

FORMATION OF SECTOR SKILL COUNCILS

The National Skill Development Policy 2009 mandates that NSDC would constitute Sector Skill Councils (SSCs) with following functions:

- Setting up LMIS to assist planning and delivery of training
- Identification of skill development needs and preparing a catalogue of skill types
- Develop a sector skill development plan and maintain skill inventory
- Developing skill competency standards and qualifications
- Standardisation of affiliation and accreditation process
- Participation in affiliation, accreditation, standardisation
- Plan and execute training of trainers
- Promotion of academies of excellence

Sector Skill Councils are national partnership organizations that bring together all the stakeholders – industry, labour and the academia, for the common purpose of workforce development of particular industry sectors.. The SSCs will operate as autonomous bodies. It could be registered as a Sec 25 Co, or Public Limited Co. Funding is initially done by the government. As it grows, the SSCs become self-sustaining organizations.

Current Status of SSC formation is given below. Observations, comments or suggestions on the same may please be forwarded to basab.banerjee@nsdcindia.org.

Industry Sector	Name of Skill Council	Governing Council	Lead Organisations	Mandate	Status
Auto	Automotive Skill Development Council (ASDC)	<ol style="list-style-type: none"> 1. Members of SIAM, FADA, ACMA (3 each) 2. Member from MoHIPE, MoLE, NCVT 3. Member from NSDC 4. CEO ASDC 	SIAM, FADA, ACMA	<p>The objectives of the pilot phase are given below:</p> <ol style="list-style-type: none"> 1. Establishment of ASDC 2. Recruitment of the core ASDC team for carrying out pilot phase activities 3. Signing of MoUs with the industry to ensure commitment and support 4. Design and develop high standard course content for selected modules 5. Provide certification to desirous candidates on the selected modules 6. Review the performance of the pilot phase and draw up the DPR 	Incorporated
Security	Security Knowledge and Skills Development Council (SKSDC)	<ol style="list-style-type: none"> 1. 7 of top 10 Security Companies by revenue 2. Chairman of CAPSI and two Security Associations 3. Two small security Companies 4. Two members from customer organisations 5. Member from NSDC 6. One Member from Army/Paramilitary Force 	CAPSI	<ol style="list-style-type: none"> a) Identify the skill gaps at each level & trade and develop course curricula, training programmes and training manuals accordingly b) Setting of National Standards, Benchmarks and Testing for each level and trades in Private Security. c) Plan and execute Training of Trainers (also to be certified). d) Identification, selection and accreditation of Training Providers in Private Security across the country and promoting them as Centre of Excellence. e) Creating a nationwide data base of trained manpower in Private Security, level and trade wise. f) Carry out research to identify future requirement in training and skill enhancement. 	Incorporated

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Retail	Retailers Association Skill Council of India (RASCI)	Members from leading retail companies	Retailers Association of India	<p>Development of a culture which promotes and enhances the skills development of its workforce</p> <p>Ensure availability of entire value chains requirement of appropriately trained manpower in quantity and quality across all levels on a sustained and evolving basis</p> <p>Vertical and Horizontal portability for VET skills as a comparable education across industries/education systems/geographies by building a robust quality assurance</p> <p>Create a transparency for all industry members for availability of Appropriately trained skilled manpower.</p> <p>Knowledge/Information repository as an open system.</p> <p>Process/technology information as an open system.</p>	Incorporated
Media & Entertainment	Film, Media, Broadcasting, Entertainment and Animation Skill Council	<p>a. 5 members will be nominees of the lead member.</p> <p>b. 4 members from the consortium partners by consensus</p> <p>c. 2 members with outstanding contribution to the sector will be co-opted</p> <p>d. Chairman will be elected from among the nominees of the lead member</p>	FICCI, Film and TV producers Guild, Indian Broadcasting Association, Animation, gaming and VFX Forum, Indian Outdoor Advertisers Association, Film federation of India, Multi System Operators Alliance	<p>To create a sustainable and technologically advanced platform for collection, storage and exchange of industry data, workforce data, welfare data and career related data across the whole industry segment called the “labour market information system (LMIS)”</p> <p>To focus on building an organization that can develop the standards, evaluation criterion and accreditation systems for providing multiple and varied technical skills in the media sector including employability skills, to both men and women, as well as challenged persons with regular and direct inputs from industry.</p> <p>To build high quality trainer & learner communities while providing effective real-time connects between the job providers and job seekers</p> <p>To actively engage with the Government and Industry for support to realize existing synergies and build new ones.</p>	Approved by NSDC Board Under incorporation

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IT/ITES	IT/ITES SSC	<ul style="list-style-type: none"> o NASSCOM Chairman o NASSCOM Vice Chairman o NASSCOM President o Secretary, DIT, Ministry of IT (or Representative) o 2 State Government Representatives o CEO NSDC o 3 Industry representatives o 2 Eminent Academician o Executive Director IT-ITES SSC 	NASSCOM	<p>Developing a global employer brand and talent model to attract non-Indian workforces</p> <p>Identifying and addressing specific leadership capability gaps in the new model</p> <ul style="list-style-type: none"> – Evolving business model requires different skills (e.g. relationship-based selling vs. delivery, etc) – Past practice of fast promotions has resulted in “unripe” leaders at middle and higher levels – “Soft skills” like cross-cultural competence, communication, etc are significant gaps – Delivering leadership skills development across large, globally distributed workforces is challenging <p>Designing and effectively implementing technical and general management career tracks</p> <p>Technical specialists take on management roles without adequate preparation</p> <p>Preparing for the succession planning challenge as founder-owners begin to retire</p> <p>Creating ownership for individual careers while scaling-up exponentially (e.g. x-vertical mentors)</p> <p>In BPO, there are additional talent pipeline challenges that require action:</p> <ul style="list-style-type: none"> Re-calibrating rewards and career progression models with slowing industry growth Articulating compelling employer brands as competition from other industries intensifies Responding to high attrition rates and supply-side challenges through smarter hiring practices – Refining selection methods and conducting pre-hiring due diligence to ensure better fit – Tapping alternate talent pools (e.g. Tier II cities, retirees, flexi-time working mothers, etc) – Identifying and addressing specific leadership capability gaps in the new model 	Approved by NSDC Board Under incorporation

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Healthcare	Healthcare SSC	<ul style="list-style-type: none"> • 1 member each from CII, NSDC • 1 member, Chairman, CII National Committee on Healthcare • 2 members from Teaching Academies / Institutions (like AIIMS, AFMC etc.) • 2 members from leading public health institutions (like PHFI, NIHFW, AYUSH etc) • 2 members from private hospitals • 1 member from Public hospital • 2 members from any of the Top* 5 Healthcare Equipment companies • 1 member from any of the Top* 5 Pharmacy Company 	CII, Medanta, Max Healthcare, AYUSH,	<ul style="list-style-type: none"> • Standardization of job roles / skill types through development of National Occupational Standards (NOS) • Identification of critical job roles where major skill gaps exist • Develop and / or collate appropriate courses and curriculum as per the NOS developed • Capacity building of the healthcare education and training system <ul style="list-style-type: none"> • Plan and execute Training of Trainers • Maximum participation of private training institutes • Build affiliation and accreditation process for institutes • Certification and examination of trainees • Enable maximum employment of HSSC certified personnel • Establish well structured, sector specific Labor Market Information System (LMIS) • Establish capital intensive state-of-the-art training infrastructure like simulation labs 	Approved by NSDC Board Under incorporation
Foundry	Foundry SSC	TBD	Indian Institute of Foundry men	<ul style="list-style-type: none"> • To provide Skilled manpower to meet the requirement of the various foundries • Set standards of Quality in the skills required “Trade” wise • Align the educational institutions to match the Quality standards set by SSCFoundry • Educate employers on best practices of workforce development and management • Improve the image of the Foundry industry to make it an attractive place for workers • To choose as Vocational option and stick to it. 	Under Consideration at NSDC

Industry Sector	Name of Skill Council	Governing Council	Lead Organisations	Mandate	Status
BFSI	BFSI SSC	a. One member each from CII, USE, BSE and NSE b. Top 10 (by turnover in the year 2010-11) Private Sector banks out of which two members would join the SSC on rotation basis. c. Top 10 (by turnover in the year 2010-11) Public Sector banks out of which two members would join the SSC on rotation basis. d. Top 5 (by turnover in the year 2010-11) Mutual Fund companies out of which two members would join the SSC on rotation basis. e. Top 5 (by turnover in the year 2010-11) Public Insurance companies out of which one member would join the SSC on rotation basis. f. Top 5 (by turnover in the year 2010-11) Private Insurance companies out of which one member would join the SSC on rotation basis. g. Top 10 (by turnover in the year 2010-11) NBFCs out of which two members would join the SSC on rotation basis. h. 1 member from The Association of Mutual Funds in India (AMFI) i. 1 member from Indian Bank's Association (IBA) j. 1 member from Insurance Brokers Association of India (IBAI) k. 1 member from NSDC.	CII, BSE, NSE	<ul style="list-style-type: none"> • Clearly define roles for each segment of the sector: • Identify competencies required for each role defined as stated above • Map learning objectives to the competencies and define learning modules • Train the trainers, provide certification and accreditation for training service providers 	Approved by NSDC Board Under incorporation

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Electronics and Hardware	Electronics SSC	TBD	ISA, ELCINA, CEAMA, IPCA, MAIT	<ul style="list-style-type: none"> • Getting consent and participation of other hardware industry bodies o Creating the business proposal and submitting it to NSDC for approval o Addressing industry sectors of focus o Defining scope of work of ESSC o Process of formation of ESSC o Elaborating stage wise progress, technology needs, pilot projects, partners, etc o Constitution of its Board 	Under Consideration at NSDC
Leather	Leather SSC	TBD	Council for Leather Exports	<ul style="list-style-type: none"> • Develop catalogue of Leather industry occupations/skills and related occupational standards • Facilitate capacity building for skills training and attract learners • Accreditation and affiliation of training providers • Facilitate\Conduct Training of Trainers • Establish\Facilitate in-house Training Centres and centres of excellence (CoEs) • Set-up effective labour market intelligence system 	Under Consideration at NSDC

Industry Sector	Name of Skill Council	Governing Council	Lead Organisations	Mandate	Status
Gems and Jewellery	Gems and Jewellery SSC	TBD	GJEPC GJF	<p>Provide industry with technically skilled manpower in a timely fashion and ensure that its competitive edge is maintained</p> <p>Develop skills needed to use advanced technology adequately in order to build superior products</p> <p>Utilise contemporary methods to create products quickly, efficiently and cost-effectively</p> <p>Evolve improved ways of achieving equivalent and more advanced results by studying existing procedures and emerging trends</p> <p>Enhance both number of skilled workers and quality of their skills</p>	Approved by NSDC Board Under incorporation
Rubber	Rubber Skill Council	TBD	All India Rubber Industries Association Association of Tyre Manufacturers of India	<ul style="list-style-type: none"> • Develop catalogue of Rubber industry occupations/skills and related occupational standards • Map learning objectives to the competencies and define learning modules • Facilitate capacity building for skills training and attract learners • Accreditation and affiliation of training providers • Establish centres of excellence (CoEs) • Set-up effective labour market intelligence system 	Under Consideration
Handlooms & Handicraft	Handicraft SSC	TBD	<ol style="list-style-type: none"> 1. Development Commissioner (Handlooms), Ministry of Textiles (Government of India); 2. Directorate General of Employment and Training, Ministry of Labour and Employment (Government of India); 3. National Centre for Design and Product Development (established by Development Commissioner (Handicrafts), Ministry of Textiles, Government of 	<ul style="list-style-type: none"> • Scope the handicrafts industry and its component sub-sectors to specify location of key industry centres and regions, characteristics of the workforce, future growth and/or contraction opportunities, existing training and skill development stakeholders/initiatives and to present a preliminary assessment of key skill needs in the industry by sector; • Identify the occupational profiles within each sub-sector across the industry; • Develop a competency framework for each industry sub-sector at the unit title level that accounts for and integrates existing competencies and curricula; • Develop at least 12 new competency based training curricula and qualifications aligned with the NTVQF across three agreed priority sub-sectors; • Develop and implement a program of professional development, including self-paced learning resources, that reaches at least 500 	Under Consideration

			<p>India)</p> <ol style="list-style-type: none"> 4. Federation of Indian Chambers of Commerce and Industry; 5. Eastern Mills; 6. Jaipur Rugs Company; 7. Marque Impex; 8. Hind Mazdoor Sabha; 9. Bharatiya Mazdoor Sangh; 10. SEWA Bharat 11. Centre of Indian Trade Unions*; 12. Infrastructure Leasing and Financial Services Ltd*; 13. Moradabad Handicrafts Exporters Association*; 14. Dastkar (outside support)**; 	<p>existing and newly recruit teachers and trainers;</p> <ul style="list-style-type: none"> • Work with key partners to implement new courses to train at least 2,000 new and existing workers; • Develop a national industry skill development plan which identifies skill development priorities and targets for the period 2011-2014 and sets out an agreed program of skills development involving key actors from the private and public sector; • Contribute to and participate in national quality assurance arrangements in the skill development system; • Contribute to and participate in systems of affiliation, accreditation, examination and certification. • Lead the development of a strengthened skills data system for the handicrafts industry to inform the planning and delivery of training. 	
Construction	Construction SSC	TBD	CFI, BAI and CREDAI	<ul style="list-style-type: none"> • Creating appropriate information and database, • Deliberations amongst the experts with regard to identification of trades followed by development of curriculum, • Defining standardised competency levels for the purpose of certification, developing a rigorous mechanism for accreditation, • Creating mechanism for training of trainers, analysis of factors impacting the demand for skilled labours, creating compatibility between the training segment with the requirement of Industry, associate relevant expert institutions for assisting the various goals, • Develop the set of requirements and operational framework for outsourcing its functions as and when deemed necessary, coordinating with various stakeholders to achieve a harmony of purpose and operational synergy, identify and/or develop other organizations for performing the functions, develop and test pilot models for ensuring quality with an eye on the objective of scaling up for achieving the quantitative targets, • Interact with concerned ministries in Union/State governments for development of such policies , strategies, plans and scheme as would help fulfill the objectives behind formation of SSC for construction workers specially in unorganized sector and also similar interactions with relevant organizations at international levels, • Promotion of new technologies or methods through spreading awareness and actual demonstration, setting up centre of excellence and such other measures as considered essential for meeting the expectations. 	Under Consideration

Industry Sector	Name of Skill Council	Governing Council	Lead Organisations	Mandate	Status
Agriculture	Agriculture	TBD	<p>The Proposal on Sector Skill Council on Agriculture is being promoted by National Skills Foundation of India (NSFI) in association with FICCI and the Proposal is endorsed by various Members of Agri Industry which are as follows:</p> <ul style="list-style-type: none"> • Government Bodies:National Bank for Agriculture and Rural Development (NABARD), National Horticultural Board (NHB), Small Farmers Agri Business Consortium (SFAC), Spices Board of India, National Committee on Plasticulture Applications in India (NCPAH), Tea Board of India, Coffee Board of India, Agriculture Produce Export Development Authority (APEDA) • Training Institutions: Indian Institute of Plantation Management (IIPM) Bangalore, International Horticulture Innovation & Training Centre (IHITC) Jaipur, Central Institute of Post-Harvest Engineering and Technology (CIPHET) Ludhiana, IFFCO Foundation • Seed Industry: National Seed Association of India, MAHYCO • Pesticides Industry: Pesticides Formulators Association of India, Du-Pont, 	<ul style="list-style-type: none"> • Creating a catalogue of skills in Agriculture for increasing Agriculture Yield and Productivity. • Building competency standards through creating the synergy between traditional and modern technology in Agriculture for skill development • Creating Industry Best Standard Skill development program through Train the Trainers, Evaluation and Certification for uniform increase in Skill set across the entire Agri Value Chain, thereby increasing self-esteem of the occupation and making the Agriculture skills as a whole bankable and credit worthy. • Building LMIS for Various Agri Stake holders for better utilization of skill force and Linking of various Agri business industry with right set of skill force • Equipping small & marginal farmers (82%) with the right set of skillfor generating additional profits. • Creating additional Employment Opportunity (Entrepreneurship) in the Agriculture related allied activities within rural areas. 	Under Consideration

			<p>DSCL</p> <ul style="list-style-type: none"> • Fertilizer Industry: IFFCO Foundation (Largest Fertilizer Concern/ Farmer Cooperative), DSCL, Micro Fertilizer: Indian Micro fertilizer Association (IMMA) • Irrigation Industry: Irrigation Association of India, Jain Irrigation (Asia's Largest Micro irrigation concern) , NETAFIM • Farm Machinery Industry: Escorts, Mahindra & Mahindra, TAFE & Tractor Manufacturer Association • Agri Logistics, Warehousing and Commodity Exchanges Sector: National Collateral Management Services Ltd (NCMSL), National Commodity Derivatives & Exchange (NCDEX) • Plantation Sectors / Farmers Group: All India Vegetable Growers Association, Confederation of Indian Horticulture, UPASI (United Planters Association of Southern India), All India Grape growers Association. 	
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