OVERVIEW OF SKILL INDIA

The Ministry of Skill Development & Entrepreneurship (MSDE) on July 15, 2015 launched the National Skill Development Mission (NSDM – known henceforth as, the Mission), which provides the overall institutional framework to rapidly implement and scale up skill development efforts across India. The vision, objectives and design of the Mission draw upon the lessons learnt from the implementation of skill development efforts over the past decade. It seeks to provide the institutional capacity to train approximately 403 million people by the year 2022.

The Mission Framework for Implementation is expected to provide strategic direction to State governments to establish a clear line of action for meeting their skilling targets in ways that are sensitive to their own requirements, yet provide uniformity in developing a strong national institutional framework. The Framework outlines the overall vision and objectives of the Mission and specifies its institutional structure (at the national, state and district levels), outlines its strategy (by focusing on the launch of its core sub-missions) and articulates its financial model.

The Ministry of Skill Development & Entrepreneurship, through the National Skill Development Corporation, has taken multiple initiatives to connect with industry to partner under the larger Skill India mission.

NSDC has setup a single-window facilitation system that offers a unique platform for industry to partner on various such initiatives.
OBJECTIVES FOR INDUSTRY PARTNERSHIP

The broad objectives to engage deeply with the private sector and various industry constituents are listed below.

- Leverage existing infrastructure and machinery/labs/studios to setup skill development centres, particularly in trades that require extensive on-the-job training.
- Setup State-of-the-Art skill development facilities to address skill gap needs in Make in India sectors.
- Utilize CSR funds to sponsor skilling programs targeted at youth and women in operational areas/regions and special projects.
- Undertake programs for skills upgrading and Recognition of Prior Learning (RPL) for employees, including contractual workers.
- Lend technical expertise of employees to develop industry-relevant curriculum, and engage retired persons as trainers and assessors where feasible.
- Support skill development initiatives by hiring skilled manpower, encourage trade apprentices, on-the-job training, etc.
- Join as industry partner in Udaan, a special industry initiative focused on Jammu & Kashmir.
- Support Indian participation in the World Skills competitions (Skills Olympiad).
- Access subsidized funding to setup a dedicated skill development organization/unit that can take up a larger mandate.
- Any other area of mutual cooperation in skill development including support for research, technology, innovation, etc.
PARTNERSHIP MODELS UNDER INDUSTRY PARTNERSHIP

1. DIRECT CONTRIBUTIONS TO THE NATIONAL SKILL DEVELOPMENT FUND (NSDF)

- Contribute funds directly to the National Skill Development Fund (NSDF) to meet and fulfill CSR commitments under the Companies (Corporate Social Responsibility) Rules, 2013
- Sponsor candidates for skilling programs in operational areas/regions of company’s choice and in priority areas/sectors (programs focused on livelihoods, persons with disabilities, minorities, special areas, etc.)
- Operationalize Project through a tripartite agreement between Company, NSDF and NSDC
- Offer existing facilities and machinery for on-the-job training where available
- Implement the project through NSDC Training Partners with project management support by NSDC at nominal cost
- Align all skill development programs to the National Skills Qualification Framework (NSQF) leading to certification from Sector Skill Councils
- Option to co-brand Certificates with Corporate logo

To know more about active CSR Projects, please visit [http://www.nsdcindia.org/csr-initiatives](http://www.nsdcindia.org/csr-initiatives)
2 SETUP CORPORATE SKILL EXCELLENCE CENTRE/INSTITUTE

• Setup/upgrade a skill development facility to be a Centre of Excellence focused in sector/areas of strategic importance
• The centre may be operated directly by the Corporate or through a relevant Sector Skill Council on standards aligned to the National Skills Qualification Framework (NSQF)
• An agreement may be signed between the Corporate, NSDC and SSC to operationalize such projects
• Focus on Training of Trainer (ToT), Training of Assessor (ToA) programs, specialized programs focused on high skilled trades, etc.
• Establish collaboration with foreign partners to develop transnational standards through G2G/B2B partnerships with the support of NSDC
• Co-brand centre/institute with Skill India

For more information, please visit the website here, http://www.nsdcindia.org/csec/
SETUP MULTI-SKILL TRAINING CENTRE/INSTITUTE

- Set up corporate owned multi-sectoral skill training centres/institutes
- Operate with own team or through an affiliated NSDC/SSC Training Partner
- Provide trainings across multiple sectors with a vision to:
  - Create benchmark institutions run and monitored closely by the corporates, thus making vocational skills aspirational
  - Provide a sustainable model for delivery of skills through quality infrastructure
  - Deliver industry driven trainings in manufacturing and services sector with a special focus on dedicated labs and support for counselling, IT, Communication and Life skills
- Utilize CSR funds and/or dovetail with Government schemes (like Pradhan Mantri Kaushal Vikas Yojana) for sponsorship of candidates, where applicable
- Avail soft loan facility for additional support (including capital expenses) under the Pradhan Mantri Kaushal Kendra (PMKK) scheme

For more information, please visit, http://www.nsdcindia.org/pradhan-mantri-kaushal-kendra
• Corporate, NSDC and the SSC can jointly identify training centres to upgrade/augment such centres
• Corporate can setup labs to support skill development programs addressing industry need for skilled manpower at trade-level
• Corporate can ensure joint monitoring with NSDC to ensure such centres are delivering as per plan and on quality standards set forth for such centres
• Ensure continuous engagement through technology and knowledge interventions, on-the-job training/apprenticeship programs for graduates, etc.
• Government schemes (like PMKVY) may be converged in such centres where focus is on underprivileged youth, to offset the cost of training and assessment

For more information, please visit,
http://pmkvyofficial.org
5 DONATE LAND, BUILDING AND MACHINERY

- Provide right of usage to an appropriate facility to be used as a skill development centre
- Support existing programs through basic setup costs and equipment donation to offset training programs that are cost intensive
- Provision land usage for specific programs like Driver Training Centres, Construction-related trades, etc. with high employment potential
- Operate through an NSDC Training Partner
ALIGN YOUR TRAINING TO SECTOR SKILL COUNCILS

• Participate in various activities of one or more relevant Sector Skill Councils in line with your business operations
• Work directly with Sector Skill Councils to contribute to development of industry standards for skill development under the National Skills Qualification Framework (NSQF)
• Align existing training centres to Sector Skill Councils to offer NSQF-aligned programs
• Undertake Recognition of Prior Learning (RPL) certification programs for employees (including contractual workers) for NSQF-alignment
  • Recognition of Prior Learning (RPL) is a program to provide recognition to the informal learning or learning through work to get equal acceptance at par with formal levels of education. It aims to appreciate prior learning irrespective of the medium of achieving it. In short, RPL is a process of assessment of an individual’s prior learning to give due importance to learning as an outcome rather than learning as a process.
• Provide list of persons (including retirees) to be (master) trainers and assessors where feasible
7 SETUP A SKILL DEVELOPMENT ORGANIZATION/BUSINESS UNIT

- Setup a Skill Development Organization either as a new business unit, independent trust/society or a newly incorporated special purpose vehicle with equity infusion from parent entity and/or promoters/trustees
- Access funding from NSDC on subsidised terms
- Become a Non-Funding Training Partner where funding is not sought

For more information on becoming an NSDC Training Partner, please visit,
http://www.nsdcindia.org/index.php?q=guidelines#tab3
STRATEGIC PROJECTS

World Skills India

WorldSkills India is an initiative of the Ministry of Skill Development and Entrepreneurship, implemented by the National Skill Development Corporation (NSDC). NSDC, through its WorldSkills India initiative, has been leading the country’s participation at WorldSkills International competitions since 2011. For more information, please visit the World Skills India website http://www.worldskillsindia.co.in/

Udaan

Udaan, the Special Industry Initiative (SII) for J&K is funded by Ministry of Home Affairs and implemented by National Skill Development Corporation (NSDC). The programme is a part of the overall initiative for addressing economic issues in J&K. The aim is to provide skills and job opportunities to the youth. Simultaneously, the aim is also to provide exposure to corporate India towards the rich talent pool available in J&K. The target was to reach out to 40,000 youth in J&K over a period of 5 years. The Udaan programme is designed to encourage corporates to travel to J&K meet with the youth and hire aspiring youth in J&K who wish to explore the opportunity to work with corporates. Udaan provides a framework of support to the youth to travel, undergo training in firms and transit to work. Udaan has two objectives:

• To provide exposure to the graduates and post graduates of Jammu and Kashmir to the best of corporates in India
• To provide Corporate India with exposure to the rich talent pool available in the state

For more information, please visit the Udaan website – http://nsdcudaan.com/

Skill Gap Reports

NSDC publishes skill gap reports both State/District-wise and Sector-wise to understand the human resource requirement. The incremental requirement across 24 key growth sectors until 2022 is nearly 10.73 Crores and the top 10 sectors including automobile, retail, handloom, leather etc. account for about 80% of this requirement.

To download skill gap reports, please visit, http://www.nsdcindia.org/nsdcreports
INDUSTRY SPEAKS...

“POWERGRID is the first public sector company to join hands with NSDC in its endeavor towards the National Priority of “Skill India”. We see synergy in POWERGRID’s reach across the country and Skill India’s Goal to reach the last mile. We are very encouraged by the partnership with the Ministry of Skill Development & Entrepreneurship through NSDC and look forward to scaling up in the near future.”

Atul Trivedi, Executive Director, POWERGRID

“NTPC is a Maharatna company leading power generation in the country from various energy sources, with cutting edge technology and modernised plants. NTPC is supporting the skills development initiative of the Government of India, in line with SKILL INDIA MISSION, by partnering with the NSDC/NSDF to improve the availability and quality of skilled workforce and quality of vocational education in the country in order to make it demand driven and ensure better employability of the skilled youth. The support from the Ministry of Skill Development & Entrepreneurship and our relationship with NSDC has been very enriching and useful.”

Ajit Kumar Bhatnagar, Executive Director, NTPC

“I am really happy to see that the money we are spending, through NSDC Training Providers is utilized for bridging the employability gap through skilling. The skills that have been acquired through this program will stay with the beneficiaries throughout their lives and also fulfils CIFCL’s objective of bettering lives of people not only in our areas of operations but in underserved areas”

Sudhir Rao-Associate VP-Head Marketing & Corporate Communications-CIFCL
RELEVANT LINKS

Ministry of Skill Development and Entrepreneurship
http://skilldevelopment.gov.in/

National Skill Development & Entrepreneurship Policy 2015
http://www.skilldevelopment.gov.in/
National-Policy-2015.html

National Skill Development Agency
http://nsda.gov.in/

Pradhan Mantri Kaushal Vikas Yojana
http://pmkvyofficial.org/

National Skill Development Fund (NSDF)
http://www.skilldevelopment.gov.in/
nationalskilldevelopmentfund.html

Link to National Skills Qualification Framework (NSQF)
http://www.skilldevelopment.gov.in/
nsqf.html

List of National Occupation Standards (NOS)
http://www.nsdcindia.org/nos

List of Sector Skill Councils Websites
http://www.skilldevelopment.gov.in/
ssc.html

Media Collateral
http://www.nsdcindia.org/advocacy

Contact Us:
Mahesh Venkateswaran
Lead – Industry Partnerships & SANKALP

National Skill Development Corporation
Block A, Clarion Collection,
Shaheed Jeet Singh Marg, New Delhi – 110016.
Tel: +91-11-47451600-10; Fax: +91-11-46560417
E: mahesh.vee@nsdcindia.org / corporates.msde@gov.in