

Confederation of Indian Industry Institute of Logistics

INSTITUTION TO INDUSTRY (I₂I)

OVERVIEW

The renewed focus on international trade and logistics infrastructure development in the recent years has led to a growing demand for competent supply chain and logistics functional workforce. CII Institute of Logistics (CII-IL) has been working closely with various universities and industry corporates to evolve an educational coverage that is better aligned to the needs of trade.

CII-IL is an organization committed to the development of knowledge in the Logistics and Supply Chain Management (L/SCM) domain. At our very core, we believe our events, training programs, advisory services, research, education and more are worth supporting because they enhance India's competitiveness.

Institution to Industry (I₂I) is a CII-IL initiative aimed at taking an important additional step towards transcending from just imparting knowledge to consciously building skills. 'Catching them young' is the motto of the effort. By facilitating a concerted engagement of the student population in management institutes to associate with different companies in the industrial sector right from the beginning, it is believed CII-IL can help create a talent pool that is better suited to industry needs. Over a period of time, this effort should result in increased competitiveness of India.

VISION

I₂I works on a simple yet profound vision of channelizing the theoretical knowledge of students gained in management institutions into focused development of skill sets by actively engaging them with the industry right from the commencement of their management education.



Thus, over an 18/24 month period, by engaging the students in the industry in areas of their future needs of skills, it is expected that the talent gap would be more effectively bridged.

MISSION

CII-IL will work as an effective holding hand between industry and institutions in continually putting theoretical management knowledge into practical work skills. In doing so, CII-IL will also liaise with government and other bodies / associations at a global level to bring in cutting edge efficiency in competence building. Such effort is expected to bring the necessary visibility to the initiative, culminating in an appropriate certificate of accomplishment being provided to the students.



SCHEMATICS OF I2I

As must be evident, CII-IL will work with industry to understand their specific and volume of needed talent in the L/SCM field, say over a 3-5 year time span. Armed with this information, it will begin a process of shortlisting willing candidates in different management institutions. More than just a mapping of the students to the industry, CII-IL will attempt to create a fraternity of such talent through various programs / events.



Process

1. College to short list students who are interested to work in areas like Logistics/supply chain/operations to ensure quality.
2. CII to evaluate and shortlist the students on the basis of attitude, language and technical knowledge, then review the progress and report accomplishments to the Organization.
3. Organization to share CII the list of final shortlisted candidates.
4. CII to facilitate both physical and virtual knowledge enriching classes and certify.
5. Organization to absorb students for internship/project for a period mutually agreed upon.
6. Organization to pay CII the professional fee as a month salary of recruited candidate.

Modus operandi of I2I

What CII-IL will do with the industry?

1. As a first step, CII-IL will liaise with companies across a spectrum of industries to identify their specific needs for talent.
2. This requirement will be mapped to two time horizons – numbers and specific skills required in the next one year and in the next two years.
3. A roadmap for engaging the students within the companies over these two time horizons in different projects / assignments will be finalised.
4. Process for CII-IL review of the state of progress of the students in these engagements will be agreed with the companies.
5. Mid-course corrections, both from the students' end or from the companies' end will be assessed and communicated by CII-IL.
6. Transition plans for the students to move from the institutions to the companies will also be drawn up at the time of commencement of the engagement.

What CII-IL will do with Institutions?

1. Once talent needs of the industry are obtained, CII-IL will coordinate with the institutions to pick probable students in the first/second year of the Master's degree.
2. Short-listing of the candidates at the first level will be based on aligning the streams of specializations students have undertaken vis-à-vis requirements of the industry.

What CII-IL will do with Students and teachers?

1. Prior to the shortlisting process, CII-IL will spend time with the nominated teaching resource and the total student community to explain the skills required by the industry.
2. CII-IL will also provide a fairly detailed methodology of student-company association, its review process and final steps towards culminating the program.
3. At the time of handover to the industry, CII-IL will give certificates to the students for participating in the I2I initiative.
4. Periodically, CII-IL will also convene contact programs for all the students to create a platform for exchange of ideas and suggestions for improving the I2I initiative.

An interaction program between CII-IL, company representatives, a nominated teaching resource from the institutions and the students will be conducted to finalize the list of students to be on boarded on to the I₂I initiative.

What CII-IL will do with the government?

1. The I₂I initiative of CII-IL is launched with the objective of focused skill building over a significant period of time so that the envisaged shortages of talent can be effectively addressed.
2. Towards that end, CII-IL will seek accreditation of the I₂I initiative by the Logistics Sector Skill Council, a body constituted per the guidelines provided by the National Skills Development Corporation (NSDC).
3. Where necessary, CII-IL will also nominate some of the shortlisted students to work with the appropriate offices / departments within various ministries of the government.
4. This will ensure creating business awareness within government offices, enabling promulgation of rules and regulations that are more conducive towards “CONNECTING TO COMPETE”, a set of parameters monitored by the World Bank in awarding countries with the Logistics Performance Index (LPI).
5. Over time, the I₂I initiative could take on a transnational flavour, involving CII-IL interaction with international associations and governments.