

# EMPOWERING THE LEATHER SECTOR BY SKILLING

---



# SUSTAINING SKILLING IN LEATHER SECTOR

An “adaptive” industry  
and skilled manpower  
did sustain

Industry will stay or  
shift to another  
location



5

**Ambiguous**

Confusion from  
contradictory  
information

4

**Complex**

problems and  
opportunities  
were complex,  
with many  
different  
elements

3

**Unpredictable**

Change did  
not follow a  
predictable  
pattern

2

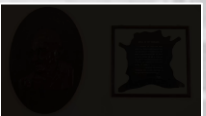
**Uncertain**

There were  
many  
surprises

1

**Volatile**

Major changes  
frequent & sudden





*Industrial Age*

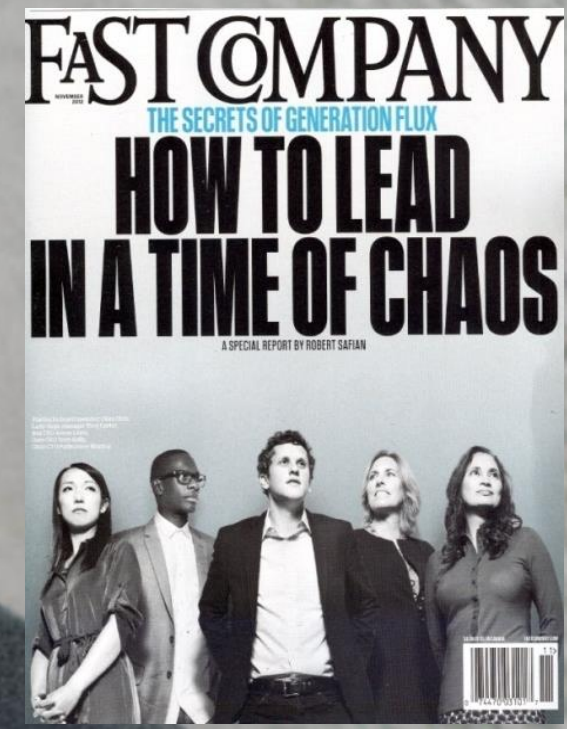


**SETH GODIN**



*Perpetual  
crisis*

*Connection Economy*





## PROJECTED SKILLED MANPOWER REQUIREMENTS IN INDIAN LEATHER INDUSTRY



Highest incremental human resource requirements at niche level to sustain the new age demands

Enhancing employability of those with minimum and also maximum education

Skills in demand - New age learning methodologies with artistic culture

Basic skills that can be acquired with a short/modular and monomaniacally focused intervention

# The labour market

“the work” are changing



"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."

**Knowledge, innovative technologies and design work will dominate**

1

**Innovation will surpass productivity in importance**

2

**There will be definite new age skill shortage**

3

**Shift the power in the employee /employer relationship to top talent**

4

**Employee expectations will be changing**

5

**loyalty, influence, freedom, transparency**

6

# NEW LEATHER SECTOR BUSINESS WORLD

## BIG IS NO LONGER ADVANTAGE

- It's no longer the big established organizations that dominate the small ones...
- it's the fast, technologically advanced, environmentally sustainable with innovative skill workforce and adaptive organizations will dominate the leather sector

## SPEED IS ESSENTIAL

- If the speed of change outside your organization exceeds the speed of change inside your organization, black clouds are ahead and unfortunately... insiders will probably be the last to actually see the disaster coming

**Leather Sector should embrace the change taking place and evolve new skills**



# Challenges of skills in leather Sector



**Organization**

Role Models Who See  
the Possibilities For  
the Future

Supportive Climate for  
Interactions With  
Customers, Suppliers,  
Competitors & the Economy,  
Government, World Events,  
Communities and Families

The Mindset That Makes  
the Impossible Possible

Values, Understanding, Belief,  
Norms guided towards  
increase in changing new age  
requirements

## Why skills must change?

Because the world of business is dramatically changing!

“The challenge should be oriented towards increase in sustainability”



A “new-age” leather sector and new-age skilled manpower coexist





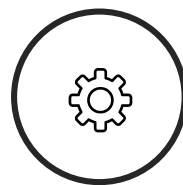
## LEATHER SECTOR – Endeavoring towards Excellence in HRD



SKILL  
benchmarking  
initiatives for the  
Leather sector



World Class skill  
upgradation  
programmes



International Training  
support for Elite  
performance



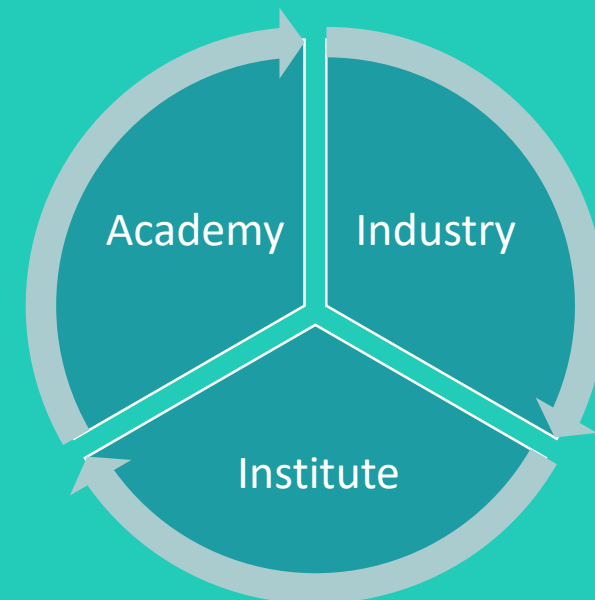
Newer  
dimensions in  
skill branding



Integrated  
Development of Soft  
and Hard skills



Global leadership in  
leather skill education  
and training with  
distinctive trinity model







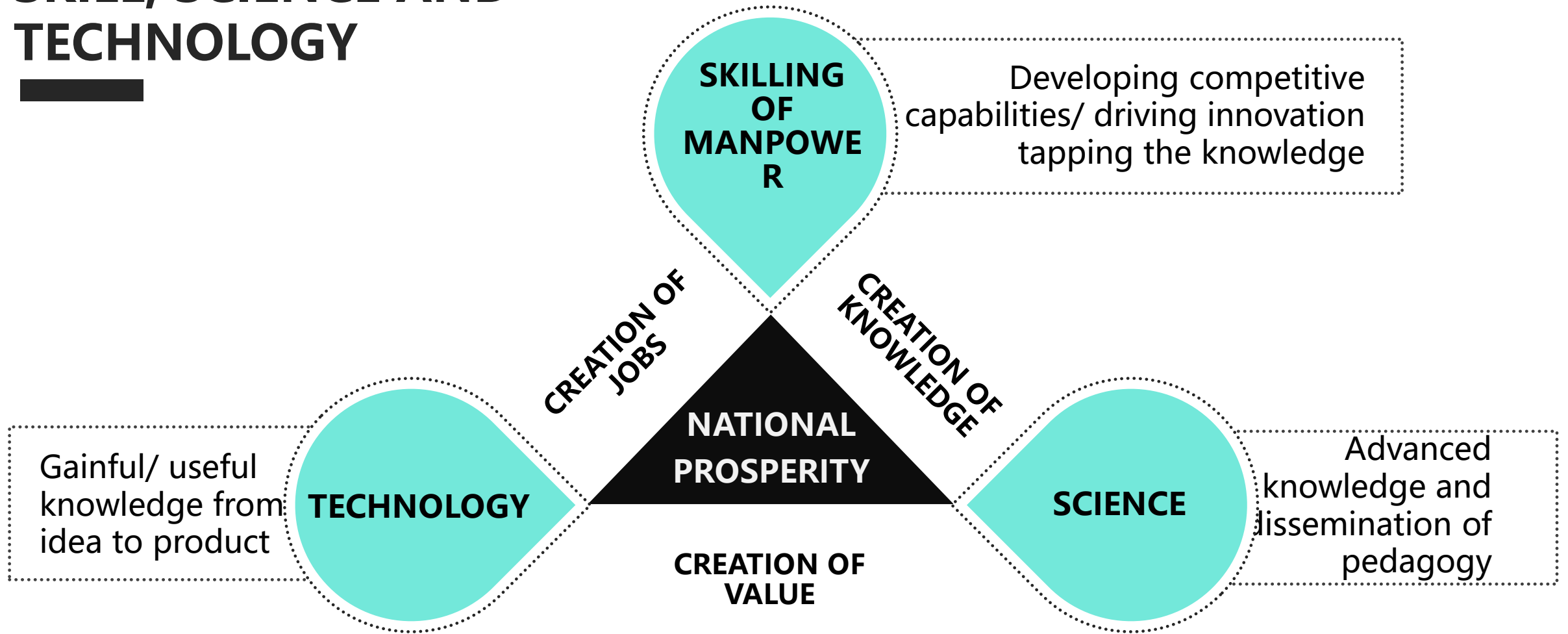
# SKILL ARTISAN



SKILL DEVELOPMENT



# SKILL, SCIENCE AND TECHNOLOGY



Developing Competitive Capabilities, Driving Innovation and

Tapping Knowledge with Gainful Expertise leveraging science and technology through skilling

# CROSS INDUSTRY TRAINING MODEL

**TRAINING  
NEED  
ANALYSIS**

**SOURCING OF  
CANDIDATES  
FROM  
DIFFERENT  
SECTORS**

**INTEGRATION  
WITH TOP  
BRAND  
NATIONAL AND  
INTERNATIONAL  
SCHOOLS**

**CERTIFICATION  
USING JOINT  
COLLABORATION**

**ELITE  
PERFORMANCE  
ASSESSMENT  
MODELS**

**POST-  
TRAINING  
MONITORING**

**Successful completion  
of course units**

**Trainees with  
monomaniac focus  
acquires adequate  
advanced technical skill  
set on the job at  
training**

**Nurturing an environment for continuous learning and development**

# LIFE SKILLS

Components of healthy skilling

**Memory for  
utilization of past  
knowledge  
Comprehension to  
focus on bigger  
picture  
Application  
simulating  
problem solving  
by new**

**Cognitive Skills**

**Ergonomics  
Fatigue to Fitness  
Enhance mental  
health  
Schedule health  
screening  
Suggest dietary  
requirements  
Ambience and  
indoor quality**

**Wellness Skills**

**Cooperation  
Communication  
Empathy  
Optimism**

**Social Skills**

**Self Awareness  
Self regulation  
Self Motivation  
Self  
Perpetuation  
audit**

**Emotional Skills**





# TRAINING METHODOLOGY AND STRUCTURE



## METHOD OF DELIVERY

Formal programme encompassing demonstration, hands-on-experience, lecture discussions and industrial exposure



## BASIC ORIENTATION

- Responsibilities at entry-level for specific function
- Performance criteria
- Expected outcomes



## IMPARTING SKILLS REQUIRED

- Core skills/ Generic skills – basic communication and listening
- Professional skills – analyzing, planning and organizing, customer centricity, problem-solving



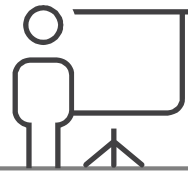
## TECHNICAL KNOWLEDGE

- Work specifications and Standard Operating Procedures
- Quality specifications and inspection methods
- Occupational health and safety





# FEEDBACK MODEL TO CAPTURE TRAINEES' PERCEPTION



---

<b>Research Design</b>	<b>Descriptive Study</b>
<b>Sampling Design</b>	
<b>Population</b>	<b>Skill Trainees pan India</b>
<b>Sample Size</b>	<b>as per batch size</b>
<b>Sampling Type</b>	<b>Convenience Sampling</b>
<b>Source of data</b>	<b>Primary Data through Questionnaire</b>

---



YOU CAN HAVE  
**RESULTS**  
- OR -  
**EXCUSES**  
NOT BOTH.

Marc Tyler Nohlemann / www.cartoonists.com



"Our founders built this company on a certain set of principles. But since they're all dead and nobody wrote anything down, looks like we're screwed."

Photo by George Dearing

**Planned obsolescence must be implemented in all areas of skill set**



## ORGANIZATIONAL LEVEL

Purpose of work

Diversity of tasks

Clearly defined  
core values

Inspiring  
vision

Flexibility

Feeling Valued

Autonomy

Scope for  
Innovation

## KEY TO A HAPPY WORK PLACE



## INDIVIDUAL LEVEL

Personality pattern

Eager to learn

Urge to be innovative

Willingness to take  
up challenges

Establishing social  
connections

Decision-making  
skills

Work-life balance

**Being Constructive and Applicable to the Workplace Environment**

# ROADMAP FOR FUTURE

## GOING GLOBAL THROUGH SKILL TRAINING MODELS



**DEVISING DELIVERY SYSTEMS  
FOR INNOVATIVE  
TECHNOLOGIES**



**ESTABLISH GLOBAL  
PERFORMANCE INDICATORS  
FOR TRAINING**



**CREATING INTELLECTUAL AND  
SKILLED MANPOWER TO  
GLOBAL LEATHER SECTOR**



**EDUCATE MANPOWER ABOUT  
GLOBAL MARKET DYNAMICS  
TO MEET CHANGING GLOBAL  
REQUIREMENTS**

- Reaching the unreached via skill in association with various national and international stakeholders
- Enhancing the spectrum of Integrated Skill Initiatives by exploring avenues



# CONCLUSIONS

Leather sector has set a benchmark on how to be “useful and relevant” to the society concerned. The sector with its dominance as a global player will continue to utilize its skill expertise for new challenges and solutions adhering to its sectorial growth and development, and majorly building lives from the bottom.



The background of the image is a close-up, high-resolution texture of brown leather. The leather has a pebbled grain, with numerous small, irregular bumps and creases. The color is a warm, medium brown, with some darker and lighter variations due to the lighting and the texture of the material. The texture is consistent across the entire image, providing a rich, tactile background for the text.

**THANK YOU**