

The background of the slide features a dark blue night sky with numerous bright, golden-orange sparks from a sparkler, creating a festive and celebratory atmosphere. The sparks are scattered across the frame, with some appearing as long, thin streaks and others as bright, starburst-like bursts.

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IPA Conference 2018

Quality Culture: Entry Level Training

28 FEBRUARY 2019

The working team - 20 leaders from 6 companies of the IPA



Many possible areas of intervention;
Start with capability



Vision and Strategy

- Standard maturity framework to enable measurement of the 'quality culture' across organizations



Leadership

- Leadership forum for addressing cross-cutting challenges in quality for the industry



Accountability / Collaboration

- Standardized employee practices: role charters & KPIs for critical positions, guidelines for required qualifications / skill-sets



Governance

- Industry-level escalation forums e.g. Ombudsman
- Audits & accreditations



Right Capability

- Training academy & assessment center for entry-level employees
- Up skilling programs for working professionals



KPIs and Benchmarks

- Research and publications on latest trends
- Statistics & databank on industry benchmarks



Rewards and Recognition

- Knowledge sharing forums on best practices
- High visibility awards program for recognizing good quality performance



Recap ELT
summary:
Outline of the
model

Whom

1

- Entry level training program for
- 10+2 / ITI students (for Manuf. ops)
 - BSc/B Pharma (for Quality)

What

2

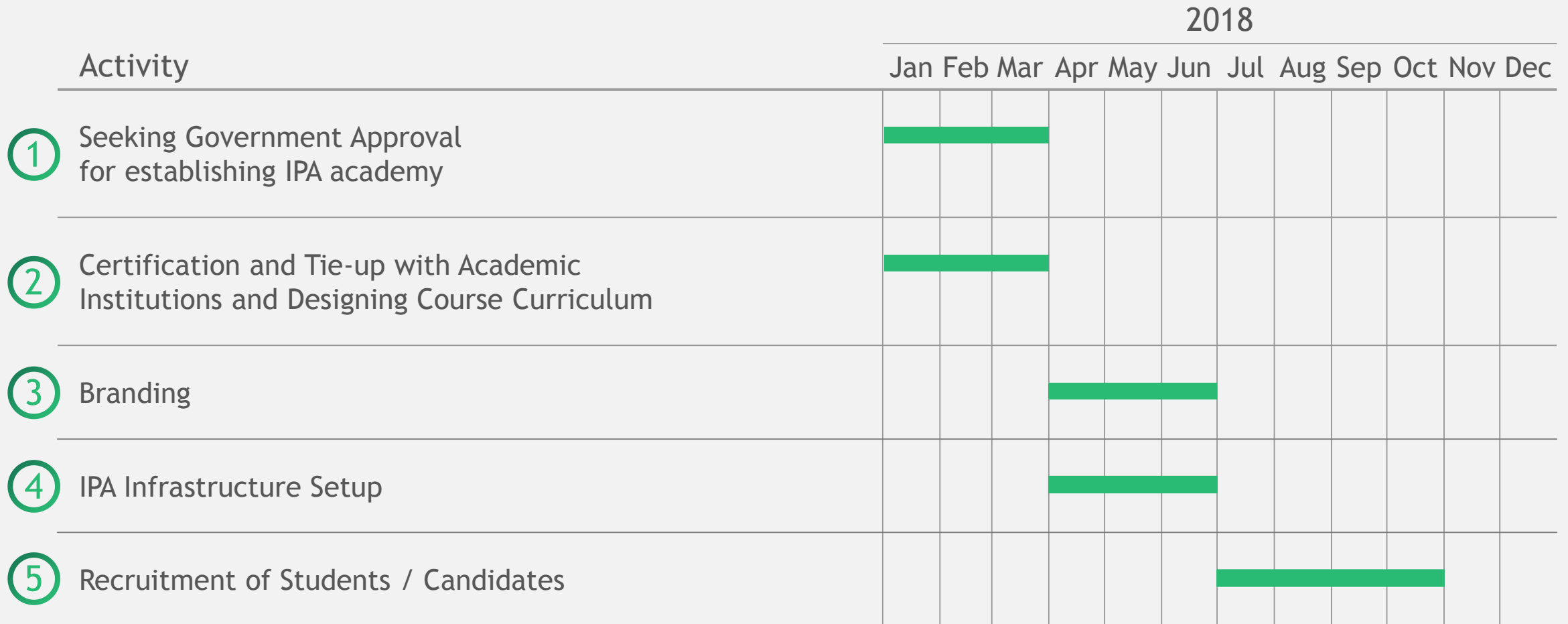
- 6 months 'finishing school' program:
- 3 months classroom & practical training
 - 3 months on the job training

How

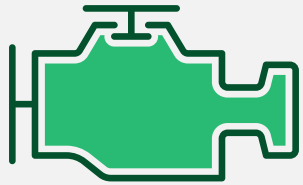
3

- IPA defines curriculum and certification program
- Partner to set up and run Training Institutes at pharma hubs
- IPA members absorb cost, new trainees, provide faculty

Recap on Timeline: first batch in Nov 2018; We started early on Gandhi Jayanti 2018



Tremendous support from the Industry to get this off the ground



100+
Equipment's
donated



415+ hours
of curriculum
donated

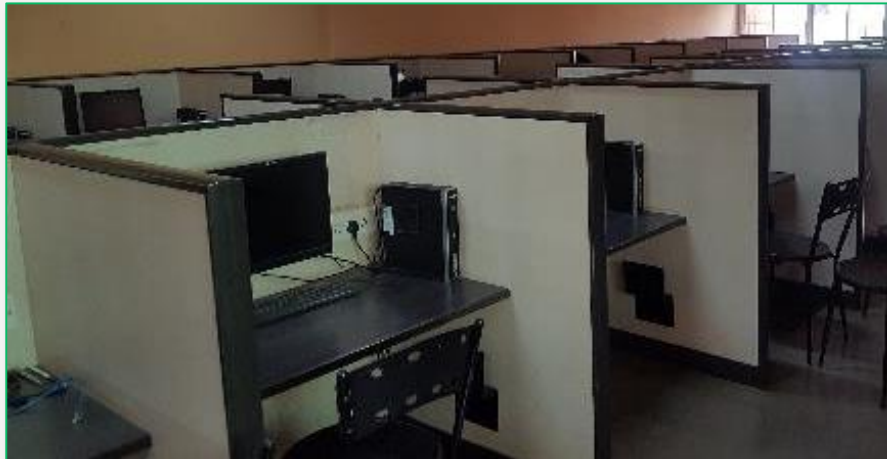


2.5 Cr
commitment
to Partner in
the first year

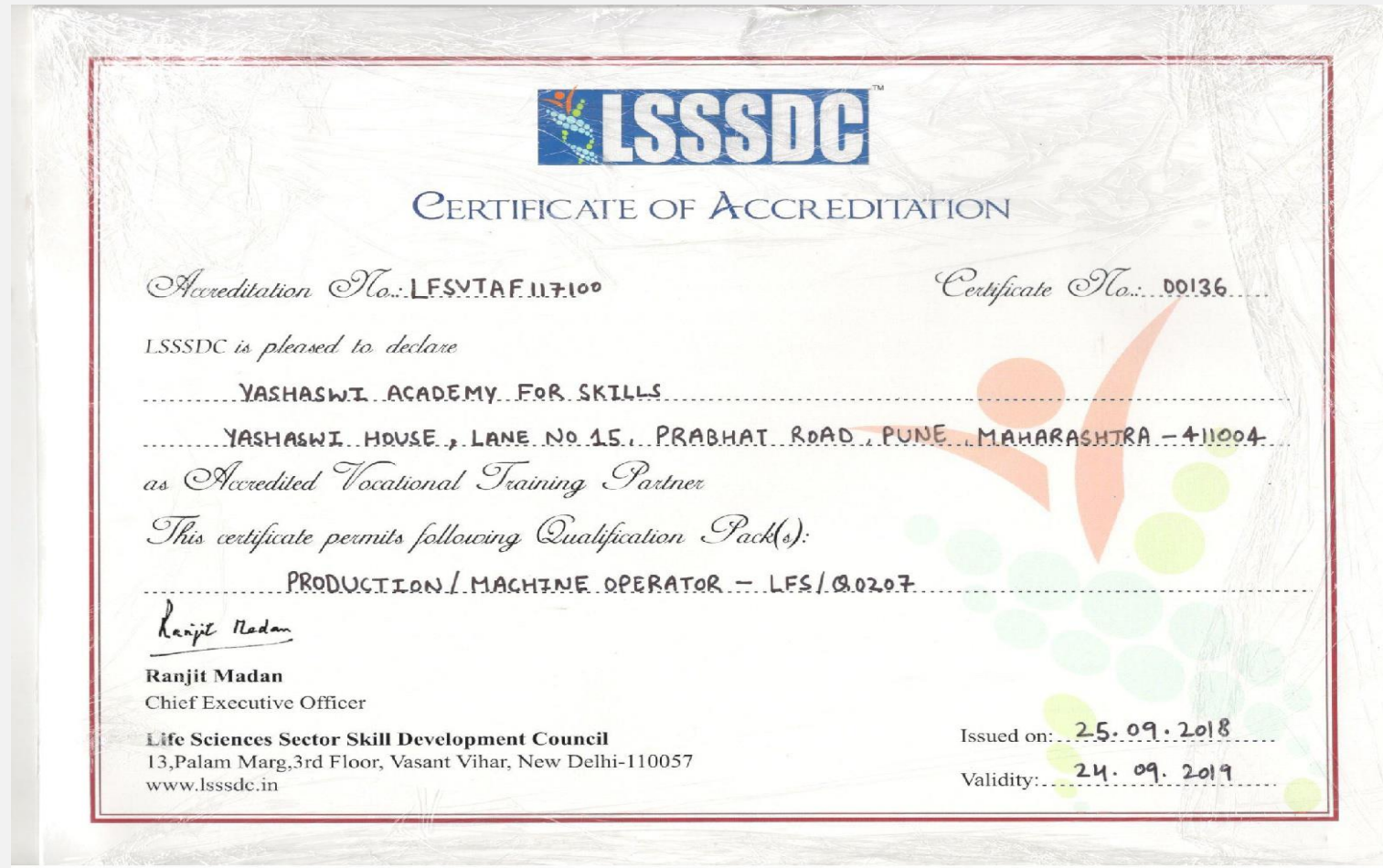


250+ On Job
Training and
jobs
committed

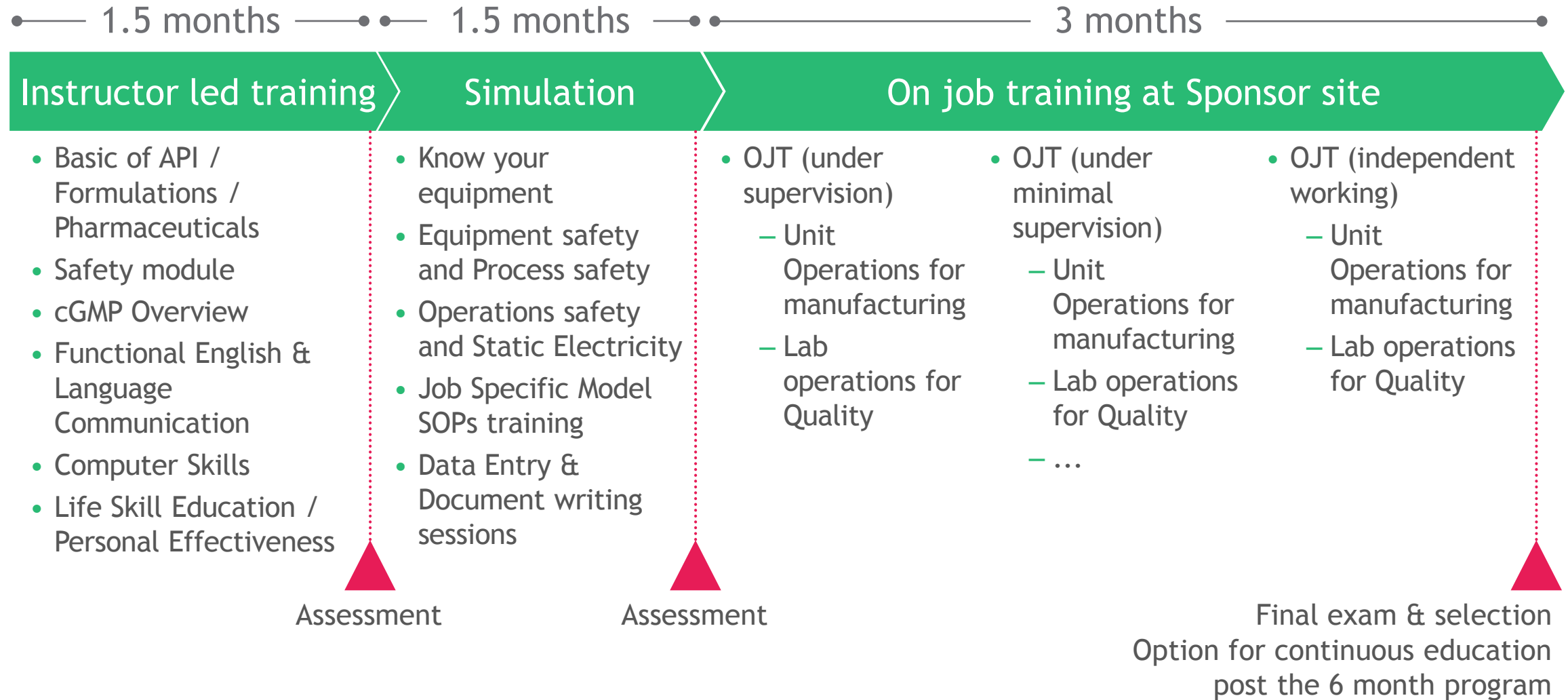
First batch of 90 students from 3 companies (Cipla / DRL / Lupin)



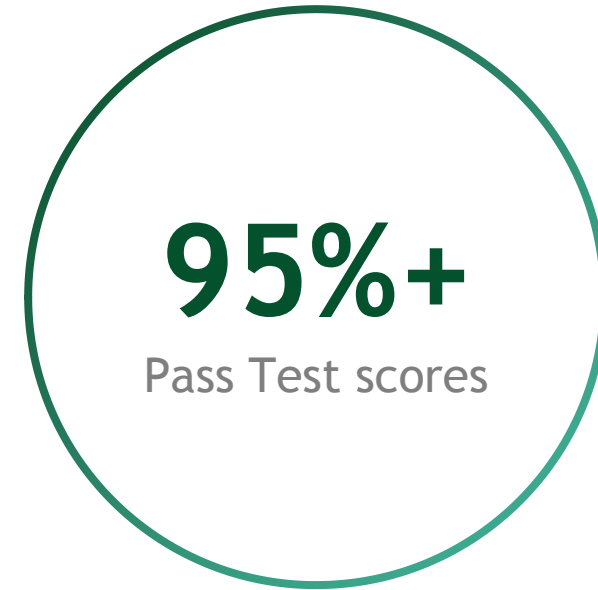
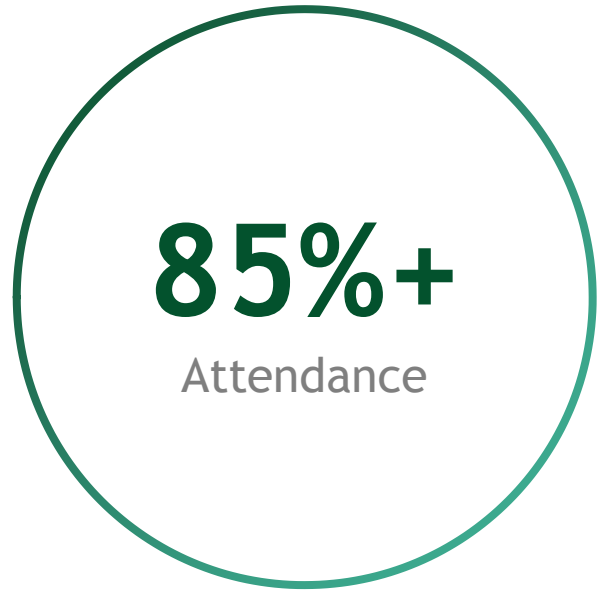
Centre is LSSSDC Accredited



Pedagogy being deployed for 6 month training



Testing results and attendance has been encouraging



It is not all work and no play ...



Three lock-ins developed post this period

•———— 6 months —————••———— Post 6 months —————••———— Post 18 months —————•

**LSSSDC certification
& employment in
sponsor company**

**Option for
continuous
education in
sponsor company**

Salary increase

Plan for rest of year and beyond

Challenges

Teething issues with Infra,
accommodation

Getting test equipment live

Managing diversity

Securing engagement and success

Getting OJT well settled



Plan going forward

Ensuring learnings from Pilot
batches are addressed

Stabilize to batch strength of 90 per
quarter

Open up to member companies
beyond core committee

Define timelines for next location -
Ahmedabad / Baroda

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A close-up photograph of a lit sparkler against a dark background. The sparkler is the central focus, with numerous bright, golden-yellow sparks radiating outwards in all directions. The sparks vary in length and intensity, creating a dynamic and celebratory atmosphere. The background is dark, making the bright sparks stand out prominently.

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