

Minutes of the Regional Conference on General Attribute Development Programme (GADP) held on 06th June, 2018 at BOPT (ER), Kolkata.

To harp on the soft skills requirement which has now become a major component of training, BOPT(ER) Kolkata launched the General Attribute Development Programme (GADP) through a Regional Conference on 6th June, 2018 participated by dignitaries from establishments and the institutions. This GADP is aimed to develop an employability enhance module to support the fresher coming out of the colleges and universities to cope with the present day changing scenario of employment.

The Regional Conference was kicked off by the welcome address by Shri S.M. Ejaz Ahmed, Director, BOPT(ER) Kolkata where he pointed out to the advent of Artificial Intelligence (AI) in every sphere of life and emphasized to ponder upon very seriously and have a relook at the training programme so far as implemented by BOPT(ER) Kolkata.

At the beginning, Dr. Sandip Ghosh, Principal, B.P. Poddar Institute of Management & Technology suggested to sub-group the proposed programme module placed by BOPT(ER) Kolkata as:-

- (i) Basic Skills.
- (ii) Higher Order Thinking Skills.
- (iii) Effective Skills.

which would help to target the students where they are actually lacking. He also suggested for setting up of English language laboratory and tie up with renowned institutions for development of communication skills.

The following dignitaries from the establishments placed their views as follows:

- **Shri G. S. Bhati, General Manager (Mining, HRD) Central Coalfields Ltd.:** Organization accept oral and written Communication skill, Analytical skill, Thinking ability and Problem solving ability and ability of working in a team. These soft skills help in handling inter personal relationship, taking apt decision, communicate effectively and has impact to gain professionally. There is also need of stress management through meditation and yoga atleast for 2 hours on every off-days of training.
- **Ms. Barsha Chatterjee, Asst. Manager, WBSEDCL:** Initiative of BOPT(ER) in devising GADP will build up a symbiotic relationship with WBSEDCL. Overall quality of pool of workforce will improve. Inculcation in GADP would be on basis of 7 soft skill sets namely:
 - (i) Leadership skills.

- (ii) Team working skills.
 - (iii) Communication skills.
 - (iv) Problem solving skills.
 - (v) Work ethic skills.
 - (vi) Adaptability skills.
 - (vii) Inter personal skills.
- **Alok Halder, Director, PCS Global Pvt. Ltd.:** They can workout 36 hours of training (3 days in which 4 hours per day):
 - (i) Personality development module (10 hours).
 - (ii) Soft Skill module (12 hours).
 - (iii) Grooming (10 hours).

They expressed their eagerness to work with BOPT(ER) with continuous soft skill development programme.
 - **Shri Ashis Mitra, Dy. GM (W), Webfil Ltd.:** He said that if BOPT(ER) introduce soft skill development programme with designed course and developing infrastructure, Webfil will take the opportunity to enrich their human resource from time to time. He asserted that all the 6 skill attributes that have been placed by BOPT(ER) Kolkata are very relevant and will be beneficial for them.
 - **Shri C.R. Ojha, Sc. – F, Director (HR, PL & RM) Integrated Test Range, Chandipur:** He emphasized on:
 - (i) To develop entrepreneurship quality among the engineers.
 - (ii) To motivate the work in R & D.
 - (iii) Soft skill development in sharing knowledge.
 - (iv) Communication and Presentation.
 - **Shri Ashok Kumar, Chief Manager (P), Bennett, Coleman & Co. Ltd.:** Attitude, Adaptability, Problem solving and other personal attributes are crucial for employment and success.
 - **Shri F.R. Laskar, Sr. Instructor (L & D), Indian Oil:** He specially emphasized on the Start-Up India initiative and suggested the training programme to complement with it. He also suggested for brainstorming session on “Start-Up Ideas” so that the trainees are encouraged to be entrepreneurs. On the requisite soft skill sets, he suggested:
 - (i) Value based skills.
 - (ii) Ethics.
 - (iii) Good Governance.

(iv) Customer relationship building.

At present, for soft skill development programme they acquire resources from external agencies/institutes.

- **Shri Mihir Sen, CEO, Communet Infosystem Pvt. Ltd.:** The industries look for the major attributes of soft skills as:
 - (i) Communication Skills.
 - (ii) Ability and willingness to learn.
 - (iii) Initiative/Proactivity Skills.
 - (iv) Team/Leadership Skills.
- **Ms. Debanuja Bora, Asst. Manager (L & D), IOCL:** Courses related to soft skills which are very important are:
 - (i) English literacy.
 - (ii) Communication skills.
 - (iii) IT skills.
 - (iv) Attitude.
- **Shri S.B. Satapathy, Dy. Manager (Trg.) Hindustan Aeronautical Ltd., Koraput Div.:** He emphasized on:
 - (i) Training on personality development.
 - (ii) Right man at right place.
 - (iii) Involvement in sports and cultural activity.
 - (iv) Observation of Skill Development Day in the organization.
- **Shri Sandipan Chakravorty, Chairman, BOPT(ER):** He said that with the advent AI and Robotics the scenario of industries are changing very rapidly. According to him, soft skills also help to look and feel good. At the end, a standardized system need to be developed and BOPT(ER) should also have training facilities in its campus.
- **Shri D.K. Ghosh, Director, Unicorn Consultants:** They expressed their willingness to associate with BOPT(ER) Kolkata in providing soft skill development training at the best. They claim to have trained and gave consultancy to 80 organizations and 4000 personnel for the purpose of process improvement and capacity building. According to them, as jobs are taken over by Artificial Intelligence (AI) and Robots the role of creativity will increase a lot and will come to the core of employment generation

From this Regional Conference a collegium was formed with the following members to develop the GADP module and make it ready for implementation at BOPT(ER) Kolkata:

Sl. No.	Name of the Member	Name of the Establishment/Institution	Category
1.	Shri R.B. Kumar, GM (HRD)	BCCL (CIL)	Industry
2.	Shri G.S. Bhati, GM (HRD)	CCL Ranchi	Industry
3.	Shri Rikesh Kr. Singh, Officer (HRM)	Tata Pigments, JSR	Industry
4.	Shri Ashok Kumar, Chief Manager (P)	Bennet Coleman & Co. Ltd.	Industry
5.	Shri S.B. Satapathy, Dy. Manager (Trg.)	HAL, Koraput Div.	Industry
6.	Shri Fazlur Rahman Laskar	Oil India Ltd. Duliajan	Industry
7.	Shri Mihir Sen	Comunet Info-System Pvt. Ltd.	Industry
8.	Ms. Barasha Chatterjee	WESEDCL	Industry
9.	Shri Pathikrit Naha	Keventer Agro	Industry
10.	Shri C.R. Ojha	ITR	Industry
11.	Shri Ajit Kumar Pradhan, DM(7)-Trg.	NALCO, Bhubaneswar	Industry
12.	Shri Sajal Mitra	M.S.I.T	Institution
13.	Dr. Sandip Ghosh, Principal	B.P. Poddar Institute of Management & Technology	Institution
14.	Ms. Debanuja Bora, Asst. Manager (L&D)	IOCL, Guwahati Reginary	Industry
15.	Shri D.K. Ghosh	Unicorn Consultant	Consultancy Firm
16.	Shri C. Raja Rao, Dy. Director	BOPT (ER)	MHRD, Govt. of India

The Regional Conference was coordinated and anchored by Shri Arunava Chakraborty, Asst. Director, BOPT(ER) and vote of thanks delivered by Smt. Sushmita Ghosh, Asst. Director, BOPT(ER), Kolkata.

Dated: Kolkata, The 06th June, 2018