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NASSCOM Hosts annual HR Summit in Chennai; Announces winners of Digital Skills Awards 2017

Chennai, July 20, 2017: Various technological, business and economic factors are driving change and accelerating pace across businesses, leading to powerful, secular and persisting evolution across the board including the IT industry. This and many more such trends will be discussed during the 14th edition of the two-day NASSCOM HR Summit 2017 which kick-started in Chennai. With the theme – "The times they are changing" – the summit looked at talent strategy for future and the consistent efforts that the industry is making to create opportunities for skilling and re-skilling of talent.

The two days of the summit encompasses discussions on the existing trends, challenges and industry-readiness to take them on, and to identify the trends and predictions for the next one, three and five years.

Talking about the re-skilling effort of the industry, **Mr. R Chandrashekhar, President, NASSCOM,** *said, "The industry is increasingly and rapidly moving from a scale-based model to a skill-based model. Reskilling is the need of the hour and the industry is coming together to identify relevant opportunities for employee retention and professional growth with focus on skills and proficiency levels. Increasingly, opportunities for technically skilled personnel is spreading across sectors, where a combination of technology skills and domain knowledge is needed."*

He further added that, "*Past HR best-practices of the industry are now changing because of the rapidly changing nature of the business. The industry is going through a radical course corrections in a short span of time leading to a new industry normal; which will be a lot different from the existing scenario.*"

On the side-lines of the summit, NASSCOM also announced the winners of **Digital Skills Awards 2017** to highlight the initiatives undertaken by technology firms to develop digital capabilities among existing and future workforce. NASSCOM Digital Skills Awards invited case studies from companies that highlighted how technology firms in India are developing relevant technology capabilities such as Big Data, IoT, Machine Learning Cloud Computing and Cyber Security within the workforce. NASSCOM received a total of 48 case studies across large, medium, and small companies. These companies were judged across 5 broad parameters: Leadership involvement, Infrastructure (learning platforms), Training content, Impact of these programs in terms of number of people trained and Return of investment (internal & business).

NASSCOM Digital Skills Awards: Top 8 companies

Company	Program
Infosys Ltd	**Digital Academy**: Creating programs on domain and emerging technologies for future needs **Results:** Infosys delivered 58,000+ training days in a year with 143,000+ employees spread across geographies having 680+ full time educators and 39 behavioral training experts approachable to the employees.
IBM	**Your Learning Open Digital Program**: A digital talent experience platform to accelerate skills needed in today's workplace **Results:** Your Learning's multi-sided platform made accessible to all of IBM's 378,000 employees 24/7.
iNautix Technologies	**Digital Pulse (NEXEN Building Block):** A Platform to Connect, Collaborate, Contribute **Results:** 644 employees trained on the new platform– cloud, data analytics, app development in last one year.

L&T Technology services	**Transformation program for Digital Re-skilling**: A personalized individual training plan created based on team, BU and Org. goals **Results:** 1700 employees trained on digital skills, 164 SMEs used for various training sessions, 200+ digital training sessions conducted in 2016
Mindtree	**Digital Engineers for Tomorrow**: Empowering Mindtree minds with Digital skills **Results:** 50% of Mindtree touched at least 1 Digital Skill
Saviant	Digital Skills Development Program: Creating knowledgeable workforce with skills to analyse business problems and create solutions **Results:** Delivered skill learning on SMAC ,AI/ML/NLP, IoT, Wearable Apps, Blockchain/Microservices/DevOps and Design Thinking
CSS CORP Pvt. Ltd	In-house state-of-the-art learning academy **Results:** 4396 employees trained along the program duration
Hughes Systique Pvt. Limited	Facilitating re-engineering of its workforce at all levels of the pyramid to enhance their skills and expand their knowledge. **Results:** 30% of workforce is ready with requisite expertise with a target of 50% by end of next year

About NASSCOM

NASSCOM® is the premier trade body and the chamber of commerce of the IT-BPM industries in India. NASSCOM is a global trade body with more than 2100 members, which include both Indian and multinational companies that have a presence in India. NASSCOM's member and associate member companies are broadly in the business of software development, software services, software products, consulting services, BPO services, e-commerce & web services, engineering services and animation and gaming. NASSCOM's membership base constitutes over 95% of the industry revenues in India and employs over 3.5 million professionals.

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