle, Research Head, Brand Trust Report**, said, *"Given the intense competition in every field, education training brands have become essential in the Indian context where individuals are striving to be the best and are relying on brands such as NIIT. Brand NIIT, which provides multi-disciplinary learning management and training delivery solutions to corporations, institutions and individuals, has since its inception holistically addressed the deficit in this field and thus by maintaining its standards, has over the years gained immense trust. The Brand has appeared in the Brand Trust Report, India study 2015 and is the most trusted in the category of training."*

Trust Research Advisory, a part of the Comniscient Group, is a Brand Intelligence and Data Insights Company dedicated to understand and analyze stakeholder behavior through two globally acclaimed, proprietary matrices of Brand Trust and Brand Attractiveness. TRA has been publishing India's Most Trusted Brands in 'The Brand Trust Report, India Study' for the last four years consecutively.

In the last decade, NIIT diversified beyond IT training by entering into partnership with domain experts in growing industry verticals. These included alliances with ICICI for developing trained manpower for Banking & Financial Services sector through its IFBI initiative; and with Genpact for BPM training. Similarly, it has joined hands with leading B-Schools like IIMs for its NIIT Imperia venture, aimed at working professionals. In the corporate front, NIIT offers best-in-class Managed Training Services that enable clients to reduce cost, embrace change and drive real quantifiable business impact. In the schools space, NIIT's technology based learning solutions aim to make the vital process of teaching and learning simpler, thus bringing joy back into learning.

http://www.ptinews.com/pressrelease/13883_press-subNIIT-Ranks-as--India-s-Most-Trusted-Training-Brand



Education
Insider

New age career options after 10+2

by Shivan Bhargava 03-08-2015



Class XII CBSE and ICSE results are out and the annual frenzy that normally accompanies this much awaited move has been unleashed.

From the happy faces of the toppers splashed across national dailies and leading TV channels, to a deluge of ecstatic 'status updates' on Facebook, the signs of 'results mania' are visible everywhere.

In India, as elsewhere in the world, the completion of 10+2 years of learning marks a big milestone in the lives of students. It signals the time for that 'big leap'—when school children transition into aspiring young adults who must face the onerous task and responsibility of planning their future.

And here lies the problem! What and where lies the future? Should it be in engineering, medicine, architecture, law (traditionally the big bastions of India's education system)? Should it veer towards the emerging and high potential 'entertainment' domain—film making, art, fashion and interior design? Or then should it be devoted to a plain vanilla 'graduation', the staple diet of India's largest percentage of career seekers.

Dictated and determined by the marks that a student has attained in Class XII, the future could lie in any of these realms. While the more academically-inclined youngsters opt for "professional programs", setting out on an arduous voyage of competitive exams, the majority of school leaving students head for colleges that offer them a wide choice of arts and science courses.

'Graduation' has, in fact, always been the mainstay of India's education system. India produces over 50 lakh science and arts graduates, among the highest in the world. While this is a most impressive figure in itself, the sad reality is that almost 50 percent of these learners are unlikely to make it to the job market, hit the corporate scene or be considered employable by hirers!

Recent surveys by HR analyst firms, market researchers and industry watchers are all saying this in unison and with a great deal of conviction—that graduation is not necessarily synonymous with a lucrative job!

Today, if you are among the thousands that make up the +2 brigade, these are some of the unsavory facts you need to pay heed to. As you begin to explore the avenues before you, stop to consider what will really work for you in the long run.

There are several reasons why graduation alone is 'not going to work'. The industry, basically the place where the jobs are, is quite convinced that many of the students emerging from India's colleges do not possess skills that prepare them for the 21st century workplace. The typical complaint is that students are simply not 'Day 1, first hour ready'. Employers quote poor communications (read that as bad English speaking skills), lack of computer training and absence of analytical abilities as the reasons why 'just graduation' is not the answer.

What then must you do? A smart answer possibly is 'plan on something alongside graduation' that raises your employability quotient. Simply explained, it means acquiring talents, real-life skills, domain knowledge and expertise in 'new age areas' that appeal to the hiring community.

A dual qualification might just be what the doctor's ordered for you. Besides there is a growing pool of energizing 'new age' fields that you can place your bets on. Banking and finance are big and getting bigger. There's Digital Marketing, a very hot and happening landscape and of course, the social media space, that holds universal appeal for young people like you.

Opportunities are ballooning in segments such as mobility, retail, gaming, Cloud, software engineering, Big Data, business analytics, e-commerce, IT management and Business Administration. As you can see, the list is long, illustrious and fascinating.

What you need to do next is seek out programs that acquaint you with any or all of these spheres. Courses that prepare you for what the industry requires and align you with the standards companies have set in these fields.

Enroll yourself in a program that will open up exciting exit profiles for you—data analyst, retail banking professional, e-business operations executive, e-commerce specialist, social media expert, SEO specialist, Data Web Traffic analyst, Mobile App developer, Cloud Application Developer and Software Tester among others. Clearly, the spectrum is vast, the possibilities endless.

We at NIIT offer ReVOLUTION GNIIT, a program that is specially designed for students who have completed Class XII. The course, which covers multiple streams, equips learners with the very skills they need to build path-breaking careers.

Therefore, if you are looking to be a well-rounded professional who is future ready and future proof, a dual qualification, through a program, say, like ReVOLUTION GNIIT, is your best bet.

Remember always, that 10+2 is simply the starting point—the base camp in your Himalayan expedition. The real climb begins now and if you are smart about it, the summit will soon be in sight.

http://www.educationinsider.net/detail_news.php?id=2353



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<https://twitter.com/NIITLtd>

NIIT NIIT Limited @NIITLtd · Jul 23
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Rahul Patwardhan Pat, Chek Wee, FOO, charles ferguson and NASSCOM

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India needs more of skilled workforce. Mission is to revive craftsmen #SkillIndia #Skills2Win @rpatward @ETNOWlive

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India needs a large workforce by 2022! @RajivPratapRudy talks about #SkillIndia @ETNOWlive #Skills2Win

NIIT NIIT Limited @NIITLtd · Jul 14
"NIIT is focusing on training needs of 32 sectors across the economy" #Skills2Win #SkillIndia @rpatward @NSDCINDIA

Technology can help scale talent development, globally - Rohit Gupta, CFO NIIT.
<http://bit.ly/1KNk025> #Skills2Win



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NIIT NIIT Limited @NIITLtd · Jul 29
NIIT rolls out revolutionary Cloud CampusTM in China bit.ly/1DNOmdh

NIIT NIIT Limited @NIITLtd · Aug 5
#NIIT unveils Flagship Training Centre at Connaught Place, New Delhi #Skills2Win bit.ly/1OSKYDH #Skills2Win
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Skill India @skillbharat · Aug 10
Nishant Jain to take part in WorldSkills Competition in the domain "IT Software Solutions for Business" #Skills2Win

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