Workforce Steady, Future Ready: MCCIA's Capability Building Initiative

We express our sincere gratitude to team MCCIA and Management

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Foreword

s we reflect on the journey of the Capability Building Programme (CBP) at MCCIA, it is clear that our efforts to enable meaningful, industry-relevant professional development have resonated across Pune's dynamic business landscape. In a rapidly transforming world, where technical advancements outpace traditional learning frameworks, the CBP stands as a proactive intervention to ensure that our member organisations—and the people who power them—remain ahead on the curve.

This report is not just a documentation of sessions delivered or numbers achieved; it is a reflection of shared goals of our member community's collective pursuit of excellence. With the unwavering guidance of the President Mr. Sanjay Kirloskar, the CBP reflects MCCIA's commitment to creating inclusive, scalable platforms for professional growth.

We are grateful to every participating organisation, speaker, and team member who has made this journey possible. Together, we look forward to building upon this foundation-deepening our impact, expanding our reach, and reaffirming our belief that knowledge, when shared strategically, transforms both, people and the organisations they serve.

Mr. Prashant Girbane

Director General MCCICA, Pune

About MCCIA



Vision

We at MCCIA aim to empower businesses and establish an eco-friendly, biodiverse environment that will nurture and Propel us towards the creation of quality infrastructure and education, while emerging as the nucleus of technical and industrial research, development and growth model of the country. We strive to encourage preservation of heritage, energise lives, inspire progress, optimise resources and implement ethical practices towards sustainable growth, thus paving the way towards a future of immense business possibilities.



Mission

- To facilitate industrial growth while balancing the socio-economic environment.
- To develop futuristic, eco-friendly and culture-centric experiences for people
- To energize lives through natural and human resource optimisation and utilisation
- To promote research, development and production in the field of science and technology
- To ensure the finest infrastructural development and facilities with a futuristic edge
- To work towards a harmonised milieu for all cultures, ethos and social tolerance.

Introduction

n a world where industries are constantly evolving and job roles are becoming increasingly dynamic, Pune has established itself as a thriving industrial and commercial hub, home to diverse sectors. In this vibrant city, success at work depends on more than just technical know-how—it's the subtle blend of skills like effective communication, adaptability, teamwork, and problem-solving that makes the difference. These qualities form the invisible threads that weave together strong, resilient, and high-performing teams.

As the job market becomes more competitive, the lack of these competencies have emerged as a silent contributor to rising unemployment. As this metropolitan region continues to grow, companies face evolving challenges in maintaining their competitive edge in an increasingly dynamic market environment.

Equipping individuals with essential workplace competencies directly addresses this challenge, providing them with the necessary tools to both secure and maintain meaningful employment. The significance of these competencies lies in their practical application. While degrees and certifications may open doors, it is competencies that empower individuals to step into dynamic roles with confidence and capability.

Recognising their value, forward-thinking organisations are increasingly investing in training programs that help employees sharpen these essential skills. Such programs enhance performance while also developing a workforce that is adaptable, engaged, and ready to lead.

The Mahratta Chamber of Commerce, Industries, and Agriculture (MCCIA) identified a crucial opportunity to enhance workforce capabilities in the region. Through engagement with member organisations, MCCIA discovered that businesses across sectors were experiencing competency gaps that hindered their ability to adapt to changing industry demands and technological advancements.

In response to this identified need, MCCIA stepped in to bridge these gaps through targeted training programs, which aimed at strengthening both individual employability and overall industry readiness, and introduced the Capability Building Program (CBP) in 2022. This initiative was designed as a comprehensive industry upskilling program to address the specific competency requirements across various business functions

The program takes a practical approach, focusing on developing relevant skills that directly address the needs identified during MCCIA's systematic assessment of industry requirements. Through this targeted framework, the program enhances individual employability while supporting organisations in building capable, future-ready teams. Ultimately, CBP plays a key role in driving professional growth and enabling business development across Pune's evolving industrial landscape. It also represents MCCIA's commitment to strengthening the regional economy by enhancing professional capabilities through structured educational interventions.

Capability Building Program (CBP)

CCIA's Capability Building Program (CBP) is thoughtfully designed to reflect the evolving needs of the industry and is uniquely structured to serve companies across the spectrum. Each organisation, regardless of size, faces distinct challenges when it comes to skill development. CBP recognises the varied needs of an organisation and offers tailored programs that meet companies where they are in their growth journey. The flexibility in its design allows participants from different industries and scales to benefit from relevant, actionable learning experiences that directly address their day-to-day operational and strategic challenges.



Time-Efficient Educational Delivery



Differentiated Competency Development Pathways



Expert-Led Instruction



Progressive Competency Acquisition Framework



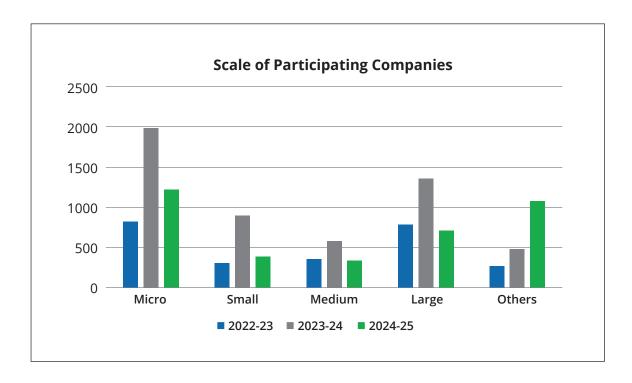
Application-Oriented Methodology

These competencies are delivered through a carefully crafted combination of expert-led workshops, seminars, and hands-on practical sessions. Prior to finalising each year's training calendar, a comprehensive survey is conducted to identify the most critical skill gaps, drawing valuable insights from both industry stakeholders and experienced trainers. This dual-perspective approach ensures that the programs remain relevant, practical, and forward-looking. A rigorous scrutiny process is followed before onboarding trainers, ensuring high standards of instruction and expertise. The curriculum for each program is carefully crafted to address current competency gaps while also anticipating future industry demands. Since its inception, CBP has successfully completed three rounds of industry upskilling, with approximately 90 well-curated programs being planned and executed annually.

Organisations of varying sizes have distinct training needs, of which many smaller enterprises prioritise practical, hands-on development in fundamental areas such as finance, operations, and digital marketing to strengthen their core business capabilities and ensure sustainable growth. For MSMEs, the program offers affordable access to specialised training that would otherwise be financially out of reach, helping them compete with larger entities by developing critical in-house expertise without the need for extensive HR infrastructure. The flexible module structure allows small businesses to target specific skill gaps without committing to comprehensive programs.

For larger corporations, the CBP serves as a platform to continuously upgrade the skills of their workforce in line with evolving industry trends and global standards. These companies often look for advanced, domain-specific programs that can refine leadership capabilities, support innovation, and align internal processes with international benchmarks.

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Enterprise Type	2022-23	2023-24	2024-25
Micro	832	1982	1221
Small	314	891	394
Medium	359	590	349
Large	788	1355	718
Others	279	491	1083

The consistent representation from medium and large enterprises throughout this three-year period underscores the programme's continued relevance to established organisations seeking to maintain competitive advantages through workforce capability enhancement. The programme's extensive engagement with micro and small enterprises further demonstrates its vital role in fostering business resilience and enhancing growth capacity within the developing business ecosystem.

Impact

he CBP has generated a remarkable impact throughout its three-year journey. What started in 2022 as a targeted initiative to address skill gaps has evolved into one of MCCIA's most transformative programs. Today, the CBP stands as a powerful catalyst for workforce development, business capability enhancement, and inclusive growth across the region. With a clear vision and practical approach, CBP has not only trained individuals—it has helped shape the way companies think about continuous learning. CBP has helped more than 1,400 companies and trained over 9,000 individuals through 270+ programs.

The growth trajectory of CBP is reflected in its yearly performance

	2023-24	2023-24	2024-25
Unique Participants	2103	3946	2954
Total Footfall	2023-24	2023-24	3765
Unique Organisations	354	595	462

Analysis of participation patterns reveals that 378 member organisations engaged with the CBP during 2024-25, demonstrating sustained, robust participation from MCCIA's established network. Simultaneously, in non member organisational participation was ensured in 87 entities. This trend suggests an increasing recognition of the enhanced value proposition available through formal MCCIA membership, reinforcing the programme's evolution as a core member benefit.

	2024-25	2024-25	2024-25
Non-Member	105	183	122
Organisations			
Member Organisations	250	425	429

A key enabler of this inclusive growth has been Saksham.

The initiative is a definition in itself, meaning capable or competent. It was specifically designed to target entrepreneurs and businesses at the bottom of the chain, particularly those with an annual turnover of less than ₹5 crore, and help make them truly 'Saksham' (Self Reliant). Financial constraints often represent the greatest barrier businesses face in accessing professional development. We were determined not to let limited resources prevent organisations from participating in our valuable training programs. To address this, we introduced Saksham, where any company with a turnover of less than ₹5 crore is eligible for coupons worth ₹20,000. With these coupons, they can attend a minimum of 10 programs, some at no cost, others at a highly discounted rate.

Of the 525 Saksham coupons utilised during this period, 204 were specifically directed toward CBP participation. This initiative enabled 70 unique organisations to access

professional developmment opportunities that they would have otherwise found financially prohibitive. The Saksham coupons motivated 182 members to attend MCCIA events for the first time ever thereby enhancing their membership journey. These results validate the initiative's effectiveness in expanding Capability-Building resources to smaller enterprises while strengthening our overall membership base.

Furthering the initiative's accessibility, MCCIA introduced a subscription-based model, making it easier for companies to plan and invest in employee development on a larger scale. Organisations can choose from three flexible coupon slabs—10, 40, and 80 coupons—depending on their team size, training goals, and budget. While MSMES with lean teams can start with the 10-coupon package, larger corporations with broader needs often opt for 40 or 80-coupon slabs, embedding a sustainable learning ecosystem within their operations.

Focus Area of CBP

The architectural framework of the CBP encompasses seven distinct competency domains

1.Business Development:

Critical for growth and market expansion, this area builds skills in strategic planning, market analysis, sales and marketing, and customer engagement to support sustained business growth.

2.Financial Literacy and Taxation:

With increasing complexities in financial planning and regulatory compliance, this domain strengthens decision-making through training in budgeting, financial analysis, risk management, corporate governance, and GST compliance.

3. Operational Skills:

As the backbone of any organisation, operations ensure the efficient delivery of products and services. This domain focuses on process improvement, supply chain management, quality control, lean operations, and performance management to drive operational excellence and enhance productivity.

4.Personal Development:

This domain focuses on strengthening financial management capabilities, equipping finance professionals to make sound strategic decisions through training in financial planning, analysis, risk management, and budgeting.

5.Business Strategy:

Essential for sustainable growth and competitiveness, this domain enhances capabilities in strategic planning, business model development, competitive positioning, and execution, providing tools to anticipate change and identify opportunities.

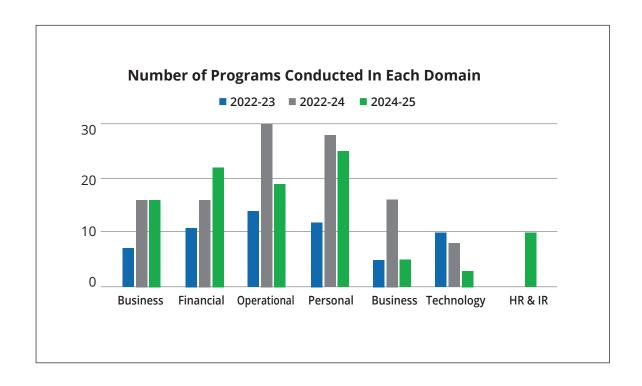
6.Technology Skills:

In today's digital era, technology drives innovation, efficiency, and competitiveness. This domain equips professionals with practical skills in digital transformation, cybersecurity, data analytics, software development, cloud computing, and emerging technologies, helping organisations adapt to the evolving tech landscape.

7.HR & IR:

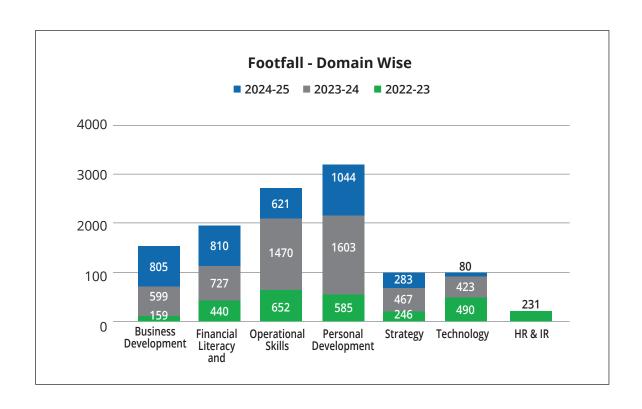
Human Resources drives organisational success through talent management and culture building. This domain strengthens core HR functions, including recruitment, performance management, employee development, and legal compliance.

Domain	2022-23	2023-24	2024-25
Business Development	7	16	16
Financial Literacy and Taxation	11	16	22
Operational Skills	14	30	19
Personal Development	12	28	25
Business Strategy	5	16	5
Technology	10	8	3
HR & IR	NA	NA	10



Based on the comprehensive analysis of multi-year participation trends, the HR & IR domain was strategically incorporated to address specific organisational capability gaps identified through our assessment framework. Looking ahead to the upcoming financial year, the programme will expand to include two additional specialised domains—Leadership and Technical Skills. This expansion directly responds to recurring feedback patterns and anticipates evolving industry requirements as indicated by our sector-specific engagement metrics and competency benchmarking studies.

Domain	2022-23	2023-24	2024-25
Business Development	159	599	805
Financial Literacy and Taxation	440	727	810
Operational Skills	652	1470	621
Personal Development	585	1603	1044
Strategy	246	487	283
Technology	490	423	80
HR & IR	NA	NA	231



Testimonials



Astemo Mobility Beyond

66

The upskilling program motivated me to enhance our employees' skills and stay updated with the latest industry trends, helping us contribute more effectively to organizational growth. Attending various training sessions enhanced technical and soft skills, improved problem-solving ability, and boosted the confidence of participants of our employees. The key takeaway was learning new tools, techniques, and best practices that those can apply in my daily work for better performance. I would highly recommend continuing technical skill development and leadership training programs in the future. I truly appreciate the efforts taken by the MCCIA to provide such valuable learning platforms for industries. I would highly recommend conducting more programs in the future, especially focusing on technical advancements, leadership skills, and crossfunctional collaboration. Overall, these programs have helped us to apply the learning in our employee's daily work and contribute more effectively towards the organization's goals.

- Ms. Supriya Zambre

Hitachi Astemo FIE Pvt. Ltd. Incharge of L&D, Recruitment & DE&I







We were motivated to join the Capability Building Programme at MCCIA Pune to enhance our team's skills and stay updated with evolving industry best practices. The 2024–25 sessions were thoughtfully designed, The interactive modules helped us identify key areas for process improvement and innovation within our organization. The training's major takeaway was the exposure to real-life as well as real time case studies and peer learning. We highly recommend similar future programs to organizations aiming for sustainable growth and capability enhancement through structured training initiatives.

-Mis. Anjali Bhat - AGM
 MSKH Seating Systems India Pvt. Ltd. Chakan Pune
 (HR & Admin)

Testimonials







We see it as a valuable opportunity to grow both personally and professionally. We are eager to develop new skills, deepen our knowledge in relevant fields, and gain hands-on experience that will prepare us for future challenges. The structure and support of the program really appealed to us, and we are excited about learning from experts and collaborating with peers who share similar ambitions. The training program was a valuable and eye-opening experience. It gives practical exposure to skills or areas, e.g., Leadership, Problem Solving, communication, technical tools, and gets a chance to work with a diverse group of people, which improves teamwork and adaptability. One key takeaway was the importance of continuous learning and feedback. We realized that stepping outside the comfort zone helped to grow faster and become more confident in our abilities.

Mr. Sandip Sannak, Associate Manager
 AAM India Manufacturing Corporation Pvt. Ltd.
 Human Resource







MCCIA's capability building programs on Operations and Behavioural Skills are aligned with our requirements and have been very useful for our employees in enhancing their skills, knowledge, and abilities. Topics and designs of the program are well thought of to meet industries needs on enhancing People Skills. These programs not only help in acquiring new skills / competencies but also help in cultivating a mindset that embraces continuous learning and improvement. 300+ of our employees have benefitted from these programs in FY'2024-25.

-Sudipta Marjit, Group Head Tata AutoComp Systems Human Resource, Business Excellence and Office of Strategy Management

Testimonials







As an organization committed to continuous learning and development, we were motivated to join MCCIA's training programs to enhance our employees' skills, boost morale, and align individual growth with organizational goals. The structured and practical approach offered by MCCIA, combined with their industry relevance, made it a valuable opportunity to invest in our people and prepare them for future challenges. Our experience with MCCIA's training programs has been extremely positive. The sessions were well-structured, interactive, and delivered by knowledgeable trainers who understood our industry context. One of the key takeaways was the practical applicability of concepts participants could immediately implement what they learned in their day-to-day roles. We had a highly enriching experience partnering with MCCIA for our employee development initiatives. The training programs were thoughtfully curated, interactive, and delivered with real-world relevance. Sessions on communication skills, leadership, and stress management were particularly well-received and had a noticeable impact on employee engagement and confidence. The facilitators brought great energy and practical insights that resonated with participants across all levels. We appreciate MCCIA's professional approach and ability to customize sessions to meet our organizational needs. We strongly recommend MCCIA for any company looking to invest in meaningful training interventions. We look forward to participating in future programs, especially those focused on emotional intelligence, conflict resolution, and people management.

-Subhash Nair

Deccan Mechanical and Chemical Industries Pvt. Ltd. (AGM- HR & Admin)

Looking Forward: Building on Success

he 2024-25 financial year marked a significant chapter in the evolution of MCCIA's Capability Building Programme. With 462 organisations served and nearly 3,000 active participants engaged across diverse sectors, the programme has firmly established itself as more than just a training initiative—it has become an essential business enablement platform for our membership community.

Our analysis reveals both achievements and opportunities. Member engagement remains robust, while the Saksham initiative has proven particularly effective at bringing new organisations into the fold. The shifting participation patterns across enterprise scales reflect both changing market conditions and evolving professional development priorities.

As we move into 2025-26, the introduction of specialised Leadership and Technical Skills domains represents a natural progression based on consistent feedback and observed capability gaps. The enhanced focus on interactive, case-based learning formats acknowledges that today's business challenges require collaborative problem-solving rather than traditional instruction alone.

The Capability Building Programme will continue to adapt and evolve, guided by member needs and industry trends. Yet its fundamental purpose remains unchanged: to equip organisations of all sizes with the practical knowledge, strategic insights and professional connections necessary to thrive in an increasingly competitive landscape.

Through this programme, MCCIA reaffirms its commitment to being not just a business association, but a genuine partner in enterprise growth and development.





















MCCIA's Capability Building Initiative Team



Aniruddha Brahma Associate Director



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