



# Innovative Training Strategies

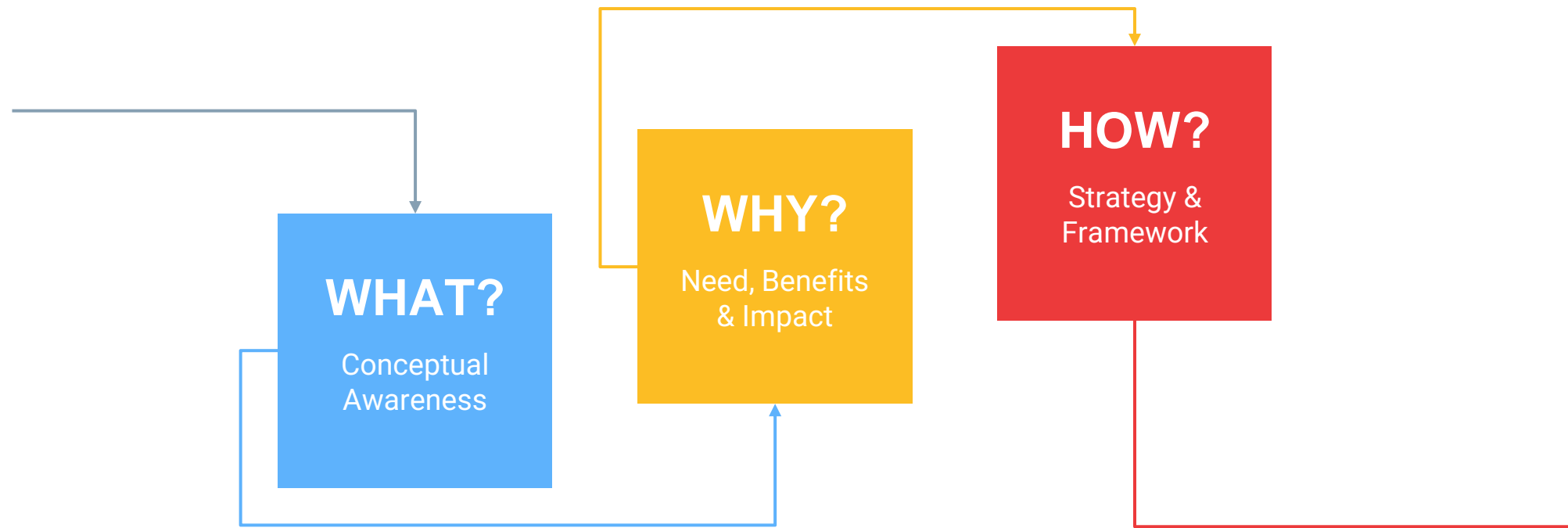
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ENHANCE PRODUCTIVITY

SUDHIR WARIER

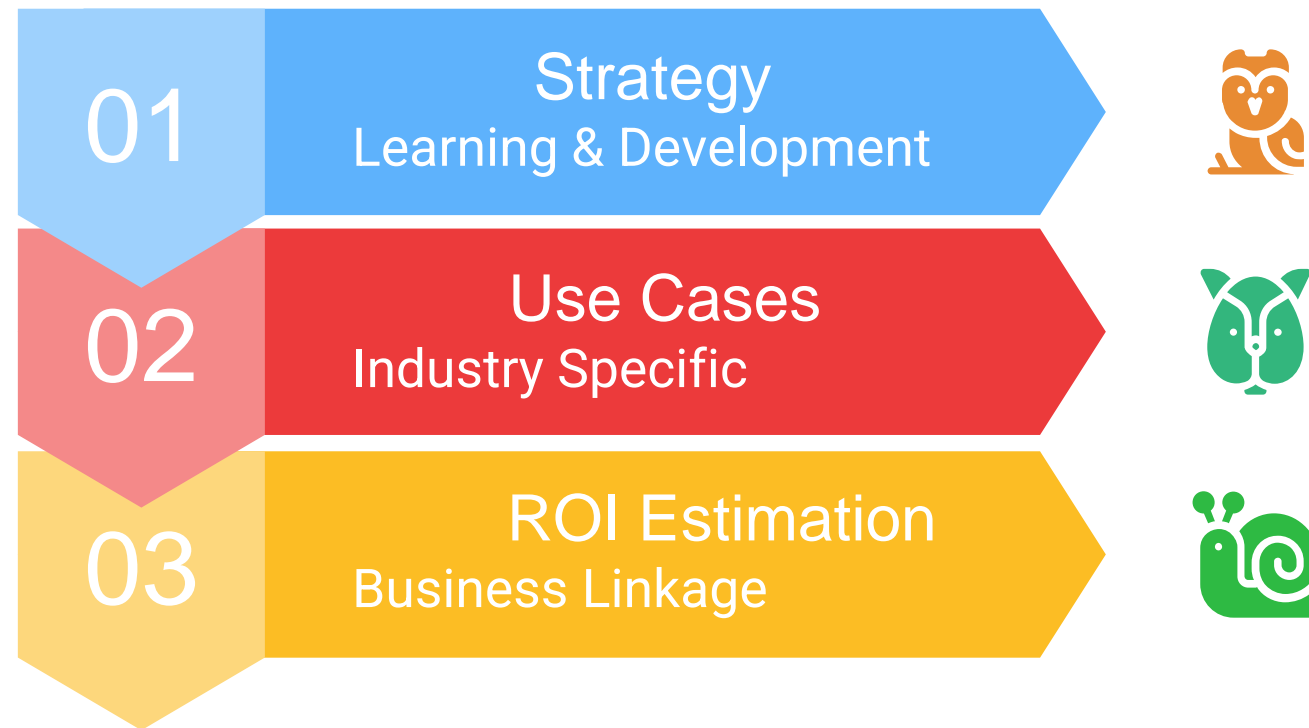
# Coverage

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# Key Takeaways

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# Blue is the Colour.....

85%



=



+



500 MILLION +

290+ MILLION

210+ MILLION

NONFARM  
SECTORS

AGRICULTURE &  
ALLIED

As the nation continues to thrive, blue-collar workers remain an essential driving force, supporting both economic growth and the livelihoods of countless individuals!!!

Source <<https://yourstory.com/2021/12/the-future-of-blue-collar-jobs-in-india-2022-and-b>>

# Fourth Industrial Revolution

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MECHANIZATION

Steam



AUTOMATION

Electronics & IT

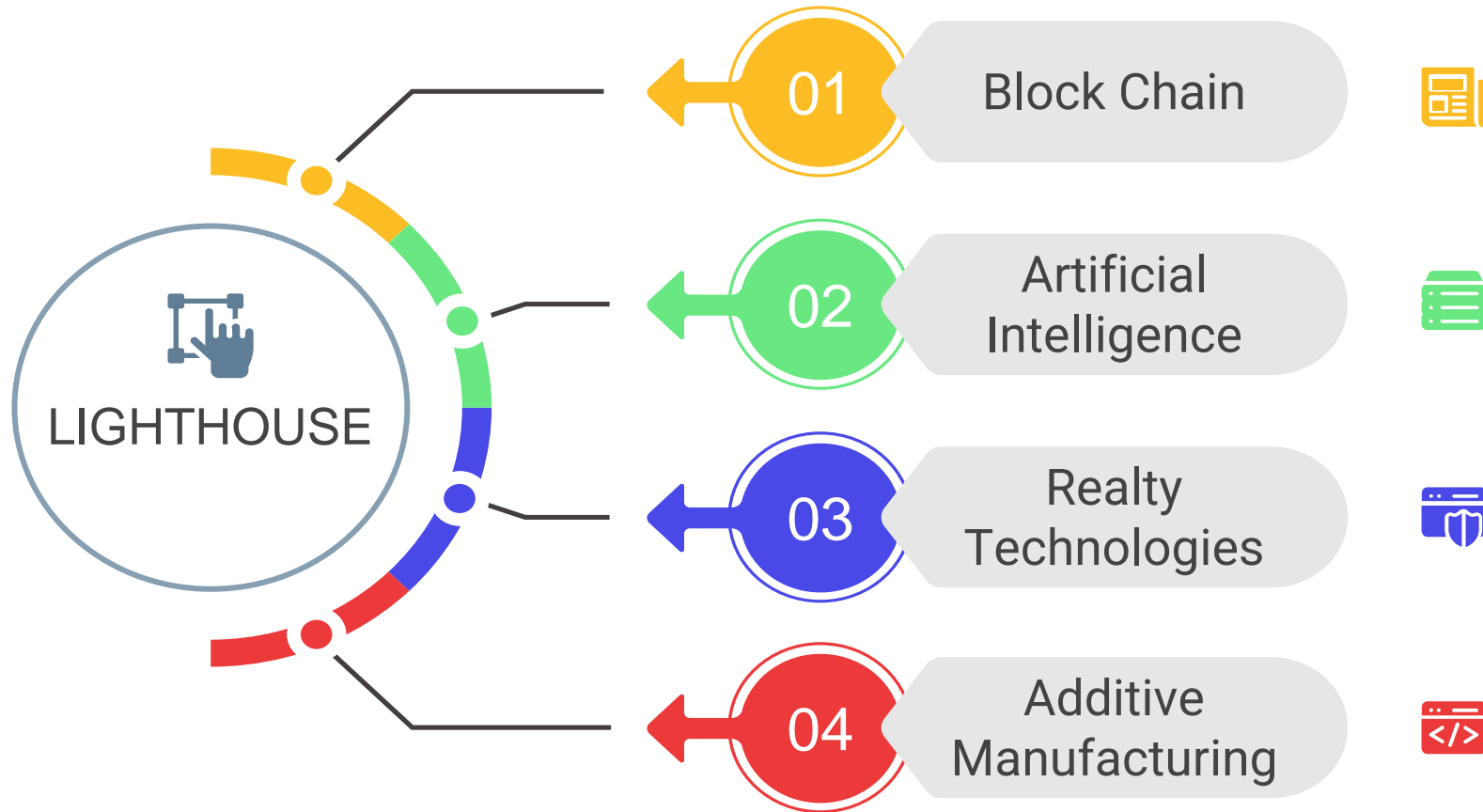
MASS PRODUCTION

Electricity

CYBER PHYSICAL SYSTEMS

AI, Robotics, IoT,  
Quantum Computing

# Disruptors!!!

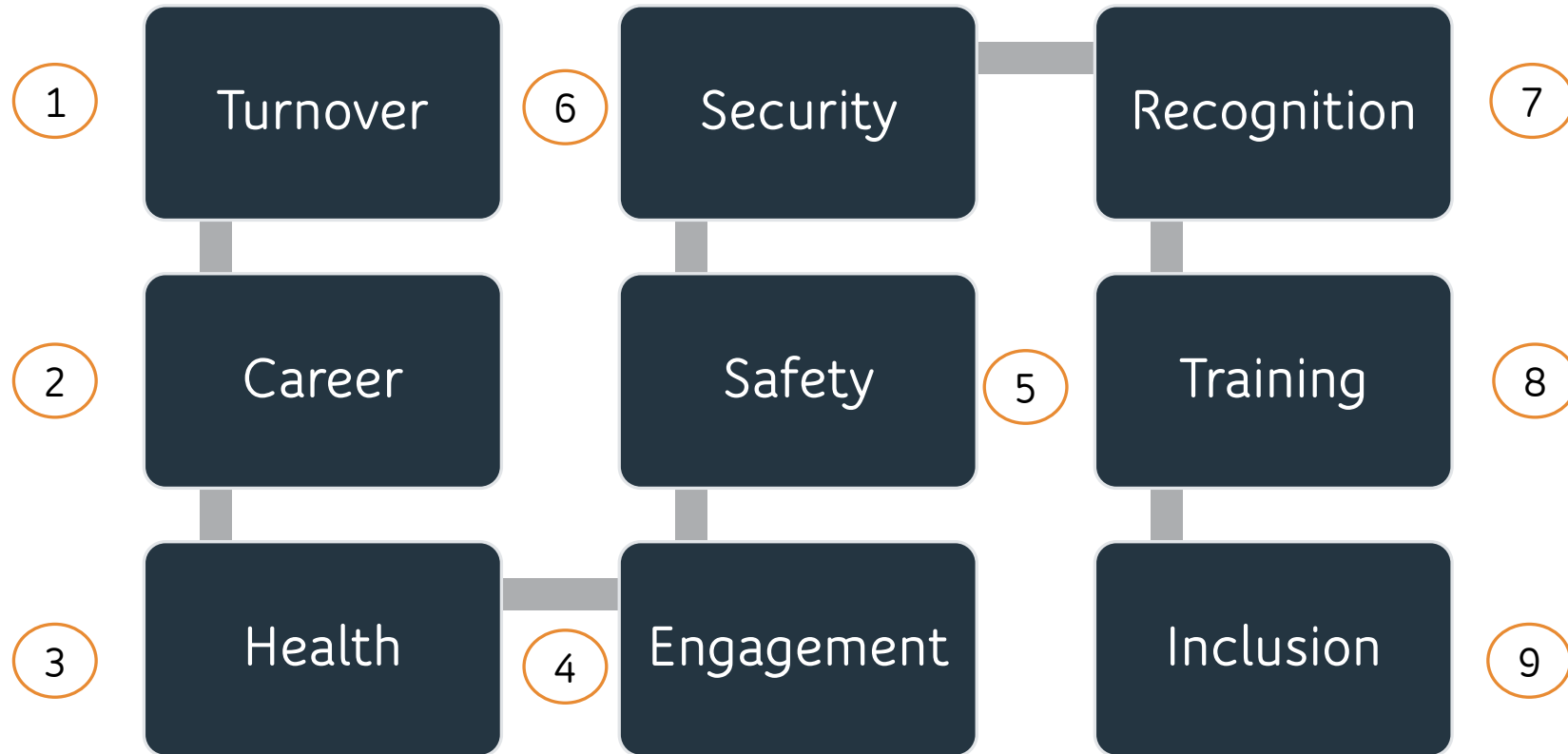


# Imperatives

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1. According to a report by the National Skill Development Corporation (NSDC), India has a shortage of over 100 million skilled workers.
2. The NSDC also estimates that India needs to skill or upskill over 400 million workers by 2030 to meet the demands of the changing economy.
3. The demand for skilled blue-collar workers is expected to grow by 25% in India over the next decade.

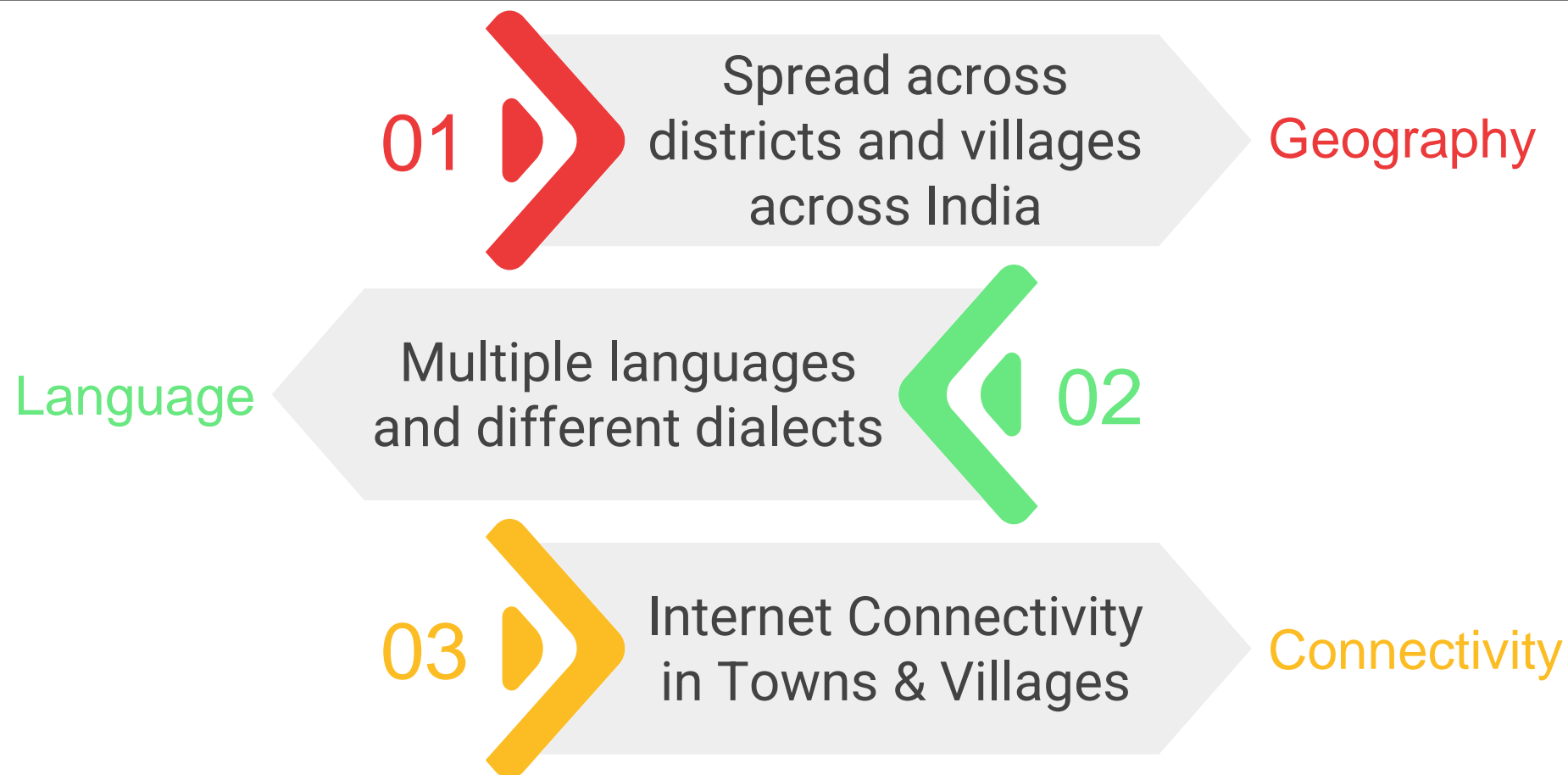
# Challenges





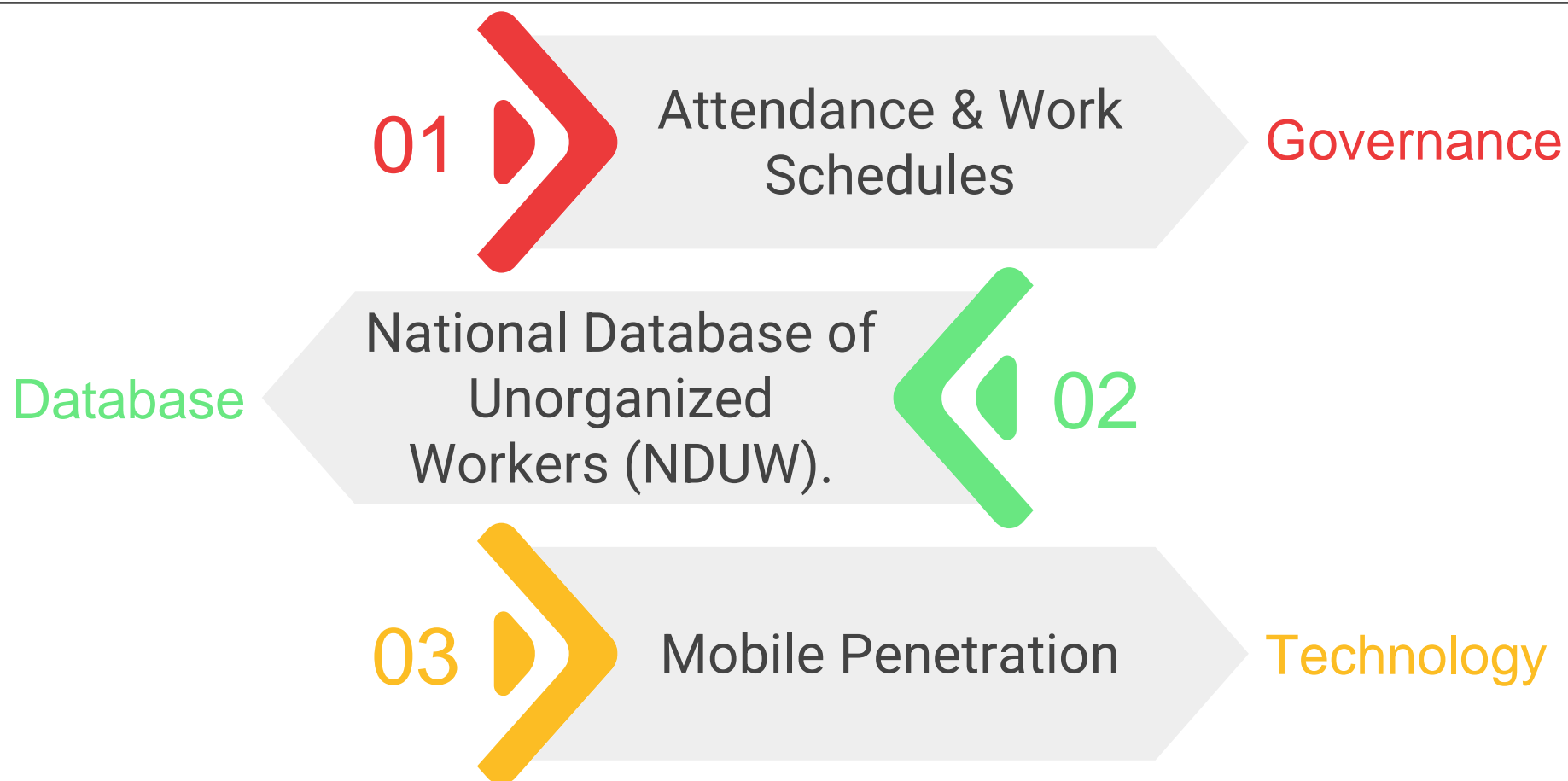
# L&D Challenges

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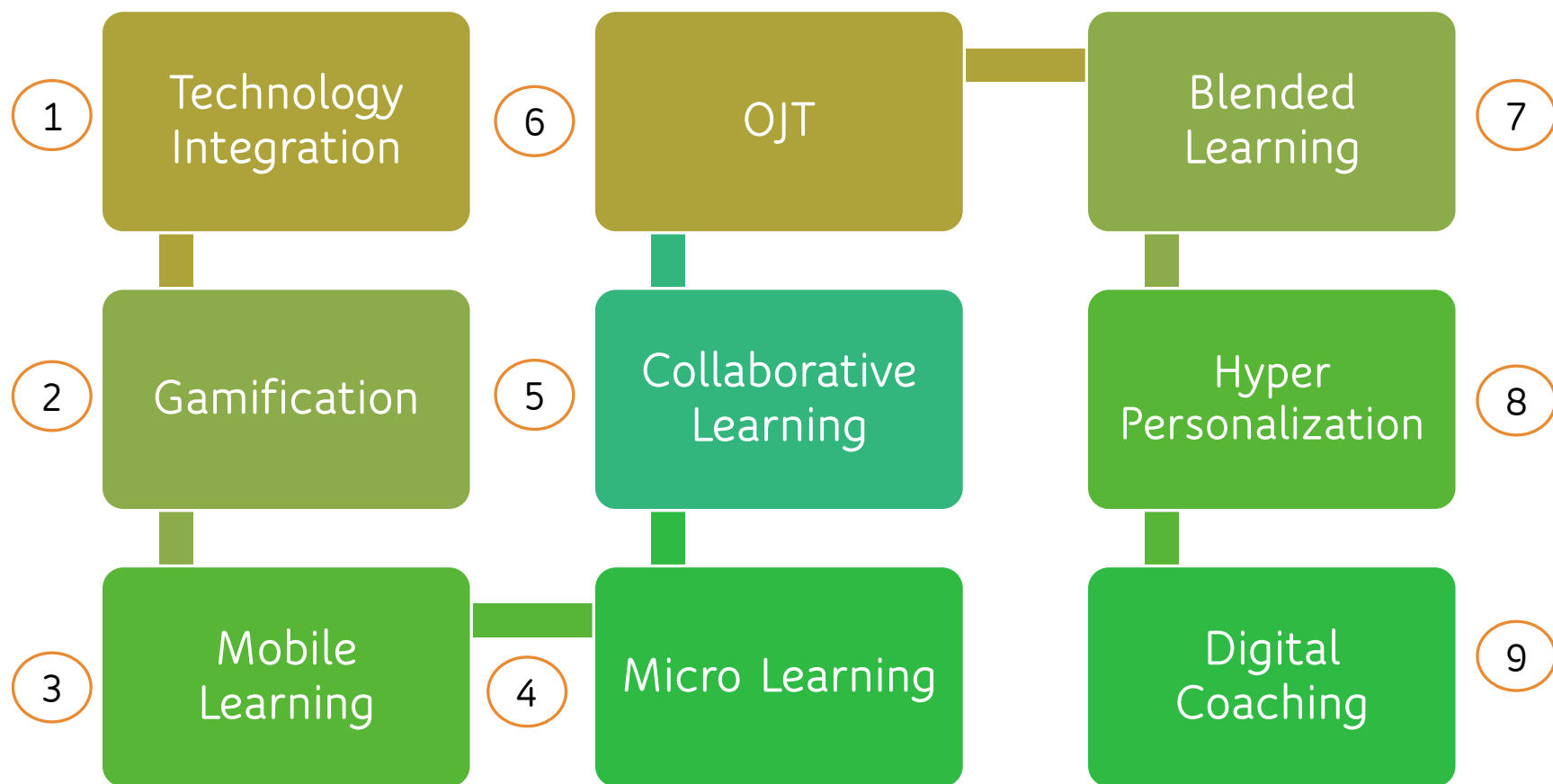


# HR Challenges

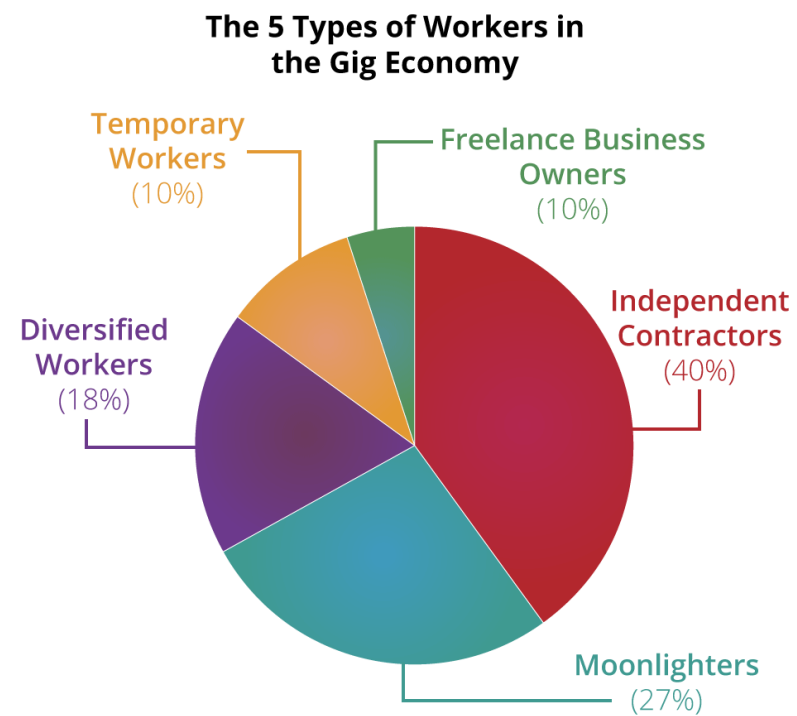
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# Innovative Training Methods



# Gig Worker



Source: "FREELANCING IN AMERICA: A National Survey of the New Workforce"  
[http://fu-web-storage-prod.s3.amazonaws.com/content/filer\\_public/c2/06/c2065a8a-7f00-46db-915a-2122965df7d9/fu\\_freelancinginamericareport\\_v3-rgb.pdf](http://fu-web-storage-prod.s3.amazonaws.com/content/filer_public/c2/06/c2065a8a-7f00-46db-915a-2122965df7d9/fu_freelancinginamericareport_v3-rgb.pdf)

## Types of Gig Workers



The Hobbyist



The Side-Hustler



The All-in Player

# RSLI - Role Specific Learning Interventions



## Skilled Trades

Apprenticeship, Simulation, Mentorship

## Manufacturing

SOP, e-Learning, OJT

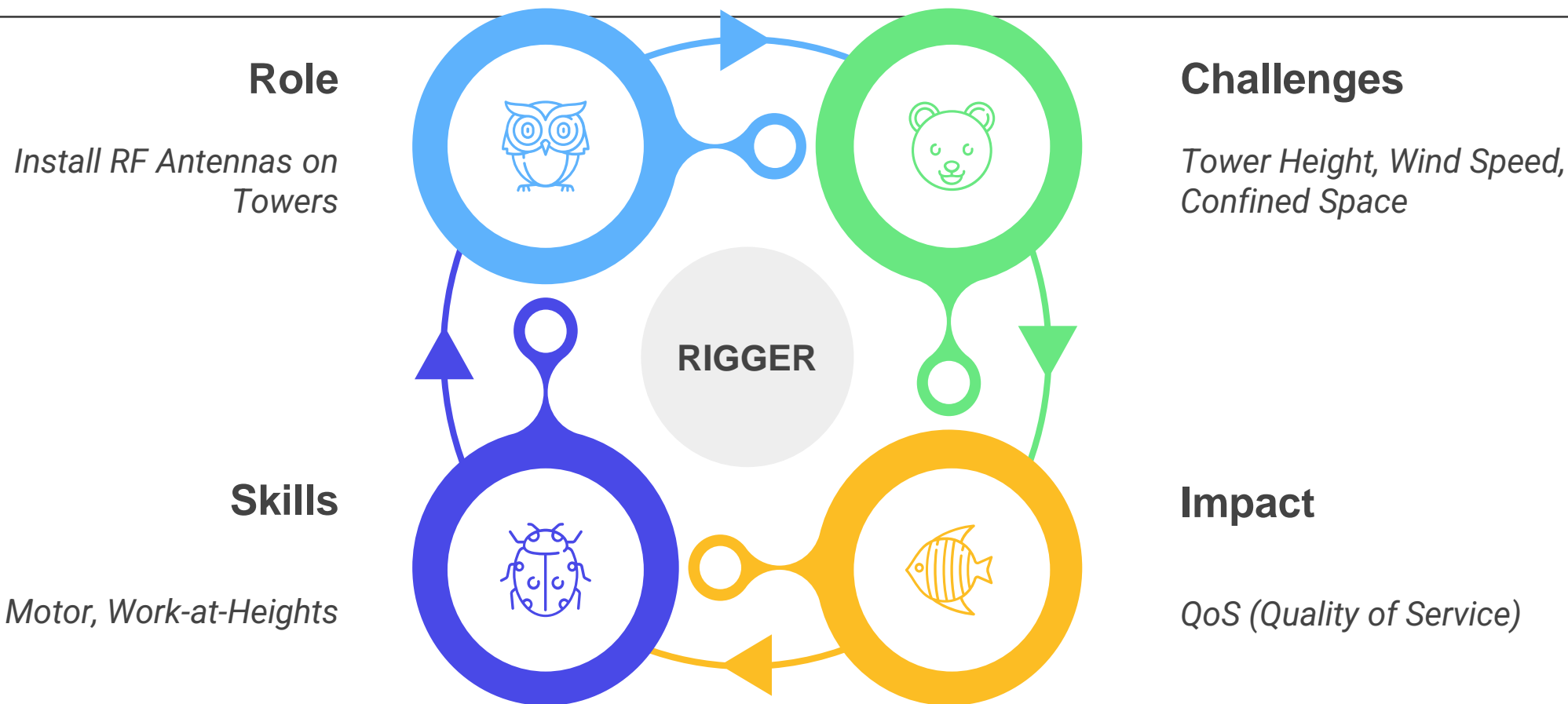
## Construction

Site Specific Training, Safety

## Transportation

Simulator & Scenario Based Training

# Use Cases – Telecom Industry - Problem



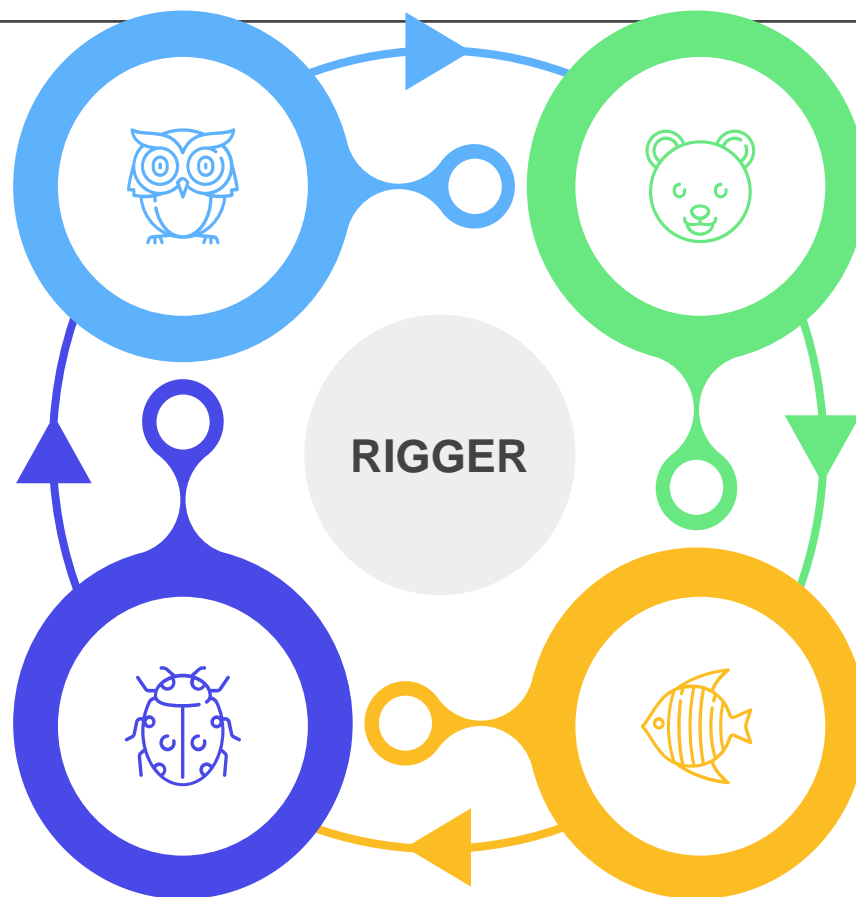
# Use Cases – Telecom Industry - **Solution**

## Experiential Learning

*Demo, Hands-On, Self Learning*

## Simulations

*Augemented Reality*



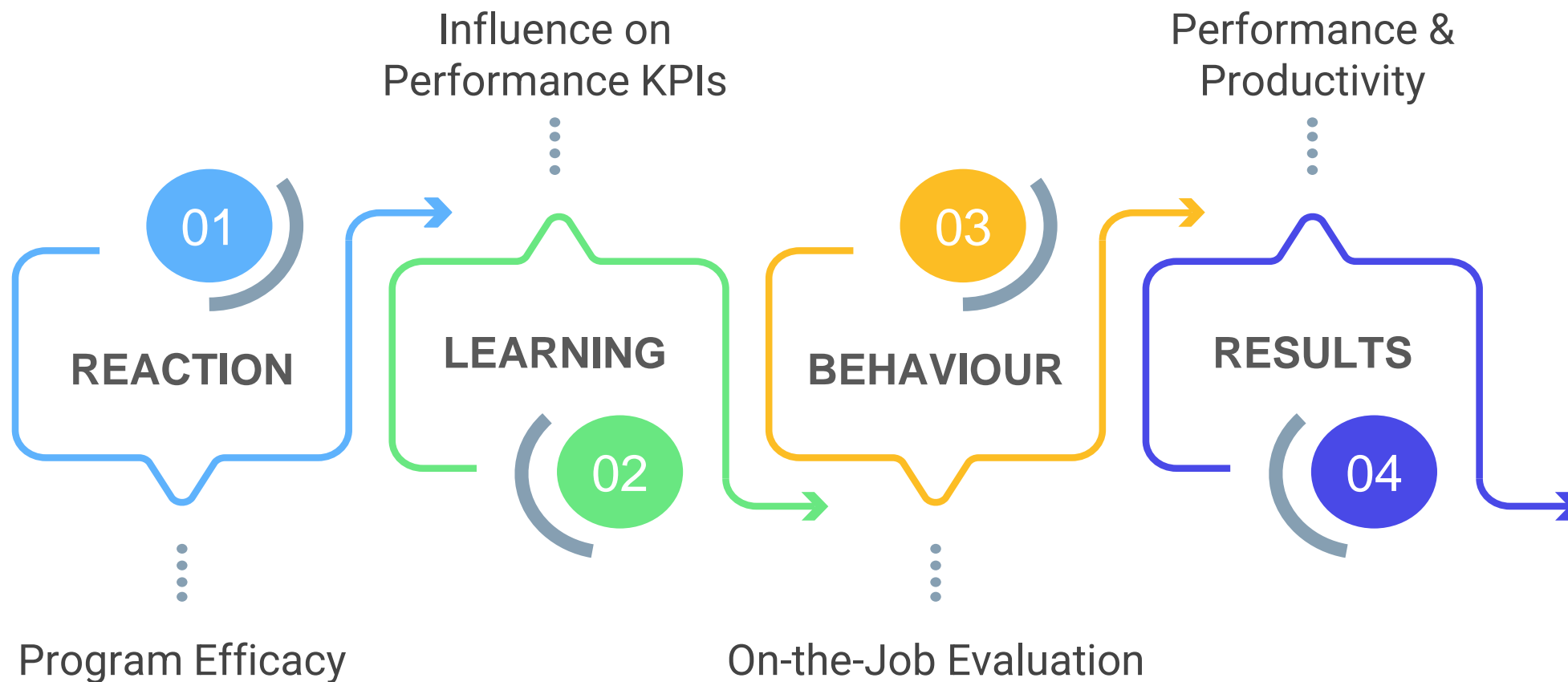
## Safety

*Work-at-Heights Certification*

## KPI Linkage

*Quality Audits, Grading,  
Payout linked to  
Performance & Productivity*

# Efficacy of Learning Interventions



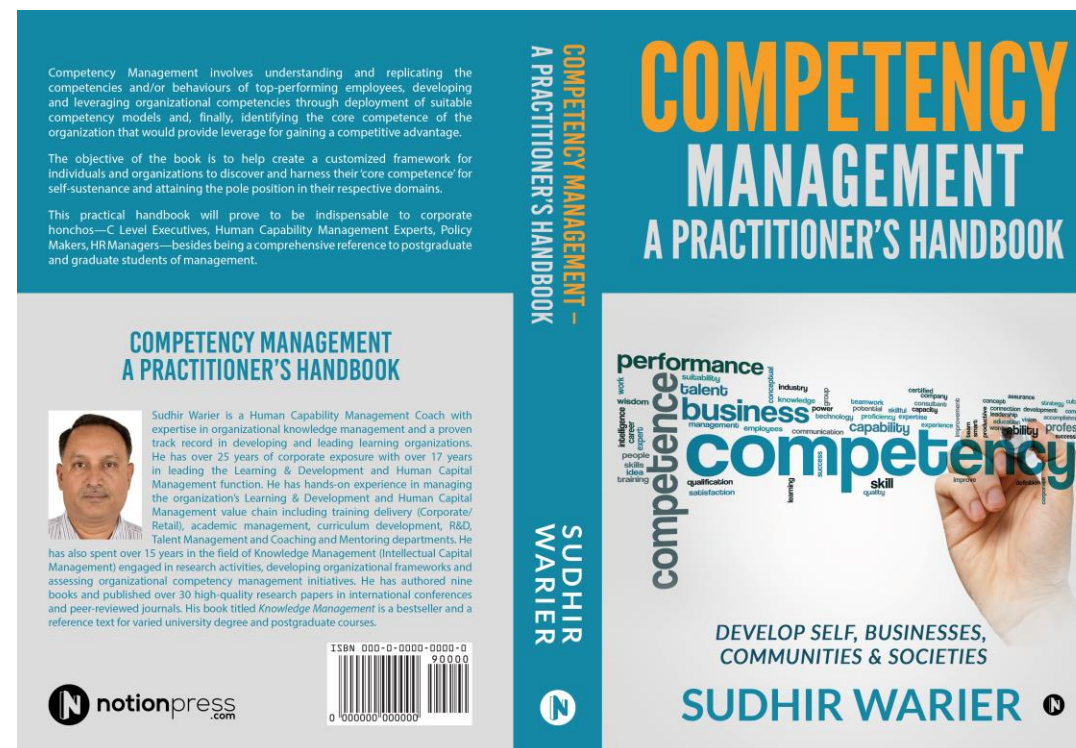


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<https://eswarier.in/>



[Competency Management - A Practitioner's Handbook](https://www.notionpress.com)  
([notionpress.com](https://www.notionpress.com))



# Thank You!!!

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