

Relevant Education & Training of our Human Capital

.....*the Biggest Challenge for a country with an average age of 25 years!*

As an ex-CEO of a few companies, my experience is that out of all the three major resources required to run an organization or Nation....

1. Financial
2. Material
3. HumanThe last one is of 75% importance!

Examples are Japan, Germany, S. Korea, Singapore, Hong Kong, Etc. Japan is the 2nd largest and Germany the 3rd largest economy in the world today! Both are 11-12% the size of India!

All of them have no mineral wealth or Oil, Coal & Gas, unlike India which has a lot of mineral wealth and a lot of coal & some oil and gas.

The first two countries were destroyed in the 2nd world war while S. Korea suffered a 10 year war with N Korea!

You would have come to the conclusion by now, that the Best & Most Progressive Organizations are the ones who depend upon the *Quality & Enlightenment* of their **Human Capital** and NOT on the other two resources, such as **finance & material**?

Financial & material resources can be generated automatically by qualified Human Capital.

What ails India is inadequate quantity of enlightened, educated and Trained Human Capital.....please see below some bullet points: -

1. India has the demographic advantage of an average age of 25 years of its population.
2. Are we working fast enough to take advantage of this fact?
3. If you do a survey of all the Chambers of Commerce in India you will find that they all have a large number of committees and sub-committees; but very few on Human Capital Development such as Education, Training and life long learning!
4. With this note we are requesting that they (Chambers of Commerce) should have at least 5-committees on **Human Resource Development**, i.e., on 1.primary, 2.secondary, 3.vocational, 4.higher education & 5.life long learning.
5. Indian companies (Pvt. Sector) are ready to poach employees from other competitors, especially from the hard working MSME's, are ready to keep on increasing the salary of their personnel 2 to 5 times the Indian inflation rate, year on year (especially since the last 5 years)
6. Unlike the EU & USA Indian Business does not participate in building up **Human Capital** from within the country. Large Indian organizations train & skill only for their internal needs!
7. Attrition rates, in the organized sector are high which relates directly to shortage of trained employees. This is an absurd situation, considering that nearly 300 million people of India are unemployed!
8. 41,000,000 people are registered with the employment exchanges, but unemployable, as they have no skills or inadequate or obsolete skills or irrelevant skills!