

Training for Skill Development – A Nationwide Concern

**Restaurant Congress 2012
New Delhi**

Restaurant Industry

Tourism Industry Revenues (2010) – INR 215000 cr

Restaurants
- Overall

- Revenues – INR 49000 cr
- Growth Rate – 5% to 6% per annum
- Current employment – 50 lac persons
- Jobs (add on requirement) – **20000** (per annum)

Organised
Sector

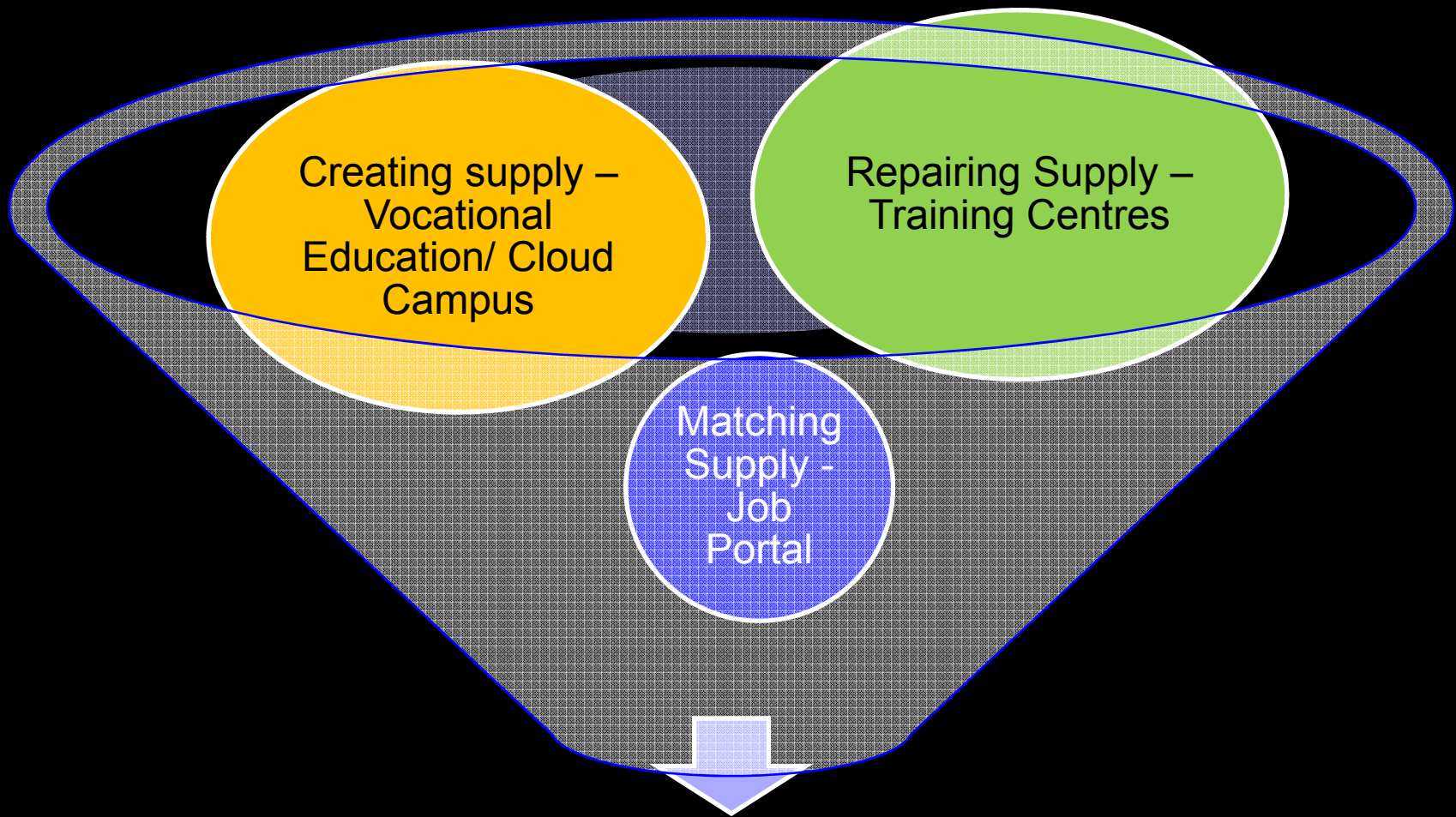
- Revenues – INR 8500 cr
- Growth rate – 20% to 25% per annum
- Current employment – 90000 persons
- Jobs (add on requirement) – **9000** per annum

*Data Acknowledgement:
WTTC – World Tourism and Travel Council
HVS India – Rooms Supply, Capital Investment and Manpower Requirement by 2021
FHRAI White Paper on Restaurant Industry*

Restaurant Industry

- Organised sector growing at 20% to 25% per annum
- Labour Intensive business ; Skills binding constraint
- Biggest challenge – human capital
- **Three Problems**
 - Immediate Matching Connecting Supply to demand
 - Medium Term Mismatch Repairing Supply for demand
 - Long Term Pipeline Preparing Supply for demand

Solutions



Employment

Employability Enhancement Approach

ACADEMIC LADDER

PGDHM
1 year

B.Sc. Degree
3 year

Associate Degree
2 years

Diploma
1 year

Certificate Program
6 months

Certificate
3 months

PROGRAMS

Events/Hotels/
Institutional

Hospitality / Tourism /
Culinary Arts

Hospitality

Tourism

Accommodation

Food Service

Food Production

Accommodation
Operations

Restaurant Operations

Food Production
Operations

Front Office

Housekeeping

Training

Operations Audits &
HACCP

SKILL LADDER

Specialisation

Manager

Assistant Manager

Supervisor

Entry Level

Knowledge Enhancement

Conclusion

- **Skill Crisis**
 - Demographic Dividend; 1 million
 - Vocational education congruence with Industry
- **Multiple entry points required to be created**
 - Employment vs. Education vs. Training continuum;