

Brief Note (General)

'Campus to Corporate' - Creating an Employable Workforce

Forbes Marshall's In-Plant Training for Fresh Engineers under CII's AA Initiative

(CII=Confederation of Indian Industry, AA=Affirmative Action, FM=Forbes Marshall)

We at Forbes Marshall have been conducting 3 to 3.5 months extensive free In-Plant **Employability Enhancement** Training Programmes for relatively fresh but fully passed out, unemployed graduate/PG engineers since December 2011. We conduct this training at MIDC Pimpri & Chakan once in a year (Aug/Sept) for Instrumentation/ Electronics/E&TC/E&C engineers in Control Instrumentation, and also at Kasarwadi & Chakan for Mechanical/Production engineers in Steam Engineering. It's aimed at training the engineers, with main objective to enhance their '**Employability**' through a real-time exposure of Products & Business Processes of Corporate World and make them industry ready.

This training is done in association with CII under their Affirmative Action (AA) Initiative, which is headed by our own Director Mr Farhad Forbes, who has been the main guiding force behind this important activity undertaken as part of our CSR. It covers 2-3 weeks of class-room technical sessions on wide range of Products & Systems with thrust on Industrial applications, followed by 2 to 3 months of actual hands-on work experience in our different Manufacturing areas, spaced with some guest lectures on various topics including soft/life-skills development.

We are immensely happy to inform you that these In-Plant Training Programmes are found practically very useful by the participants, since it helped them add great value to their learning process through such real-time industry experience. This indeed boosted their overall confidence level to face the interviews. **We obviously cannot and do not give the job commitments.** However, from the first 32 technical batches run since Dec 2011 (18 of which in Control Instrumentation and 14 in Steam Engineering), we have so far recruited around 72 candidates out of total 1002+ engineers trained based on their performance vs our matching vacancies at that moment. We had also run two Non-engineering batches of total 40 graduates and recruited 5 from them. After our training, for few, we further offer few months contractual project assignments (on FM Contract and NOT a job) depending on our need then, with a suitable stipend paid. This gave them opportunity of an extended work experience. But during 3 or 3.5 months of free training, we do not offer any stipend, please note.

Being under CII's AA Initiative, we would obviously be giving top priority to deserving SC/ST candidates. However, we also consider other categories like 'OBC/SBC/NTC/Minorities/Economically Backwards/Open' to form the optimum batch size of 30-35 trainees and our decision in selecting the candidates is final. A token deposit of Rs 1,000/- is taken from each participant on first day at the time of registration and the same is refunded on last day along with the joint CII-Forbes Marshall certificate issued on successful completion of the full training. Pl note the Lodging, Boarding, Travel & Local Transport are to be arranged & borne by participants, while we do not charge any training fees. From Kasarwadi and Pimpri 'to & fro Chakan', we arrange our free transport. The training is full time from 9am to 5pm from Mon to Fri, and sometimes on Sat and/or at other timings as well, only if necessary.

The industry & academia have both appreciated our initiative taken in the interest of our young engineering minds so as to make them employable and job worthy, and thus preparing them to be industry-ready in true sense. Our aim is to make them good professionals & good citizens having sound basic values. Then 'Education can become the chief defense of a Nation'. ***In India, the problem today is relatively more of 'unemployability' than of 'unemployment'.***

It will be mandatory for trainees to have taken both 1st & 2nd doses of vaccination for Covid-19 and send us their certificates with Application Form.