

**NASSCOM®**

# **NASSCOM DIGITAL SKILLS AWARDS 2017**

**Jun-Jul 2017**

Given the degree of impact of digital technologies on businesses, jobs, people and economy, the need to develop digital capabilities among existing and future workforce cannot be overstated.

Many technology firms have already embarked on this journey either through in-house initiatives or in collaboration with ecosystem partners.

In order to showcase these initiatives, **NASSCOM is inviting case studies that highlight how technology firms in India are developing these capabilities within the workforce.**

- Winners to be announced at the **[NASSCOM HR Summit 2017](#)** (Chennai, Jul 20-21, 2017)
- A compendium of best case studies to be published

### CRITERIA:

- Open to all India-based technology firms - membership not mandatory
- Skilling initiatives incl. re-skilling & up-skilling must be at least a year old
- Focus is only on DIGITAL skills development

### INSTRUCTIONS:

- No field is mandatory
- Submissions only in PPT format - No fixed template
- Over and above all the details, please include information requested for in the next 4 slides

• **Participation Fee: FREE**

• **Last date for submissions: Jun 23, 2017**

• **Contact: Diksha@nasscom.in; 022-2823 4844/51 (extn.: 106); M: 0 9820 9989 85**

<b>Company details</b>	
Company name:	
Total employees <sup>1</sup> : (as of FY2017)	
Revenue <sup>1</sup> (USD mn): (as of FY2017)	
<b>SPOC details</b>	
Name:	
Designation:	
Email id:	
Landline/Mobile no.:	

<sup>1</sup> Will help us categorise companies as large and small

The development program could be a combination of:

**THE WHAT:** Digital capabilities including but not restricted to:

- SMAC
- AI/ML/NLP, Automation/Robotics
- RPA, 3D Printing, IoT, Wearables
- Blockchain/Bitcoin/DevOps
- VR/AR
- Design Thinking
- Cybersecurity

**THE WHO: Base of Pyramid to the Top:**

- Freshers (<2 years experience)
- Middle management (2-12 years)
- Senior management (12-20 years)
- CXO level (>20 years)
- Vertical/domain specialists

**THE HOW: Skills program could be:**

- Traditional (classroom based, instructor-led training)
- Computer-based/Web-based
- Mobile learning
- Seminars/workshops
- MOOCs/Gamification
- Hackathons

**THE HOW: Leveraging ecosystem:**

- In-house expertise/reverse mentoring
- e-Learning platforms
- Partner with academia, product firms, start-ups, peers, etc.
- Internships/apprenticeships/Emp. exchange programs
- CoEs, Labs, learning academies, etc.

***Please be as detailed as possible – add additional slides/information where needed***

Metrics to measure success could include:

## THE NUMBERS

- Program launch: mmm-yyyy
- No. of employees trained:
  - Share of Technical & managerial:
- Training duration:
- Training cost:

## THE RoI/Impact:

- Assessment for competency: Overview
- Re-defined roles: How trained employees are deployed to new roles
- Productivity/utilisation improvement
- CSAT, ESAT, revenue growth, new projects, retention of existing clients, innovation, etc.

## CHALLENGES

- List 3-5 key challenges faced in terms of skills development

## KEY TAKEAWAYS/LEARNINGS

- List 3-5 key takeaways/learnings from these initiatives

## THE WHY: What is in it for you?

- Chance to win NASSCOM's Digital Skills Awards 2017
- Showcase case studies in Best Practices Compendium
- Participate in roadshows/workshops

**NASSCOM HR SUMMIT 2017**

1. How are these initiatives being institutionalised within your organisation?
2. How are these initiatives aligned to your global business strategy?
3. An overview of the team that leads these initiatives within your organisation
4. Top 5 technologies of focus
5. Best practices being followed in implementing these initiatives
6. Career progression planning for the re-skilled employees
7. Organisational level metrics tracking progress of the initiatives and employees

***Please be as detailed as possible – add additional slides/information where needed***