



GEM

5th INTERNATIONAL SUSTAINABILITY CONCLAVE, EXPO & AWARDS 2023

20-21 JANUARY 2023

Hotel Taj Mahal, Lucknow
Uttar Pradesh



ASSOCHAM GEM Green Building Certification Program

The Green and Eco-Friendly Movement (GEM) of ASSOCHAM, is a certified sustainability rating programme for new and existing prestigious Government and Private projects including residential, commercial, healthcare, warehouses, smart campuses, universities, schools, airports, and railway station buildings. It focuses on the built environment and has been successfully running for five years with more than hundreds of registered projects in India. It is supported by many architects, planners, MEP designers, green building and environment consultants, educationists and professionals from India.

The programme has also trained more than 1500+ certified green building auditors and professionals. GEM has active chapters in 11 states in India. GEM has signed 14+ MoUs with leading organizations in building industry such as NAREDCO, CSIR-NEERI, TERRE, IIA, ISHRAE, FSAI, ISLE, IAQA, ASHRAE, GACS, SHF, SESI etc., 100+ MoUs with Educational Institutes. It has been recognised by five states for availing state incentives.

Key Objectives

- ⊙ Raise awareness on sustainability, circular economy, resource conservation and triple planetary crises
- ⊙ Share ASSOCHAM's initiative on climate change, environment and water
- ⊙ Disseminate GEM success stories among all the delegates and stakeholders
- ⊙ Discuss the opportunities and Challenges for implementing Green certifications
- ⊙ Build consensus on the importance of SDG2030 for Indian industry
- ⊙ Provide a platform for brainstorming on key issues for achieving net neutrality by 2070
- ⊙ Enabling businesses and services for compliance with ESG and environmental expectations
- ⊙ Engage with all stakeholders on emerging regulatory and policy framework on environment
- ⊙ Networking of GEM and sectoral professionals on environment, water, sustainability
- ⊙ Recognize the efforts undertaken by different organizations and institutions on sustainability through GEM sustainability Awards
- ⊙ Foster intra-generation and inter-generation dialogues and discussions on planetary health
- ⊙ Encourage views and feedback from stakeholders on the context of India's position on climate change
- ⊙ Showcase the various innovations and technology by companies on environment and allied sectors

Focus Areas

- Built infrastructure
- Climate Change
- Green ratings
- Pollution control
- Urban environment
- Mobility
- Sustainable Manufacturing
- Sustainable Design and interiors
- Resource efficiency
- Regulatory and Policy issues
- Environment and Social Governance
- Cleantech
- Climate Finance
- Environment and Sustainability Education
- Circular Economy
- Energy transitions
- Ideas and Innovations
- Utilities including Air quality, HVAC and maintenance
- Water
- Fire and Safety
- Eco-Landscaping

Highlights

- ❖ 5th GEM sustainability conclave
- ❖ 5th GEM sustainability awards
- ❖ GEM annual stakeholders' meet
- ❖ 5th GEM sustainability exhibition
- ❖ An open platform for fostering dialogues, ideas & innovations
- ❖ An international avenue
- ❖ Space for showcasing products, solutions and services
- ❖ Space for encouraging start up ecosystems
- ❖ A multi-stakeholder platform
- ❖ A multi-disciplinary conference format
- ❖ Cross-cutting issues revolving on people, planet & profits
- ❖ Recognition through awards for contribution in environmental sector
- ❖ Encouraging healthy and constructive participation from delegates and sponsors



GEM is being continuously improved to align with United Nation SDG-2030. GEM is the first comprehensive rating system in the world, to recognize sustainability, rather than incorporating few components of it.

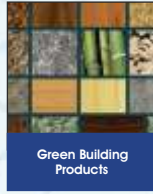
Showcase your Products and Services



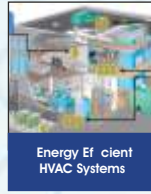
Building Automation Systems



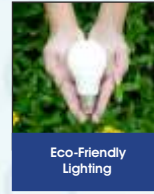
Eco-friendly Vehicles



Green Building Products



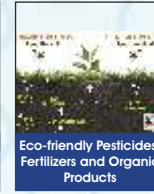
Energy Efficient HVAC Systems



Eco-Friendly Lighting



Green Landscaping and Eco-friendly



Eco-friendly Pesticides, Fertilizers and Organic Products



Environmental Monitoring & Pollution Control Equipment's



Waste Treatment, Management & Recycling System



Fire Systems & Products



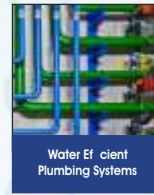
Eco-friendly & Energy efficiency products



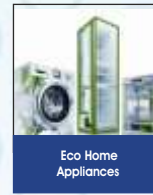
Indoor Air Quality Systems



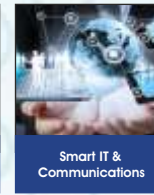
Renewable Energy Systems



Water Efficient Plumbing Systems



Eco Home Appliances



Smart IT & Communications



Urban Planning



Smart Transport

Who Should Attend

- Architects
- Civil/ Mechanical/ Electrical/ Plumbing Engineers
- Construction materials and equipment companies
- Contractors
- Educational Institutes
- Energy company strategists
- Energy majors/analysts
- Energy technology innovators
- Government and regulatory bodies
- Green Building Consultants
- HVAC Consultants
- Investment bankers
- Landscape architects
- Low carbon technology companies
- Non-governmental organisations
- Private Organizations
- Project Managers
- Real Estate developers and owners
- Renewable energy associations
- Specialist and financial consultants
- Students
- Town Planners
- Urban Designers
- Urban local bodies

PARTNERSHIP OPPORTUNITIES

VALUABLE GEM TITLE PARTNER (Rs. 50 Lakhs)

EXTENSIVE ADVERTISING

- 3 Min Company Corporate Film to be displayed during Breaks and Start of Session.
- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.
- Promotional Materials of Company to be included in Delegate Kit.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 5 Articles by the Partner will be published on the Social Media Websites.
- 5 Rounds of complimentary mass emailing will be done to the database of ASSOCHAM (E-flyer to be provided by the partner)

ENHANCED VISIBILITY

- 2 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Branding at Exhibition Area.
- Exclusive Onsite Hoarding acknowledging the partner support.

EXCLUSIVE BENEFITS

- Title Sponsorship** in GEM, Environment, and Water council events.
- Free **GEM Green Building Certification** of Rs. 5.00 Lakhs for your Facility.
- ASSOCHAM Patron Membership** worth Rs. 4.5 Lakhs.
- Free **GEM Eco Product Certification** of Rs. 1.00 Lakh.
- 25% Discount on ASSOCHAM Sustainability Services.
- Speaking slot in the Inaugural session.
- Speaking slot in 2 Technical sessions.
- 5 Complimentary Passes for the Dinner Night.
- 15 Passes for Delegates.
- 5 Webinars by December 2023.
- Industry-specific Sustainability Training up to 20 Persons.

PRINCIPAL PARTNER (Rs.18 Lakhs)

EXTENSIVE ADVERTISING

- 3 Min Company Corporate Film to be displayed during Breaks and Start of Session.
- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.
- Promotional Materials of Company to be included in Delegate Kit.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 5 Articles by the Partner will be published on the Social Media Websites.
- 5 Rounds of complimentary mass emailing will be done to the database of ASSOCHAM (E-flyer to be provided by the partner)

EXTENSIVE VISIBILITY

- 2 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Branding at Exhibition Area.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- Speaking slot during the Inaugural Session.
- Speaking slot during the 2 Technical Sessions.
- 4 complimentary passes for the Dinner Night.
- 15 passes for Delegates.
- Sharing of Conclave Visitors List.
- 3 Customised Webinars till Dec. 2023.
- Industry Specific Sustainability Training for the sales team for 20 persons.

PLATINUM PARTNER (Rs.15 Lakhs)

EXTENSIVE ADVERTISING

- 2 Min Company Corporate Film to be displayed during Breaks and Start of Session.
- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 3 Articles by the Partner will be published on the Social Media Websites.
- 3 Rounds of complimentary mass emailing will be done to the database of ASSOCHAM (E-flyer to be provided by the partner)

EXTENSIVE VISIBILITY

- 2 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Branding at Exhibition Area.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- Speaking slot during the Inaugural Session.
- Speaking slot during the Technical Session.
- 3 complimentary passes for the Dinner Night.
- 10 passes for Delegates.
- Sharing of Conclave Visitors List.
- 2 Customised Webinars till Dec. 2023.
- Industry Specific Sustainability Training for the sales team for 15 persons.

TITANIUM PARTNER (Rs.13 Lakhs)

EXTENSIVE ADVERTISING

- 1 Min Company Corporate Film to be displayed during Breaks and Start of Session.
- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 2 Articles by the Partner will be published on the Social Media Websites.
- 2 Rounds of complimentary mass emailing will be done to the database of ASSOCHAM (E-flyer to be provided by the partner)

EXTENSIVE VISIBILITY

- 1 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- Speaking slot during the Technical Session.
- 2 complimentary passes for the Dinner Night.
- 7 passes for Delegates.
- Sharing of Conclave Visitors List.
- 1 Customised Webinar till Dec. 2023.
- Industry Specific Sustainability Training for the sales team for 15 persons.

GOLD PARTNER (Rs.12 Lakhs)

EXTENSIVE ADVERTISING

- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 1 Article by the Partner will be published on the Social Media Websites.
- 2 Rounds of complimentary mass emailing will be done to the database of ASSOCHAM (E-flyer to be provided by the partner)

EXTENSIVE VISIBILITY

- 1 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- Speaking slot during the Technical Session.
- 2 complimentary passes for the Dinner Night.
- 5 passes for Delegates.
- Sharing of Conclave Visitors List.
- Industry Specific Sustainability Training for the sales team for 10 persons.

SILVER PARTNER (Rs.8 Lakhs)

EXTENSIVE ADVERTISING

- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 1 Article by the Partner will be published on the Social Media Websites.
- 1 Round of complimentary mass emailing will be done to the database of ASSOCHAM (E-flyer to be provided by the partner)

EXTENSIVE VISIBILITY

- 1 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- Speaking slot during the Technical Session.
- 2 complimentary passes for the Dinner Night.
- 3 passes for Delegates.
- Sharing of Conclave Visitors List.

BRONZE PARTNER (Rs.3 Lakhs)

EXTENSIVE ADVERTISING

- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements, Journals and Magazines
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.

EXTENSIVE VISIBILITY

- 1 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- 1 complimentary pass for the Dinner Night.
- 2 passes for Delegates.
- Sharing of Conclave Visitors Lists.

DINNER PARTNER (Rs.15 Lakhs)

EXTENSIVE ADVERTISING

- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 3 Articles by the Partner will be published on the Social Media Websites.
- 3 Rounds of complimentary mass emailing will be done to the database of ASSOCHAM (E-flyer to be provided by the partner)

EXTENSIVE VISIBILITY

- 2 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Branding at Exhibition Area.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- Speaking slot during the Dinner Night.
- 10 complimentary passes for the Dinner Night.
- 5 passes for Delegates.
- 1 Customised Webinars till Dec. 2023.
- Industry Specific Sustainability Training for the sales team for 20 persons.

LUNCH PARTNER (Rs.10 Lakhs)

EXTENSIVE ADVERTISING

- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 1 Article by the Partner will be published on the Social Media Websites.
- 1 Round of complimentary mass emailing will be done to the database of ASSOCHAM (E-flyer to be provided by the partner)

EXTENSIVE VISIBILITY

- 1 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Branding at Lunch Area.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- Speaking slot during the Technical Session.
- 2 complimentary passes for the Dinner Night.
- 5 passes for Delegates.
- Sharing of Conclave Visitors List.

WATER / EARTH / HVAC / IoT / AGNI PARTNER (Rs.5 Lakhs)

EXTENSIVE ADVERTISING

- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements, Journals and Magazines
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 1 Round of complimentary mass emailing will be done to the database of ASSOCHAM (E-flyer to be provided by the partner)

EXTENSIVE VISIBILITY

- 1 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- Speaking slot during the Technical Session.
- 1 complimentary pass for the Dinner Night.
- 2 passes for Delegates.
- Sharing of Conclave Visitors Lists.

KIT & LANYARD PARTNER (Rs.5 Lakhs)

EXTENSIVE ADVERTISING

- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements, Journals and Magazines
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.
- Promotional Materials of Company to be included in Delegate Kit.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.
- 2 Social Media Posts to acknowledge the Partner Support

EXTENSIVE VISIBILITY

- 1 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Onsite Hoarding acknowledging the partner support.

OTHER BENEFITS

- 1 complimentary pass for the Dinner Night.
- 2 passes for Delegates.
- Sharing of Conclave Visitors Lists.

LOGO PARTNER (Rs.1 Lakh)

EXTENSIVE ADVERTISING

- Company Name and logo on the marketing collaterals like :
 - Newspaper Advertisements
 - Brochures
 - Visitor Promotion Leaflets
 - VIP Invitation
- Posters will be printed acknowledging the partner support.

DIGITAL COVERAGE

- Logo with hyperlink on Conclave Website.

EXTENSIVE VISIBILITY

- 1 complimentary stalls of 3 mtr. x 2 mtr. space.
- Exclusive Onsite Hoarding acknowledging the partner support.

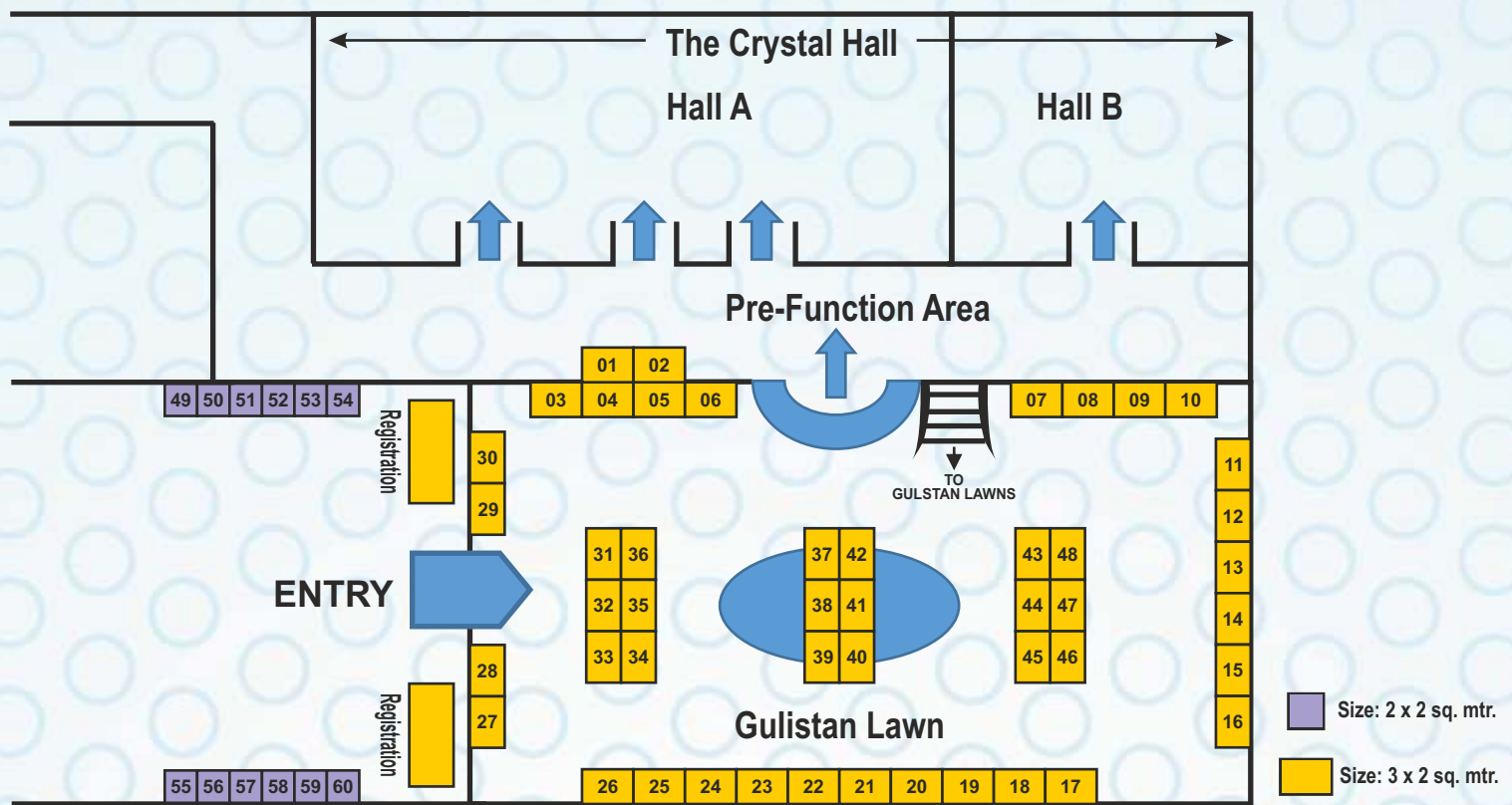
OTHER BENEFITS

- 1 complimentary pass for the Dinner Night.
- 1 pass for Delegates.

Terms & Conditions for Participation as Sponsors/Exhibitors

- ***Whilst every attempt will be made to ensure that all aspects of exhibition and sponsorship mentioned will take place as announced, the Organizer reserves the right to make changes if the situation requires.***
- ***The Organizer reserves the right of final decision regarding the allocation of exhibition stall.***
- ***The stalls will be booked on first-come-first-serve basis.***
- ***The basic stall size of 3 x 2 metres (6 sq. metres) stall rental includes 1 table, 2 chairs, 3 spotlights, 1 power point, 1 waste paper basket, fascia name.***
- ***The Organizer is not responsible for personal accidents and damage to the private property of exhibitors. Therefore, exhibitors may wish to make their own arrangements with respect to personal insurance.***
- ***Acceptance of sponsorship applications will be the sole discretion of the Organizer. The Organizer reserves the right to decline application based on any association, direct or indirect, that does not uphold the objectives of the convention without assigning any reason whatsoever.***
- ***All Govt. taxes will be charged extra and as per-actual.***
- ***Payment terms:- Full advance payment (Payment once made is not refundable or transferable.)***

Expo Layout Plan



GEM Glimpses



EMINENT SPEAKERS*



Mr. Sumant Sinha
President, ASSOCHAM
Chairman & MD
ReNew Power



Mr. Ajay Singh
Sr. Vice President, ASSOCHAM
Chairman and Managing Director
Spicejet Limited



Mr. Deepak Sood
Secretary General
ASSOCHAM



Mr. Pankaj Dharkar
Chairman, ASSOCHAM GEM GREEN
Building Council & President
Pankaj Dharkar & Associates



Mr. Anupam Mittal
Chairman, GEM 5th Conclave Jan 2023 &
Chairman, GEM UP Chapter
Principal Architect, ARINEM Consultancy Services



Mr. Masood Mallick
Chairman ASSOCHAM Council on
Environment & Climate Change &
Joint Managing Director, Re Sustainability



Mr. Ajay Popat
Chairman, ASSOCHAM Council
on Water & President,
IoN Exchange (India) Ltd.



Ar. Tushar Sogani
Chairman, ASSOCHAM Chapter &
Managing Director
Tushar Sogani Designs Pvt. Ltd.



Ar. Anand Tatu
Chairman, GEM Gujarat
Chapter & Chairman
M/s. Anand Tatu Architects



Ar. Charanjit Shah
Joint Chairman, GEM Institutional
Collaborations and Trainings Committee &
Chairman, Smart Habitat Foundation and
Founder Principal, Creative Group



Ar. Gian P Mathur
Sr. Member, GEM Green Building
Council & Managing Director
Gian P. Mathur & Associates
Pvt. Ltd.



Mr. Anupam V Joshi
Co-Chairman, ASSOCHAM Council
on Water & President,
WAE Corp India (P) Ltd.



Ar. Navin Sharma
Chairman, GEM Chhattisgarh
Chapter & Principal Architect
Navin Sharma & Associates



Ar. Soumyendu S Ray
Chairman, GEM Odisha Chapter
& Director, School of Architecture
and Planning, KIIT University



Ar. Sudhir Balakrishnan
Chairman, GEM
Kerala Chapter
Chief Architect, Architect's Consortium



Ar. Manu Malhotra
Chairman, GEM Green Healthcare
Certification Rating & Director
RMS Architects Pvt. Ltd.



Ar. Gaurav Varmani
Chairman, GEM Green Warehouse
Certification Rating & Founder
Studio LINEDESIGN



Mr. Prabodha Acharya
Co-Chairman, ASSOCHAM Council on
Environment & Climate Change &
Chief Sustainability Officer, JSW



Ar. Ravish Mehra
Chairman, GEM Green Interior
Rating & Partner
RMDK Architects



Ar. Dikshu C. Kukreja
Senior Member
GEM Green Building
Council & Managing Principal
C P Kukreja Architects



Ar. Leena Kumar
Chairperson, GEM Karnataka
Chapter & Principal Architect
and Partner, Kumar Consultants



Ar. Debatosh Sahu
Chairman, GEM West Bengal
Chapter & Principal Architect
and Partner, ESPACE



Ar. Vilas Avachat Vasant
Chairman, GEM Maharashtra Chapter
& Managing Director
M/s. Vilas Avachat & Associates



Mr. Nihar Chheda
Co-Chairman, ASSOCHAM
Water Council &
Vice President, Strategy
Prince Pipes and Fittings Limited



Mr. Manish Dabkara
Co-Chairman, ASSOCHAM Council on
Environment & Climate Change &
CMD and CEO, EnKing International



Ar. Surinder Bahga
Chairman, GEM Punjab
Chapter & Principal Architect
Saakaar Foundation



Ar. Arun Kumar
Chairman, GEM Jharkhand Chapter
Principal Architect
THE CREATORS, RANCHI



Ar. Punet Sethi
Chairman,
GEM Haryana Chapter*
Principal Architect, IAD Studio



Mr. Richie Mittal
Sr. Member, GEM Green Building
Council & Managing Director
Overdrive Engineering Pvt. Ltd.



Mr. Rajnish Aggarwal
Sr. Member, GEM Green Building
Council & Managing Director
Pankaj Dharkar & Associates



Mr. Sandeep Narang
Chairman, GEM Committee for
Students Activities & Sr. Consultant
Sustainable Construction



Ar. Rajiv Gupta
Sr. Member, GEM Green Building
Council & Principal Architect
Rajiv Associates



Dr. Balkar Singh
Co-Chairman,
GEM Punjab Chapter
Joint Director (Retd.), PEDA



Ar. Lokendra Balasaria
Co-Chairman, GEM Gujarat
Chapter & Architect
Urban Planner, LaSpazio



Ar. Gaurav Agrawal
Co-Chairman, GEM Rajasthan
Chapter & Principal Architect
Gaurav Agrawal Design Studio



Ar. Bindi Saolapurkar
Co-Chairperson, GEM Karnataka
Chapter & Founding Partner & Architect
M/s. Saolapurkar & Associates



Ar. Roshni Udyavar Yehuda
Co-Chairperson, GEM Maharashtra
Chapter & Director
Roshni Udyavar and Associates



Ar. Raj Prajapati
Co-Chairman
GEM Chhattisgarh Chapter
Principal Architect, Cubicles



Prof. Sangram Mohanty
Co-Chairman, GEM Odisha
Chapter & Architect
MEP/ Green Consultant



Ar. Nalin Goel
Co-Chairman,
GEM Jharkhand Chapter
Principal Architect,
Nalin Goel & Associates



Ar. Anurag Bajpai
Sr. Member, GEM Green
Building Council
Director, GreenTree Global



Mr. Ashu Gupta
Chairman, GEM Projects
Committee & Managing Partner
Design2Occupancy Services LLP



Ar. Abin Chaudhuri
Co-Chairman, GEM West Bengal
Chapter & Founder
Abin Design Studio



Mr. Kushagra Juneja
Co-Chairman, GEM Rating Programs
Managing Partner
Design2Occupancy Services LLP



Mr. Neeraj Arora
Assistant Secretary General & Head
GEM Green Building
Certification Program

Proud to have MoUs with



Partners 2023



Previous Partners & Supporting Associations



5th GEM INTERNATIONAL SUSTAINABILITY CONCLAVE, EXPO & AWARDS 2023

20-21 JANUARY 2023

**Hotel Taj Mahal, Lucknow
Uttar Pradesh**



FOR PARTNERSHIP AND OTHER BENEFITS, PLEASE CONTACT:

Coordinator

Neeraj Arora

Assistant Secretary General & Head
GEM Green Building Certification Program

Councils on Environment and Climate Change, Water, Education and Skill Development

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