

GOVERNMENT OF INDIA
MINISTRY OF ELECTRONICS AND INFORMATION TECHNOLOGY
RAJYA SABHA
UNSTARRED QUESTION No. 86
TO BE ANSWERED ON: 02.02.2018

RE-SKILLING OF IT STAFF

86. SHRI N.GOKULKRISHNAN:

Will the Minister of Electronics and Information Technology be pleased to state:

- (a) whether it is a fact that more than 40 per cent of country's IT staff need re-skilling;
- (b) if so, the details thereof;
- (c) whether it is also a fact that this is also one of the reasons that we are not able to take maximum advantage of IT revolution in IT-related service employments; and
- (d) if so, the steps proposed to be taken up by Government?

ANSWER

MINISTER OF STATE FOR ELECTRONICS AND INFORMATION TECHNOLOGY
(SHRI ALPHONS KANNANTHANAM)

(a) to (d): A survey of Information Technology companies presented in NASSCOM – McKinsey Report titled 'Perspective 2025 : Shaping the Digital Revolution' (published in October, 2015) indicates that around 30% of workforce will not be relevant in 2020 and 50-60% of the remaining workforce will need to be re-skilled.

Further, as per NASSCOM, Indian Information Technology - Business Process Management (IT-BPM) Industry continued to be a net hirer with an addition of 1,70,000 new jobs in Financial Year 2016-17 (6,00,000 in last 3 years) with a total employee base of around 3.9 million. However, automation and emerging technologies are affecting some jobs and new jobs which are being created require newer skill-sets.

The Indian IT-BPM Industry is increasingly looking at new skill-sets and subject matter experts to continue on the evolution growth path. New job roles such as cyber security, mobile app development, new user interfaces, social media, data scientists, platform engineering are evolving, which is giving rise to a new breed of domain experts.

It is also indicated that with changing paradigms of talent deployment, re-skilling of employees is becoming the key agenda for IT Industry. As per NASSCOM many firms have already established dedicated programs to re-skill their existing employees and the top companies have already re-skilled an average 50% of their employee base.

Ministry of Electronics and Information Technology (MeitY) takes up several capacity building activities to ensure availability of trained human resources for the manufacturing &

service sectors of Electronics and IT industry. Initiatives include identifying gaps emerging from the formal sector and planning programmes in non-formal and formal sectors for meeting these gaps. Various schemes/activities pertaining to Human Resource Development for IT sector are as under:-

- i. Visvesvaraya PhD Scheme for Electronics and IT: This scheme provides support for 3000 PhDs (1000 Full Time & 2000 part Time), to promote innovation and development of new products. So far, a total of 1153 PhD (970 full time + 183 part time) candidates have been enrolled at the institutes.
- ii. Scheme of Financial Assistance for setting up of Electronics and ICT Academies: Under this scheme 07(Seven) Academies have been setup for faculty/mentor development/up gradation to improve the employability of the graduates/diploma holders. So far, 11,564 participants have been trained under 308 Faculty Development Programs (FDPs).
- iii. Information Security Education and Awareness (ISEA) Project Phase-II: This project aims at capacity building in Information Security, training of Government personnel and creation of mass Information Security awareness. So far, 27,344 candidates' are under-going training/trained in various formal/non-formal programs at 52 institutions, 4,457 Government officials have been trained and 565 awareness workshops have been conducted covering 60,029 participants.
- iv. National Institute of Electronics & Information Technology (NIELIT), an Autonomous Scientific Society under the administrative control of MeitY was set up to carry out Human Resource Development and related activities in the area of Information, Electronics & Communications Technology (IECT). NIELIT is engaged both in Formal & Non-Formal Education in the area of IECT besides development of industry oriented quality education and training programmes in the state-of-the-art areas through its own centres located at 40 locations and 700+ accredited centres spread across the country. NIELIT through its various courses have trained a cumulative 5,13,841 number of candidates and 2,72,438 candidates are certified from April, 2017 to November, 2017. Some of the areas taught include Big Data, Internet of Things, Artificial Intelligence, cyber security, cyber forensics, Machine learning, e-Waste management, etc.
- v. Centre for Development of Advanced Computing (C-DAC) is the premier R&D organization of the MeitY for carrying out R&D in IT, Electronics and associated areas. CDAC through its various courses has enrolled 3485 candidates and trained 2918 candidates from April, 2017 to August, 2017. Some of the courses conducted by C-DAC include Practical Machine Learning and Big Data Analytics Tools, Internet of Things, Artificial Intelligence and Big Data Analytics, Cyber Security with Python (components of Machine Learning, deep learning, Neural networks), Predictive Analytics and Text Analytics, etc.
