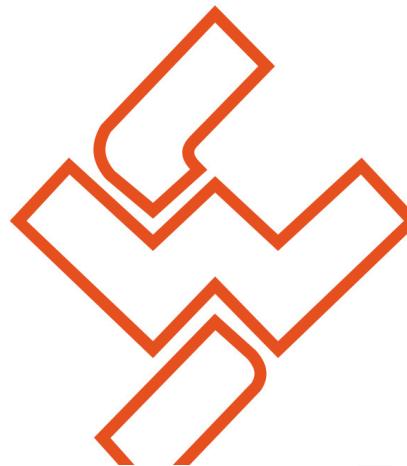Shree Shankara Hindu Mission

# Shiksha Se Kaushal Tak
## Corporate Commitment to Capability

# STERLING & WILSON

## Sterling and Wilson Renewable Energy Limited

**Report Contents**

- ✓ Concept Note
- ✓ Creating an Impact
- ✓ Way Foreward

**2024-2025**

# Shiksha Se Kaushal Tak

## Concept Note

India stands at a pivotal juncture in its developmental journey, with an unprecedented opportunity to harness the potential of its vast youth population. As the nation aspires towards the vision of Viksit Bharat 2047—a fully developed India by its centenary of independence, robust vocational and skill development ecosystems have become indispensable. The National Education Policy (NEP) 2020 and the Sustainable Development Goals (SDGs) provide a comprehensive framework to transform India's education landscape, making it more inclusive, relevant, and future-ready. However, the success of these reforms hinges critically on making industry an integral partner in the entire process.

## India's Demographic Challenge and Opporunity
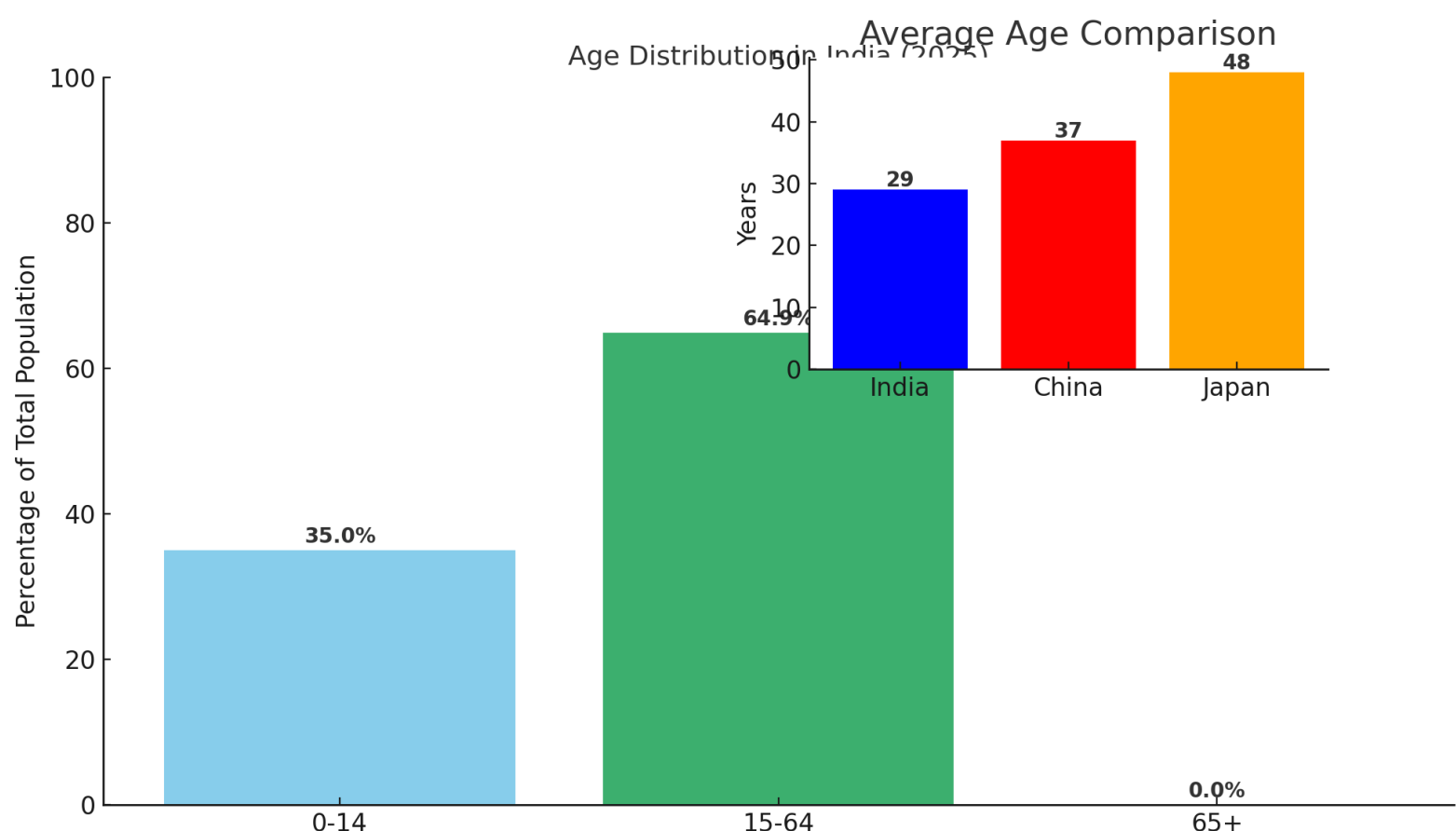
The current state of skill development reveals a concerning picture: only 5% of the Indian workforce aged 19-24 has completed formal vocational education and training—a stark contrast to South Korea (96%), Germany (75%), and the United States (52%). Recent data shows a modest rise in formal vocational training to just 4.1%, while informal training avenues have significantly increased. This skills deficit has resulted in declining youth employability, which dropped to 42.6% in 2024, with youth unemployment hovering around 10.2% overall in 2023-24.

Despite ambitious government initiatives like the Skill India Mission, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), and the National Apprenticeship Promotion Scheme (NAPS), the results remain underwhelming. A persistent mismatch exists between the skills imparted by educational institutions and those demanded by the rapidly evolving industrial landscape. Traditional approaches to skill enhancement have often failed to equip individuals with competencies aligned to contemporary industry needs, resulting in a burgeoning skills gap and underemployment. This gap is a formidable barrier to realising India's full human capital potential and achieving the ambitious targets in Viksit Bharat 2047 and the SDGS. Therefore, deeper and continual Industry-Academia linkages in terms of monetary and non-monetary contributions are inevitable.

# Why Industry should be an Integral Partner?

**Resource and Infrastructure Support**

**Industry-Led Curriculum Development**

**Practical Exposure & Employability**

**Innovation & Entrepreneurship**

**Global Competence**

# Program Design and Key Elements

A robust vocational and skill development framework, harmonized with the imperatives of NEP 2020, Viksit Bharat 2047, and the SDGs, is predicated on dynamic industry collaboration, adaptive curricula, and inclusive access. By embedding experiential learning, fostering digital fluency, and facilitating seamless academic-industry mobility, such programs cultivate a workforce that is not only technically proficient but also agile and globally competitive—positioning India to capitalize on its demographic dividend and achieve sustainable, equitable progress. A quick snapshot of varied elements are provided as below:

| Element | Description |
|---|---|
| Industry Alignment | Curriculum co-designed with industry, practical training, certification |
| Integration with Education | Early exposure, flexible pathways, holistic development |
| Inclusivity & Accessibility | Targeted for marginalized groups, affordable, digitally enabled |
| Technology Integration | Digital tools, new-age skills, blended/online learning |
| Industry-Academia Partnerships | Curriculum, internships, incubation, research collaboration |
| Teacher/Trainer Development | Professional training, quality standards, continuous development |
| Assessment & Guidance | Holistic evaluation, career guidance, mobility |
| Policy & Governance | Strategic oversight, innovation, best practice sharing |
| Lifelong Learning | Micro-credentials, upskilling, adaptability |

Effective vocational and skill development programs must be industry-responsive, inclusive, and adaptable, integrating practical training, digital competencies, and lifelong learning opportunities.

# Our Inititiatives

Shankara Hindu Mission, acting as the implementing agency for **Sterling and Wilson Renewable Energy Limited (SWREL),** once again this year has embarked on a transformative journey to empower individuals and communities through a holistic approach to skill development, digital literacy, and livelihood enhancement.
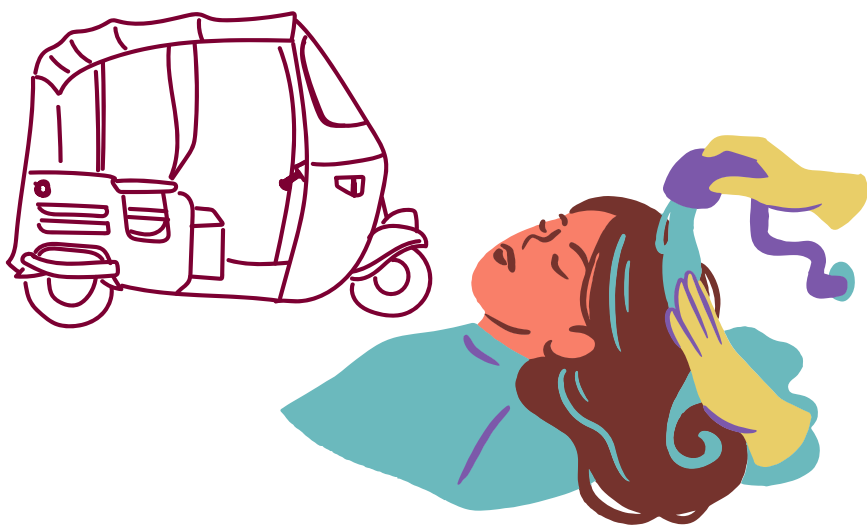
Our initiatives are designed to bridge the gap between education and employability, ensuring that beneficiaries are equipped with both foundational and advanced skills relevant to today's dynamic world. Some of the key initiatives are as below:

## Digital Inclusion
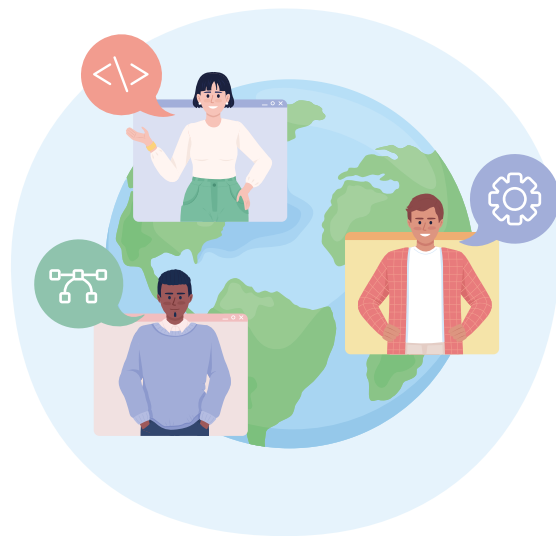
## Industry Ready Workforce

## Women Economic Empowerment

## Inclusive Learning Environment

# Beneficiaries Profile

## Industrial Training Centres

**Govt ITI
Lower Parel**

**Don Bosco ITI
Kurla**

**Confederation of
Indian Industry
Kandivali**

## University and HEI's

**University
of Mumbai**

**Satish Pradhan,
Thane**

**S.B.C College
Shahpur**

# Inclusive Stand Alone Institutes

## Beautiful Tomorrow, Navi Mumbai

### Caters to Mentally Challenged Learners

## Dumb and Deaf School, Palghar

### Caters to Dumb and Deaf Learners

## Skill Flame, Murbad
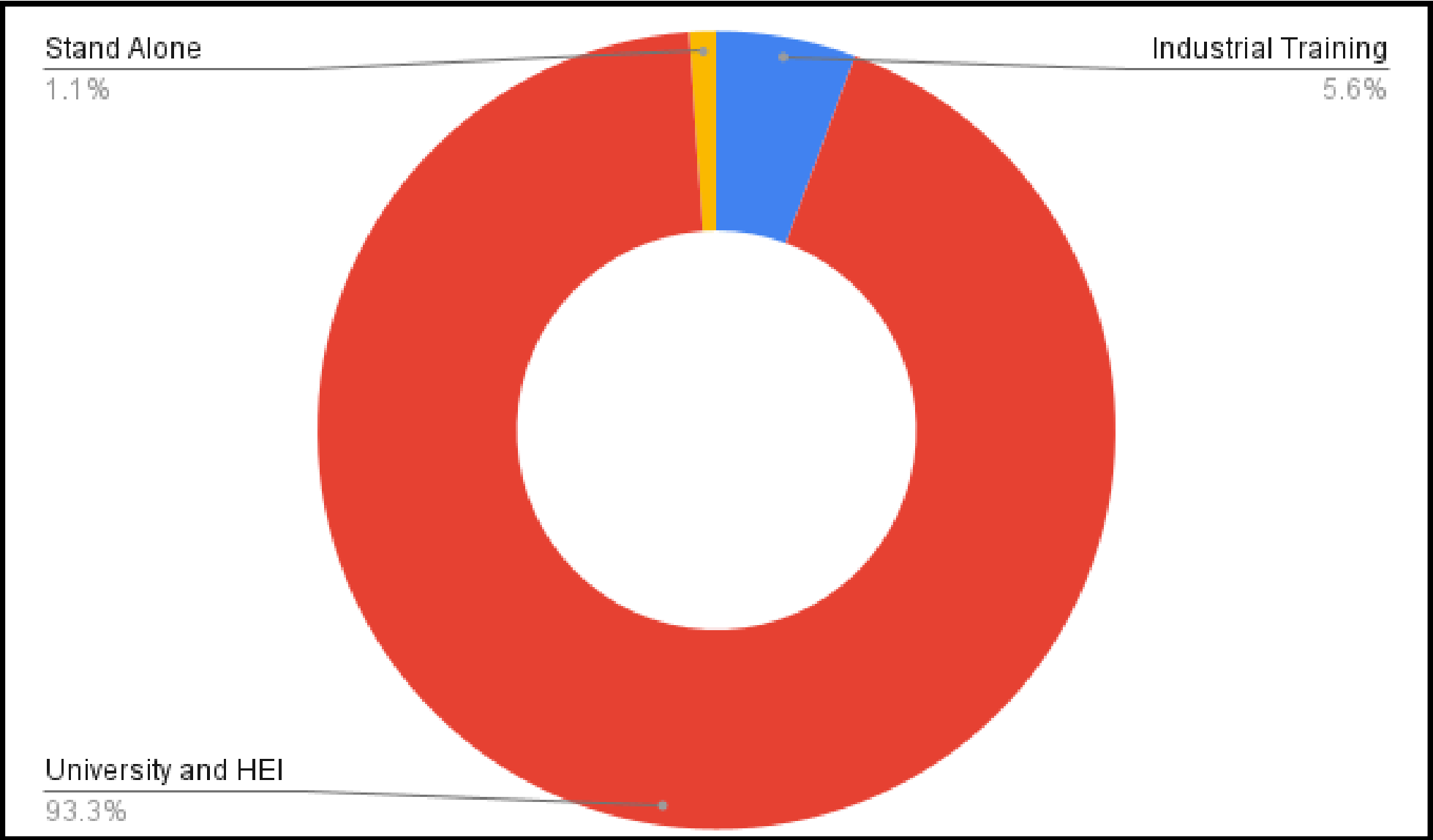
### Caters to Women and Transgenders
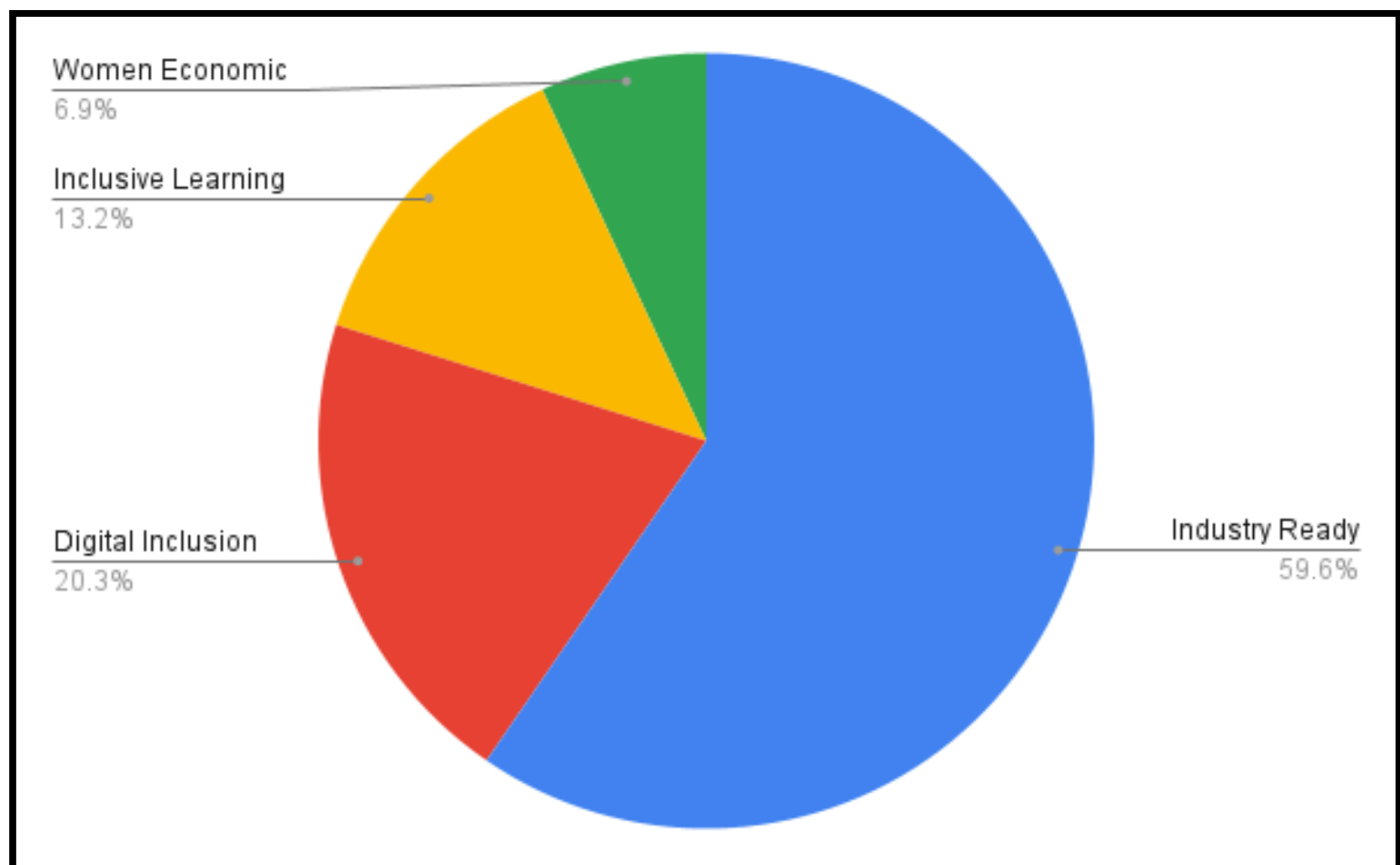
## Radhakrishnan Memorial Trust

### Caters to Women

# Distribution Profile



Stand Alone
1.1%

Industrial Training
5.6%

University and HEI
93.3%

# Area wise Distribution



Palghar

Murbad

Thane

Kandivali

Kurla

Lower Parel

Lower Parel

Navi Kharghar

Matunga

Fort

# Theme wise Distribution



**Women Economic**
6.9%

**Inclusive Learning**
13.2%

**Digital Inclusion**
20.3%

**Industry Ready**
59.6%

🟦 **Industry Ready Workforce – 59.6%**

This theme focuses on equipping vocational trainees with job-ready skills through modern tools like computer labs, interactive panels, and cosmetology kits.

- Institutes: Don Bosco, Govt ITI, CII
- Locations: Kurla, Lower Parel, Kandivali
- Total Beneficiaries: 800
- Approx. Expenditure: Rs30, 33,640
- Beneficiary Group: Vocational trainees across diverse groups

# 🟥 Digital Inclusion – 20.3%

This involves bridging the digital divide in higher education by integrating technology like 3D printers, software, and smart panels in universities and colleges.

- Institutes: University of Mumbai, Sonubhau College, Dnyanasadhana College
- Locations: Fort, Shahpur, Thane
- Total Beneficiaries: 13,226
- Approx. Expenditure: Rs 10,31,279
- Beneficiary Group: Undergraduate students

# 🟨 Inclusive Learning Environment – 13.2%

This theme supports learners with special needs—mentally challenged and hearing-impaired students—by providing accessible digital infrastructure and learning aids.

- Institutes: Beautiful Tomorrow, Pratik Seva Mandal
- Locations: Navi Kharghar, Palghar
- Total Beneficiaries: 137
- Approx. Expenditure: Rs 672,618
- Beneficiary Group: School-level students with disabilities

# 🟩 **Women Economic Empowerment – 6.9%**

Dedicated to training women and transgender individuals to foster economic independence through skill-based learning and digital empowerment tools.

- Institutes: Radhakrishna Foundation, Skill Flame
- Locations: Matunga, Murbad
- Total Beneficiaries: 110
- Approx. Expenditure: Rs 3,53,840
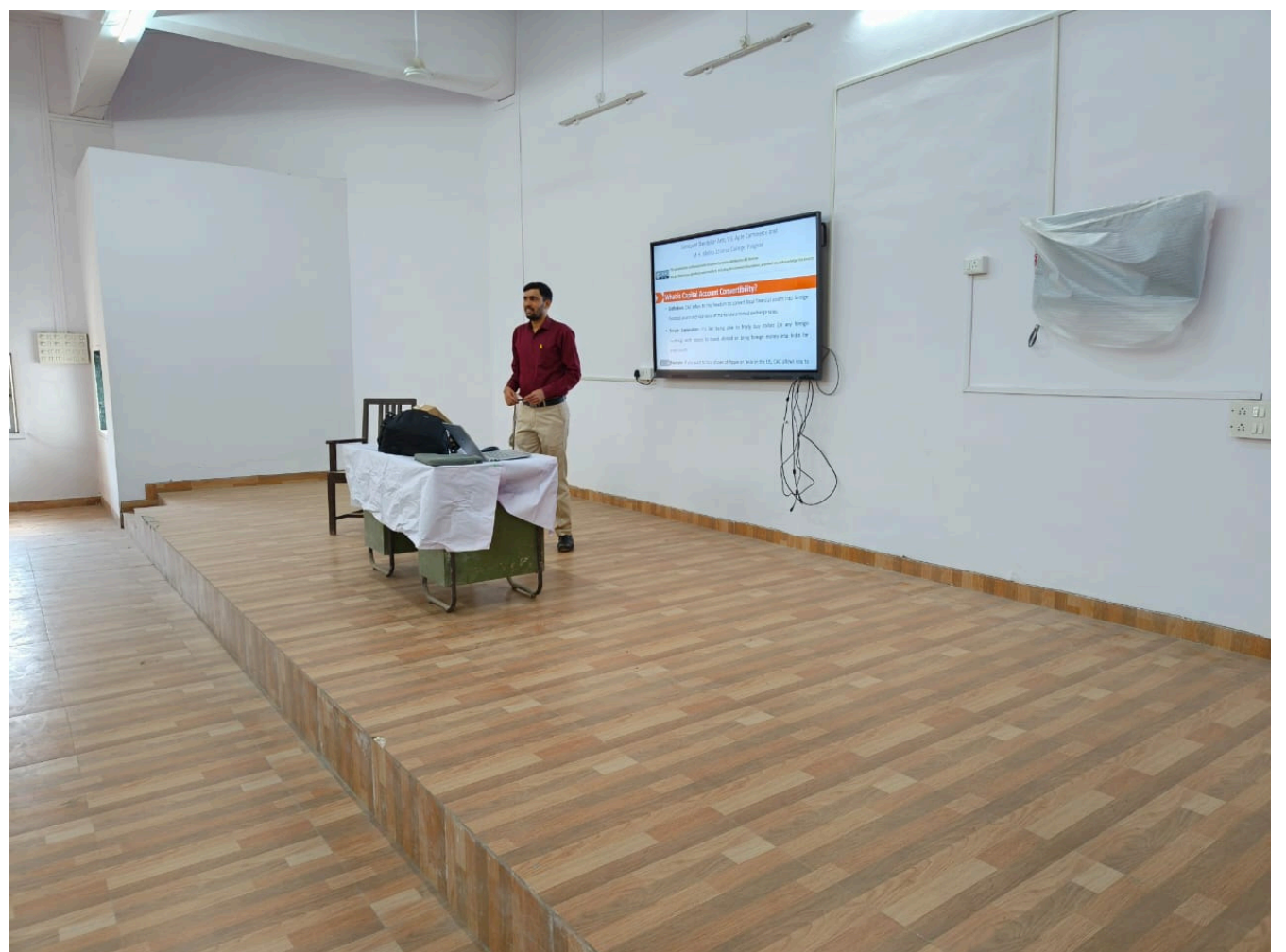- Beneficiary Group: Women and Transgenders

**Summary:**

- Total Expenditure: Rs 50, 91,377 and 14163 beneficiaries.
- The largest share goes to Industry Ready Workforce, highlighting a major focus on vocational training.
- Digital Inclusion ranks second, supporting higher education students.
- Inclusive Learning and Women Empowerment focus on equity and access for marginalized groups.

# Few Glipmses- HEI's
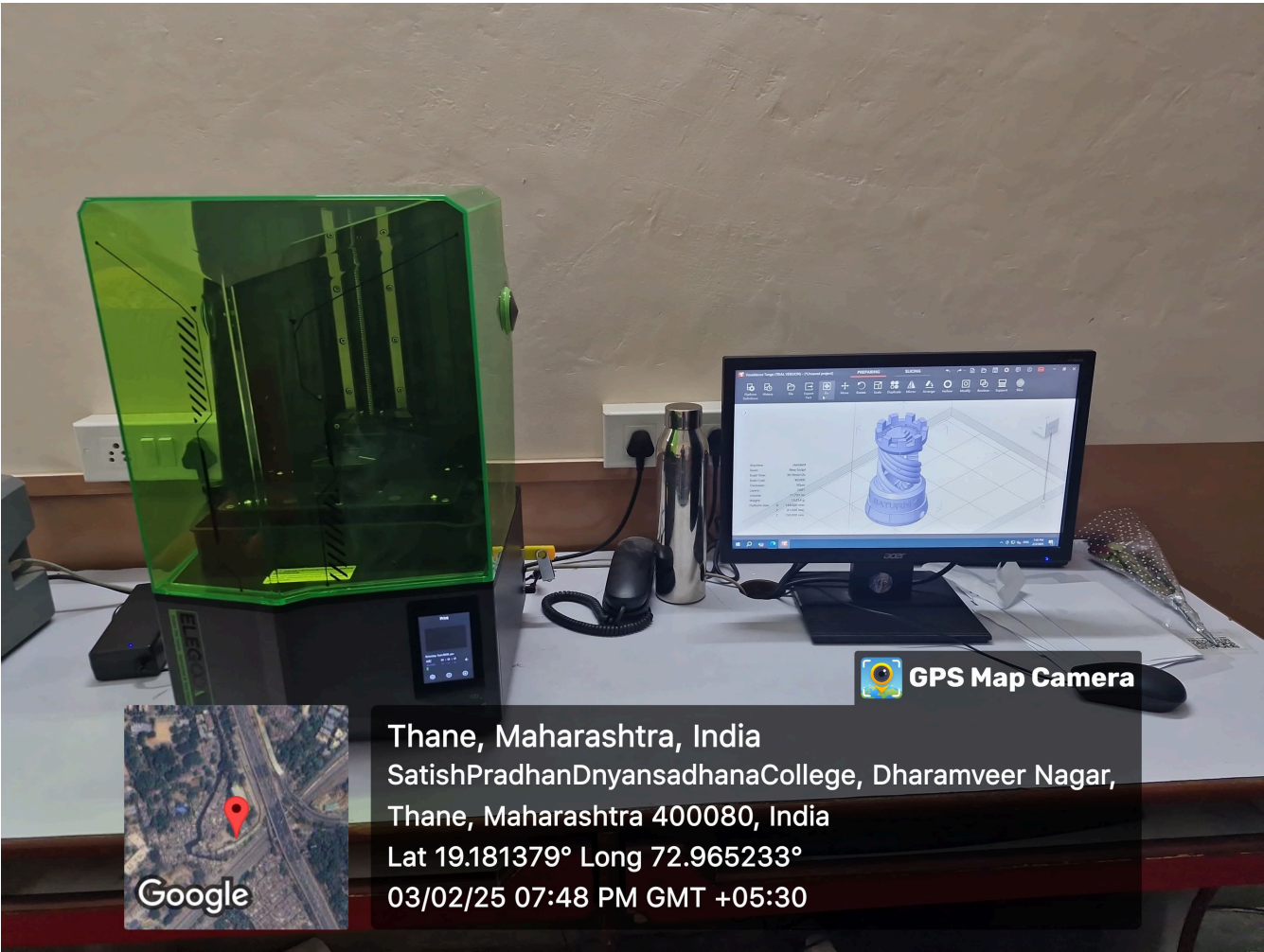


## Interactive Panels
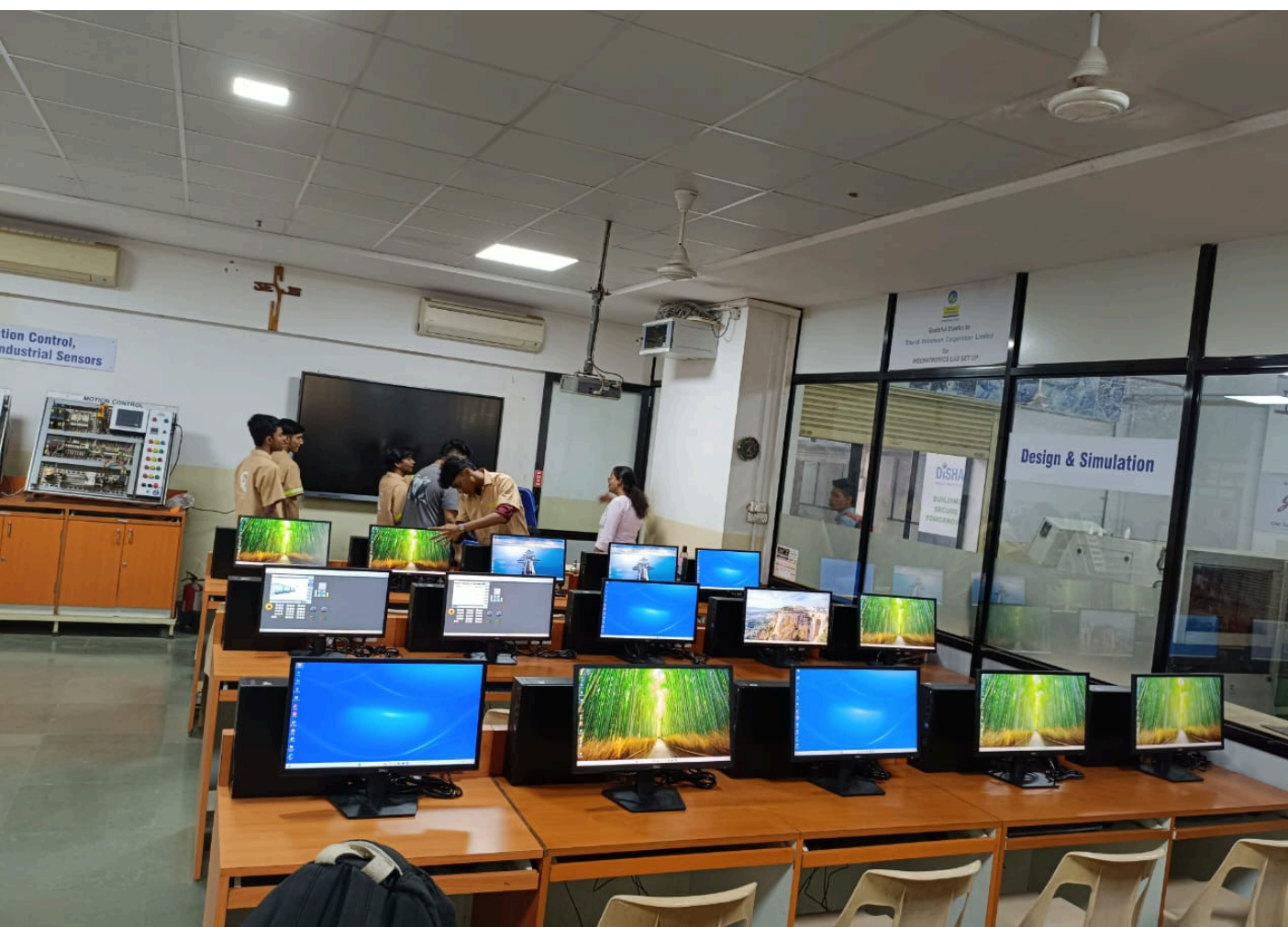
**Teleprompter**

**VR headset**

**3D Printer**

Thane, Maharashtra, India
SatishPradhanDnyansadhanaCollege, Dharamveer Nagar,
Thane, Maharashtra 400080, India
Lat 19.181379° Long 72.965233°
03/02/25 07:48 PM GMT +05:30

**Eye Ris**



Thane, Maharashtra, India
Satish Pradhan Dnyanasadhana College, Thane Off Eastern
Express Highway,Dnyanasadhana Marg Thane - 400604,
Thane, Maharashtra , India
Lat 19.181962° Long 72.965282°
15/02/25 03:15 PM GMT +05:30
33.97° C
346° N
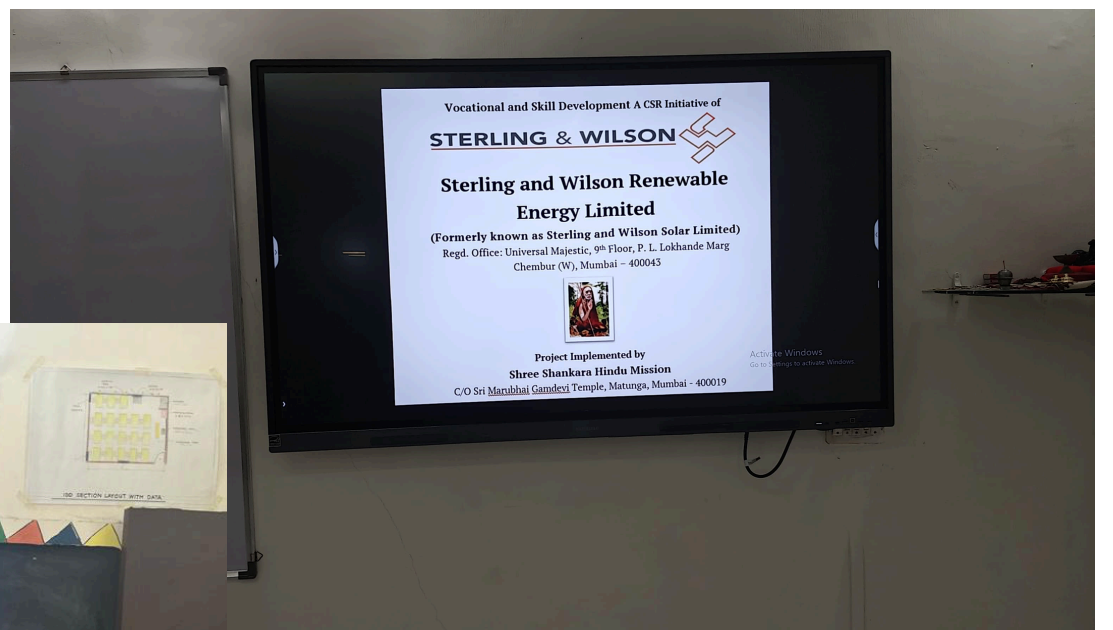9.25    26%    1012    32.0 μT

# Industrial Training Centres 's



## Computer Lab for data mining

## Interactive Panels

# Stand Alone Institutes



## Autorickshaw Training and License
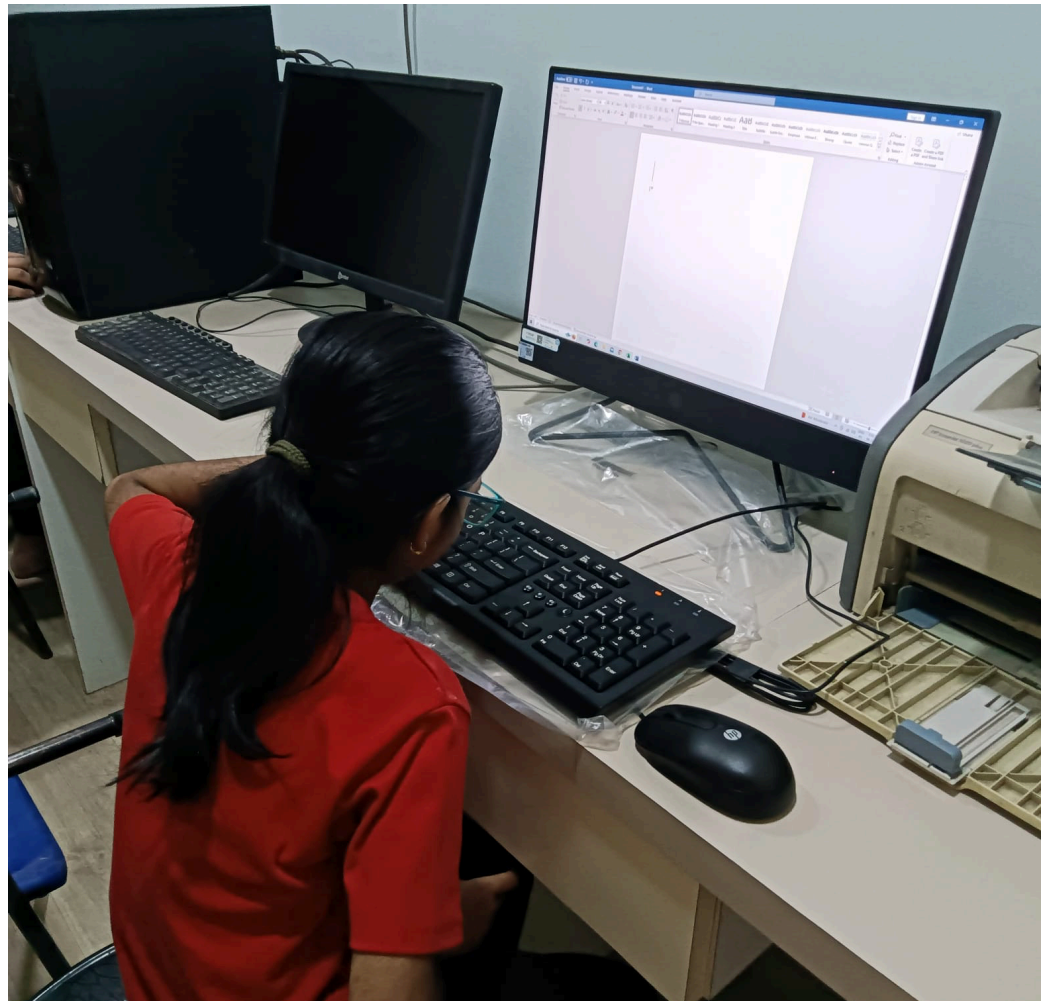
## Panels at Dumb and Deaf School

# Learning Environments in terms of Infrastructure Support

# Learning Environments in terms of Infrastructure Support

# Beauty Parlour Training at Skill Flame

# NextEd: Driving Inclusion, Innovation & Impact

1. **Enhanced Employability and Industry Readiness**

Beneficiaries, particularly vocational trainees, gain hands-on experience with modern tools such as computer labs, interactive panels, and cosmetology kits, making them more competitive and confident in the job market. This direct exposure to industry standards fosters not only technical proficiency but also soft skills, adaptability, and workplace confidence, which are critical for long-term career growth.

2. **Promotion of Digital Inclusion**

Integrating advanced digital infrastructure—such as 3D printers, specialized software, and smart panels—into universities and colleges, the program breaks down barriers to digital literacy. Undergraduate students, especially in higher education, benefit from improved access to technology, fostering a culture of innovation and digital fluency.

3. **Advancement of Social Equity and Inclusive Education**

Special attention is given to learners from marginalized backgrounds, including those with mental and hearing disabilities, as well as women and transgender individuals. By providing accessible digital infrastructure, learning aids, and targeted skill-based training, the program creates an inclusive learning environment. This not only enhances educational outcomes for these groups but also promotes social integration, self-esteem, and economic independence, thereby contributing to broader societal equity.

# Way Foreward : Enabling Equity Through Innovation and Infrastructure

To truly empower India's youth and bridge systemic gaps, the proposed CSR strategy for the coming year will focus on two interlinked pillars:

## 1. Strengthening Research & Innovation Ecosystems in Higher Educational Institutions (HEIs)

By supporting the development of state-of-the-art laboratories, research incubation hubs, and digital infrastructure in HEIs—especially those serving Tier 2 and Tier 3 regions—this initiative will:

- Foster industry-relevant skills through hands-on learning.
- Encourage interdisciplinary research and innovation.
- Bridge the academia-industry divide by creating future-ready graduates.

## 2. Building Foundational Infrastructure for Marginalized Communities

Parallelly, the initiative will invest in:

- Smart classrooms and digital access points in underserved areas.
- Renewable energy solutions for rural learning centers.
- Vocational labs and mobile learning units to boost grassroots skill development.

These efforts will not only advance digital equity and inclusive growth, but also foster a culture of research and entrepreneurship from the ground up. Together, these twin tracks lay the groundwork for a resilient, inclusive, and innovation-driven India.