



Report on

Workshop on **Construction sector workforce- quality, sustainability and training needs**

Jointly organized by *UltraTech Cement* and *GVT Vocational Training Centre*

Date: 6th February 2014 (Thursday)

Venue: White Potato Restaurant, Opp. Ajitnagar Society, Nr. Shrenik Park Char Rasta, GEB road, Akota, Vadodara

Target Audience: Construction Contractors from the Vadodara city/region

Introduction

The construction sector in India is undergoing a rapid change. With the rising demand for infrastructure and housing, the construction workforce is expected to be involved in increased numbers, provide improved services and take on newer responsibilities. This calls for capacity building in the sector where the workforce issues essentially relate to providing technical training and their social upliftment. In this regard, Ultratech Cement and Gramin Vikas Trust Vocational Training Centre (GVT-VTC) jointly organized a workshop inviting Construction Contractors from the Vadodara city/region to share recent developments in the construction sector and discuss avenues for improvements.

Presentations by Ultratech contained topics related to recent trends in the construction sector, cement and building material industry, new products, and efforts made in direction of improvement of quality and sustainability. The Gramin Vikas Trust Vocational Training Centre (GVT-VTC) made presentations on the need, supply and demand of skilled construction workforce, details on construction related courses that are being imparted to tribal youth, and experiences in conducting such trainings effectively. It was expected that the interaction session during the workshop will highlight issues and ways forward relating to construction sector's workforce needs, workforce mobilization, offered training courses, course content, course delivery, operational issues, employability and placement.

Organized on 6th February 2014, Thursday at Vadodara the seminar was attended by local construction contractors from Vadodara. More than 65 participants attended the workshop.

Workshop Schedule

6:30PM - 7:00PM	Welcome and Introductions
7:00PM - 8:00PM	Presentations by Ultratech
8:00PM - 9:00PM	Presentations by GVT-VTC and GIZ-IS
9:00PM - 9:20PM	Interaction session
9:20PM - 9:30PM	Conclusion remarks and Closing
9:30PM - End	Dinner



About the Organizers

UltraTech Cement is India's largest and among the world's leading manufacturers of cement, and has been instrumental in India's infrastructural growth. Its state-of-the-art manufacturing facilities produce products and services that have aided growth not only in urban areas but also in the rural interiors of the country. UltraTech believes that in order for a business to be successful, it must fulfill its commitment towards sustainability. In its endeavor to do so, UltraTech's focus has been on sustainable initiatives that address environmental issues, contributing to business performance and its responsibility towards the society.

The Gramin Vikas Trust Vocational Training Centre (GVT-VTC) has been established by Tribal Development Department Government of Gujarat under the aegis of Vanbandhu Kalyan Yojna Honorable Chief Minister's Ten Point Programme, in partnership with Gramin Vikas Trust, a national level NGO, to impart training in construction sector trades to tribal youth to increase their skill level, so as to enable them to earn better living and to bring them into the main stream of the development of the nation. GIZ-IS, owned by the Federal Republic of Germany, is a Technical partner in the GVT-VTC project and provides technical and system level support to the training center.

Proceedings

Mrs. Sanjeeda Saiyed, GVT-VTC Dahod initiated the proceedings with a welcome note to the speakers and participants attending the workshop. The seminar was inaugurated with lighting of lamp. The audience was appraised about the organizers, objectives of the seminar, content, and encouraged participants to provide their inputs through questions and the debate session.

Mr. Vinit Shah and Mr. Deepak, Technical Managers, Ultratech provided introduction of Ultratech cement, their production quantities and plant locations. They projected Ultratech cement as a premium brand of cement due to its focus on quality during manufacturing as well as use. A couple of videos were shown in this regard. The presentation highlighted some interesting points, as following:

1. How premium quality cement helps with speed of working, reduces wastage due to rebound, has a large coverage area, helps protect from dampness and leakage, has a controlled chemical composition, and provides durability.
2. The presentation highlighted how a mason and an engineer should educate a house owner in using good quality material for strength and longevity.
3. When working with cement, it should be tested for its workability and strength using tests such as ball test, slump test and cube crushing tests. Since equipment for this test is expensive and needs maintenance, Ultratech provides free testing services to contractors through their mobile testing van.

The presentations by the GVT-VTC team covered the following:

1. Mr. Chandra Bhakuni, Technical Advisor, GIZ-IS highlighted the need of skilled workforce in the construction sector and why skill training is important. He shared some statistics on need, demand and supply of skilled workforce in construction sector vocational education training. He also highlighted the strengths and needs of tribal candidates who constitute majority of workforce at construction sites.
2. Mrs. Sanjeeda Saiyed, GVT-VTC Dahod presented the courses which are being run at the GVT-VTC and the ones planned. She also highlighted the training processes, operations, student facilities, tie ups with employment agencies, and success stories of candidates at GVT-VTC.
3. Mr. Rochak Bhardwaj, GVT-VTC Dahod appealed the audience to send tribal students to the centre for training, employ the pass-outs from GVT-VTC and support with mentoring and on site trainings.
4. Mr. Subodh Vaghela, Master Trainer, GVT-VTC Dahod made a presentation on the training staff's teaching methodology and experiences with teaching at the centre. One of the main highlights of this presentation was how the focus of trainer's is to empower by education and fine tune the skills, so that the trainee is accountable and equipped to take up the tasks entrusted to him.

The Question Answer session highlighted some interesting points; as following:

1. That how nervous everyone was after the 2001 earthquake when both the material quality and poor workmanship was questioned. This workshop shows itself as a progress being made in the direction of improving the capabilities in the construction sector.
2. The participants suggested that the training courses can be run in flexible modules. For example a 38 day programme can be divided into two to three parts.
3. The participants were willing to sponsor the training fee for candidates working at their sites who they have found to be capable.
4. The participants agreed in principle to send their candidates who they found capable at their sites for trainings at GVT-VTC.
5. It is a collective responsibility of all to train the candidates and empower them as they come from impoverished groups of the society.

The vote of thanks was delivered by Mr. Shantilal Bathwar, Consultant, D-SAG, TASP Dahod, TDD. He appraised Tribal Development Department's efforts in running various vocational training centres and how GVT-VTC is a unique establishment offering skill oriented courses in construction sector. He thanked Ultratech, GIZ-IS, GVT, and all participants for making the workshop interesting and insightful.

Conclusion Notes

The workshop was extremely useful in disseminating the Tribal Department's skill training programme in construction sector to the participants who comprised of construction contractors working in the Vadodara city and the nearby regions.

The participants agreed to the need of trained and skilled workers as it yields benefit to their construction sites, the employees and the society as well. They were found keen to send deserving candidates from their sites for training at the VTC. The participants were requested to assist with employment, facilitating industrial visits and mentoring the candidates from GVT-VTC.

The workshop helped GVT-VTC obtain contacts of interested contractors in Vadodara for mobilization and placement purposes.

Photographs



Inaugural welcome



Lighting of Lamp



Welcome speech by GVT-VTC and Ultratech



Presentation by Mr. Vinit Shah, Technical Manager, Ultratech



Presentation by Mr. Chandra Bhakuni, Technical Advisor, GIZ-IS



Presentation by Mrs. Sanjeeda Saiyed, GVT-VTC, Dahod



Presentation by Mr. Rochak Bhardwaj, GVT-VTC, Dahod



Presentation by Mr. Subodh Vaghela, GVT-VTC, Dahod



Discussion Session



Discussion Session



Participants attendance



**Vote of Thanks by Mr. Shantilal Bathwar, Consultant,
D-SAG, TASP Dahod, TDD**

List of Participants

Enclosed as a separate sheet