

Q When was Infrastructure Equipment Skill Council (IESC) started? What is its motive?

A IESC was set up in 2014 to contribute to and be a part of the National Skill Development Mission officially launched by the Hon'ble Prime Minister in 2015 on the occasion of World Youth Skills Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities. IESC is the apex body for skilling related activities in the Construction Equipment Industry in India and acts as an interface between the Government (Central & State) and the Industry on subjects related to skilling. IESC works closely with NSDC (National Skill Development Corporation of India) and the apex regulator NCVET. All IESC Job roles are aligned with the National Skill Qualification Framework (NSQF). IESC represents more than 40 OEMs in the Construction Equipment Industry many of whom are Multinationals. Since its inception, IESC has developed 40 job roles covering over 80% of the work force, accredited over 60 Training Partners, certified over 800 trainers and trained over 50,000 personnel. IESC is duly supported by Construction Equipment OEMs through state-of-the-art operator training centres across India and also works with many Private Training Partners. IESC's vision is to create a sustainable industry aligned ecosystem for robust skill & entrepreneurship development in Infrastructure Equipment Sector

Q Despite a lot being said and done, the challenge of upskilling and training operators remains. How can the construction equipment industry meet the growing demand for trained and certified operators and mechanics? What are some of the biggest challenges you are facing in up-skilling people and how are you navigating through these challenges?

A A key challenge being faced by the Construction equipment sector is the high cost involved in training operators and mechanics, viz-a-viz other sectors, by virtue of the high capex & opex involved. Compensation of IESC's training cost therefore needs to be re-evaluated by the Government. In view of the increase in demand for CE operators and technicians in the future, and on account of safety requirements with regard to operation of Construction equipment, it is important that the Government considers mandating deployment of trained & certified Construction Equipment Operators and Technicians in India across projects, in a phased manner. The Indian Construction Equipment Manufacturers Association (ICEMA) along with IESC has represented to the Government on this issue. Another area of concern is the low appeal for Construction equipment operator job roles amongst the youth considering the arduous & remote working conditions where such equipment operate. There is therefore a strong need to make equipment

operator and technician job roles more attractive and lucrative for the youth. This can only happen through a sustained campaign to increase awareness amongst the youth and especially so through OEM campaigns and Educational Institutes. OEMs, as a part of their corporate CSR initiatives, are also engaging with youth from villages and underprivileged communities in the country to promote equipment operator and Technician training programmes.

Q What is the current demand-supply scenario of skilled manpower for construction and equipment industry?

A The Construction Equipment Industry is a key enabler of Government's flagship infrastructure projects such as the Rs. 111 Lakh Crore National Infrastructure Pipeline and the Rs. 100 Lakh Crore PM Gati-Shakti National Master Plan. The Construction Equipment (CE) Vision Plan 2030 envisages a 3X growth in volumes between FY20 & FY30, implying that ~3 million CE operators and mechanics will be required to operate & service Infrastructure equipment between FY20 & FY30. Trained and certified Construction Equipment operators are essential not only for completion of projects on time and within the desired quality parameters but also from the point of view of safety as most construction and mining equipment are operated in a hazardous environment where adherence to safety norms/standards is imperative.

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Qualification Packs and Content

IESC Job Roles, aligned to National Skill Qualification Framework (NSQF), cover a wide range of areas including equipment operations, maintenance & repair and supervision.

Additional job roles in emerging areas of new Products and Technologies are constantly evaluated and actioned upon.IESC has 28 Job Roles that are currently available at NSQF levels 3, 4 and 5. IESC offers Member companies with inputs to

upskill their existing workforce and hence reduce/eliminate the skill gap.

Accreditation of Training Partners (TPs) and Affiliation of Training Centers(TCs)

IESC assists in Accreditation of Training Partners and Affiliation of Training Centres. IESC works with Industry partners , Academia and Private Training partners in setting up a Skilling ecosystem to cater to the evolving skilling needs of the Industry,

Building Strategic Partnerships

IESC offers a platform, through regular meetings, conferences and exhibitions, for Members to connect on key issues related to skill development in the Construction Equipment Industry.Industry Partnerships, Academia Connect, linkages

with Private Training Partners and NGOs are facilitated by IESC.

Project Management

IESC implements Skilling projects through its Partners. The activities include Coordination with Funding Agencies,Allocation of Targets to Partners,Monitoring of Project Execution,ensuring Uniformity and Consistency in Training Delivery and Process Audits at Project Sites.

Creation of a Pool of Skilled personnel

IESC, through its Industry validated qualification packs, network of Training partners and Trainers , provides Member companies with access to a large and skilled pool of trained and certified manpower who are “Industry ready”. in the Construction Equipment Industry.Industry Partnerships, Academia Connect, linkages with Private Training Partners and NGOs are facilitated by IESC.



Q What is the vision of IESC for the next 5 years?

A A study commissioned by the CE Industry Association on the Technology Vision Road Map 2035 focused on Jobsite Safety, Jobsite Solutions and Sustainability. Corresponding evolution of skills was also studied. Many of the focus areas such as Safety features, AI/ML integration, Autonomous and digitalized construction, alternative fuels are being explored. IESC will look to expand its footprint by adding more members, expanding partnerships, including more products and pushing for widespread adoption of its Qualifications.