Wadhwani Opportunity

Accelerating vocational placements and career growth
Creating Jobs
Through entrepreneurship, innovation and skills development.

Changing Lives
Through creating high-value jobs and empowering individuals to command those jobs.

Scaling Impact
Through technology, networks, and partnerships across Asia, Africa and Latin America.

Mission
Accelerating economic development in emerging economies through large-scale job creation.
Wadhwani Opportunity empowers students to acquire, sustain and progress in family supporting jobs by providing them on-demand, AI-enabled access to high quality skilling.

- Integrates skilling with shop-floor training for vocational careers
- Enables employers, vocational trainers, and academic Institutes adopt employability programs for superior outcomes

Providing 21st century employability skills to millions of students
# Soft vs Hard Skills: Employers’ Survey

**Survey of 1100+ Companies**

## Importance of hard and soft skills

<table>
<thead>
<tr>
<th>Industry</th>
<th>Soft Skills</th>
<th>Hard Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT-ITES</td>
<td>62%</td>
<td>38%</td>
</tr>
<tr>
<td>BFSI</td>
<td>57%</td>
<td>43%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>53%</td>
<td>47%</td>
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<tr>
<td>Beauty &amp; Wellness</td>
<td>52%</td>
<td>48%</td>
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<tr>
<td>Pharmaceuticals</td>
<td>51%</td>
<td>49%</td>
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<tr>
<td>Electronics &amp; Hardware</td>
<td>50%</td>
<td>51%</td>
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<tr>
<td>Hospitality / Tourism</td>
<td>49%</td>
<td>51%</td>
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<tr>
<td>Retail</td>
<td>45%</td>
<td>55%</td>
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<tr>
<td>Overall</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Gems &amp; jewellery</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Textile &amp; Handlooms</td>
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<tr>
<td>Automotive</td>
<td>43%</td>
<td>57%</td>
</tr>
<tr>
<td>Furniture &amp; Fittings</td>
<td>42%</td>
<td>58%</td>
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<tr>
<td>Other Manufacturing</td>
<td>42%</td>
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</tr>
<tr>
<td>Metals &amp; Non Metals</td>
<td>41%</td>
<td>59%</td>
</tr>
<tr>
<td>Engineering</td>
<td>41%</td>
<td>59%</td>
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<tr>
<td>Food Processing</td>
<td>41%</td>
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<tr>
<td>Power</td>
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<tr>
<td>Security</td>
<td>39%</td>
<td>61%</td>
</tr>
<tr>
<td>Machinery and Mach. Tools</td>
<td>39%</td>
<td>63%</td>
</tr>
<tr>
<td>Mining</td>
<td>39%</td>
<td>61%</td>
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<tr>
<td>Electronics</td>
<td>38%</td>
<td>63%</td>
</tr>
<tr>
<td>Rubber Plastic Petro&amp; Chem</td>
<td>34%</td>
<td>67%</td>
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</tbody>
</table>

## Premium companies are willing to pay

<table>
<thead>
<tr>
<th>Industry</th>
<th>Less than 10%</th>
<th>10% - 20%</th>
<th>More than 20%</th>
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<tbody>
<tr>
<td>IT-ITES</td>
<td>61%</td>
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*Includes organizations with employees <200, 200 – 500, 500 – 2000, over 2000 employees; All values indicated are simple average*
What do Employers look for in Hiring

- Domain: 30%
- Result Oriented: 28%
- Interpersonal and Communication: 19%
- Numerical & Logical Ability: 10%
- Cultural Fitment: 9%
- Agility: 4%

It's more important to hire for:

- Soft Skills: 30%
- Hard and Soft Skills: 62%
- Hard Skills: 8%
- Soft Skills: 30%

92% of executives say that soft skills are equally or more important than technical skills.

Source: The Wall Street Journal
Wadhwani Opportunity:
21st Century Competency Clusters for Employability

After surveying 1100+ companies, we derived the Top-10 Clusters

- Communication Basic
- Customer Centricity
- Attitudes & Behavioural Skills
- Digital Literacy Basic
- Problem Solving
- Communication Workplace
- Teamwork
- Workplace Awareness
- Digital Literacy Workplace
- Entrepreneurial Mindset
- Success in Interview
Wadhwani Opportunity Skilling Pyramid

700+ hours of mobile and video-centric content on cloud, facilitated by engagement analytics

Key Features

- Experiential learning model
- Cloud/mobile based solution
- Scenario-based simulations
- Employer-centric content
- Collaborative/synergistic Activities
- Continuous Assessments
- Progressive Methodology
- 24*7 Digital Assistance
- Analytics to the last mile
- 360° Scorecard
- Global multilingual content

### Sectorial Employability Skills (100 Hrs)
- Sector-specific core and professional skills

### Job Role Skills (150 Hrs)
- Role-specific domain skills in various sectors

### JobWISE: 21st Century Skills (170 Hrs)
- Sector agnostic core and professional skills

### All Skilling Sectors (Manufacturing & Services)

### Client Specific Skills: Delivered by Industry

### Sectorial Employability Skills

- **Common**
- **Domain**
  - HC - 60 hrs
  - Retail - 20 hrs
  - Hosp - 90 hrs

### Job Roles

### Job Role Skills

### Language:
- English, Hindi & Spanish

### Courses:
- Job Ready (120 Hrs), Job Rise (55 Hrs)

### Methodology:
- Watch, Think, Do (Team & Self);
- Technology led (80%), Facilitator led (20%)

### Modes:
- Facilitator-led in classroom
- Direct to classroom
- Direct to student
- Direct to home

### Format:
- Online & Offline digital content
- Integrated text books for schools
Wadhwani Digital Skilling Model

With “Student” as the centrepiece

- **MOBILISATION**
  - Make an informed decision
  - Various sectors Information
  - Job growth and competencies required
  - Overview of “where are the jobs”

- **COUNSELLING**
  - What am I best suited for
  - Passion vs capability
  - Join the right course

- **TRAINING**
  - Learn & Practice the competencies
  - Active participation in activities
  - Being confident to face Interviews

- **PLACEMENT & POST PLACEMENT**
  - Apply for the right Job
  - Join the right Job
  - Be the best among peers
  - Confidently progress in life

With “Student” as the centrepiece
Wadhwani Digital Skilling Model

Student life cycle & offerings

01 What am I good at
02 Which domain should I take
03 How & what do I learn
04 How do I clear Interview
05 How do I get on the Career growth path
06 How do I shine @ work place

JobRise Series
Psychometric Test
Counselling Pack
Mentoring Solution*
JobWise Content
LearnWise LMS
Digital Assessments
Interview Prep
Wadhwani Solution to Partners

What do we Provide to partners at no cost
1. Digital Content
2. Technology Platform
3. Analytics to the last mile
4. Train the trainer program*
5. Student assessments data
6. Placement support
7. Mentorship support

What do we expect from partner organisation
1. Provide basic infrastructure
2. Provide Internet bandwidth
3. Assign weightage
4. Provide students/learners
5. Share student progress data
6. Share the impact data
7. Governance structure

Model: Pilot phase to Scale phase
Programs in India

Schools

Partnership with Govt. of India to mainstream Employability Courses in High Schools:
- 6,000 Vocational schools
- 27 states
- 12,000 teachers
- 0.8 million students

Vocational Training Providers (VTPs)

- 100+ NSDC partners
- 50K students
- 300 trainers

Skill Universities

- Partnership with 3-residential Universities
- 4K students

Employers

- Partnership with AICTE-NEEM: 500 students in first pilot
- Large Employer Engagement: 1K students (Shahi Exports, Maruti, CCD, Muthoot etc)
Programs in Latin America

- First Pilot launched at Nestle Mexico with very positive results engaging on scaling process in 2020
- 1000 Students impacted with the XXI Century Skills and expectation to reach 10X scale in 2020
- 21st Century Skills deployed for 1,400 students on COBATAB institutes

Programs in SE Asia

BANGLADESH
- Operations begin with Polytechnics, VTP's & Employers targeting 2000 students

PHILIPPINES
- Piloting at two campuses with 4,000+ students
Programs in Africa

EAST AFRICA – KENYA, UGANDA, TANZANIA, RWANDA
• 15 Polytechnics & VTCs 350 students

SOUTHERN AFRICA – S AFRICA, BOTSWANA, NAMIBIA
• Polytechnic rollouts with Govt. in Namibia – 400 students; pilot roll out with Govt. of Western Cape

WEST AFRICA – NIGERIA & GHANA
• Polytechnic rollouts with Govt. in Namibia – 400 students; pilot roll out with Govt. of Western Cape with 400 students

MENA AND TURKEY
• 3 polytechnic training centres in Egypt [100 students, 7 faculty trained]
Multiple partnerships across geographies in skills development domain are key to achieving the mission of jobs fulfilment at scale
Inspired by

Dr. Romesh Wadhwani

Founder and Chairman

• Silicon Valley entrepreneur and philanthropist
• Until 1999, built three successful companies, last of which was exited at over $9 billion
• Founding Chairman and CEO of $3.5 billion Symphony Technology Group
• Founder and Chairman of Wadhwani Foundation (2003)
• Founding Chairman of PE firm Symphony AI (2018)
• Member of the Gates Buffet Giving Pledge
• Padma Shri 2020 awardee
• President Obama appointee to the Board of Trustees of the John. F. Kennedy Center
• Board Member of Center for Strategic and International Studies, Washington, D.C.
• Expanded Foundation’s initiatives across 20 countries and enabled over $100M of Govt. investment during the past eight years
• Scaled startup Symphony Services to $175M with eventual exit at $780M
• Grew AutoCAD business from $170M to $850M during 10 years at Autodesk
• PhD research on computer graphics lead to multi-million dollar products at GE and Autodesk
• B-Tech, IIT Bombay, India and Ph.D from University of Rochester, USA
THANK YOU!

https://www.wfglobal.org/opportunity/