

Role of Organizations in skill Development Program in India

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1. Abstract: Skill development and entrepreneurship efforts across the country have been highly fragmented so far. As opposed to developed countries, where the percentage of skilled workforce is between 60% and 90% of the total workforce, India records a low 5% of workforce (20-24 years) with formal vocational skills. There is a need for speedy reorganization of the ecosystem of skill development and entrepreneurship promotion in the country to suit the needs of the industry and enable decent quality of life to its population.

Today, more than 20 Ministries/Departments run 70 plus schemes for skill development in the country. However, there are gaps in the capacity and quality of training infrastructure as well as outputs, insufficient focus on workforce aspirations, lack of certification and common standards and a pointed lack of focus on the unorganized sector.

Recognizing the need and urgency of quickly coordinating the efforts of all concerned stakeholders in the field of Skill Development and Entrepreneurship, Government of India notified the formation of the Department of Skill Development and Entrepreneurship on 31st July, 2014 which subsequently led to the creation of the Ministry of Skill Development and Entrepreneurship on 10th Nov, 2014

Keywords: Training, Entrepreneurship, Manpower

2. Directorate General of Training (DGT):

The Directorate General of Training consists of the Directorate of Training and Directorate of Apprentice Training. This includes a network of Industrial Training Institutes (ITIs) in States; Advanced Training institutes (ATIs), Regional Vocational Training Institutes (RVTIs) and other central institutes. A number of training programmers catering to students, trainers and industry requirements are being run through this network. The building blocks for vocational training in the country - Industrial Training Institutes - play a vital role in the economy by providing skilled

manpower in different sectors with varying levels of expertise. ITIs are affiliated by National Council for Vocational Training (NCVT). DGT also operationalises the amended Apprentices Act, 1961.

3.National Skill Development Agency (NSDA):

The National Skill Development Agency (NSDA), an autonomous body, (registered as a Society under the Society's Registration Act 1860) was created with the mandate to co-ordinate and harmonise the skill development activities in the country, is part of the Ministry of Skill Development & Entrepreneurship (MSDE).

Functions: Gazette Notification of NSDA

- 3.1 Take all possible steps to meet skilling targets as envisaged in the 12th Five Year Plan and beyond.
- 3.2 Coordinate and harmonize the approach to skill development among various Central Ministries/Department. State Governments, the NSDC and the Private sector.
- 3.3 Anchor and operationalize the NSQF to ensure that quality and standards meet sector specific requirements
- 3.4 Be the nodal agency for State Skill Development Missions
- 3.5 Raise extra-budgetary resources for skill development from various sources such as international agencies, including multi-lateral agencies, and the private sector.
- 3.6 Evaluate existing skill development schemes with a view to assessing their efficacy and suggest corrective action to make them more effective.
- 3.7 Create and maintain a national data base related to skill development including development of a dynamic Labour Market Information System (LMIS).
- 3.8 Take affirmative action for advocacy.
- 3.9 Ensure that the skilling needs of the disadvantaged and the marginalized groups like SCs, STs, OBCs, minorities, women and differently abled persons are taken care of and.
- 3.10 Discharge any other function as may be assigned to it by the Government of India.
- 3.11 Activities undertaken by the NSDA

Besides anchoring and implementation, the National Skills Qualifications Framework (NSQF), some of the other actions taken by the NSDA are as under:

3.11.1 Rationalization of the Skill Development Schemes of the Government of India

3.11.2 NSDA has worked with the concerned ministries and stakeholders to achieve convergence of norms across the various central schemes for skill development, while at the same time recognizing the special needs of the North Eastern States, the hill States, and other geographies that pose challenging situations for skill development.

3.11.3 Creation of an integrated Labour Market Information System

3.11.4 A national database on all major aspects of skill development is being created in partnership with all other Ministries of the Government of India and the State Governments. This would be a one-shop stop where all the relevant information is freely available to citizens. The government has created a National Steering Committee for setting up the Labour Market Information System (LMIS). The LMIS would bring in operational efficiencies, would be transparent and available to all, and would help reduce considerably the situation of one individual being benefitted under different schemes.

3.11.5 Engagement with States

The NSDA is now actively engaged with the various State governments to plan out their skill development action plan, help them develop their skill development policies, and set up suitable administrative mechanisms. Through Technical Assistance programmes with the Asian Development Bank (ADB), European Union (EU) and DFID (Department for International Development of the Government of UK), NSDA is helping the State Skill Development Missions of eleven states build their respective capacities.

3.11.6 . Skills Innovation Initiative

A committee has been set up under the Skills Innovation Initiative housed under the NSDA. The NSDA invites innovative ideas, concepts and practices on skill development. The Committee reviews all the proposals of innovations to facilitate their application on a wider scale. Selected innovative practices will be facilitated and propagated for wider application. Five innovative approaches and solutions have already been identified for wider propagation.

4.National Skill Development Corporation:

The National Skill Development Corporation India (NSDC) was setup as a one of its kind, Public Private Partnership Company with the primary mandate of catalysing the skills landscape in India. NSDC is a unique model created with a well thought through underlying philosophy based on the following pillars:

4.1 Create: Proactively catalyze creation of large, quality vocational training institutions.

4.2 Fund: Reduce risk by providing patient capital. Including grants and equity.

4.3 Enable: the creation and sustainability of support systems required for skill development. This includes the Industry led Sector Skill Councils.

The main objectives of the NSDC are to:

- 4.4 Upgrade skills to international standards through significant industry involvement and develop necessary frameworks for standards, curriculum and quality assurance
- 4.5 Enhance, support and coordinate private sector initiatives for skill development through appropriate Public-Private Partnership (PPP) models; strive for significant operational and financial involvement from the private sector
- 4.6 Play the role of a "market-maker" by bringing financing, particularly in sectors where market mechanisms are ineffective or missing
- 4.7 Prioritize initiatives that can have a multiplier or catalytic effect as opposed to one-off impact.

Partnerships

NSDC operates through partnerships with multiple stakeholders in catalysing and evolving the skilling ecosystem.

- 4.8 Private Sector – Areas of partnerships include awareness building, capacity creation, loan financing, creation and operations of Sector Skill Councils, assessment leading to certification, employment generation, Corporate Social Responsibility, World Skills competitions and participation in Special Initiatives like Udaan focused on J&K.
- 4.9 International Engagement – Investments, technical assistance, transnational standards, overseas jobs and other areas.
- 4.10 Central Ministries – Participation in flagship programmes like Make in India, Swachh Bharat, Pradhan Mantri Jan Dhan Yojana, Smart City, Digital India and Namami Ganga, among many others.
- 4.11 State Governments – Development of programs and schemes, alignment to NSQF and capacity building, operationalization of program, capacity building efforts among others.
- 4.12 University/School systems – Vocationalisation of education through specific training programs, evolution of credit framework, entrepreneur development, etc.
- 4.13 Non-profit organizations – Capacity building of marginalized and special groups, development of livelihood, self-employment and entrepreneurship programs.
- 4.14 Innovation – Support to early-stage social entrepreneurs working on innovative business models to address gaps in the skilling ecosystem, including programs for persons with disability.

Achievements

- 4.15 Over 5.2 million students trained
- 4.16 235 private sector partnerships for training and capacity building, each to train at least 50,000 persons over a 10-year period.
- 4.17 38 Sector Skill Councils (SSC) approved in services, manufacturing, agriculture & allied services, and informal sectors. Sectors include 19 of 20 high priority sectors identified by the Government and 25 of the sectors under Make in India initiative.
- 4.18 1386 Qualification Packs with 6,744 unique National Occupational Standards (NOS). These have been validated by over 1000 companies.
- 4.19 Vocational training introduced in 10 States, covering 2400+ schools, 2 Boards, benefitting over 2.5 lakh students. Curriculum based on National Occupational Standards (NOS) and SSC certification. NSDC is working with 21 universities, Community Colleges under UGC/AICTE for alignment of education and training to NSQF.
- 4.20 Designated implementation agency for the largest voucher-based skill development program, Pradhan Mantri Kaushal Vikas Yojana.
- 4.21 Skill Development Management System (SDMS) with 1400 training partners, 28179 training centres, 16479 trainers, 20 Job portals, 77 assessment agencies and 4983 empanelled assessors. Hosting infrastructure certified by ISO 20000/27000 supported by dedicated personnel.

5. National Skill Development Fund:

The National Skill Development Fund was set up in 2009 by the Government of India for raising funds both from Government and Non Government sectors for skill development in the country.

The Fund is contributed by various Government sources, and other donors/ contributors to enhance, stimulate and develop the skills of Indian youth by various sector specific programs. A public Trust set up by the Government of India is the custodian of the Fund. The Trust accepts donation, contribution in cash or kind from the Contributors for furtherance of objectives of the Fund. The Fund is operated and managed by the Board of Trustees. The Chief Executive Officer of the Trust is responsible for day-to-day administration and management of the Trust.

The Fund meets its objectives through National Skill Development Corporation (NSDC) which is an industry led 'Not For Profit Company' set up for building skill development capacity and forging strong linkages with the market. NSDC acts as a catalyst in skill development by providing funding to enterprises, companies and organizations that provide skill training. It also develops appropriate models to enhance, support and coordinate private sector initiatives. Till 31st March 2015, NSDF has released Rs. 2333 crore to NSDC towards skill development programmes including National Skill Certification and Monetary Reward Scheme (STAR) and UDAAN Scheme (J&K oriented). NSDC with 160 training partners and 1722 training centres has so far trained around 35 lakh persons across India.

Accounts of the Trust are subject to CAG Audit and are also audited by a Chartered Accountant for every financial year and in such manner as may be directed by GOI. The Trust has engaged IL&FS Trust Company Ltd (ITCL), one of the largest Corporate Trustees in India, for providing micro prudential oversight on the implementing partner and monitoring the interests of Trust.

6.Indian Institute of Entrepreneurship (IIE):

The Indian Institute of Entrepreneurship (IIE) was established in the year 1993 in Guwahati by the erstwhile Ministry of Industry (now the Ministry of Micro, Small and Medium Enterprises), Government of India as an autonomous national institute with an aim to undertake training, research and consultancy activities in small and micro enterprises focusing on entrepreneurship development.

The institute began operating from April 1994 with the North East Council (NEC), Governments of Assam, Arunachal Pradesh and Nagaland and SIDBI as its other stakeholders. It is also An ISO 9001:2008 Certified Organisation.

Objectives

- 6.1 To promote and develop entrepreneurship.
- 6.2 To conduct research and provide consultancy for entrepreneurship development.
- 6.3 coordinate and collaborate with other organizations in undertaking training, research and other activities to increase outreach of the institute.
- 6.4 To provide consultancy and monitoring service to MSMEs/ potential entrepreneurs and enhancing employability of participants.
- 6.5 To promote greater use of information technology in the activities/ functions of the IIE.
- 6.6 To comply with statutory responsibility.

Functions

- 6.7 Designing and organizing training activities for different target group and undertaking research in the relevant to entrepreneurship.
- 6.8 Improving the efficiency, effectiveness and delivery of the change agents and development practitioners i.e. trainers, support organizations engaged in enterprise building. etc.

- 6.9 Provide consultancy service to the prospective and existing entrepreneurs.
- 6.10 Increasing the outreach of activities of the institute through collaborative activities and increasing their effectiveness through use of different tools of information technology.
- Infrastructure
- 6.11 The Institute is located at Lalmati, Basistha Chariali, 37 National Highway Bypass, Guwahati.
- 6.12 The institute has a 1 Library and Documentation Centre; 1 seminar hall; a guest house at IIE Residential flat located at RG Boruah Road Ganeshguri chariali, Guwahati; a hostel with 42 fully furnished single rooms with attached bath, 1 auditorium with the seating capacity of 200.
- 6.13 The institute also has state offices in seven states - Nagaland, Sikkim, Arunachal Pradesh, Mizoram, Manipur, Tripura, and Meghalaya.
- Major Activities
- 6.14 Trainings: Are primarily divided into two categories:
- (i) (Assistance to Training Institutions) ATI Trainings: The institute conducts three ATI Programmers, namely, Announces a Programmer on Training of Trainers (ToT); Entrepreneurship and Skill Development Program me (ESDP); and Entrepreneurship and Skill Development Program me (ESDP).
- (ii) Non-ATI Trainings: The institute conducts 36 trainings related to entrepreneurship ranging from 600hrs to 15 days. These trainings are conducted free of cost or at nominal charges.
- 6.15 Research: The Institute undertakes research and studies either on its own or on sponsored basis and provides consultancy in the field of growth and development of MSME across North East India and beyond. The Institute also acts as a catalyst and a resource centre for providing various inputs on policy formulation for promoting entrepreneurship and development of MSME to Central and State governments. Another major focus area is evaluation of various Central and State government organizations and schemes. Action Research is also undertaken on development of MSMEs.
- 6.16 Consultancy: It offers advice and consultancy in the various areas of entrepreneurship, including, Enterprise planning; Enterprise Management; Enterprise Expansion, Diversification & Growth; Management Consultancy; Marketing consultancy with specialization on export and border trade; Technology sourcing; Technology propagation; Project and Reports.
- 6.17 Seminars and Workshops: The Institute organizes Seminars and Workshops to share experiences on implementation of programmers of self-employment and entrepreneurship, On current topics and awareness generation. Besides, the institute organizes Entrepreneurs Meet to understand and appreciate their problems in launching projects and managing them successfully.
- 6.18 Projects: The institute has also undertaken various projects such as, Centre for Sustainable Livelihood promotion (CSPL); Regional Resource Centre (RRC) for Cluster Development; Science and Technology Entrepreneurship Development (STED) Project; and Rural Industries Program me (RIP)
- 6.19 Publications: The institute publishes Newsletters, Books, Annual Reports, and Results Framework Document.

Collaborations

Indian Institute of Entrepreneurship (IIE) signed a Memorandum of Understanding, signed initially for three years, with Arunachal University of Studies, Namsai, Arunachal Pradesh on 5th March, 2014 at IIE campus, Guwahati, Assam to promote and develop entrepreneurial environment. The Arunachal University of Studies is authorised to establish and approve new Skill Knowledge Providers (SKP) for facilitating joint certification with IIE.

7. National Institute of Entrepreneurship and Small Business Development

(NIESBUD):

The National Institute for Entrepreneurship and Small Business Development is a society under the Ministry of Micro, Small and Medium Enterprises engaged in Training, Consultancy, Research and Publication, in order to promote entrepreneurship. The institute has been financially self sufficient since 2007-08.

The Institute is operating from an integrated Campus in A-23, Sector-62, Noida, Uttar Pradesh. It is established in an area of 10,000 sq. meters with about 40,000 sq. feet of built up area. The infrastructure comprises of 8 class rooms, 1 auditorium, and 1 conference hall, besides library. There is also a hostel consisting of 32 rooms, and other facilities.

Major Activities

The major activities of the Institute inter alia include:

7.1 Training: The different kind of training programmes being organized by the Institute inter alia include Trainers' Training Programmes (TTPs); Management Development Programmes (MDPs); Orientation Programmes for Head of Departments (HoDs) and Senior Executives; Entrepreneurship Development Programmes (EDPs); Entrepreneurship-cum-Skill Development Programmes (ESDPs) and specially designed sponsored activities for different target groups.

7.2 Research/Evaluation Studies: Besides the primary/basic research, the Institute has been undertaking review/evaluation of different government schemes/programmes, training need assessment- Skill Gap studies, industrial potential survey etc. The broad objective of these activities is the promotion of the MSME Sector.

7.3 Development of Course Curriculum/Syllabi: The Institute has developed Model Syllabi for organizing Entrepreneurship Development Programmes. It also assists in Standardization of Common Training programmes.

7.4 Publications and Training Aids: The Institute has been bringing out different *Publications* on entrepreneurship and allied subjects. The Institute has also assembled an Entrepreneurship Motivation Training brings out a quarterly *Newsletter*.

7.5 Cluster Interventions: The Institute has been actively involved in undertaking developmental programmes (Soft and Hard Interventions) in Clusters in different capacities. The Institute has so far handled a total of 24 Industrial Clusters.

7.6 Incubation Centres: The Incubator sponsored by the Ministry of MSME and functioning at the Campus of the Institute, has been instrumental in providing hands-on training and familiarizing the beneficiaries with the real factory/market conditions/ situations in the area of stitching, Mobile Repairing, Home Décor products, Beautician and Art Incubation. Following activities are organized for the same:

(a) Self Employment Fair

(b) Functioned as Udyami Mitra under Rajiv Gandhi Udyami Mitra Yojana

- (c) Business plan preparation
- (d) Institutional arrangements with Financial Institutes/ support organization(s)
- (e) Linkage with Prime Minister's Employment Generation Programme (PMEGP)
- (f) Post training follow up with the participants

- 7.7 Intellectual Property Facilitation Centre: The Intellectual Property Facilitation Centre, operational at the Campus of the Institute under the auspices of the O/o DC (MSME) provides facilitation/assistance under one roof to the units located in its vicinity for identification, registration, protection and management of Intellectual Property Rights, as a business tool.
- 7.8 The E-Module: EDP: The Institute has developed an E-learning Module (*Hindi and English*) for Entrepreneurship Development Programmes. The course material of the Module has been incorporated in a C.D. which is moderately priced. The Module has been launched in different States.
- 7.9 E-learning Modules on Different Subjects: Eight e-learning Modules have been created on Cyber Security, Communication Skills, Java Personality Development, Mathematical Modeling, Web Designing & Cloud Computing.
- 7.10 The Regional Centre, Dehradun: Undertakes Research and provides Training & Consultancy Services to the beneficiaries specially those belonging to the states of Uttarakhand and Uttar Pradesh.
- 7.11 Hand-holding for Enterprise Creation and Employment Assistance to the Trainees: The Institute provides hand-holding services to candidates interested in self-employment and assists to find suitable wage employment if they do not opt for self-employment. For the same, an interaction platform called Rojgar Mela(s) is organized for prospective employees and trained persons.
- 7.12 Collaborative Activities: With different domestic and overseas/multi-lateral institutions including Government of West Bengal, International Finance Corporation (IFC), a member of the World Bank Group, Snapdeal etc. to promote entrepreneurial culture/provision of support services for different target groups.
- 7.13 International Activities: The Institute conducts 8-weeks' training programmes under the Fellowships of the Ministry of External Affairs: ITEC/SCAAP/COLOMBO Plan for the participants from different countries. Besides, the Institute also designs and conducts special /request training programmes for overseas agencies and has also been assisting other countries through consultancy assignments primarily in assessing the industrial potential of different Regions.
- 7.14 Consultancy Services (National and International): Offering consultancy services in the area of entrepreneurship especially for MSMEs. It Offers advice and consultancy to other Institutions engaged in entrepreneurial training either in the Government or in the Private Sector. Advising Governments (both Central & State) and foreign Governments as well in the area of entrepreneurship and MSMEs.

Recent Achievements

- 7.15 The Institute has been certified as compliant to the requirements of Management System ISO 9001: 2008 by TUV NORD CERT GmbH.
- 7.16 It has been accorded in-principle approval by the All India Council for Technical Education (AICTE) for starting a long term (two years) Post Graduate Diploma in Entrepreneurship Management (60 seats).

- 7.17 MSME Naukri Portal (www.msme Naukri.com) has been established to bridge the gap between job seekers and job providers. So far, 189 job providers and 10,969 job seekers have been registered on the web portal.
- 7.18 The Virtual Cluster concept consists of a dedicated Web Portal hosted by the MSME Ministry i.e. www.msmevirtualclusters.in. It provides an opportunity for the stakeholders in the field of entrepreneurship to register and join. So far, 25,019 industries, 198 Institutions and 120 Experts have registered on the portal.
- 7.19 The Institute has trained more than 2.60 lakh trainees including 2,600 persons from more than 125 countries till date. Also, in the year 2014-15, the institute assisted 2.40 lakh participants to set up their unit and 22.74 lakh to get wage employment.

Partner Institutions

The Institute, at present, has 58 Partner Institutions spread over 12 States/U.T engaged in educational activities including those pertaining to entrepreneurial education/development.

8. Sector Skill Councils (SSC):

Sector Skill Councils are set up as autonomous industry-led bodies by NSDC. They create Occupational Standards and Qualification bodies, develop competency framework, conduct Train the Trainer Programs, conduct skill gap studies and Assess and Certify trainees on the curriculum aligned to National Occupational Standards developed by them.

Till date, the NSDC Board has approved proposals for 38 Sector Skill Councils. There are approximately 450 Corporate Representatives in the Governing Councils of these SSCs.

9. National Policy on Skill Development and Entrepreneurship 2015:

Ministry is an integral part of the government policy on "Sabka Saath, Sabka Vikaas" and its commitment to overall human resource development to take advantage of the demographic profile of our country's population in the coming years. Developing a comprehensive and holistic policy document is an integral part of the process. This requires a fresh look at the already existing National Policy on Skill Development (NPSD), 2009.

The objective of the National Policy on Skill Development and Entrepreneurship, 2015 will be to meet the challenge of skilling at scale with speed and standard (quality). It will aim to provide an umbrella framework to all skilling activities being carried out within the country, to align them to common standards and link the skilling with demand centres. In addition to laying down the objectives and expected outcomes, the effort will also be to identify the various institutional frameworks which can act as the vehicle to reach the expected outcomes. The national policy will also provide clarity and coherence on how skill development efforts across the country can be aligned within the existing institutional arrangements. This policy will link skills development to improved employability and productivity.

10. Industry:

January, 2015 – MOU was signed between Power Grid, NSDF and NSDC. PGCI will contribute Rs 6.52 Cores to the NSDF and NSDC will implement a Project to provide skill training to 5000 young men and women in 33 locations in 26 States identified by PGCI.

In addition an MoU was signed on 14th January 2015 between Self-Employed Women's Association (SEWA) and NSDC to (i) provide skills training to 1,36,313 informal economy women workers in 4 priority sectors, in a span of 10 years, in the state of Gujarat and (ii) create

access to finance for 96,157 informal economy women workers of Gujarat to procure skills and investment in livelihoods.

Collaborations with other PSUs such as NTPC and private sector companies have been initiated.

11. Central Ministries/Departments:

Ministry of Skill Development and Entrepreneurship has engaged in strategic partnerships with several Central Ministries/Departments to collaborate towards skill initiatives. MoUs signed by the Ministry include:

S. No.	Central Ministry/Department/PSU
1.	Department of Empowerment of Persons with Disabilities
2.	Ministry of Defense
3.	Ministry of Railways
4.	Ministry of Health & Family Welfare
5.	Department of Fertilizers' (Ministry of Chemicals and Fertilizers')
6.	Department of Chemicals and Petrochemicals (Ministry of Chemicals and Fertilizers')
7.	Department of Pharmaceuticals (Ministry of Chemicals and Fertilizers')
8.	Ministry of Steel
9.	Ministry of Mines
10.	Coal India (Ministry of Coal)
11.	National Thermal Power Corporation,
12.	Power Grid (Ministry of Power)

- [Designed, Developed and hosted by National In](#)

12. States:

Ministry of Skill Development and Entrepreneurship hosted a National Level Consultative Workshop with representatives of State governments, including State Ministers responsible for Skill Development and Entrepreneurship on 9th May, 2015. The workshop sought to brief State Governments about MSDE's various initiatives, highlight and share best practices from select

States, gather feedback and incorporate this into MSDE's forthcoming policy and programme initiatives. The Draft Policy on Skill Development and Entrepreneurship 2015 was circulated to representatives of State Governments ahead of the workshop and their feedback was obtained. The workshop saw a turnout of over 450 participants including State Ministers dealing with skill development, officials of State Government Departments and Ministries, representatives from Ministries of Government of India and key stakeholders in the skilling ecosystem. There was a positive and overwhelming support for the Ministry's initiatives and activities.

Other engagements with the States in 2015 include:

- 12.1 January, 2015 – MOU with Department of Technical Education and Training Govt of West Bengal and NSDC –Introducing Skill Based Training in Industrial Training Institutes.
- 12.2 January, 2015 –MOU with Kerala Academy for Skills Excellence and NSDC – a) Support the creation of the Indian Institute of Infrastructure and Construction (IIC) with specific focus on migrants labourers b) Support formation of Centres for excellence in various sectors formed by KASE with Industrial Partners.
- 12.3 March, 2015 –MOU between Punjab Skill Development Mission and National Skill Development Corporation for Program Management unit Support.
- 12.4 March, 2015 –MOU between Rajasthan Consultancy Organization and National Skill Development – Tie up for Skill Development Programmes.
- 12.5 March, 2015 – MOU between Himachal Consultancy Organisation Ltd and National Skill Development Corporation – Tie up for Skill Development Programme.
- 12.6 March, 2015 –MOU between The Government of Jharkhand Skill Development Mission and National Skill Development Corporation – To improve Employability Skills of the youth undergoing Skill Development trainings in the state of Jharkhand . This will be achieved through joint collaboration Government of Jharkhand and NSDC by Implementing National Occupation Standards, Assessment and Certifications Mechanism developed by NSDC, capacity building of resources and infrastructure and coordination with Industry Association. 5 Lakh to be trained through NSDC Partners by 2019.
- 12.7 AN RPL is being organised with MP State Govt funding in construction sector for 5000 people as a pilot wherein NSDC training Partner and SSC would implement. Signing of MoUs will be done in the month of April 2015.
- 12.8 MOUs for skilling in School Education were signed with 2 state boards - Rajasthan and Madhya Pradesh.
- 12.9 NSDA organized a study tour for officers from the North Eastern States, to update them on some of the skill development strategies being implemented in other Indian states.

13. Global:

The Ministry has engaged actively with several countries with the purpose of technology transfer in skill training, training of trainers, setting up of model and centres of excellence. In addition, active collaboration is being sought in the area of creation of international mobility through mapping of job roles and development of transnational standards. Overall, the strategy for International framework focuses around implementing and adapting the best practices in skill development of respective countries systems in India.

The following MoUs have been signed by the Ministry and/or its organizations recently.

Country	Agency/Dept/ Organization	Signed By	MoU	Expected Outcomes/Deliverables
United Kingdom	UK India Education & Research Initiative	MSDE	Mar, 2015	<ol style="list-style-type: none"> 1) Institutional capacity building of UK and Indian officials and institutions handling skills development 2) Sharing of technical expertise, building linkages and identification of gap in the areas of skill development, curriculum development and reform, benchmarking of assessment, accreditation models, and certification and training methods. 3) Sharing of best practices in approved areas including policies on skills development, credit framework designs, occupational standards and apprenticeship models. 4) Joint initiatives such as validation of National Occupational Standards and other initiatives on Sector Skill Council engagement through the National Skill development Corporation (NSDC) and UK Commission for Employment and Skills (UKCES) 5) Joint activities on teacher training and use of ICT, MOOCs and other digital initiatives. 6) Underpinning collaborative research or study to focus as decided on priority areas

				7) Joint training on entrepreneurship development in approved areas.
	Association of Colleges UK	NSDC	Jan, 2014	Member colleges of AoC and NSDC Training Partners to collaborate in support in building training capacity, functional skill assessments, international benchmarking in certifications.
	Department for Business, Innovation and Skills on behalf of the Government and the Devolved Administrations of the United Kingdom of Great Britain and Northern Ireland	DGT (then under MoLE)	Nov, 2013	<ol style="list-style-type: none"> 1) Institutional capacity building of UK and Indian official and institutes handling skill development and employment services 2) Sharing of technical expertise, building linkages and identification of gaps in the areas of skill development and employment services, improvement in curriculum, benchmarking of assessment, certification and training methods. 3) Supporting development of employment services in India on the lines of National Careers Service, UK.
	UKCES (UK Commission on Employment and Skills)	NSDC	Mar, 2011	<p>UKIERI funding supports Indian and UK counterparts to jointly bid for projects primarily for execution in India related to Skill Development and/or SSC collaboration.</p> <p>This Project aimed to support NSDC in establishing a network of Sector Skills Councils and their capacity building in India through a series of workshops. Aspects included promotion, contracting, funding, performance management, impact assessment, Standards and</p>

				Qualifications, Qualification frameworks and supporting the incubation of two SSCs, in Agriculture and Media Sectors.
Germany	IMOVE (International marketing of Vocational Education under BiBB)	NSDC	May, 2011	Knowledge transfer and fostering of private sector initiatives and collaboration in VET between Indian and German stakeholders (SSCs/Chambers, training providers, research institutions, corporations and other public and private entities)
	Federal Ministry for Education and Research of Federal Republic of Germany	DGT (Then under MoLE)	May, 2011	<ol style="list-style-type: none"> 1) Creating Public Private Partnership (PPP) on pattern of German dual system. 2) German assistance in upgrading Vocational Training Institutions in India. 3) Training of Trainers (ToTs). 4) Sharing and development of competency standards. 5) Mutual recognition of qualifications. 6) Development of content and instructional material. 7) Strengthening Research & Development. 8) Assessing Labour Market demand and converting it into training modules.
Australia	TAFE SA and Heraud	NSDC	Jan, 2015	A Global Standard Multi Skill Development Center to be setup by TAFE SA in partnership with Heraud Training & Education in Delhi NCR.
	TAFE directors	NSDC	Nov,	1) Joint cooperation in baseline curriculum support for targeted

	Australia		2014	<p>vocational education training</p> <p>2) Reciprocal staff exchange and study tours to develop professional capability</p> <p>3) Advanced teacher training programs for technical trainers and teachers</p> <p>4) Joint symposium with senior NSDC and TDA Australian TAFE</p>
	Australian Council for Private Education & Training (ACPET)	NSDC	Nov, 2014	Promote strategic partnerships between ACPET members, NSDC and NSDC Training partners
	Department of Industry, Australia and now shifted to Department of Education	NSDC	Sept, 2014	<p>1) Developing transnational standards to strengthen skills mobility by making NOS transnational in 4 sectors (Auto, Healthcare, Telecom & IT) across 8 job roles.</p> <p>2) Capability building of TVET trainers and assessors in India</p>
USA	US community Colleges		Apr, 2015	<p>3 loan proposals from:</p> <ul style="list-style-type: none"> • Houston Community College, Texas • Lone Star Community College, Texas* • Alamo Community College, Texas* <p>*MoU Underway – Work has started with colleges</p> <p>Objective: To set up Academies of Excellence in India mainly in Capacity Building of the type and quality matching International Standards. Each entity is committing to create minimum 50,000 qualified skill Trainers & assessors in a period of 10</p>

				<p>yrs.</p> <p>Additionally, the objectives include developing expertise in areas of curriculum development, teaching and learning resources development, occupational standards, testing and certification etc.</p>
	US-India Business Council (USIBC)	NSDC	Nov, 2014	<p>To work with US companies to ensure that in a span of 3 years, they support 10 training centres that are expected to scale to reach a capacity of around 10,000 persons per year. Over a 10 year period these centres should be able to train 1,000,000 people.</p> <p>The specified sectors are Life Sciences, Healthcare, Tourism, Hospitality, Automotive, Electronics, Heavy Equipment Manufacturing, FMCG, Aviation, BFSI, IT/ITES, Agriculture, Defense and Infrastructure.</p>
Canada	Associate of Canadian Community Colleges	NSDC	Feb, 2014	<p>The following 3 categories of MoUs have been signed.</p> <p>a. Community Colleges:</p> <ol style="list-style-type: none"> 1. Seneca College – Non-Technical Aviation 2. Canadore – Technical Aviation 3. Fleming – Water 4. College of New Caledonia – Hydrocarbons 5. Algonquin – Construction 6. Southern Alberta Institute of Technology – Hydrocarbons 7. Bow Valley and Camosun College – Sports 8. Camosun College – Healthcare 9. Durham College – Agriculture and Automotive 10. Fanshawe – Apparel & Textile <p>b. CICan (Colleges & Institutes)</p>

				<p>Canada - erstwhile Association of Community Colleges of Canada) c. SSCs: Eco-Canada to assist Green Jobs SSC; ICTC-CTIC to assist IT, Telecom & Electronics SSCs Objectives: Community colleges - 10 loan proposals to set up Academies of Excellence in India of the type and quality matching International Standards. Each entity is committing to create min 50,000 qualified skill Trainers & Assessors in a period of 10 yrs. Canadian SSCs - to jointly work with Indian SSCs on developing NOS & transnational standards to enhance the mobility of labour. The objectives also include curriculum development, teaching & learning resources development, testing & certification etc.</p>
Singapore	Ministry of Education, Singapore	DGT	Jul, 2012	<p>1) Capability Development in Vocational Education & Skill Development(VE&SD). 2) Institute of Technical Education may help in the capability development of India's VE and SD officials and staff. 3) Advisory Services: ITE may provide advisory services to enhance planning, management and delivery of VE and SD in India, including the setting up of vocational training institutes/ centres or schools.</p>
European Union	European Commission	NSDA	Jun, 2014	<p>1. Enhanced capacity of the beneficiary institutions to apply and adopt a European best practice perspective as and where relevant, in work relating to skills development.</p>

				<p>2. Substantial progress made in the development and maintenance of the national qualification framework for India, including the National Occupational coding</p> <p>3. Labour market information systems and analysis practices enhanced at the national level and the state level on a pilot basis.</p>
France	CNCP (Commission Nationale de la Certification Professionnelle- CNCP)	NSDA	Jan, 2015	Work out methods of cooperation in the area of qualifications register between India and France
Iran	TVTO (Technical and Vocational Training Organisation)	NSDC	Jul, 2014	Sharing of NOS & QP with training providers to support IT based training systems.
China	MHRSS	MSDE	May, 2015	The main areas of cooperation in the MoU are establishment of sub-centres near the industrial park in Vadodara, advisory and knowledge sharing, development and designing of courses and curriculum, skill standards, qualification framework and competency standards, participation by business entities and industries from China and India, development of business models for skill development in PPP mode.

14. Case Studies:

(1) Pratham Business Innovation: Between now and 2025 over 250 million young people are estimated to enter the Indian workforce, while only 5% of youth aged 20-24 have obtained vocational skills through a formal training system. Many students drop out of the formal educational system unaware of the alternative educational and employment opportunities available. These students often settle in rural areas and engage in daily wage work, and are not privy to the industry growth evident in urban areas

(2) Indian Institute of Gems & Jewellery: The Indian Institute of Gems and Jewellery in Jaipur has been doing something very interesting. They have been running a special job-oriented program customised to the needs of Deaf and Dumb students.

(3) Kaushal Vikas Yatra, an AISECT Initiative: AISECT, which is a 28 year old organization, working in the unorganized sector and rural and semi-urban parts of the country for skill development, has a rich experience of doing mobilization of trainees for vocational training and skill development. Our experience shows that ground level activation campaigns which can reach the students directly are one of the most effective ways of awareness generation and publicity. In the rural areas, interaction with students and reaching out to them ensures effective awareness generation and recall for courses.

(4) Gram Tarang skilling Motor Mechanics: A one of a kind partnership that GRAM TARANG has forged in this area is that with Ashok Leyland, a leading manufacturer of heavy vehicles. GRAM TARANG has setup a captive 200 seater fully residential training facility at Bhubaneswar to cater to its manpower requirements across its dealerships and help employ the large number of ITI graduates of the state

(5) ASTM Student Testimonials: This contains testimonials from 2 trainees, both from Palghar district in Maharashtra which is a tribal region. They underwent training for Security sector with ASTM Institute and are gainfully employed after training with salary of over Rs. 10,000 per month.

(6) Future Sharp: This section has 7 Case Studies of beneficiaries who received training in Retail sector from Future Sharp Institute who are gainfully employed after completion of training.

(7) Gras Academy: This section has 8 Case Studies of varying backgrounds from Jaipur district who pursued training in BPO and Retail sectors from GRAS Academy and are gainfully employed after successful completion of training.

(8) Keertika Training Academy: This section has testimonials from 4 retired army personnel who have worked as trainers for Security sector with Keertika Training Academy.

(9) NIIT Yuva Jyoti: This section gives Success Stories of 4 trainees who made a significant transition in their lives with training from NIIT Yuva Jyoti. This includes a jobless graduate becoming Customer Support Associate, a Courier Boy becoming Accounting Professional, a

Rickshaw Puller becoming Retail professional and a jobless 12th Pass becoming a Retail professional.

(10) Smart Edusol Service: This section contains testimonials from Trainers as well as Trainees of Edusol service in Hospitality, Housekeeping and Food & Beverages sector. The trainees are employed with KFC and Nagarjuna Suites.

(11) Yuva Parivartan: This section contains 9 success stories from Yuva Parivartan's Youth Career Initiative pertaining to trainings in various sectors.

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