



Creating Skilled Logistics Professionals

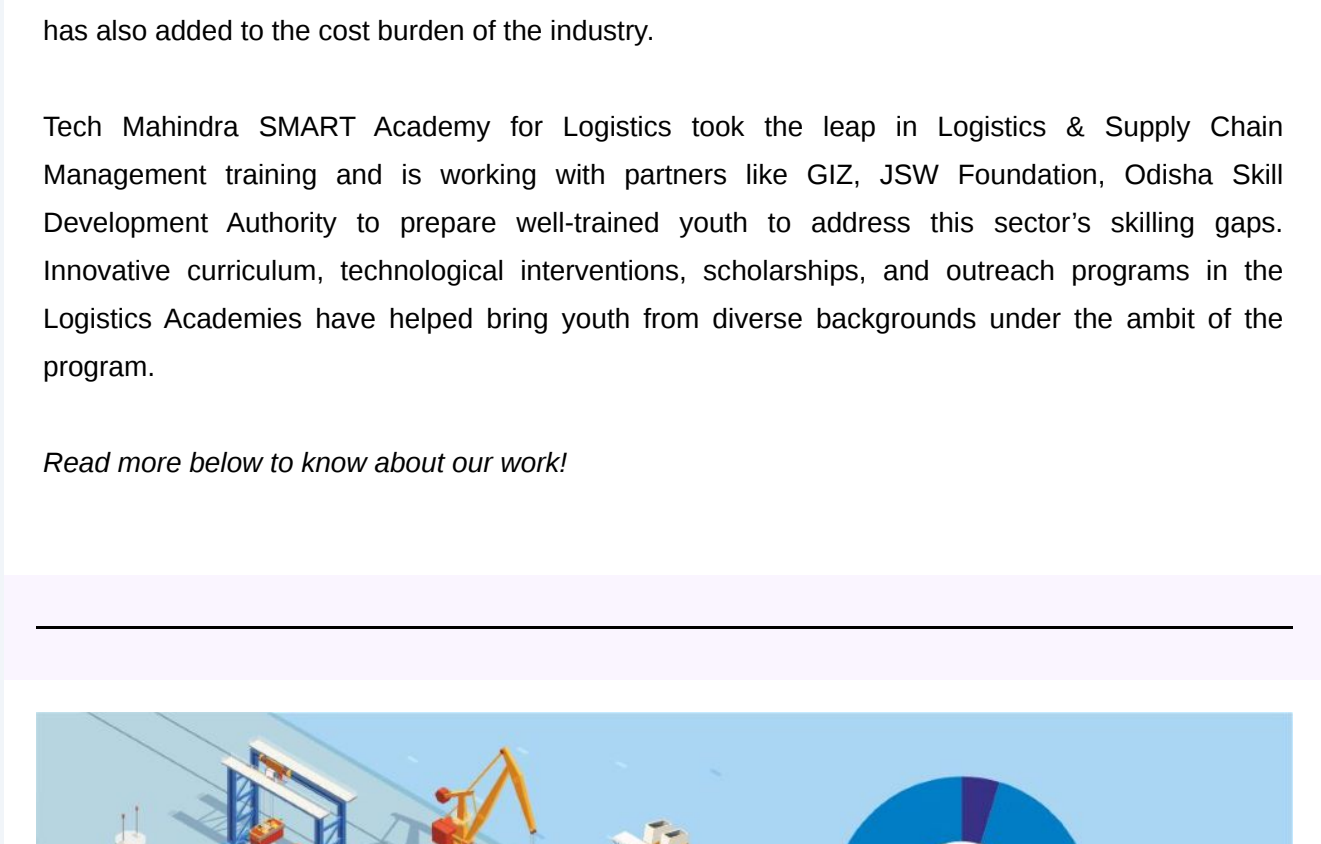
Dear Friend,

Welcome to the **January** Edition of **Samvaad**. This edition highlights the contribution of **Tech Mahindra SMART Academy for Logistics** in building a skilled workforce for the logistics sector. Starting in 2018 from Visakhapatnam, the Academy has now expanded to Chennai, Hyderabad and Bhubaneswar, strategically responding to the coastline requirements for skilled logistics professionals.

Nearly **22 million people** are employed in India's logistics sector, which includes e-commerce delivery to warehouse and cargo management. But, **only 4.7%** of those engaged are formally skilled. Tipped to be one of the top five employment generators in the country, this huge skilling gap has also added to the cost burden of the industry.

Tech Mahindra SMART Academy for Logistics took the leap in Logistics & Supply Chain Management training and is working with partners like GIZ, JSW Foundation, Odisha Skill Development Authority to prepare well-trained youth to address this sector's skilling gaps. Innovative curriculum, technological interventions, scholarships, and outreach programs in the Logistics Academies have helped bring youth from diverse backgrounds under the ambit of the program.

Read more below to know about our work!



Investing in skilling can enhance efficiency and open career opportunities for the youth

Bringing Change with Logistics Academies



Innovation in Classrooms

TMF's Logistics Academies cover a **broad spectrum of logistics-related topics** to cater to various job requirements within the industry. In addition to technical skills, the Academies offer training in soft skills such as communication, teamwork, and problem-solving. Focusing on practical, hands-on training, the curriculum integrates Augmented Reality/Virtual Reality (AR/VR) and Metaverse-based learning for engaging and interactive experiences. Trainees can virtually practice tasks such as operating forklifts and managing inventory in a safe environment.



Prioritising Inclusion

The logistics sector has historically seen less participation from women. Logistics Academies are working to create a level playing field for everyone with extensive outreach, awareness, and scholarship initiatives. This year, there has been a positive change, with more than 30% of admissions coming from women students.

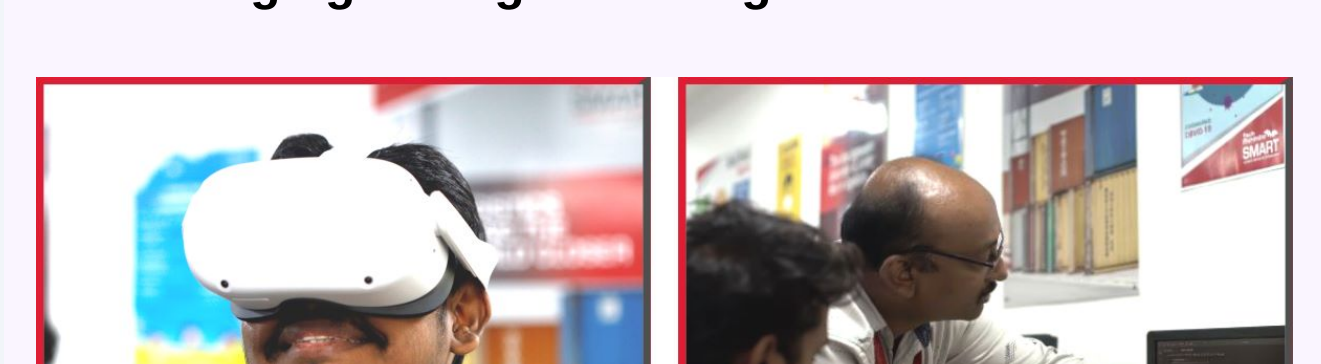
TMF is actively working to support more young people from Marine Fishers' communities near the Academies with skilling opportunities and scholarships up to 80% of Academy fees. Students from other disadvantaged backgrounds continue to receive up to 50% **scholarships**.



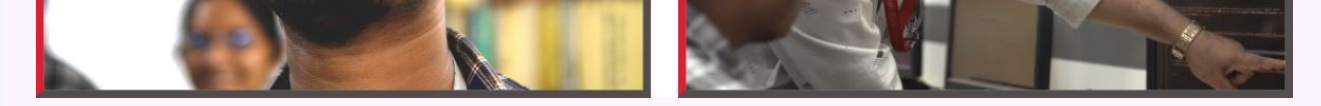
Moving Ahead with Partnerships

Over the years TMF has joined hands with both government and private organisations on various fronts. The ASCENT program, in **collaboration with GIZ**, has been instrumental in training trainers with improved pedagogy and technical skills, incorporating AR/VR and self-paced learning content. TMF's partnership with JSW Foundation has been able to support many students in the Academies. The Foundation has been recognised as an affiliated training partner of the Logistics Sector Skill Council. The Academy has also partnered with BIBS, a Kolkata-based Management Institute for their MBA course in Supply Chain Management. In collaboration with Odisha Skill Development Authority (OSDA), TMF's Logistics Academy in Bhubaneswar is now making skilling in logistics accessible for the youth of the state.

Journey of SMART Logistics Academies

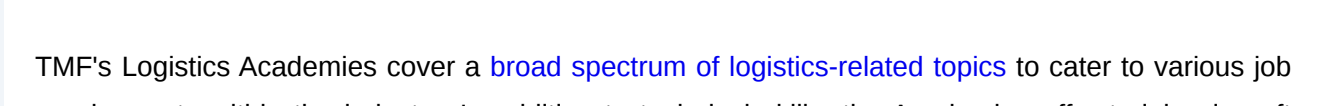


Impact Spotlight



Charishma's Success as a Logistics Professional

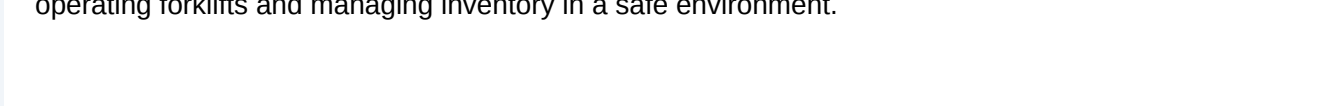
Yalasa Charishma Deepika was always determined to become financially independent and stand by her patents. Her mother was a tailor and her father used to drive cars to support her education. She enrolled in the Tech Mahindra SMART Academy for Logistics in Visakhapatnam to pursue a career in the industry. Charishma was consistently hardworking and eager to learn new things. Her on-the-job training, and exposure visits helped her land her first job in Delhivery. She was initially placed in Kakinada Port. Within two years, she got promoted and right now is working in Visakhapatnam. Charishma's success will be an inspiration for many women looking to join the sector.



Delli's Story of Breaking Barriers

Coming from a struggling farmer's family, Delli Saazi Kumar dreamt of working with a prestigious company. A person with disability, Delli faced a lot of resistance from his family. Defying the odds, he joined the Logistics and Supply Chain Management course at the Visakhapatnam Logistics Academy. The classes, teachers, and training made Delli discover his strengths. More importantly, he shared how he was treated as an equal in the Academy. He learned diligently, and his confidence soared. Soon, he received a job offer to work with the reputed SIMHADIRI TMT Steel Exchange India Ltd. Delli's story shows the power of resilience, and achieving dreams against all odds.

TMF Corner



Tech Mahindra SMART Academy for Logistics Launched in Bhubaneswar

TMF launched the Tech Mahindra SMART Academy for Logistics in Bhubaneswar in the presence of CP Gurnani, former MD & CEO of Tech Mahindra, G Reghu (IAS), Director of Employment & CEO, Odisha Skill Development Authority (OSDA), Dr Rodney Reviere, Cluster Coordinator, GIZ India, Chetan Kapoor, CEO of Tech Mahindra Foundation and Sajid Ali, COO of Tech Mahindra Foundation, along with other distinguished guests.

The Academy in partnership with OSDA aims to create a skilled talent pool for the logistics industry and will provide on-the-job training, industry exposure, and placement assistance to the students amongst other offerings.



A Study on the Logistics Sector in Odisha

Odisha's logistics industry is gaining prominence, thanks to its robust infrastructure and ambitious development plans. TMF COO, Sajid Ali, and Hanumat N.S. worked on a study on the state's logistics sector. TMF's contribution in aligning logistics courses marks a critical stride in building a skilled workforce for Odisha.

[Read here](#)

Info-byte

Rs. 1.5 Lakh Crore stimulation package was directed towards 20 sectors including **manufacturing and logistics** for job creation

Mega Investment Textile Parks (MITRA) and the **National Infrastructure Pipeline (NIP)** announced in budget 2021-22 hold potential for job creation

The **National Apprenticeship Promotion Scheme** is actively promoted and has been assigned **Rs. 3000 Crores** in the 2021-22 budget

35 Multi-Modal Logistics Parks (MMLPs) to be constructed under the **Bharatmala project** which aims to build 83,677 km of highways by 2024

Apex Skill Development Centres for Logistics were established to meet the labour requirement of several industrial investments as spearheaded by Tamil Nadu

The **SagarMala** initiative which was established in 2016 envisions **reduction of domestic and EXIM cargo costs** through infrastructure investment

Source: Creating Gainful Employment Through Skilling in the Logistics Sector, 2021

Government initiatives that promote growth in the Logistics Industry



Samvaad is a monthly e-newsletter. Do you have ideas on what you would like to see included in our Newsletter?
Please e-mail us your thoughts and ideas at samvaad@techmahindrafoundation.org

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