Empowering students to command family supporting wages by equipping them with 21st century employability skills
Mission: Accelerating economic development in emerging economies through large-scale job creation.

About Wadhwani Foundation

Wadhwani Advantage: Empowers small and medium size businesses with capabilities to maximise their growth potential

Wadhwani Entrepreneur: Inspires, educates and enables startup entrepreneurs

Wadhwani NEN: Empowers students to create high-potential startups

Wadhwani VFT: Empowers entrepreneurs and incubators to build successful and scalable startups

Wadhwani Opportunity: Empowers students to command family-supporting jobs through 21st century skills

Wadhwani Innovation: Accelerates large-scale academia/industry lead innovation through grants

Wadhwani Catalyst Fund: Amplifies economic and job growth through scaling third-party efforts

Wadhwani Institute of Technology and Policy: Bridging the gap between Policy and Technology

Create Jobs • Change Lives • Scale Impact

ASIA
AFRICA
LATIN AMERICA
Wadhwani Opportunity

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
### 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>
</tr>
<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>
</tr>
<tr>
<td>Retail</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Overall</td>
<td>45%</td>
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</tr>
<tr>
<td>Gems &amp; Jewellery</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Textile &amp; Handlooms</td>
<td>44%</td>
<td>56%</td>
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<tr>
<td>Handicrafts &amp; Carpets</td>
<td>44%</td>
<td>56%</td>
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<tr>
<td>Logistics</td>
<td>44%</td>
<td>56%</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>
</tr>
<tr>
<td>Other Manufacturing</td>
<td>42%</td>
<td>58%</td>
</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>
</tr>
<tr>
<td>Food Processing</td>
<td>41%</td>
<td>58%</td>
</tr>
<tr>
<td>Construction</td>
<td>41%</td>
<td>59%</td>
</tr>
<tr>
<td>Power</td>
<td>40%</td>
<td>60%</td>
</tr>
<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>
</tr>
<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>
</tr>
</tbody>
</table>

#### Premium companies are willing to pay

<table>
<thead>
<tr>
<th>Industry</th>
<th>&lt; 10%</th>
<th>10% - 20%</th>
<th>&gt; 20%</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT-ITES</td>
<td>61%</td>
<td>35%</td>
<td>4%</td>
</tr>
<tr>
<td>BFSI</td>
<td>43%</td>
<td>50%</td>
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<tr>
<td>Healthcare</td>
<td>21%</td>
<td>77%</td>
<td>2%</td>
</tr>
<tr>
<td>Beauty &amp; Wellness</td>
<td>42%</td>
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<tr>
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<td>64%</td>
<td>4%</td>
</tr>
<tr>
<td>Retail</td>
<td>35%</td>
<td>60%</td>
<td>4%</td>
</tr>
<tr>
<td>Overall</td>
<td>35%</td>
<td>59%</td>
<td>6%</td>
</tr>
<tr>
<td>Gems &amp; Jewellery</td>
<td>20%</td>
<td>80%</td>
<td>7%</td>
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<tr>
<td>Textile &amp; Handlooms</td>
<td>33%</td>
<td>67%</td>
<td>7%</td>
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<td>40%</td>
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</tr>
<tr>
<td>Logistics</td>
<td>8%</td>
<td>85%</td>
<td>18%</td>
</tr>
<tr>
<td>Automotive</td>
<td>23%</td>
<td>59%</td>
<td>18%</td>
</tr>
<tr>
<td>Furniture &amp; Fittings</td>
<td>73%</td>
<td>64%</td>
<td>11%</td>
</tr>
<tr>
<td>Other Manufacturing</td>
<td>36%</td>
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<tr>
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<td>11%</td>
<td>78%</td>
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<td>24%</td>
</tr>
<tr>
<td>Rubber Plastic Petro&amp; Chem</td>
<td>14%</td>
<td>71%</td>
<td>14%</td>
</tr>
</tbody>
</table>

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%

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

Based on a survey of 1100+ companies, we derived the Top-10 Clusters

- Communication: Basic
- Communication: Workplace
- Customer Centricity
- Attitudes & Behavioural Skills
- Digital Literacy: Basic
- Digital Literacy: Workplace
- Problem Solving
- Teamwork
- Workplace Awareness
- Entrepreneurial Mindset

Success in Interview
Key Features

- Experiential learning pedagogy (WTCDE)
- Web/mobile based solution
- Scenario-based simulations
- Employer-centric content
- Collaboration (classroom, online)
- Continuous Assessments
- 24*7 Digital Assistance
- Analytics to the last mile
- Comprehensive Skill Scorecard
- Global content

Client Specific Skills: Delivered by Industry

Job Role Skills (110 Hrs): Role-specific domain skills in various sectors

Sectorial Employability Skills (107 Hrs): Sector-specific core & professional skills + POSH

JobWISE: 21st Century Skills (165 Hrs)
Sector agnostic core and professional skills

Language:
English, Hindi, Spanish, Brazilian Portuguese, Bangla WIP

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

Methodology:
Watch, Think, Collaborate, Do, Explore
Technology led (80%), Facilitator led (20%)

Modes:
Direct to Faculty (D2F) – Partner-led
Direct to classroom (D2C) – WF-led
Direct to student (D2S) – WF-led

Format:
Online digital content
Integrated textbooks

Information about the top 10 sectors in the Skilling domain
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”

CAREER GUIDANCE
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
Wadhwani Digital Skilling Model
Student life cycle & offerings

1. What am I good at
   - Which domain should I take

2. How & what do I learn

3. How do I clear Interview
   - Interview Prep

4. How do I shine @ workplace

5. How do I get on the Career growth path
   - JobRise Series

6. What am I good at
   - Psychometric Test

*Mentoring Solution*

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*under development*
Wadhwani Opportunity:
Benefits for Learners

Equipping job-seeking students with 21st century employability skills

• Career Guidance Solution – Helps learners to know the work domain in details and choose the right career path
• Digital Learning Platform
  • Personalized login to access the platform
  • Hybrid Learning solution
  • Anywhere Anytime self-learning
  • Digital evaluation
• 21st Century Employability Skills Development Content
  • Digital, Interactive, Industry Case study based
  • JobReady – get ready for the work-environment and requirements
  • Success in Job interview – improving interview handling skills for faster selection
  • JobRise – Workplace behavioural skills, help in Job Retention
  • Shine at Workplace – getting ready for next level
• Mentoring solution for career progression (under development)
• Digital Comprehensive Score Card
• Digital Convocation
• Course Completion Certification
Wadhwani Opportunity:
Benefits for Learning Partners

Enables adoption of employability programs by vocational trainers and academic
Institutes for superior outcomes

• Digital interactive learning content; AT NO COST
• Access to LMS platform for teachers and learners
• Capacity building: Organizing ToT programs for faculty development
• Counselling of students through Career Guidance Portal
• Mentoring learners through detailed program analytics
• Joint certification
• Digital convocation
• Post placement, job retention and training support (digital)
• Content customization (for large projects)
• Joint content creation (for large projects)
Wadhwani Opportunity:
Benefits for Industry Partners

Providing employers with industry-ready students having better capabilities than their peers

- Talent retention and talent progression solutions for interns/apprentices/new joinees
- Workforce Behavioral Skills Development; Digital solution to impact workforce productivity
- Industry complied training solutions
- Access to the LMS platform for facilitators and learners
- Capacity Building – Organizing Capacity building through ToT/MTOT programs for HR workforce
- Invite to participate in our Industry Advisory Committee for suggesting, evaluating, co-creating industry relevant digital learning content to impact the workforce
- Joint initiative under CSR to impact the youth
- Mentoring learners through detailed program analytics, helping them to grown in ladder
- Joint certification for workforce
Skills Scorecard for Learners

Comprehensive Skills Indicators

Learners receive a personalized *Comprehensive Skills Scorecard* based on their performance on the program.

- The scorecard is based on the Skills Indicators covered in each competency
- It is a visual display of the skills that learners have / need to improve upon
- Learners can also download a copy
Dr Romesh Wadhwani  
Founder and Chairman

• Silicon Valley entrepreneur and philanthropist  
• Until 1999, built three successful companies, the last of which was exited at over $9 billion  
• Founding Chairman and CEO of $3.5 billion Symphony Technology Group (1999)  
• Founder and Chairman of Wadhwani Foundation (2000)  
• 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.

Dr Kela leads the Foundation’s initiatives globally and is driving its expansion across Asia, Africa and Latin America.

• 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

Sanjay Shah  
Chief Operating Officer, India/SE Asia

Sanjay heads the India/SEA operations of the Wadhwani Foundation.

• Over three decades of experience in founding and steering software product companies to the global market  
• Founded Zapty, Instavans Logistics, Skelta, Everest Software and Accel Computers, some of which were successfully acquired  
• Last stint was with iManage as its Managing Director for Asia responsible for business development of its solutions in Asia  
• On the board of Sasken Technologies and Instavans Logistics as an Independent Director, and on the advisory board of Avo Automation  
• Member of iSpirt (Indian Software Product Industry Round Table), Young President’s Organization, and currently on the board of the Bangalore chapter  
• M.S. in Computer Science from Virginia Tech and a B.Tech in Aeronautical Engineering from IIT, Bombay

Sunil leads the Wadhwani Opportunity program in Asia and is expanding its footprint in emerging economies

• Undertook multi-initiatives at NIIT:  
  • Contributed to building Industry connects for placing 200K students  
  • Co-founded a new business venture ‘Stackroute’  
  • Led the B2C Digital transformation series  
• 25-Years of experience in vocational training  
• Hons in Economics from Delhi University

Sunil Dahiya  
EVP, Wadhwani Opportunity

Sunjay leads the India/SEA operations of the Wadhwani Foundation.

• Silicon Valley entrepreneur and philanthropist  
• Until 1999, built three successful companies, the last of which was exited at over $9 billion  
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Sunil Dahiya  
EVP, Wadhwani Opportunity
Our Overall Experience

- 200,000+ Students taking Employability Courses
- 700+ Hours of Mobile & Video-Centric Content on Cloud
- 14 Countries across three continents
- 10 Clusters of Employability Courses
Thank You

www.opportunity.wfglobal.org