

NSDC recruits Aon Hewitt to draw up strategy

By Ritwik Mukherjee Jan 19 2011, Kolkata

The National Skill Development Corporation (NSDC), a Section 25 company co-promoted by the Union finance ministry to catalyse private sector involvement in training manpower has now decided to appoint the Chicago-based \$4.3 billion leading consulting firm Aon Hewitt to estimate the manpower need in critical infrastructure segments like transport, energy, water and sanitation, telecommunications, and social and commercial infrastructure, and suggest a strategy for augmenting employable resources in each of these categories.

The decision to appoint Aon Hewitt was taken at a board meeting of NSDC on January 13, NSDC officials said. It may be mentioned that NSDC had recently commissioned management consulting outfit IMAcS, an arm of ICRA to conduct a study and IMAcS has projected an incremental shortfall of 240-250 million people by 2022 in 21 key sectors of the economy, which includes high employment generating segments such as automobiles, IT/ITeS, retail, construction and textiles.

According to NSDC officials, the scope of the Aon Hewitt study, a first of its kind, would include assessing the requirement for skilled personnel in key sub-sectors in each arena such as roads and bridges, ports & inland waterways, airports, railway tracks, tunnels, viaducts, bridges and rail-based urban public transport in the case of transport. For the energy space, Aon Hewitt would examine the skill gaps that exist in electricity generation, transmission and distribution, oil and gas pipelines, and LNG facilities.

As per the guidelines provided by NSDC, Aon Hewitt would need to identify industry trends that could impact the requirement of skilled manpower in the infrastructure domain. Besides the quantitative aspect, the consulting firm has also been asked to conduct a qualitative assessment in terms of competencies and education levels of the projected manpower.