Infosys BPM as part of its Corporate Social Responsibility initiatives conducts employability skills training programs for universities and colleges across India under the banner of Project Genesis. We organize Faculty Development programs and Student Development programs with an objective to increase employability skills of students in Tier II, Tier III & Tier IV cities and make them corporate ready. The curriculum aims at bridging the gap between course-curriculum at graduate schools and the industry requirements Our targeted audience is students from non-engineering and non IT background which means under graduate students pursuing courses like B.Com, BBA, B.A., B.Sc. etc. Till date, we could reach out to more than 3 Lakhs students through the trained faculties trained and more than 12000 students through our direct student training programs.

The curriculum is based on Global Business Foundation Skills which aims at bridging the gap between course-curriculum at graduate schools and the industry requirements. As it is done under the banner of CSR, the programs are organized free of cost for both the faculties and the students. In the month of July, we trained 24 academicians of Devi Ahilya Vishwavidyalaya on Global Business Foundation Skills. These trained faculties are now going to train their students and help them become employable. Our sincere gratitude to VC Ma'am, Dr. Maya Ingle and the faculties of Devi Ahilya Vishwavidyalaya for joining hands with us in making a difference in student community.

Shalini Jayakrishnan
Head, Corporate Social Responsibility and Diversity & Inclusion at Infosys BPM

Shelly Kamboj
Senior Lead – Corporate Social Responsibility & Diversity & Inclusion at Infosys BPM

Out of millions of students graduating every year, percentage of employable graduates have always remain under 48% (as per India Skill report). It has been found that while there are ample of opportunities available in the job market, more than 50% of graduates are unemployed majorly because they don't possess the employability skills. This clearly means there is a huge gap between academia and industry needs. Along with the sound subject/domain knowledge, employers often look for certain skills which help an employee to carry out their work to best of their ability. They are called employability skills which are now more aptly be called essentials skills. For students from streams other than IT and engineering, two major and generic employability skills tested and assessed by any organization are problem solving, decision making through an aptitude test and communication skills through essay/email writing, extempore and multiple round of interviews. Unfortunately, majority of applicants do not clear the first round of screening which is a Quantitative Aptitude test and further many do not clear the interview rounds as they are unable to articulate their subject knowledge. These skills are not only needed to get a job but they go a long way in one's career. Infosys BPM Corporate Social Responsibility team aims at developing these skills in graduate students of Tier II, Tier III and Tier IV by training faculties on Global Business Skill Foundation. The curriculum is developed by Infosys BPM in association with other IT & ITes company and is endorsed by NASSCOM. The objective of this program is to train students in basic foundation skills, which will help them be better prepared for employment. Through our trained faculties, we have been able to train more than 2 Lakhs students across the country. It was our pleasure training 24 academicians of Devi Ahilya Vishwavidyalaya few months back and we look forward to building a long term association with DAVV so that we can reach out to more & more students in Indore and cities nearby.

Skill Task Force Group of DAVV, Indore is committed to organize the activities regularly for the stakeholders such as students, faculty, staff & other community members too. The main aim behind it is to improve a variety of skills as per the requirements of stakeholders. As per UGC's view, Life is the greatest teacher but to learn from life you require skills. Thus, Life Skill are the skills that we learn & teach throughout the life. Our activities are essentially focused upon building up Communication skills, Professional Skills, spreading awareness among stakeholders about the contemporary social and technological issues etc. so as to disseminate the skills socially.
Dr. Maya Ingle, *Co-ordinator, Skill Task Force Group, DAVV*

Devi Ahilya Vishwavidyalaya, Indore start SKILL DEVELOPMENT PROGRAM for students , home makers & senior citizens as well as all interested participants who wants to join and take part and wants to learn creative articles and products and also earn income by selling their own products and get self-respect from society by doing good social work in positive way. Skill development is the process of identification of the skills gap in youth and providing skilling training & employment benefits to them…Therefore, both central & state government are continuously making efforts to provide skill development to the youth with their skills partners around the country. Skills are developed in Learning, Experience, Ability, and Growth, training, Competence and knowledge.
Dr. Bharti Joshi, *Member, Skill Task Force Group, DAVV*

I believe in "Learning by Doing" and always motivate my students to work on this policy. A doer can learn the things much better as compared to a reader or listener. One can never claim to learn until he/she has the ability to perform a given task. Every person has potential and can turn into "Skilled" category by practicing more and more in the relevant field. Professional growth of a person highly depends upon the extra skills possessed by him/her. Therefore in any career or profession, irrespective of age bar, one should always be ready to learn extra skills.
Dr. Shraddha Masih, *Member, Skill Task Force Group, DAVV*

As said by Mr. Wilbur Wright (who succeeded in making the first free, controlled flight of a power-driven airplane): "It is possible to fly without motors but not without knowledge and skills". Devi Ahilya Skill task force is aiming to impart various skill sets by the means of various workshops, literature, messages. One can take knowledge like glue that helps understanding a topic better. It can also be used to improve learning, while developing skills is a vital tool that can help individuals reach their goals and live a better life. It is also a requirement for the country's economic growth.
Dr. Vivek Shrivastav, *Member, Skill Task Force Group, DAVV*

A skill is an expertise, technique or know how to perform particular task. The level of expertise depends upon the time dedicated by a person in practicing the skill. Whereas, knowledge answers the question 'what?', skill answers the question 'how?'. Skills can be classified as cognitive/practical, hard/soft, personal/interpersonal, social/ psychological, etc. Hard skills are specific competencies that are quantifiable and can be demonstrated through tangible evidence e.g. degree, certificate or work experience. Programing, financial planning, copywriting, etc. are examples of hard skills. Soft skills are those that are demonstrated through work style and approach and not easily quantifiable. Communication, critical thinking, leadership, etc. are example of soft skills. In order to stay industry relevant and successful in today's competitive and extremely dynamic professional world, possessing a holistic skill set is imperative. An updated skill set is as relevant to a fresher, as to mid-career professionals. Possession of requisite skills help in personal growth and enhance the employability and career progression opportunities for a professional.
Dr. Anandita Chatterjee, *Member, Skill Task Force Group, DAVV*

Skill Task Force group provides many skills program for students, teaching staff and for non-teaching staff. Various types of career development activities can help the students to know about their goals or set up one and the ways to move towards it. Thus, career development activities for college students are vital for their better future. Teachers can improve their skills by involving themselves in continuing education and, in turn, boost student. In this group, Non-Teaching Staff also get benefited, like they learn about digitalization, Cyber-Crime Awareness, Excel etc.
Mrs. Jyoti Haweliya, *Member, Skill Task Force Group, DAVV*