

**SAIL, a steel manufacturing giant, collaborated with FutureSkills Prime to undergo a digital transformation by upskilling all 55,000+ employees**



Under the collaboration, SAIL's **4,000 employees** were successfully trained and certified through the FutureSkills Prime's Digital **101 Program**.



## Overview

Steel Authority of India Limited (SAIL), a Maharatna company and a central public sector undertaking (PSU), is recognized as one of the largest steel manufacturing companies in India. Operating in the steel sector, SAIL aimed to achieve sustainable growth in steel production through innovation and a digitally-driven work culture and operational processes.



Recognizing the need for digital transformation, SAIL launched a comprehensive skill development initiative at all levels of the organization. To implement the initiative, SAIL partnered with FutureSkills Prime to upskill its entire workforce in stages on essential digital skills like AI, Robotics, and 3D printing. To encourage a technology-focused culture as part of their digital journey, the initiatives also focused on imparting training on other crucial digital technologies such as Cloud Computing, Automation, Cyber Security, and so on.

## Vision

To establish SAIL as a digitally empowered organization with a workforce capable of leveraging state-of-the-art technologies

## Problem Statement

The FutureSkills Prime Digital Engineering program addressed three key challenges:



Reliance on outdated technology



Conventional manufacturing processes



Low digital literacy among the employees



Shortage of skilled talent



Inadequate safety measures on the shop floor

## Goal

Under the initiative, SAIL aimed to achieve the following goals:



Effective asset management and higher operational efficiency



Robust safety measures to avoid any risk or potential failures



A future-ready workforce with essential digital skills



Integrate level 2 automation into new and ongoing projects



Active employee participation with their ideas and suggestions

## Why Partnership with FutureSkills Prime

SAIL chose FutureSkills Prime to upskill its employees due to its comprehensive platform and diverse range of digital courses. The platform's strategic alignment with organization goals, the non-commercial MOU, and the administrative support made it the ideal choice for SAIL. The collaboration promised to address **80%** of SAIL's capability development needs for their digital endeavors. FutureSkills Prime also offered self-paced learning and gamification elements, such as leaderboards, to enhance the learner experience.

## Idea Behind SAIL's Collaboration with FutureSkills Prime

Under the collaboration, FutureSkills Prime offered a Digital 101 program that offered a wide range of courses on digital technologies like data analytics, AI, machine learning, and facilitated mass learning at scale.

This collaboration involved selecting courses focused on digital technologies, such as the Internet of Things (IoT), Artificial Intelligence (AI), and Machine Learning (ML). The skilling initiative targeted employees at all levels, including executives and blue-collar workers, aiming to build a digitally literate workforce. SAIL prioritized courses that would provide both basic digital literacy and in-depth knowledge for those involved in digital projects.

# Detailed Solution

FutureSkills Prime addressed SAIL's problems by offering a single, comprehensive platform for digital skills development.

Key aspects of the solution included:

## 01 ACCESS TO A WIDE RANGE OF COURSES:

Covered various digital technologies and competencies.

01

## 02 ADMINISTRATIVE SUPPORT:

Enabled monitoring and tracking of employee progress.

02

## 03 FLEXIBLE LEARNING:

Self-paced courses allowed employees to learn at their own convenience.

03

## 04 IMPACT METRICS:

Over 4,000 employees registered within months, with a target of 10,000 sign-ups by year-end and an ambitious goal of earning 100,000 badges.

04

## 05 COURSE METHODOLOGY:

Training offered in the form of videos, PPTs, infographics, along with links to the portal in different groups and forums.

05

## 06 THREE-TIER STRATEGY:

Curated a well-defined strategy with a focus on three-level intervention:

- Basic Digital Literacy: Upskilled employees on foundational digital skills.
- Advanced Knowledge: Provided project leaders with deeper insights into digital technologies.
- Leadership Training: Equipped leaders with the skills to guide digital initiatives effectively.

06

## 07 POLICIES AND CULTURAL CHANGE:

New policies were introduced with a focus on course fee reimbursement, appreciation letters post-course completion, and monthly knowledge sessions to motivate employees for active participation.

07

The collaboration led to improved efficiency, productivity, and employee satisfaction as more employees gained confidence in handling digital technologies.

## Revenue and Larger Numbers

SAIL aimed to generate ₹1500 crores in annual business value through this skilling initiative, while enhancing the digital literacy of 55,000 employees to support long-term financial benefits and align with its business goals.

## Senior Leaders' Perspective

Shri Krishna Kumar Singh, Director (Personnel), SAIL, acknowledged that FutureSkills Prime had played a critical role in enhancing employees' digital competencies and integrating digital skills into the daily curriculum and organizational agenda.



# Impact

**01 4000+ Employees** (Senior Leadership to Blue-Collar Workers): Successfully completed digital training and earned certifications.

**02 Technology Integration:** Digital Technologies (AI, ML, AR, VR, Data Analytics, etc.) have now become an integral part of the ongoing projects.

**03 Culture Transformation:** Digital skills are now central to SAIL's culture, pushing continuous learning across the organization.

**04 Social Impact:** Through CSR programs, digital skills were provided to contract workers and local communities, supporting the national goal of building a digitally skilled workforce.

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