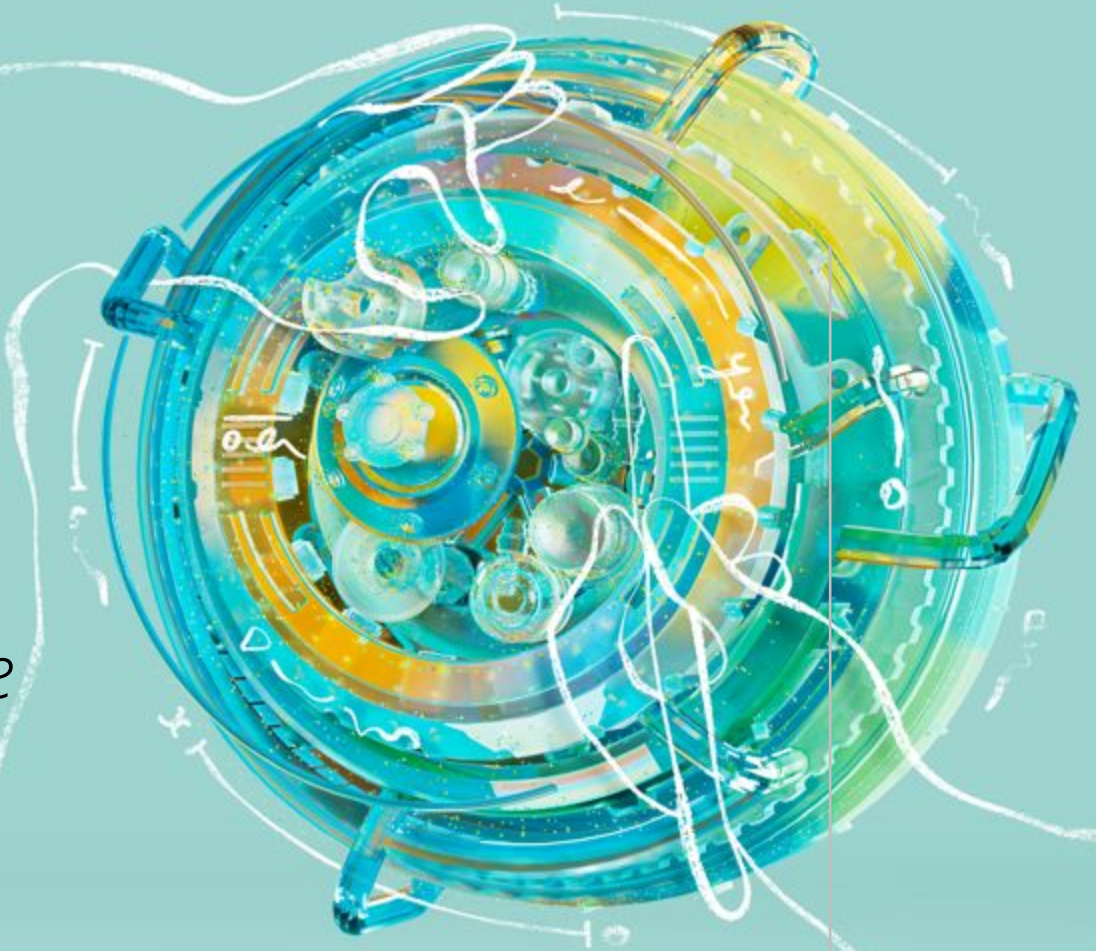


Setting up world-class Skilling Institute:

Quality & Manufacturing Excellence

June 2024



A stylized, teal-colored illustration of a cityscape, featuring various skyscrapers, a dome-topped building, and a satellite dish, all arranged in a curved, dynamic layout. The background is a light teal color with small bird silhouettes.

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

- **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

- **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)*

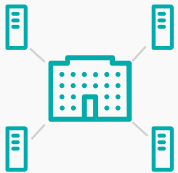
Infrastructure & Facility | Integrated campus as 'Hub' and specialized centers as 'Spoke'



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

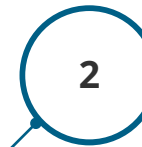


Long Term: Operations in multiple locations (as CoE spokes) across major pharma clusters (Hyderabad, Baddi etc.)

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.

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

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



PAGE Foundation Full-time Faculty

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

Experts from Partner Institutions

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

Visiting Faculty

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

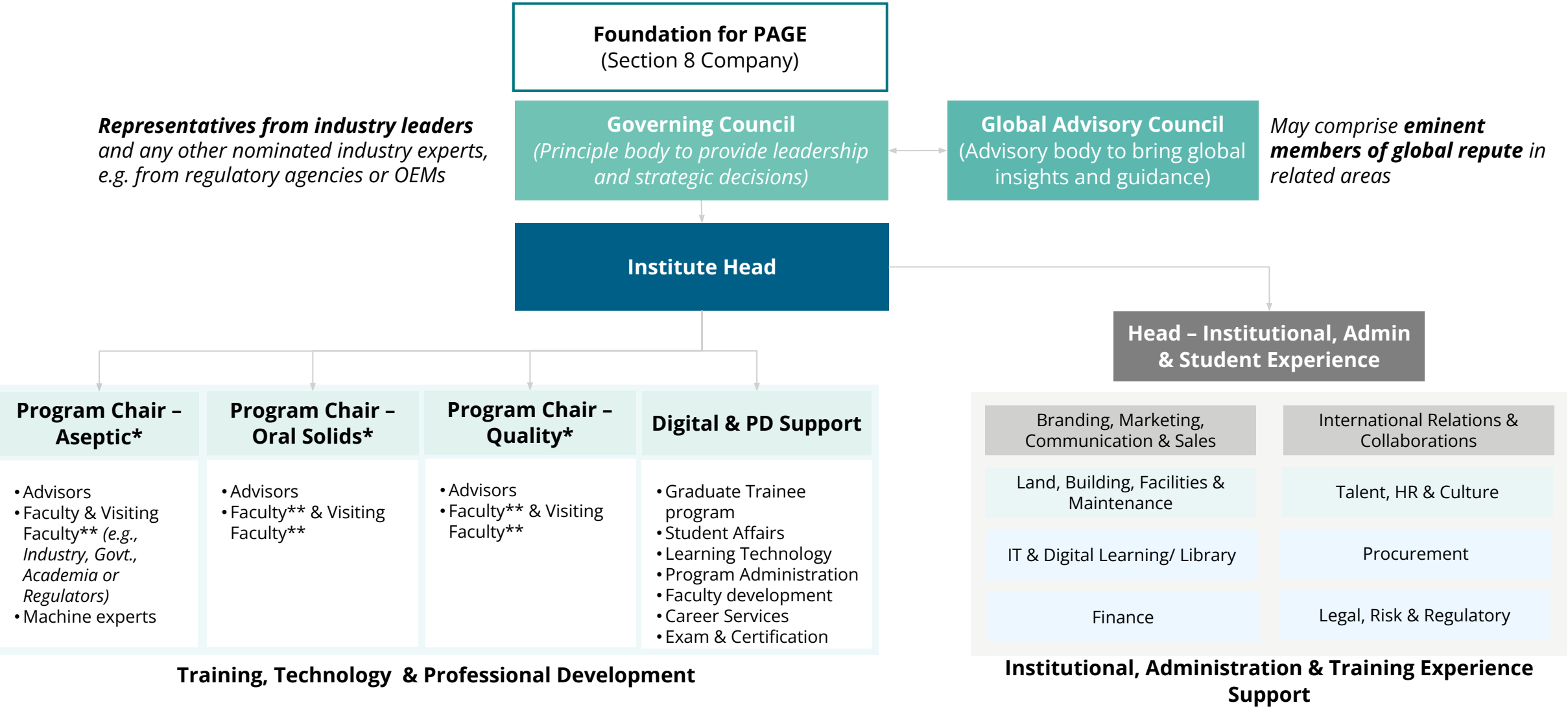
Partnerships & Collaborations | **Global Capability and Content**



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.

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



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