

# IOE Digital Conference:

## ***Skills & Productivity amid pandemic***

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# Overview

## Coronavirus (COVID-19) pandemic

- *Over the past weeks the Coronavirus (COVID-19) pandemic has presented unique challenges to all types and levels of learning, including schooling, TVET, apprenticeships and skills development.*

## How to Maintain the learning and skills capacity?

- *To maintain continued learning and skills building for workers in times of crisis, there is need for discussion on the need for accelerated innovation in **on-line learning, and the delivery of TVET and skills training.***

# Learning & Training (Anywhere, Anytime)

An opportunity to explore an idea central to - **Lifelong Learning.**

- *A Lifelong Learner pursues for knowledge and skills which in turn maintains the productivity for any organization.*

**Right Methodology** – to develop & maintain productivity levels during crisis such as pandemic

- This requires examination of a range of issues such as:
- How **technically** prepared we are to support new ways of working in the face of disruptors like a pandemic?
- How quickly we can organize **digital education and training and mobilize teachers and trainers** to maintain services to learners?
- We also need to explore **innovative learning methodologies** for apprentices and workers who primarily acquire or upgrade skills at the workplace.

## **Indian Industry – *tackling work during pandemic (sighting Ex)***

### **Hewlett Packard Enterprise (HPE)\***

- HPE has implemented work from home and has leveraged technologies and tools to allow support for and collaboration with colleagues, customers and partners in lieu of hosting physical meetings and events.

### **AZB & Partners \***

- The firm has implemented work from home and has enhanced its technology solutions to ensure continued connectivity amongst team members as well as with its clients.

### **Accenture India**

- The company has adopted a new recruitment process and has digitized the interview process ensuring business continuity during Covid-19 pandemic.
- The company has created a personalized on boarding process for the new recruits.

### **Rudrabhishek Enterprises Limited**

- The Company is in regular communication with its employees. It is monitoring the rapidly changing situation and taking measures accordingly.
- It has also implemented various software and technology solutions to support the employees to manage their work from home.

## Indian Industry – *Skill Development Initiatives during pandemic (sighting Ex)*

### Captain Tractors Pvt Ltd

- It has created a **digital platform** for employees to improve their **work skills and effective engagement** with their customers.
- The company has launched some new schemes for customers; all its senior leaders and their teams are engaged to communicate to their customers. Helping in creating new business opportunity and knowing customer's demand & requirement

### Vertiv Energy Private Limited

- It has launched **e-learning modules** to **revise and re-skill employees** in the lockdown period
- As product and solutions provider for Data Centre, Telecom, and Healthcare sector, which are part of essential services, it is keeping its operations functional and running.
- Some of its technical staff are working 24x7 and are also stationed at its customer's end for any emergency support.
- The company is daily monitoring of the health of all service engineers. All its other employees across locations are working from home and the management is in constant touch with them through Microsoft teams platform.

# With Awareness Campaign some Preventive measures by organizations (In operation)

## Health as focus

- Temperature monitoring through Infrared thermometer since 13 March 2020 in shift buses & entry and exit gates
- Bus wise champions identified and briefed on their roles and responsibilities.
- Canteen staffs and drivers are medically checked every day (Body temperature, cold, fever, etc) in the OHC
- Employees returning back to work after leave must go to the OHC for temperature monitoring for three days.
- Records of all such employees are maintained at OHC.
- Service functions are mandated to Work from Home.

## Hygiene initiatives

- Employees to wash their hands every two hours and it is ensured by respective team champions.
- Deep cleaning of the office spaces once a week.
- Deep cleaning of Outsourced employees locker and restrooms once a week.
- Door handles are cleaned at two hour intervals.
- Self service of Food in canteen by employee restricted to protect ladle from contamination.
- Bus facilities and pool cars are sanitized on a daily basis
- Hand Sanitizers in offices, washrooms, conference rooms, meeting rooms, learning center, receptions, etc

## Restriction on mass gatherings

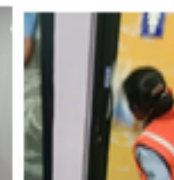
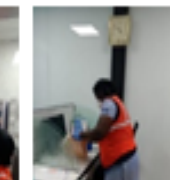
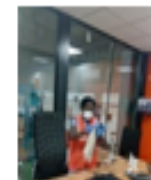
- Gym and crèche will be closed
- No meetings / conferences. No group gatherings permitted. Leverage Conference calls / Webex / Zoom meetings

## Visitors restrictions

- Restriction on visitors entry from 11 March 2020. Important visitors need prior permission from Business head
- Visitor declaration – No visit to Corona affected places
- Prior permission for entry of Expat visitors. Permission from Operations Head / Project Head.
- Expat Travel History verified at gate viz passport, VISA and travel history of last one month



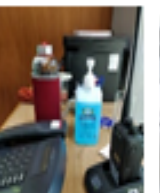
Body temperature check



Deep cleaning of the office spaces, washrooms



Bus fumigation



Sanitizers are placed

Car fumigation



Hygiene conditions and PPEs in the canteen facilities

## **CII's Role - *through its COVID – 19 Advisory***

**Setting up Fund for MSME to tackle Covid-19** - CII sets up a CII COVID Rehabilitation and Relief Fund (CRR) to assist small enterprises or MSME in rehabilitation. This decision was taken by a CII Forum on Covid-19 which is leading industry response measures to the Coronavirus pandemic.

**Policy Intervention** – CII suggests **10-Point Action** to provide a boost to exports amidst the Covid 19 Pandemic (few listed)\*

- CII also proposes action points **for strengthening the healthcare and pharma sectors amidst ongoing Coronavirus crisis\*** - The private sector can be support the Government in medical facilities, pharmaceuticals and medical equipment.

**CII in Action** – extends all possible support to mitigate this global crisis through its CII Foundation: **(CII Haryana State Chairman donated Rs 66 lakhs to CII Foundation)**

- Cadre of Volunteers
- Supporting Government Health Systems
- Community Initiatives
- Food for Deprived

## **CII's Role - *through its COVID – 19 Advisory***

### **Webinars :**

**Generic Training progras ( CII 6 thinking hats, Upskillin(under CII awareness series on COVID-19) – Training on Ventilator Operations for Nursing/ Paramedical Group**

It will cover Topics like:

- Basics of ventilation, primary care
- Knobology & settings, troubleshooting, ventilator care & maintenance
- Concept of ARDS, Do's & Don'ts, COVID-19 Preparedness



## Event Details

**TQM FORUM FOR ORGANISATIONAL EXCELLENCE: 2019-20 Mysore**

**Venue: Confederation of Indian Industry, Mysore**

**Three day Assessor training for leading Business Transformation - Bangalore**

**Venue: CII IQ, Bangalore**

**Introduction to CII new Plastic Use Protocol**

**Venue: Online Webinar, New Delhi**

**33rd TPM FACILITATORS COURSE (5-Day Certification Program)**

**Venue: Pune, Pune**

**Online Programme on Valuation of Enterprises**

**Venue: CII Naoroji Godrej Centre of Manufacturing Excellence, Mumbai**

**Fifth Meeting of CII North East Council**

**Venue: Zoom Call, Guwahati**

**Webinar on Effects of COVID-19 over Financial Markets Himachal Pradesh**

**Venue: CII, Chandigarh**



Confederation of Indian Industry  
125 Years: 1895-2020

# Thank You