

## Notice

### Virtual Meeting for establishing the framework for the identification and certification of manpower competencies

It has been represented to IndSTT by a number of companies operating in Trenchless industry about the high attrition rate of Operators, Surveyors & Technicians. After a fresh candidate joins any company, the company first puts him under probation period, during which time the candidate is assigned works and partially trained; and in doing so, the company incurs cost on training of such candidate. After the candidate is partially trained in works and is capable of giving deliveries in certain areas, the candidate leaves the company in order to join some other company for a higher salary. As a result, besides the assigned works are dislocated and dislocation of works becomes detrimental to time-bound projects, the company is forced to again undertake the exercise of bringing in replacements. The employer then has to pay a higher price for potential replacements, including the cost of sourcing, screening and recruiting candidates. The company also has to again orient new employee and make manager or supervisor available to offer guidance and support while those employees get up to speed. Such a trend leads to heavy losses for not only the first company but also the second company, as such a candidate can always join a third company for even higher salary and it increases the overall salaries of the candidates to unsustainable levels for any company. Eventually such candidate also suffers when the final company paying high salary completes their project and lays off such candidates, as there is no concept of relationship building in this approach. Such a trend needs to be curbed.

It is in this background that IndSTT has decided to conduct a virtual meeting on 2nd June 2022 at 03:00 PM to discuss the difficulties faced by all stakeholders of Trenchless industry.

All concerned stakeholders are invited to join the propose meeting. For joining link please contact us at [indstt@indstt.com](mailto:indstt@indstt.com) or [indstt@gmail.com](mailto:indstt@gmail.com).