

## **NASSCOM inks MoU with UGC for 'strengthening the development of IT Workforce'**

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- *Faculty Development Programme (FDP) for re-skilling the faculty in IT*
- *Framework for co-operation to catalyze industry-academia interface*

**New Delhi, March 16, 2005:** Taking forward its 'IT Workforce Development Initiative,' NASSCOM, India's premier trade body and the chamber of commerce of the IT software and services industry in India, today signed a Memorandum of Understanding (MoU) with University Grants Commission (UGC), **to strengthen professional education** (through curricula, faculty, infrastructure, pedagogy improvements) in line with the IT industry's requirements of demand for skilled professionals. The MoU will help further **catalyze the interface between the academia and industry.**

Today, India is increasingly acknowledged as the emerging 'services-hub of the world' with over 24 percent share of the global IT/off-shored IT enabled services market. This has been possible due to the availability of skilled manpower.

The total number of IT and ITES-BPO professionals employed in India has grown from 284,000 in 1999-2000 to over one million in 2004-05, growing by over 150,000 in the last year alone. Around 250,000 engineering degree and diploma holders enter the workforce annually, with the majority entering the IT industry.

Given the rapidly growing demand for skilled professionals, there is an increasing need to keep the academia abreast of the skill set requirement of the industry. To meet this requirement, NASSCOM and UGC will jointly undertake a '**Faculty Development Programme' (FDP)** for up-gradation of the skill-sets and knowledge base (in the area of emerging technologies, project management skills related to information technology) of the existing technical faculty in partnership with IT industry.

Speaking on the occasion of signing the MoU, **Mr. Kiran Karnik, President, NASSCOM, said,** " NASSCOM welcomes the focus on education in Union Budget 2005-06. The Government has proposed to set up a Knowledge Commission, emphasise primary education, develop IISc Bangalore into a world-class university, and upgrade 100 ITIs. These public-private initiatives will help India in building quality human capital required for the IT sector and other knowledge industries.

"NASSCOM is pleased to partner with UGC to further such initiatives. We will work together to increase student & faculty interface with the IT industry by way of mentorship programs, workshops, seminars, projects etc. Some of the established IT companies and MNCS already have programmes in place for industry-academia interface. NASSCOM and UGC will develop case studies on these programmes, which can be emulated by other companies to further strengthen the industry-academia collaboration," **added Mr. Karnik.**

**Mr. Arun Nigavekar, Chairman, UGC, said,** "Having apt technical and management skills is assuming an ever-greater importance for our future economic development, especially in the IT sector. UGC and NASSCOM will aim to upgrade the physical and intellectual infrastructure of the education sector, to ensure an adequate supply of quality manpower to the industry."

As part of the MoU, NASSCOM and UGC will also partner to set up '**Techno-Business Skills Development' (TSD) Centres** to encourage development of technical and business skills, entrepreneurship and setting up of knowledge based enterprises by fostering better linkages between academic institutions, IT industry and R&D institutions, through establishing a physical-operational base within the academic premises.

Under the TSD programme students will be working on live projects of IT companies and getting trained on their processes, so that they can be considered for employment at a later stage, which will not only benefit these students but would also provide a value proposition to the IT Industry.

NASSCOM and UGC will also undertake curriculum up-gradation and modification/additions to provide education and skills relevant for IT services and ITES industry.

## **Notes**

### **NASSCOM's 'IT Workforce Development Initiative'**

Recognising the criticality of human resource for the IT industry, NASSCOM has begun a special 'IT Workforce Development Initiative.' The initiative focuses sharply on the creation and nurturing of the human resources, which provides the knowledge base or intellectual capital as India moves towards a knowledge economy.

#### **Primary objectives of the initiative:**

1. Identifying the needs of the IT industry in terms of number of persons, skill- sets needed quality, etc in various disciplines at different levels (graduate, post-graduate, doctoral) in different time-frames
2. Strengthening Indian professional education (through curricula, faculty, infrastructure, pedagogy improvements) in line with the IT industry's requirements
3. Catalyzing the interface between industry and academia through organizing specific workshops/summit/programs/ focussed research etc.
4. Exploring alliances and programs for specific initiatives with corporate, academic associations and consultancy companies, with special emphasis on what the IT industry can do

In line with the objectives of this initiative, NASSCOM conducted its first-ever HR Summit in September 2004 in Chennai, which witnessed the confluence of the IT industry and academia on one platform.

**Table 27: The Indian IT and ITES-BPO Sectors: Professionals Employed  
FY 2000-2005E**

(nos)	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05 E
Software - exports sector	110,000	162,000	170,000	205,000	270,000	345,000
Software - domestic sector	17,000	20,000	22,000	25,000	28,000	30,000
Software - in-house captive staff	115,000	178,114	224,250	260,000	290,000	322,000
ITES-BPO	42,000	70,000	106,000	180,000	253,500	348,000
<b>Total</b>	<b>284,000</b>	<b>430,114</b>	<b>522,250</b>	<b>670,000</b>	<b>841,500</b>	<b>1,045,000</b>

Source: NASSCOM

**Table 28: India's Graduate Pool in FY 2003-04**

(nos)	Engineering Degree Holders	Engineering Diplomas Holders	Arts Degree Holders	Science Degree Holders	Commerce Degree Holders	Total Graduates
Stock (on 2003)	1,200,000	1,750,000	11,500,000	4,985,000	5,933,000	21,986,000
Out-turn (in 2004, estimate)	155,000	130,000	1,150,000	540,000	480,000	2,460,000

Source: NASSCOM, Institute of Applied Manpower Research, Ministry of Human Resources Development

### **About NASSCOM**

NASSCOM is India's National Association of Software and Service Companies, the premier trade body and the chamber of commerce for the IT software and services industry in India. NASSCOM is a truly global trade body with around 850 members, of which nearly 150 are global companies from the US, UK, EU, Japan and China. NASSCOM's member companies are in the business of software development, software services, and IT-enabled/BPO services.

### **About UGC**

UGC is mandated to ensure coordinated development of higher education system in the Country – Ensuring Quality Higher Education for All. India's Higher Education System is huge and complex. This comprises of nearly 335 university level institutions. Of these, 131 universities in the Country are affiliating type. They together affiliate around 16,885 colleges. Total student enrolment is around 99.5 lakh. In addition, there are several professional councils that maintain standards in their respective fields. Some of these professional councils also maintain a Central Register of Professionals in their fields. In 1956, the Central Government had set up the University Grants Commission (UGC) to discharge its constitutional mandate of coordination, determination, and maintenance of standards in higher education.

UGC has been making very organized efforts to deploy new technologies for ensuring quality higher education for all and promote excellence.

- New technologies have potential to change the teaching-learning paradigm in a way that has not been possible before.
- New technologies have a profound impact on the way the research is conducted. Building new knowledge on the basis of existing knowledge and collaboration with peers - both essential part of research are possible with a maze of interconnected computers and huge distributed knowledge repositories sitting in different parts of the world in a manner that was even difficult to think before.
- New technologies have also significantly impacted the governance both at the institutional and the systemic level in the higher education system.

UGC has adopted an innovative approach to reach out to the largest number of institutions to enable and facilitate them to leverage technology in all the three areas above. UGC is progressively providing free connectivity to all institutions. Taking benefit of highly discounted pricing for electronic subscription through consortium mode, UGC has provided access to more than 2500 scholarly journals to 50 universities in the country. This is being expanded to include all universities and colleges in the country. Special thrust is being given to creation of multi-media web enabled content for enhancing quality of learning experience. UGC is working through its various Inter University Centers (IUCs) for the purpose. In addition, UGC is also committed to use create manpower for new and emerging job markets and would work closely with the professional councils and the corporate sector to ensure that the higher education system develops the workforce for the future.

For details, please visit [CEC Website](#) for e-Content Development Initiative and [INFLIBNET Website](#) for Connectivity and [e-Journals Consortium Initiative](#).

**For further information, please contact:**

Charu Kohli  
Genesis Public Relations Pvt. Ltd.  
Ph: +91-11-9811740901  
E-mail: [ckohli@genesispr.com](mailto:ckohli@genesispr.com)