

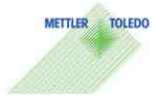
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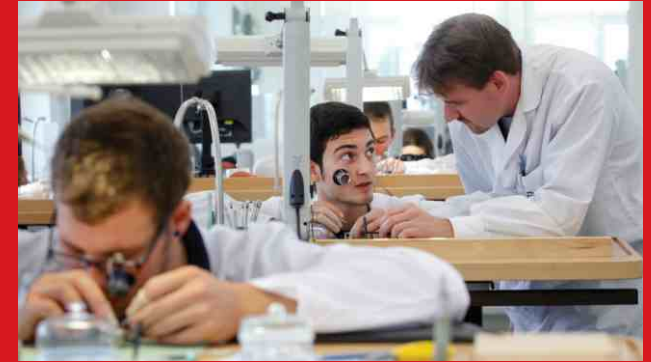
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Switzerland

We shape professionals

8th CII Global Summit
on
Skill Development 2018

22-23 November 2018
Lucknow, UP



Swiss Session on November 22, 14:45 - 16:45 "Lessons from Switzerland"
Swiss Pavilion on November 22 and 23



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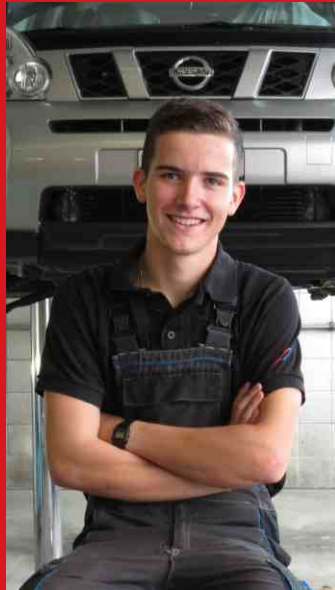
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*Florent Lacilla, automotive mechatronics
Gold medal winner Swiss Skills 2018 - Photo © F. Lacilla*



*Naomi Lippert, beautician
Gold medal winner Swiss Skills 2018 - Photo © N. Lippert*



Pascal Gerber, metal roofer, Gold medal winner Euro Skills 2018 - Photo © P. Gerber

Welcome Address



Rapid economic change and the increasing demand for specialists and talents are among the most substantial challenges for contemporary governments and societies. For both our countries, it is essential to have a skilled workforce in place, which fits the requirements of the economy. This is not an easy task, as sound economic policies should not only benefit a nation's economy but also empower its citizens. Under such circumstances, skilling and upskilling the workforce is a crucial undertaking. From a Swiss perspective, I would like to stress that vocational and professional education and training (VPET) justifiably takes an increasingly important role in the today's setting of mega trends.

I am both happy and honoured that Switzerland is a Country Partner at the 8th edition of the CII Global Summit on Skill Development. Happy, because I am convinced that all countries can benefit from an exchange on best practices with regards to VPET and that Switzerland has some learnt lessons to offer. However, I feel equally honoured by this opportunity, given the fact that India is so much larger than Switzerland and initiatives like Skill India have another dimension of complexity when put it into practice.

Switzerland looks back on a long tradition of international collaboration in VPET. With India, too, we have shared experiences and projects with various stakeholders. However, a system alone is worth little without its people. Moving away from VPET's abstract systemic factors and the resulting advantages such as labour market-orientation, public-private partnerships and cost efficiency, it is above all individuals, who can concretely profit from VPET.

A majority of Switzerland's youth (and even some adults) take advantage of Swiss VPET at the age of 15-16. By taking on responsibilities in a professional environment, they are empowered to acquire numerous skills such as flexibility, adaptability and the capability to look for new and alternative solutions when required. This is especially valuable in conjunction with the Swiss system's permeability, which, as an example, allows an aspiring apprentice in carpentry to obtain a university degree in civil engineering.

It is therefore no exaggeration when I propose to you that the true secret of Swiss VPET is its ability to "shape professionals": To empower people to acquire, develop and, above all, efficiently and effectively use the skills obtained on the job. The advantage is clear: In contrast to systems that can be rigid and difficult to change, skills are directly attached to people, are more malleable and are more easily transferred.

Young professionals from Switzerland, some of whom are among the best in their fields, surely are the best example for this. I invite you to meet former apprentices that won the Swiss championships in their professions. They can tell you first-hand about the experiences they gathered in Swiss VPET. I additionally encourage you to visit the Swiss Pavilion, where they will be present alongside stakeholders involved in Swiss VPET.

Last but definitely not least, I want to thank the Confederation of Indian Industry for the invitation to this event. I look forward to a very insightful and inspiring day and I hope that together we can tackle some of the challenges societies are facing concerning the increasing demand for specialists and talents.

*Mr. Mauro Dell'Ambroglio, State Secretary
State Secretariat for Education, Research and Innovation, Switzerland*



Swiss VET in India

Switzerland has a long tradition of vocational education and apprenticeship, and it is thus no surprise that this is one of the areas of cooperation between Switzerland and India.

Swiss initiatives to provide vocational education in India started in the 1960s with several projects. Two notable ones are the Indo-Swiss Training Centre and the Nettur Technical Training Foundation. These projects continue even today, with full Indian ownership. In addition, the Institute of Rural Management, Anand was set up with Swiss assistance. These projects are well respected by the Indian industry for the quality of their graduates and the trained manpower which they have produced.

After a lull on collaborative activities, the Swiss VET Initiative India (SVETII) was launched as a pilot project on the occasion of the 60th anniversary of the Indo-Swiss Friendship Treaty in 2008. The initiative reflected a specific demand of Swiss companies in India for qualified workers as well as Switzerland's interest in positioning its vocational education and training (VET) system internationally. Considered a success, the pilot project has by now been implemented by a dozen enterprises. Since then, various other initiatives have come up, either in the public or private sector.

In the meantime, there has been a rising interest in India in the Swiss VET model and its potential implementation in India. A Memorandum of Understanding has been signed between the two countries on Cooperation in the fields of Skill Development as well as VET and a Joint Working Group has been established.

The Swiss VET system enables young people to enter the labour market and ensures that there are enough skilled workers and managers in the future. It has a high labour market relevance and is an integral part of the education system. The provision of VET and professional education is a mission collectively shouldered by the Confederation, the cantons and professional organisations. These three partners are jointly committed to the highest possible standard of quality within the Swiss VET system. They also strive to ensure the availability of an adequate number of apprenticeships and training courses. VET in Switzerland lays the foundations of an innovative skill ecosystem capable of keeping up with the fast changing demands and needs of society and the economy.

I invite you to learn about the Swiss VET system at the Session 'Lessons from Switzerland', where the three stakeholders will highlight their roles and how they contribute to the making of an innovative skill ecosystem. Several Swiss VET implementing agencies are present at the Swiss Pavilion in the exhibition.

Four young persons who have gone through the Swiss apprenticeship system, either in Switzerland or in India, are present amongst us to speak of their experiences.

I invite you to discover the world of Swiss VET and apprenticeship.

Dr. Andreas Baum

Ambassador of Switzerland to India and Bhutan

Agenda - Swiss session - November 22

Moderator, Mr. Sebastien Hug

CEO, swissnex India and Consul General of Switzerland in Bangalore

- 14:45 – 14:50** **Mr. Sebastien Hug, CEO, swissnex India and Consul General of Switzerland in Bangalore**
Welcome remarks
- 14:50 – 15:00** **Dr. Andreas Baum, Ambassador of Switzerland to India**
Importance of Vocational Education and Training for Switzerland
- 15:00 – 15:10** **Mr. Martin Strickler, Policy Officer, State Secretariat for Education, Research and Innovation, Swiss Confederation**
Role of the Confederation in Vocational Education and Training
- 15:10 – 15:20** **Ms. Sandra Nonella, Chief of Staff, Office of Intermediate and Vocational Training, Canton of Zurich**
Role of the Cantons in Vocational Education and Training
- 15:20 – 15:35** **Q&A**
- 15:35 – 15:50** **Ms. Nicole Thönen, President, Swiss Association of Medical Specialists (SVA)**
Role of the professional organisations in Vocational Education and Training
- 15:50 – 16:05** **Mr. Herbert Mattle, President, Swiss Association for Accounting, Controlling and Accountancy (VEB)**
The Swiss dual Vocational and Professional Education and Training VPET system: Win-Win situation for all stakeholders – even in accounting and financial reporting
- 16:05 – 16:20** **Q&A**
- 16:20 – 16:35** **Testimony of apprentices in the Swiss Vocational Education and Training System**
- **Mr. Pascal Gerber**, Metal Roofer, Euro Skills 2018 Gold Medal winner
 - **Ms. Naomi Lippert**, Beautician, Swiss Skills 2018 Gold Medal winner
 - **Mr. Florent Lacilla**, Automotive Mechatronics, Swiss Skills 2018 Gold Medal winner
 - **Ms. Sagaya Mary**, Technician (Ex VET Trainee), Bühler (India) Pvt. Ltd.
- 16:35 – 16:45** **Q&A**



CONTEXT

Switzerland is one of the countries with the highest levels of competitiveness and innovation. Regulated by federal laws and managed through a solid partnership with the private sector, the dual vocational education and training (VET) system is part of the reasons why Switzerland regularly tops global rankings in these fields. Moreover, it can contribute to simultaneously reducing the skills mismatch and youth unemployment rates.

COMMON CHARACTERISTICS OF DUAL VET SYSTEMS

Dual VET is an important element of the education systems of countries with a tradition of private sector involvement in training and education (for instance Switzerland, Germany, Austria and Liechtenstein). These systems share a common set of features:

- Different places of training and learning, whereby in - company learning and training represents at least 50% of the training programme.
- Public-private-partnership in the management and implementation of the VET system. Stakeholders from the private sector have a central role, notably in the definition of the training content and training provision.
- Training programmes, commonly called “apprenticeships”, last between 2 to 4 years and result in a nationally recognised qualification.
- Apprentices have an actual status of company employee and receive a basic salary.
- Duality, the combination of theory and practice, is the driving pedagogical principle.

- Vocational education and training leads to a comprehensive qualification and not solely to a single job or a partial qualification. The vocational concept includes elements of professional identity and is also associated with the concepts of quality, skilled labour and a distinct professional ethos.

SPECIFICITIES OF THE SWISS DUAL VET MODEL

Beyond these common components, the Swiss dual VET system is characterised by certain specific features:

- *Strong labour-market orientation through involvement of private sector*
Knowledge and skill standards for occupations are closely connected with the demands of the labour market, which ensures a high employability of young professionals. In Switzerland, the private sector is highly involved in the development and update of the curricula. It is the driving force behind reforms of professions and the creation of new ones.
- *Profitable investment for companies*
According to cost-benefit studies, companies in Switzerland see an annual net benefit of around CHF 500 million from investing in apprenticeships. Indeed, toward the end of the apprenticeship, the productive output of apprentices on average offsets the investments made in training and results in an added value for companies.
- *Three different places of training*
Apart from vocational school education and in-company training (which amounts to 3-4 days a week), the Swiss dual VET system features intermittent branch courses during apprenticeship. Their aim is to provide apprentices with extended basic skills and to compensate for differences in the training environments of individual companies. They are complementary to school and work-based learning and are managed by the relevant professional associations.
- *High degree of permeability*
The Swiss dual VET system provides many pathways for young professionals to obtain further education or even to change their occupation or education field – thanks to its full integration into the permeable education system. Mixed education paths (for instance from dual apprenticeship to academic education on tertiary level) are possible and are only one of the multiple possibilities for lifelong learning in Switzerland.
- *High popularity and social recognition of vocational education and training*
Two-thirds of all students coming out of compulsory education choose the path of vocational education and training as their upper-secondary education option. 90% of them are enrolled in dual VET programmes. Apprenticeship is highly regarded socially as an excellent basis for lifelong learning and career opportunities.

VET IN SWITZERLAND: ONE MISSION – THREE PARTNERS

The provision of vocational and professional education and training (VPET) is a mission collectively shouldered by the Confederation, the cantons and professional organisations. These three partners are jointly committed to the highest possible standard of quality within the Swiss VPET system. They also strive to ensure the availability of an adequate number of apprenticeships and training courses. The roles of the three partners are:

Confederation

Strategic management and development

- Quality assurance and further development of the Swiss VPET system
- Comparability and transparency of courses throughout Switzerland
- Enactment of around 230 VET ordinances
- Recognition of regulations for around 400 federal examinations as well as 35 core syllabuses for study programmes at colleges of higher education
- Recognition of study programmes and continuing education and training at colleges of higher education
- Recognition of training courses for teachers, trainers, instructors and examiners within the VET and professional education sectors as well as training courses for vocational, educational and career guidance counsellors
- Recognition of foreign qualifications
- Payment of one-fourth of public sector expenditure for the VPET system
- Promotion of innovation and support for specific activities in the public interest

Cantons

Implementation and supervision

- Implementing the Federal Vocational and Professional Education and Training Act (VPETA)
- Supervising apprenticeships, vocational schools and colleges of higher education
- Providing vocational, educational and career guidance services
- Creating options that prepare young people for enrolment in VET programmes
- Issuing permits authorising host companies to take on apprentices and/or trainees
- Apprenticeship marketing
- Providing training to apprenticeship trainers in host companies

Professional organisations

Training content and apprenticeships

- Establishing the training content of VET programmes and study programmes at colleges of higher education
- Establishing national qualification procedures for VET programmes as well as for federal examinations for the Federal Diploma of Higher Education and the Advanced Federal Diploma of Higher Education
- Creation of apprenticeship positions
- Imparting professional competences at tertiary level (professional education)
- Developing new training courses
- Organising branch courses
- Managing VET funds





MAURO DELL'AMBROGIO

State Secretary, State Secretariat for Education, Research and Innovation, Swiss Confederation

Mauro Dell'Ambrogio, Doctor in Law, held a number of public offices in canton Ticino from 1979 to 1999 after passing his bar exam: Judge, Chief of the Cantonal Police, Secretary-General for Education and Culture, project manager for the creation of the University of Lugano (USI) and Secretary-General of the USI. After four years heading up a group of private clinics, he was made Director of the University of Applied Sciences of Southern Switzerland in 2003. Since 2008 he is State Secretary.



ANDREAS BAUM

Ambassador of Switzerland to India and Bhutan

Born in Zurich in 1963, Andreas Baum completed his studies in medicine at the University of Lausanne in 1989. He then obtained a Master of Arts in International relations and International economics at the School of Advanced International Studies, Johns Hopkins University, U.S.A, in 1990, entering the Swiss Foreign Service the following year. In a career spanning almost three decades, he has served as the Ambassador of Switzerland to Nigeria and Israel. Since 2016, he is the Ambassador of Switzerland to India and Bhutan. He has also occupied several other functions in Switzerland, Turkey, Canada and at the Swiss mission to the United Nations.



PASCAL GERBER

Gold Medal for metal roofing, EuroSkills 2018

A former metal roofer, Pascal Gerber is currently a student of medicine at the University of Bern. He learnt his profession of metal roofer in a small enterprise for three years. During his apprenticeship he went to school one day every week to get a gymnasium degree. The apprenticeship consists of working on building sites but also includes education in school and in workshops, where one can train and practice the handcrafting. After three years he participated at the Swiss Skills championships where he won the gold medal. After training he represented Switzerland at the Euro Skills competition in October 2018, where he won the Gold Medal and the title of best metal roofer of Europe. He started his study of medicine at the University of Bern in 2018.



SEBASTIEN HUG

CEO, swissnex India and Consul General of Switzerland in Bangalore

Sebastien Hug is the CEO of swissnex India and the Consul General of the Swiss Consulate in Bangalore since November 2017. In these roles, Sebastien heads a dynamic and dedicated team with the mission to connect the dots between Switzerland and India in Education, Research and Innovation, and to ensure a strong presence of Switzerland in Southern India. From 2013 to 2017, he was Scientific Advisor at the State Secretariat for Education, Research and Innovation, in charge of coordinating the global swissnex Network. Prior to that, he worked in the United States as a Project Leader for Higher Education and Partnerships at swissnex Boston (2011 – 2013) and in Canada as Science Counselor at the Embassy of Switzerland in Ottawa (2007 – 2011). He studied History, Political Economy and Public Management at the University of Fribourg (Switzerland), University of Ottawa (Canada) and the University of Paris-Sorbonne (France). He is married and a proud father of two daughters.



FLORENT LACILLA

Gold Medal for automotive mechatronics, SwissSkills 2018

Florent Lacilla is 19 years old and lives in Cottens in the canton of Fribourg. He apprenticed to a car mechanic for 4 years at the Garage of the motorway J.-F. Lacilla SA. He won the first place at Swiss Skills 2018 for the Mechatronic category. He likes basketball and motorsport.



NAOMI LIPPERT

Gold Medal for beauticians, SwissSkills 2018

Naomi Lippert is 22 years old. She successfully completed her three year apprenticeship as a beautician in Huttwil in Cosmetics & Relax in August 2018. As she finished second in the canton of Bern, she was automatically registered to compete in SwissSkills 2018, where she won a Gold Medal.



SAGAYA MARY

Technician in Welding Department, Bühler (India) Pvt. Ltd.

After graduating as a Fitter from the Government Industrial Training Institute in Bhadravati, Karnataka, Sagaya Mary started working as a technician in the welding department in Buhler (India) Pvt. Ltd. in 2015. She then followed a SWISSVET course in the same company. Her areas of expertise are fitting, welding and machining. Her hobbies include reading, crafts and listening to music.



HERBERT MATTLE

President, Swiss Association for Accounting, Controlling and Accountancy

Herbert Mattle is a chartered expert in financial and managerial accounting and reporting. He is a licensed audit expert. He undertook studies in marketing and sales at the University of St. Gallen. He is the former CEO of Deka, a private Swiss bank from 1995 to 2009. He is member or chairman of numerous boards of directors of Swiss and international companies and a former Major in the Swiss Army.

veb.ch, largest Swiss association in the field of accounting and controlling with more than 8'000 highly qualified members. Officially representing the profession and responsible for the federal regulated exams in accounting, finance and control with level 8 and 6 (European Qualifications Framework, EQF).



SANDRA NONELLA

Chief of Staff, Office of Intermediate and Vocational Training, the Canton of Zurich

Sandra Nonella joined the Office of Intermediate and Vocational Training of the Canton of Zurich in July 2016 in the newly created role of Chief of Staff. She is a member of the executive board and responsible for leading four divisions HR, Legal, Communication and Support as well as Prevention and Security. Prior to that, she worked as Senior Compliance Officer for the Swiss National Bank and held several positions in the insurance industry. She has a proven track record in legal, regulatory and compliance related matters, education, leadership, strategy, and project and conflicts management.

Her educational background includes a Master of Law from the University of Zurich and a Diploma of Advanced Studies in management from the University of St. Gallen in Switzerland. She is a certified mediator with the Swiss Association of Mediation (SDM-FSM).



MARTIN STRICKLER

Scientific Advisor, State Secretariat for Education, Research and Innovation, Swiss Confederation

Born in 1966, Martin Strickler attended school in Zürich and completed a VET programme in commerce at Swiss Reinsurance Company (Swiss Re)

from 1986 to 1988. He subsequently worked as an employee in credit and fidelity bond insurance until 1991, before studying Social Anthropology, Sociology and Political Science at the University of Zürich, where he was awarded a Masters' Degree in 1999. In 2008, he also completed a Master of Advanced Studies in Managing Diversity at Lucerne University of Applied Sciences.

Between 1999 and 2003, Martin Strickler was head of a legal counselling centre for asylum seekers in the Canton of Thurgau. In 2003 he joined the State Secretariat for Migration as a project manager on different subjects, primarily in the field of integration. In 2007 he became the Integration Commissioner of a district in the Canton of Zürich. In 2009 he was appointed as the Integration Commissioner of the Canton of Zug. From 2012 to 2017 he served as a Project Manager at the State Secretariat for Education, Research and Innovation (SERI) in Vocational Education and Training, mainly in the fields of teachers and trainers, occupational, educational and career guidance and multilateral issues. Since January 2018, Martin Strickler is scientific adviser for bilateral relations at the SERI. Inter alia, he is responsible for India.



ERIK SWARS

Head of International Affairs, Swiss Federal Institute for Vocational Education and Training (SFIVET)

Erik has had more than 15 years of international experience in both academic education and vocational education and training. He is responsible for various international cooperation projects in skills development with countries all over the world (e.g. India, Bulgaria, Macedonia, Senegal, Ivory Coast, Singapore). He has a strong expertise in the development and implementation of training programmes including teachers training and curriculum development. Prior to his work at SFIVET, he held different positions at the Ecole Polytechnique Fédérale de Lausanne (EPFL) and at Swiss Post. He holds a degree in Economics from the University of Tübingen, Germany and an MBA from the University of Lausanne, Switzerland.

Erik is author of several articles and publications, among others co-author of the book "Vocational and Professional Education and Training in Switzerland", published 2016 together with the former Swiss parliamentarian Rudolf Strahm.



NICOLE THÖNEN

President, Swiss Association of Medical Specialists (SVA)

Born 1984 in Switzerland, first profession Medical Assistant, further education Clinical Specialised Medical Assistant with Federal Diploma of Professional Education and Training, actually Lead Specialised Medical Assistant in a medical practice in the environment of Berne (4 General Practitioners, 4 Medical Assistants, 3 Learning Medical Assistants); President of the Swiss Association of Medical Specialists.

Swiss Association of Medical Specialists: Founded 1980, 4 800 members (Medical Assistants, Clinical and Lead Specialised Medical Assistants, Medical Secretaries). Main and strong commitment in vocational education and training policy, course provider for theoretical knowledge and practical and clinical training (e.g. diabetes, cardio and lung diseases, chronic care management, diagnostics and treatment technologies). Other services for members, expert advice, communicate up-to-date specialist information.



BHARATIYA SKILLS DEVELOPMENT UNIVERSITY

Bharatiya Skill Development University (BSDU) is a dream project of Dr. Rajendra Joshi and Mrs. Ursula Joshi, President and Vice President of Joshi Foundation based in Switzerland. Inspired by the words of our great leaders, Dr Joshi introduced a new Swiss Dual Model based Skill Development venture in Mahindra World City, Jaipur (Rajasthan). He started with a small Skill Development Campus and moved on to register a Rajendra and Ursula Joshi Charitable Trust (RUJCT) to initiate a FIRST EVER SKILL UNIVERSITY in the WORLD to be located in Jaipur, Rajasthan. The MOU was signed between Govt. of Rajasthan and BSDU on 23rd April 2016 to start The Skill University which has now been incorporated by the Ordinance no. 4 of 2016 issued on 29th December 2016 and Act No. 3 of 2017 by the Govt. of Rajasthan.

BSDU intends to achieve global excellence in skill development and has a mission to create opportunities, space and scope for the development of talents of Indian youth and to skill Indian youth and make them global fit.

The university aims to provide value added quality training to young apprentices with expertise and complete know-how based on Swiss industrial and teaching experience, to support, promote and advance High Quality Skill Development Education in India, to provide enough opportunities to the youth to get employment and make India the exporter of skilled employees to the world.

VET Related Activities of BSDU

The concept of the BSDU Training is "One Machine-One Student" to ensure Hands-on practical training. The curriculum has been designed to suit Indian education scenario and is industry friendly. Presently the courses are being offered in Construction Skills; IT Networking Skills; Air Conditioning Skills; Manufacturing Skills; Carpentry Skills; Automotive Skills; Office Management Skills; Electrical Skills; Health Care Skills; Entrepreneurship Skills; Renewable Energy Technical Skills and Machine Learning & AI Skills.

The Semester system of training is followed at BSDU. Each semester consists of approximately six months. For B.Voc programs, the 1st, 3rd and 5th semesters are taught at BSDU during which 70% is practical working on machines. 2nd, 4th and 6th semesters are taught in the relevant industry where the students are expected to work on machines as a part of the team. This gives opportunity to the students to work in an industrial environment.

The training programmes are prepared jointly by the BSDU, the industry representative and the representatives from the relevant sector skill councils. To ensure industry participation, a Board of Studies have been constituted comprising 60 members which includes educationists, vice-chancellors, industrialists and CEOs of the Sector Skills Councils. A meeting is held of all these representatives once in every two months to check the progress, to prepare new programmes and modify the already running programmes where-ever required.

BSDU, Industry and the Sector Skills councils are all stake holders and thus participate in the training activities. The training being done jointly by the BSDU and the industry helps in preparing the students job worthy even after first semester itself.



BRIG (DR.) S S PABLA
President, Bharatiya Skill Development University (BSDU)

A mechanical engineer with M.Tech. and PhD from IIT Bombay with large experience in multiple infrastructure projects, Academics and Academic Administration, Dr. Pabla has been Vice Chancellor of four universities, Pro VC of one university and Director of two Institutes of Technology. His experience in the Army, in addition to command of army units, also includes Engineering Professional work and Administration. He was Manager Air-conditioning Systems Design at Mumbai, Commander Works Engineers Pune, and Director Think Tank at Army HQ, Chief Engineer (Large Multiple Infrastructure Projects) Jammu and Kashmir and Jt. DG (Design) at Army HQ. He had the privilege of participating in the Indo-Pak war in 1971 as a young Lieutenant. Born on 20th September, 1949, currently Brig S.S. Pabla is a founder President of Bharatiya Skill Development University Jaipur.



COL (DR.) R K GOSAIN
Provost, BSDU, Professor, School of management and Principal, School of Office Administration

Col (Dr) R K Gosain is MBA with distinction and Ph.D. in Human Resource Management. He is also Master Diploma in HRM and HRD and in Business Administration. Also being PG Diploma in Industrial Relations and Personal Management, he is a die-hard disciplined soldier with 32 years of experience in the Armed Forces and seven years in the education industry. Having held various appointments in the army as well as in the field of education, he possesses varied experience of working in different environments and adjusting to meet the requirements.

He is expert in Strategic Planning & Management, Human Resource Planning, Logistic Management, Crisis Management, Industrial Relations, Training and Placement, Teaching and Research and Raising and Management of Institutes of Higher Learning.

For his dedication, commitment, hard work and loyalty, he has already been awarded twice by the Chief of Army Staff Commendation Card and once by the Chief of Naval Staff Commendation Card which itself is a rare feat. He has many publication to his credit and has attended many conferences in India and abroad.

Born on 4th March 1954, presently, he is the Provost of BSDU and Professor, School of Management Studies at BSDU. He has also been entrusted with an additional charge of Principal, School of Office Administration. The BSDU has also formed an Association of Indian Skill Universities (AISU) and Col R K Gosain is the Secretary General of the same.



PROF. MOHANJIT SINGH WALIA
Principal (Automotive Skills), BSDU

B.E. Honors (Mech.) from TIET, Patiala and MBA (Marketing) from PU, Chandigarh. Mr. Walia served Greaves Cotton Ltd. for 34 years and retired as Chief Operating Officer – Automotive Engine Business-Marketing, with a unique experience of handling diverse and niche markets across business and product segments.

Prof. Walia has also worked as head of R&D for Engine business (Automotive and Industrial Engines), at Greaves Cotton Ltd., leading a team of 135+ engineering professionals. His key deliverables have been strategic technology planning, streamlining new product development cycle with key focus on first time right and design to cost, and reduced product development cycle.

Prof. Walia has widely travelled internationally to Europe, China and the US for business development.

Since taking retirement from industry in 2016, Prof. Walia is contributing to the field of technical education and is the Principal of School of Automotive Skill. He has been persistently working towards setting new benchmarks in academic excellence as well as industry-academia interface to make the students globally competitive and employable.

Core Proficiencies: Business Strategy, Analytical Skills, Team Building.



MARKUS GMEINER

CEO Rajendra & Ursula Joshi Foundation Switzerland (JCF)



Mr. Markus (born 7th March 1967) has a Diploma in business administration (MBA) with proven extensive experience in international management, comprehensive process and quality management, training and development of employees in the field of Swiss Dual System (SDS) Training. He started his carrier as a cabinet maker and continued with Master of Cabinet Maker. Since 2001 he is an advisor for Vocational Education and Training in the industrial field for Industries and Vocational Schools. The broad spectrum also shows his curiosity and openness for new topics and tasks and allows networked thinking from different perspectives.

At JCF Mr. Markus began in 2013 as an advisor and one year later he took over the post as Head of Project Management. He was responsible and in charge of several Skill Development Projects until 2017, when Bhartiya Skill Development University (BSDU), which was launched. The aim of the project is to establish a new skills model for India in vocational training, based on the experience of the Swiss Dual System.

Additional important projects are the RUJ Skill School for dropouts as well as the development and realisation of three different enterprises in the fields of mechanical engineering, carpentry and electric. With a huge practical training background, these are regarded as best practice examples in a new dual system.

Mr. Markus Gmeiner was announced as CEO of Rajendra & Ursula Joshi Foundation in 2018 with the new focus, bringing best experts as teachers, vocational trainers and professions for the know-how transfer from Switzerland to India.



BÜHLER INDIA

Every day, billions of people come into contact with Bühler technologies to cover their basic needs for food and mobility. We strive for innovations for a better world, with a special focus on healthy, safe, and sustainable solutions. We contribute significantly to feeding the world's population, while setting the focus on food security and safety. Our solutions and technologies enable efficient and clean mobility.

As a leading technology group, Bühler invests up to 5% of its turnover every year in research and development. In 2017, around 11,000 employees in over 140 countries generated a turnover of CHF 2.7 billion. As a globally active Swiss family-owned company, we are particularly committed to sustainability.

Bühler India is your competent partner when it comes to machines, plants and services for grain and food processing as well as in producing high-quality engineering materials. Bühler started its India operations in 1992, with its registered office and workshop in Attibele, Bengaluru (Karnataka).

As a market leader, Bühler India offers comprehensive solutions and systems to suit specific customer needs. It provides the entire range of products and services of the Bühler Group, such as equipment for rice milling, flour milling, colour sorting, animal feed technology, oil milling, grinding & dispersion technology and die casting systems to the Indian market, complete with engineering, project management and automation. Since customer needs vary greatly across the region, Bühler India provides individually optimized solutions for maximum customer benefit.

More than 900 employees support the individual needs of all the customers based in South Asia. Besides Bangalore, Bühler India has offices in Delhi, Pune, Hyderabad, Kolkata and Raipur. The service centres are located at Kakinada, Jalandhar, Nagpur, Patna, Lucknow, Karnal, Chennai and Ahmedabad. The vast national network ensures local presence for faster response to any kind of inquiry and shortened delivery times. Trained engineers cater to after sales service throughout the life cycles of the equipment or plant.

Swiss VET at Bühler Academy

Bühler Academy is one of the prestigious projects of Bühler India and was initiated with the objective of creating future talent for the organization and also offers world-class training to Bühler customers.

Bühler Bangalore offers the Swiss VET program along with other programs in Bühler Academy. It is based on PPP model, we get support from local Government and Swiss Agencies. Approach is holistic, designed to supplement manufacturing needs, stress on hands on skills. It has Dual track – VET education & GOI ATS program together. They undergo production based training program. First semester they are trained on the basics of Fitting, in the second semester they are trained on Assembly. Initial two semesters they undergo basics training on soft skills and computer basics. Third and fourth semester is for specialisation (Welding & Fabrication or Mechatronics). Specialisation is totally hands and a blend of theory, practical and rigorous on the job training at manufacturing. At the end program, trainees will have to carryout a project related to their specialisation. We are proud that till now 44 trainees are graduated from VET program and most of them are employed at Bühler.



CHANDRASEKHARAN P, Head of Manufacturing Logistics & Supply chain at Bühler (India) Pvt. Ltd. has a Bachelor of Engineering (Industrial Engineering) and a Post Graduate Diploma in Business Administration – Operations Management. He also has an Executive Post Graduate Diploma in Management – Lean Operations Management. His areas of expertise are manufacturing, logistics, supply chain, Quality & LEAN. His hobbies include reading, travelling, current affairs & sports.



RAVINDRA A, Manager Technical Training at Bühler (India) Pvt. Ltd. has a Bachelor of Engineering in Instrumentation Technology and an Executive MBA in Human Resource Management. His areas of expertise are training & development and EHS. His hobbies include reading, travelling and listening to music.



LAUSANNE HOSPITALITY CONSULTING

Lausanne Hospitality Consulting (LHC), the advisory arm of EHL Group Switzerland (the holding company of Ecole hôtelière de Lausanne/EHL), is a Swiss knowledge development and management advisory company. LHC is a comprehensive advisory company, which provides its clients with applicable and innovative business solutions for the hospitality and service industries. LHC delivers strategic advisory services, management support, people search & development, executive education, learning centre development and vocational training solutions. Learning centre and vocational solutions are provided with EHL's expertise and credentials to supports talent development and access to quality education worldwide.

VET Related activities of LHC

Switzerland is internationally recognised as a leader in hospitality education thanks to its tradition, extensive experience and emphasis on high quality. The Lausanne Hotel & Restaurant Training Centre (LHRTC) delivers hands-on vocational skills to students in the hotel & restaurant domain worldwide. The course content is based on the Swiss benchmark vocational competency framework for the hospitality industry. LHRTC programs are delivered through a licensing model, allowing licensees to deliver readymade Swiss quality course content to the students. Along with other support received, the licensees also award LHRTC co-signed qualifications to their students.



MR. AMAN ADITYA SACHDEV Director and Country Head India

With twenty years of managerial, executive leadership, board level and advisory professional experience in the hospitality industry, Aman's career in the business spans corporate business strategy development & execution, new concept & brand development, real estate development & acquisitions, project management, hospitality operations, business development and hospitality education. An alumnus of Ecole hôtelière de Lausanne, Switzerland, Aman heads the India office of Lausanne Hospitality Consulting based at Delhi-NCR.



RIETER

Rieter is the world's leading supplier of systems for short-staple fiber spinning. Based in Winterthur (Switzerland), the company develops and manufactures machinery, systems and components used to convert natural and manmade fibers and their blends into yarns. Rieter is the only supplier worldwide to cover spinning preparation processes as well as all four end spinning processes currently established on the market. Furthermore, Rieter is a leader in the field of precision winding machines. With 17 manufacturing locations in ten countries, the company employs a global workforce of some 5,250, about 20% of whom are based in Switzerland.

Rieter India Pvt. Ltd. established on 1st August 1995 (The Swiss National Day). The Registered office and the manufacturing facility is located at Wing, Pune. Rieter India Pvt. Ltd., provides sales, service and technical support from the offices at Ahmedabad, Coimbatore, Chandigarh, Bhilwara and Guntur. The world-class service is tailored to meet individual customer requirements promptly.

VET related activities at Rieter India

At Rieter India, the VET training concept was set up in partnership with SkillSonics since 2009. The VET Training concept aims at developing multi-skilled employees and enhancing the available skillsets to meet global standards and cultivate employees who understand and produce Rieter quality. Starting from a small number of 04 VETs, the total number currently has reached to 140 trainees. Rieter India has set up a well-equipped technical training center in our plant at Wing where trainees are provided with a facility for classroom and hands on training process.

As a part of VET program the trainees undergo training on various operations such as turning, milling, welding, CNC programming and bench work etc. On successful completion of their training the VETs get a permanent employment with Rieter along with further career growth opportunities. We are proud that two of our apprentices stood first in their trade at the All India Trade Test organized by Directorate of Vocational Education and Training, Mumbai and have also won the National level awards.

The VET program has benefited Rieter in multiple ways as mentioned below:

1. Well trained multiskilled shop floor employees as per Rieter requirements
2. Understanding of Rieter quality systems which help us build world class machines
3. Sound practical skills and theoretical knowledge of critical processes
4. The trainees have an attitude of owning up problems and they support in problem solving
5. Well-mannered and disciplined workforce with better communication skills and positive approach
6. Trainees become productive immediately and start working independently post their training

As recognition of successful execution of VET program at Rieter India, in the year 2016, Rieter was awarded with a prestigious "7th Swiss Ambassador" award.



ANIL KUDAL, Managing Director of Rieter India Pvt. Ltd. is a Chartered Accountant by profession. Anil Kudal brings with him a rich experience of around 23 years in the field of Finance. During these years, Anil has worked for various esteemed organizations in various capacities. Anil joined Rieter India as CFO in the year 2011 and in the beginning of 2018, he was appointed as Managing Director of Rieter India. Anil has always been a humble and empowering people leader. He has always fortified all the people development initiatives with in Rieter with an intent of attracting, developing and retaining key talent for Rieter. He has also strongly supported the VET Program at Rieter India by sponsoring the resources required for driving VET program and motivating the trainees with his inspirational speeches.



KIRAN KATARIA, Vice President Human Resources of Rieter India Pvt. Ltd. is a visionary HR leader who brings with him around 22 years of hands on experience in the field of Human Resources. In these 22 years of experience he has performed various roles at various esteemed organizations. He joined Rieter in the year 2010 as Vice President HR. Kiran has been instrumental in driving various progressive HR practices at Rieter and has established Rieter India as a preferred employer.

Kiran has played an extremely important role in further expanding and shaping up the VET program at Rieter. It was his strategic initiative because of which, Rieter has successfully hired, trained and employed around 140 trainees in past 9 years.

SkillSonics

SKILLSONICS

SkillSonics implements high quality professional skills development and capacity building for apprentices and trainers throughout the world. The programs which offer introductory to advanced courses are based on industry-proven Swiss know-how and methods. They are tailored to customer needs, industry demands, and local education and training systems. SkillSonics collaborates with top organizations in apprenticeship training and skills development.

VET related activities at SkillSonics

SkillSonics offers over 100 training programs from entry-level training to skills upgrade courses in a variety of fields, including mechanical and electrical engineering, instrumentation, electronics, mechatronics and other industry 4.0 relevant fields. We work with companies, training institutes, government bodies, NGOs, trainers and examiners. Our objective is to provide content and training processes tailored to individual needs.



PRASENJIT KUNDU, CEO of SkillSonics India Pvt. Ltd. is an engineer from the IIT Kharagpur, holds an MBA from the IIM Kolkata and is a fellow of the University of Melbourne. He has been spearheading social enterprises in the education and skill domain since 2011. He was founding president and executive director of NSDC partner companies, where he built and scaled industry connect programs and established integrated skilling chains. In 2013, he received the prestigious 'Emerging Leaders' Fellowship' award from the University of Melbourne, having supported the Australian government and tertiary education providers in building their India engagement strategy. Prior to that, he has worked across India, SE Asia, Australia and the US.



SFIVET SWISS FEDERAL INSTITUTE FOR VOCATIONAL EDUCATION AND TRAINING SFIVET

The Swiss Federal Institute for Vocational Education and Training SFIVET, owned by the Swiss Confederation, is Switzerland's expert organisation for vocational education and training. SFIVET offer basic and continuing training to VET professionals, conduct VET research, contribute to the development of occupations and support international cooperation in vocational and professional education and training.

SFIVET provides services in the following areas:

- The **Basic Training Division** provides training to full-time and part-time teachers working at vocational schools and professional colleges as well as to other VET/PET professionals. Launched in autumn 2007, the Master of Science (MSc) degree programme in Vocational Education and Training provides university graduates with the opportunity to gain academic qualifications in the VET/PET field.
- The **Continuing Training Division** offers continuing training courses designed to upgrade the skills of VET/PET professionals; enable VET organisations to develop their activities; provide VET/PET managers with advanced training; and promote quality and innovation within the Swiss VET/PET system.
- The **Research and Development Division** explores and lays the foundations for basic and continuing training in the VET/PET field. In particular, it carries out evaluations and impact assessments or develops competence measurement concepts that serve as the basis for further VET/PET developments.
- SFIVET's **Centre for the Development of Occupations** provides professional organisations with assistance in the development and implementation of VET and PET programmes. Services include: analysis and development of occupations; description of competences required to carry out a given occupational activity; and establishment of objectives, structure, duration and qualification procedures for VET and PET programmes.

SFIVET provides this expertise as well in the **International cooperation**. Switzerland is regularly called upon to share its expertise at the international level, whether it be welcoming foreign delegations, giving presentations at conferences or taking part in international projects. SFIVET makes a substantial contribution to implementation of the federal strategy on international cooperation in vocational education and training, thereby helping to reinforce Swiss dual-track VET programmes.

Texmo Industries
Est. 1956



TEXMO INDUSTRIES

Texmo Industries is the maker of Taro Pumps, India's favourite domestic, agricultural and industrial water pumps since 1956. With over 300 CNC machines, automated coil winding cells, and an automated foundry, the company has been a leader in automated manufacturing since the 70's. Over 2000 people are employed across 4 plants. More than 1500 dealers ensure a pan India presence. As a vertically integrated manufacturer, the company is a leader in ensuring quality and supporting the products with a unique 2-year warranty. With more than 50 windmills, the company is powered by renewables. Texmo runs RGMT Hospital, a paediatric hospital for rural children in and around Coimbatore.

VET related activities at Texmo:

Texmo Industrial Training Centre, runs MSPT Diploma programs in Mechatronics and CNC Manufacturing working with SkillSonics. The institute trains rural, underprivileged youngsters from across states by giving them food, accommodation, uniforms, tuition and a modest stipend. Students learn manufacturing, develop skills in doing bench work, operating conventional and CNC machines. Following the Swiss Dual Track system, the students also learn pump manufacturing processes in Texmo Industries. Graduates are currently employed readily into Texmo Industries after graduation. The institute is committed to empowering its students with confidence, competence and make them responsible citizens of India.



Kamesh Sundaram is the Head of People Development at Texmo Industries and runs its training centre. He returned to India and joined Texmo in 2016 to setup the institute with a tie up with SkillSonics. With a strong, manufacturing background working at L&T in India and John Deere in Canada, he readily relates to the industry needs. He honed his academic skills at TATIUC in Malaysia, while heading the Tool Design program there. Moving to Canada in 2001 he has also worked full time at Niagara College and part time at Mohawk College. He shares the Texmo's passion to empower rural and under privileged boys and girls. He looks forward to creating graduates who will be competent and responsible leaders in their society.



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