



**Logistics Sector Skill Council -
NCVET Recognized Awarding Body
An Overview**

Table of Contents

1. About Logistics Sector Skill Council (LSC)	3
2. Vision and Mission of Logistics Sector Skill Council	4
3. Overview of the Logistics Industry	5
4. Global Opportunities in Sector	9
5. Sub-sectors in Logistics	11
6. List of job roles - Sub-sector wise	14

About Logistics Sector Skill Council (LSC)

Brief:

Logistics Sector Skill Council (LSC), a not-for-profit organization registered under Sec. 8 of the Indian Companies Act, 2013 (18 of 2013) and rule 18 of the Companies Incorporation Rules, 2014. LSC is set up by the Ministry of Skill Development/National Skill Development Corporation with the aim to ensure skill trained HR at entry-level and up-skill the logistics workforce.

Logistics Sector Skill Council is governed by its Governing Council comprising eminent Captains of Industry, with Mr Cyrus Guzder as Chairman. The Members of the Governing Council are representative of the 12 Sub Sectors that LSC represents namely: -

Warehousing, Land Transportation, Cold Chain Solutions, Courier and Express industry, E-Commerce, Port Terminals, Inland Container Depots and Container Freight Stations, Air Cargo Handling, Freight Forwarding and Customs, Supply Chain Solutions, Rail Logistics and Liquid Logistics.

Logistics Sector Skill Council is a recognized awarding body by NCVET (National Council of Vocational Education and Training).

LSC Chairman – Mr. Cyrus Guzder

LSC – Chief Operating Officer – Mr. Ravikanth Yamarthy

Date of Formation – 12th March 2014

Vision and Mission of Logistics Sector Skill Council

Vision:-

Create a sustainable skill ecosystem aligned to the Industry needs for the Logistics Sector by developing the best Occupational Standards and deliver quality training to increase the dignity of labour.

Mission:-

- Develop a skilled workforce in the logistics industry under various sub-sectors through eminent training partners.
- Create a pipeline of skilled HR who join the Logistics Sector by choice through Vocational Training in Logistics in Higher Educational Institutions, thereby making the sector an aspirational one for the youth
- Monitor the training delivery with a view to ensure candidates are trained to meet the industry requirements and continuously fine tune the National Occupation Standards, curriculum, and content so that Industry prefers LSC certified candidates.
- Benchmark the quality of the training related to increase in productivity and measured by reduction in rework/incidents and accidents and establish the improved logistic efficiency in terms of reduction in logistic costs
- Bring in the best practices from across the World to our Indian logistics industry for the betterment of professional standards.

Overview of the Logistics Industry

Logistics – Global View

Global Logistics Industry includes all activities of the supply chain such as transportation, customer service, inventory management, flow of information and order processing. Other activities of the supply chain are warehousing, material handling, purchasing, packaging, information dissemination and maintenance among others. The Logistics market in terms of revenue was valued at US\$ 8185.46 billion in 2015 and is expected to reach US\$15522.02 billion by 2023, growing at a CAGR of 7.5% from 2015 to 2024. The market in terms of volume was valued at 54.69 billion tons in 2015 and is expected to reach 92.10 billion tons by 2024 growing at a CAGR of 6% from 2016 to 2024.^{1*}

*1Transparency Market Research "Logistics Market - Global Industry Analysis, Size, Share, Growth, Trends and Forecast, 2016 – 2024'

The Global Logistics Industry in 2017 is equally subject to global geo political machinations but apart from that countless disruptions threaten to tip the balance of global trade. These could be stated as follows: -

- Robotics, automation, 3D/4D printing will offset low-cost manufacturing advantages.
- Rampant protectionism favours localisation and also sustainability.
- Digitisation and demand-driven logistics are pushing supply chains closer to demand.
- Middle-class growth in developing markets is altering supply-demand dynamics.
- Global E-Commerce will challenge traditional borders and boundaries.

Thus, there are countless locations with compelling value propositions. Whether it is a pureplay distribution facility, manufacturing centre of excellence, transshipment port, regional E-Commerce hub or new market to sell in/ source from, retailers and manufacturers have no shortage of options. On top of that, if we consider global volatility and hypersensitivity to supply chain exceptions, then what emerges is that supply chain modelling, simulation, and optimisation are fast becoming core competencies.

Logistics – Indian Perspective

The Indian logistics sector is valued at USD\$ 150 billion, contributing 14.4 % of country's GDP. With the easing of FDI norms, proposed implementation of GST, increasing globalization, growth of ecommerce, positive changes in the regulatory policies, and government initiatives such as "Sagarmala", "Make in India", the sector is expected to touch \$200 billion by 2025. In the World Bank's Logistics performance ranking 2016, India's ranks have improved from 54 in 2014 to 35 in 2016, jumping 19 places.

Out of this USD 150 billion logistics cost, almost 99% is accounted for by the unorganized sector (such as owners of less than 5 trucks, affiliated with a broker or a transport company, small warehouse operators, customs brokers, freight forwarders, etc.), and slightly more than 1%, i.e. approximately USD 1.5 billion, is contributed by the organized sector. However, the industry is growing at a fast pace, and if India can bring down its logistics cost from 14% to 9% of the GDP (level in the US), savings to the tune of USD 50 billion will be realized at the current GDP level, making Indian goods more competitive in the global market. Moreover, growth in the logistics sector would imply improved service delivery and customer satisfaction leading to the growth of export of Indian goods and potential for the creation of job opportunities.

Demand-Supply Gap of Skilled Manpower in Logistics Sector

Current Concentration	Growth Corridors	Potential Geographies
Tamil Nadu, Telangana, Andhra Pradesh, Karnataka, Maharashtra, Delhi NCR	Uttar Pradesh, Gujarat, Bihar, Orissa, West Bengal, North-Eastern States, Punjab, Haryana	Himachal Pradesh, Goa, Rajasthan

- Logistics Sector employs about 21.24 million as of 2016. Out of 21.24 million, 54% are employed in passenger roadways segment, 35% in road freight while the remaining are in passenger railways, freight forwarding, warehousing, packaging and other services.
- As per the National Sample Survey, the distribution of employees is mainly in Mumbai, Kolkata, Hyderabad and Ahmedabad Districts, whereas emerging clusters include Bangalore, Surat and Indore.
- There has been no formal training in the country to address the skill gap in the logistics sector.
- Thrust on infrastructure projects such as the dedicated Freight & Industrial Corridors like DMIC, expansion of Port Terminals and construction of greenfield Port projects under Sagarmala project and Bharatmala project will create fresh employment opportunities.
- Increasing income levels and rapid growth in organised retail, e-commerce, QSR etc., will create new opportunities for the youth.
- With 100 percent FDI through automatic route permitted, and with the implementation of GST, FMCG is expected to grow at over 12 percent CAGR during 2010- 2020.

Scope for Skill Development in the Logistics Sector

It is estimated that the total workforce will increase from the current 21 million to over 31 million by the year 2025. That means, this sector alone will generate additional requirement of over 9 million people across all the modals-roads, railways, ports and aviation.

Government and associated stakeholders, including sector skill council, training institutions and logistic firms will need to ramp up their training capacity to cater to the growing training needs of the sector. It will also involve various efforts such as:-

- Creation of Kaushal Kendras for every sub-sector addressing the demand
- Engage with the Logistic Companies to invest in skill development as their CSR activity
- Review and update the existing QP/NOS as per the sector requirement.
- Synthesize the various training programs and educational courses and align them to the job roles in the logistics sector that would allow for career progression and lateral mobility
- Bring in transnational equivalence of the QP/NOS, which would permit placement of LSC certified candidates abroad.

Scope Of Logistics sector Skill Council



Warehousing
(Storage & Packaging)



Land Transportation



Courier / Express
Services



Port Terminals, ICDs
and CFS Operations



Air Cargo
Operations



EXIM logistics - Freight
Forwarding / Customs
Clearance



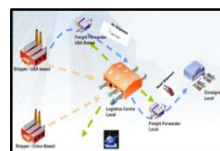
Cold Chain Logistics
Solutions



E-commerce



Inland Waterways &
Marine Services



Supply Chain for
Manufacturing and
Post Harvest Agri



Liquid Logistics



Rail Logistics

Global Opportunities in Sector

Estimated Employment in Logistics Sector Skill Council (Sectoral Labour Market Information)

Sl.	Sub Sectors	Employment in Mn.	Sub Sectoral % Distribution
1	Land Transportation	4.84	38.03%
2	Warehousing (Storage and Packaging)	3.84	30.15%
3	Supply Chain	2.12	16.63%
4	Courier and Express	1.37	10.78%
5	Cold Chain Logistics Solutions	0.16	1.23%
6	Exim Logistics-Freight Forwarding and Customs clearance	0.12	0.94%
7	Inland Waterways and Marine Services	0.10	0.79%
8	Port Terminals, ICD and CFS	0.08	0.65%
9	Air Cargo Operations	0.06	0.49%
10	E-Commerce	0.02	0.16%
11	Liquid Logistics	0.02	0.12%
12	Rail Logistics	0.01	0.04%
Total		12.73 million	

Sectoral Labour Market Information (Sub-sector Wise)

Sub Sectors	Associates (which includes blue collar and entry level) in Mn	Executives (which includes operators, drivers) in Mn	Support Function (which includes non- core functions) in Mn	Manager & above in Mn	Total in Mn
Land Transportation	1.36	3.20	0.15	0.15	4.84
Warehousing (Storage and Packaging)	2.42	0.92	0.35	0.15	3.84
Supply Chain	1.17	0.42	0.21	0.32	2.12
Courier and Express	0.89	0.27	0.14	0.07	1.37
Cold Chain Logistics Solutions	0.05	0.06	0.02	0.02	0.16
Exim Logistics-Freight Forwarding and Customs clearance	0.03	0.07	0.01	0.01	0.12
Inland Waterways and Marine Services	0.04	0.05	0.01	0.01	0.10
Port Terminals, ICD and CFS	0.03	0.04	0.00	0.00	0.08
Air Cargo Operations	0.02	0.03	0.01	0.00	0.06
E-Commerce	0.00	0.02	0.00	0.00	0.02
Liquid Logistics	0.01	0.01	0.00	0.00	0.02
Rail Logistics	0.00	0.00	0.00	0.00	0.01
Total	6.01	5.09	0.89	0.74	12.73
% Distribution	47%	40%	7%	6%	100%

Sub Sectors in Logistics

Warehousing – Storage and Packaging

The warehousing sub-sector focuses on the requirement of management of inventory keeping, inbound material, distribution, and dispatch. Tertiary packaging for transportation is an important part of this sub-sector.

Land Transportation

Carriage by land transport is about 60% of the modal mix compared with rail (33%) and water freight (7%) in India. The proportion varies based on the type of product. The transportation subsector involves consolidation of cargo, transportation and coordination of the transport network. Currently, there is a shortage of Commercial Vehicle Drivers (CVD), especially in the heavy vehicle segment.

Courier and Express Services

Courier and Express Industry handles time-critical and, many a time high-value consignment and in India, documents form a sizeable percentage of the segment. This is also a sub-sector with high employability as many companies also provide services to E-Commerce.

Port Terminals, ICD and CFS Operations

With the focus on port infrastructure under the 'Sagarmala Project', both the velocity and quantum of cargo movement will substantially be enhanced along with economic growth. There is bound to be more consolidation of port user community, and multi-skill trained manpower would be the necessity as the new projects get underway.

Exim Logistics - Freight Forwarding & Customs Clearance

EXIM refers to exports & imports. Freight forwarders run in a very dynamic environment affected by global currency fluctuations. They would need to know the rules of carriage, international trade documents etc. and leverage their domain expertise to arrange cost-effective freight.

E-Commerce

E-commerce involves buying and selling of goods and services, and also the transferring of funds or data over an electronic network, principally the internet.

These business transactions occur either as Business-to-Business (B2B), Business-to-Consumer (B2C), Consumer-to-Consumer (C2C) or Consumer-to-Business (C2B).

Air Cargo Operations

With increased regional connectivity, time-sensitive and high-value cargo movement will witness an increase. Most courier and express companies would be leveraging on this regional connectivity to ensure faster and more reliable delivery schedules. This will create the need for more dispersed work locations and consequently, more demand for local candidates who are skilled to take up the job roles.

Cold Chain Logistics Solutions

Agricultural produce and fruits postharvest need to be kept in a controlled atmosphere to prevent their deterioration. Similarly, fish and meat need to be adequately stored and transported in a refrigerated atmosphere where humidity control becomes very important. Refrigerated vehicles used for cold chain are also called as “reefer vehicles.”

Rail Logistics

Rail carries around 35 % of the freight for dense cargo like steel cement, coal etc. Rail is the preferred mode of transportation. However, the share of rail transportation has come down from over 75% during independence to just around 30 to 35 % today. This is mainly due to the competition from the road, which offers greater flexibility. Moreover, rail is less competitive for many goods over shorter distances due to an inverted freight structure. Further, the track capacity and speeds are limited. Goods get a lower priority over passengers, and this results in delays & and increased transit time over the road transportation.

Coastal Movement (Short Sea Shipping) & Inland Waterways

India has a long coastline of about 7500 kms., with access to the sea on three sides and eleven major and one sixty eight minor/intermediate ports. Major ports come under the direct administrative control of the Central Government, whereas minor and intermediate ports are governed by the respective maritime state governments. Shipping has always been regarded as an essential transport sector of national activities in all maritime countries, and it is well fitted for transportation of bulk cargos at low cost. Coastal shipping as a complementary mode of transport is not only an economic necessity but also a valuable asset in times of emergency. Coastal Shipping involves movement of cargo through ships between different ports along the coastline. When compared to road, rail and air, coastal shipping is the most cost-effective, energy-efficient and environmentally green & clean mode for transporting goods. Waterways currently contribute around 6% to India's transportation modal mix, which is significantly less than that in developed economies and some of the developing economies as well. The focus on inland waterways over the Ganga & Brahmaputra rivers has just begun with the development of **National Waterways 1 & National Waterways 2**. The primary issue is that of maintaining the minimum draft throughout the entire stretch for vessels to navigate through.

Multimodal Transportation

Multimodal transport refers to the movement of goods from point A to point B utilizing different modes of transportation by a single transport operator. In a country like India, where end to end delivery poses challenges, multimodal transport is an effective solution. Roads are the most common Railways are catching up quickly. Inland waterways have just started, while air freight is expensive. Port led cargo movement is inclined heavily towards the west coast due to the presence of natural harbours and economic weight of Maharashtra and Gujarat. To allow this growth to continue, there is a need for more private investments in logistics infrastructure with simpler regulations.

List of Job Roles - Sub-sector wise

Active Qualifications:

LSC has a total of 76 Active Qualifications across the various sub-sectors:

Single Task Qualifications:

S.NO.	SUB-SECTOR	QUALIFICATIONS
1	Warehousing (Storage & Packaging)	Warehouse Picker
2		Warehouse Packer
3		Kitting and Labelling Executive
4		Warehouse Binner
5		Data Feeder - Warehouse
6		Warehouse Supervisor
7		Inventory Clerk
8		Reach Truck Operator
9		Receiving Assistant
10		Warehouse Quality Checker
11		Loading Supervisor
12		MHE Maintenance Technician
13		Goods Packaging Machine Operator
14		Warehouse Claims Coordinator
15	Land Transportation	Loader/Unloader
16		Transport Coordinator
17		Transport Consolidator
18		Consignment Booking Assistant
19		Consignment Tracking Executive
20		Documentation Executive
21		Commercial Vehicle Driver - LMO
22	Courier & Mail Services	Courier Delivery Executive
23		Courier Pick-up Executive
24		Mail Handler
25		Courier Sorter
26		Shipment Bagging Agent
27		Lead Courier
28		Shipment Classification Agent
29		Clearance Support Agent
30		Shipment Query Handler
31		Delivery Management Cell Agent
32		Courier Branch Sales Executive
33		Courier Institutional Sales Executive
34		Key Consignor Executive
35		Courier Claims Processor

Rationalized Qualifications:

S.NO.	SUB-SECTOR	QUALIFICATIONS
36	Warehousing (Storage & Packaging)	Warehouse Associate
37		Warehouse Executive
38		Warehouse Supervisor
39		Warehouse Manager
40		Inventory and Materials Manager
41		Warehouse, Inventory and Transport Manager
42		Material Handling Operator and Technician
43	Land Transportation	Land Transportation Associate
44		Land Transportation Executive
45		Land Transportation Supervisor
46		Land Transportation Manager
47	Courier & Express Services	Courier Associate
48		Courier Executive
49		Courier Supervisor
50		Courier Manager
51	EXIM Logistics - Freight Forwarding and Customs Clearance	EXIM - Executive
52		EXIM - Supervisor
53		EXIM - Manager
54	Ecommerce	Ecommerce Team Lead
55		Ecommerce Manager
56	Ports Terminals, CFS and ICDs	Ship and Yard Planning Supervisor
57		Cargo surveyor
58		CFS and ICD supervisor
59		Cargo Handler - Manual
60		Cargo Equipment Handler
61	Liquid Logistics	Liquid Transport Operator
62		Tank Farm Associate
63		Tank Farm Supervisor
64		Tank Farm Manager
65	Inland Waterways & Marine Services	Vessel Operator Grade 1
66		Vessel Operator Grade 2
67		Vessel Operator Grade 3
68	Cold Chain Logistics Solutions	Cold Chain Process Management Specialist
69		Perishable Product Handling Specialist
70		Cold Chain Engineering Specialist
71		Reefer Vehicle Operator
72		Refrigeration Equipment Maintenance Specialist
73		Cold Chain Lead

Borrowed Qualifications:

S.NO.	SUB-SECTOR	QUALIFICATIONS
74	Road Transportation	Forklift Operator/Driver
75		Commercial Vehicle Driver
76	Agriculture Industries	Agri Commodity Quality Assayer



Logistics Sector Skill Council

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