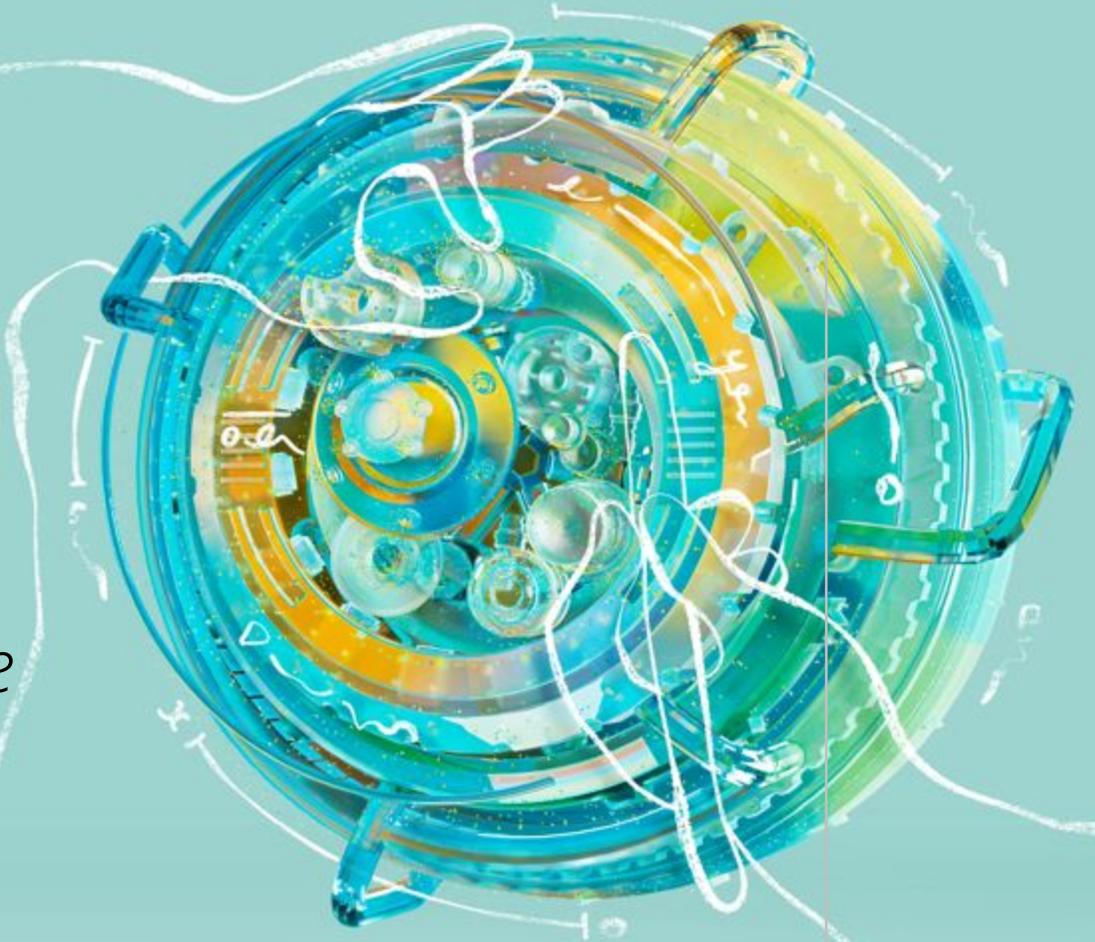


# Setting up world-class Skilling Institute:

*Quality & Manufacturing Excellence*

June 2024





# Agenda

## 1. Vision

## 2. Key Pillars

- a. Infrastructure & Facilities
- b. Program Offerings
- c. Faculty & Experts
- d. Partnerships
- e. Governance

## 3. Way Forward

## Context | Indian Pharma is at the cusp of transformation



### Vision of the Sector

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- **Market Size:** Grow to USD 120-130 Bn by 2030\* from USD 57 Bn today
- **Quality as a Culture:** Demand for high levels of manufacturing and quality assurance / control
- **Strong Alignment with Government of India and US FDA** for skill upgradation

### Industry Leader Insights

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- **Hands-on Training:** Manufacturing, Quality, and Microbiology teams need training in aseptic & oral solid practices on actual machines
- **Faculty:** Qualified trainers / Industry SMEs / ex-FDA regulators
- **Future-ready Workforce:** Importance of SOPs and integrating digital formats into training

# Context | Industry leaders stepping up the plate



# Strategic Plan | Foundation for Pharma Academy for Global Excellence (PAGE)

## VISION

A **world-class institute** to **build talent** for the pharmaceutical industry and **promotes a culture** of manufacturing and **quality excellence**

### 1. Infrastructure & Facilities

*Set-up and launch in Ahmedabad, Multi-location Hub-Spoke in long-term*

### 2. Program Offerings

*Focus areas: Manufacturing, Quality, Regulatory and Soft-skills*

### 3. Target Audience

*Pharma Graduates, Operators, Line Supervisors, Technicians and Managers*

### 4. Faculty and Experts

*Mix of full-time, visiting, and partner institute's faculty*



### 5. Ownership Model

*Section 8 company promoted by IPA member organizations*

### 6. Governance & Org Design

*Renowned industry leaders of global reputation*

### 7. Funding Commitment

*By leading Indian Pharma Companies*

### 8. Partnership & Collaboration

*Offer world-class program in collaboration with PDA, NSF etc*



# Growth Strategy

## Phase-Wise Growth Plan

### Design Phase (0-18 months):

- Setting up the foundational building blocks of the institute
- *(Target Trainees: 1,000-2,000 / Year)*

### Growth Phase (18-36 months):

- Expanding portfolio & develop institutional capabilities
- *(Target Trainees: 6,000 – 8,000 / Year)*

### Scale Phase (36 months+):

- Scaling across multiple locations to achieve global recognition
- *(Target Trainees: 36,000 – 40,000 / Year)*

# Infrastructure & Facility | Integrated campus as 'Hub' and specialized centers as 'Spoke'



Develop a **hub at Ahmedabad** that is supported by **Spokes as specialized COEs**



**Short Term:** Launch a full-fledged campus in Sanathal Village as the Hub



**Long Term:** Operations in multiple locations (as CoE spokes) across major pharma clusters (Hyderabad, Baddi etc.)

**COE#1: Aseptic Manufacturing**  
(Spoke)



**COE#2: Oral Solids**  
(Spoke)



**Integrated Campus**

*Ahmedabad as Hub  
with Digital Underpin*

**COE#4: Leadership, Management & Soft Skills**  
(Spoke)



**COE#3: Quality**  
(Spoke)



*Number of spokes may be increased in the future as per the requirement*

## Cultural-mindset shift | Programs catering to diverse target audience & delivery models

The following programs have been shortlisted based on the market needs, benchmarks, and discussions with the industry leaders comprising of quality, manufacturing, and HR heads.

	 <b>Pharma Graduates</b>	 <b>Operator / Line Supervisors</b>	 <b>Site Leaders / Senior Managers</b>	 <b>Executive Management</b>
<i>Proposed Programs</i>	<ul style="list-style-type: none"> <li>Pharma Graduate Certification Program</li> </ul>	<ul style="list-style-type: none"> <li>Manufacturing: Aseptic processing and sterilization</li> <li>Manufacturing: Oral Solids</li> <li>Quality</li> <li>Soft Skills (Behavioral/ Managerial)</li> </ul>	<ul style="list-style-type: none"> <li><i>All programs applicable for Operator/ Line Managers and</i> <ul style="list-style-type: none"> <li>❖ Documentation (GMP)</li> <li>❖ FDA 483 Inspection Readiness</li> <li>❖ Simplifying SOPs</li> <li>❖ Root Cause Analysis and Documentation</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Quality Culture</li> <li>Leadership &amp; Management</li> </ul>
<i>Delivery Model and Duration</i>	<ul style="list-style-type: none"> <li>Hybrid</li> <li>1-2 months</li> </ul>	<ul style="list-style-type: none"> <li>On campus</li> <li>1-2 weeks</li> </ul>	<ul style="list-style-type: none"> <li>On-Campus</li> <li>1 week</li> </ul>	<ul style="list-style-type: none"> <li>On-Campus</li> <li>1 week</li> </ul>

***Thrust on quality-mindset and advanced digital technologies (like AI, AR/VR, Blockchain etc.)***

*\*Program Advisory councils will be formulated for specific program areas comprising of leading practitioners from across organizations to advice on the program design*

## Faculty | A multi-modal faculty engagement model leveraging global expertise

The ratio of Full-Time Faculty to Visiting Faculty is envisaged to be 75:25

In the initial years of operations, the core faculty will work closely with partner institutes and undertake a Train-The-Trainer model



A

### **PAGE Foundation Full-time Faculty**

Full-time faculty to deliver the programs and learn from the partner institution experts

B

### **Experts from Partner Institutions**

Leverage the faculty from partner institutions (PDA and ISPE) to deliver the trainings

C

### **Visiting Faculty**

Visiting faculty will comprise of professionals from OEM, regulatory bodies, and other SMEs

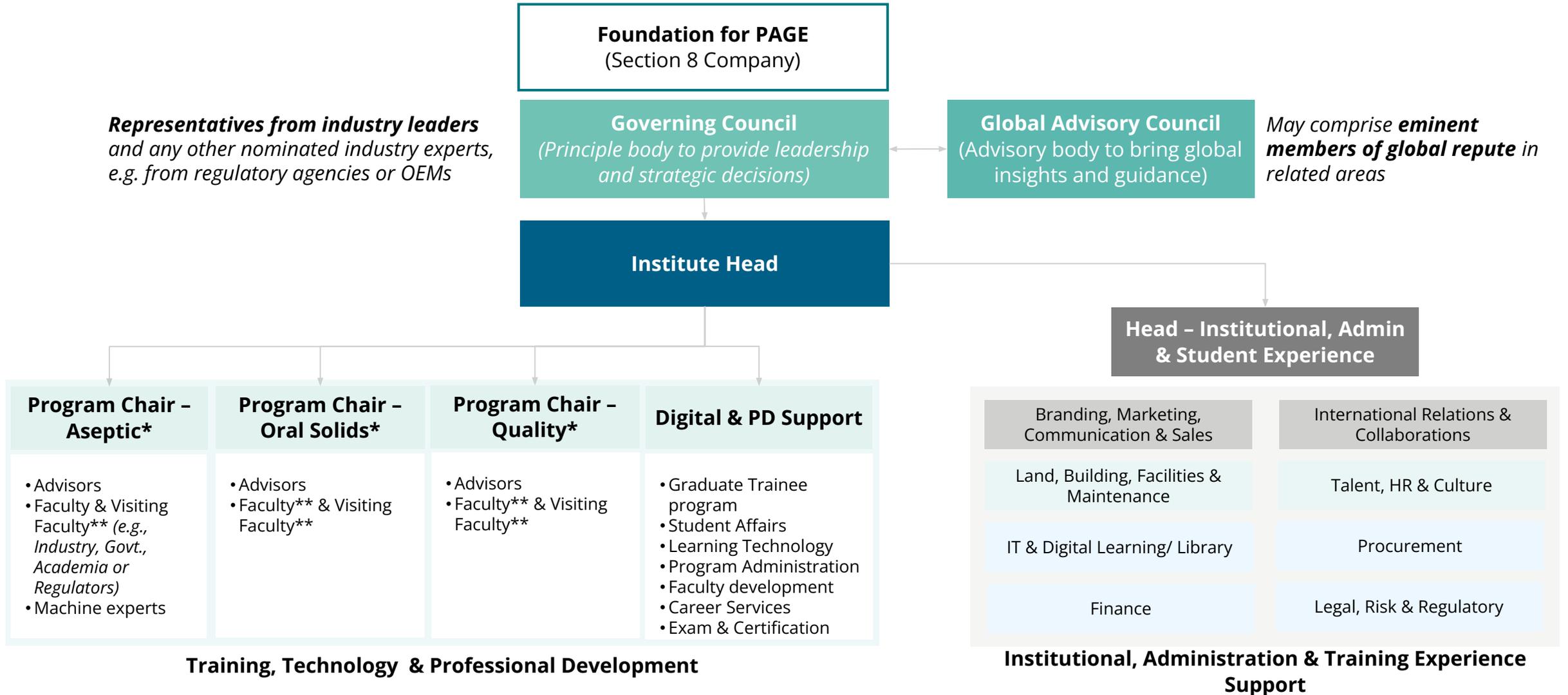
# Partnerships & Collaborations | **Global Capability and Content**



## *Potential Partners*



# Governance | A lean & agile model to promote specialization & enhance learning experience



\* Similar structure will be followed for additional training areas

\*\* Retired Industry veterans, OEM Experts, Freelancer consultants, Industry SMEs from different Companies, Ex FDA, regulators.

Roles to be served by Head - Institutional, Admin & Student Experience

Roles will have senior management personnel on Institute's rolls

Roles supported by administrative staff working under guidance on Industry nominated expert

## Way Forward | India to be global benchmark in quality

01

**Launch of the Campus:** December 2025

**Equipments** nearly **INR 50 Cr** committed by manufacturers:

02

*Adam, Cadmach, Glatt, Iclean, IMA PG, Kevin/Kambart, Klenzoid, Labultima, Mille, Nishotech, NKP, Pharmalab, Saan, Shizmadzu / Perkin Elmer, SPAN, Technofour, Wraptech*

03

**Training:** Pharma Graduates Program to begin in Jan 2025 and Program for Senior Executives to begin in July 2025

04

**Collaborative efforts by all stakeholders:** On the job trainings and participation support

05

**Governance:** High Commitment by Industry Captains



# Contact Us

**Davinder Singh**

Director,  
PAGE Foundation

[davinder.singh6@sunpharma.com](mailto:davinder.singh6@sunpharma.com)

