



2nd National Conference of Chief Secretaries ***Viksit Bharat: Reaching the Last Mile***

SKILL DEVELOPMENT

Ministry of Skill Development and Entrepreneurship

7th January 2023

“ *To make this the century of India, it is very important that the youth of India is equally proficient in education as well as skill. When it comes to skills, your mantra should be ‘Skilling, ‘Reskilling’ and ‘Upskilling’!* ”

Hon’ble Prime Minister
Kaushal Deekshant Samaroh,
17th September 2022





Session Plan

Context Setting

Shri. Atul Kumar Tiwari, Secretary, MSDE

15 min

Access to Skilling

10 min

Best Practices

Ms. Usha Padhee, Principal Secretary, Skill Development & Technical Education, Odisha

08 min

Quality in Skilling

Ms. Vandita Sharma, Chief Secretary, Karnataka

10 min

Best Practices

Dr. S. Selvakumar, Principal Secretary, Skill Development, Entrepreneurship and Livelihood, Karnataka

07 min

Presentation on Best Practice by West Bengal

Dr. Hari Krishna Dwivedi, Chief Secretary, West Bengal

05 min

Questions and Answers

10 min

Way Forward

Shri. Atul Kumar Tiwari, Secretary, MSDE

10 min

75 min


Skilling is *the* enabler for *Viksit Bharat*

Skilling enhances Productivity, Employability and Competitiveness of Individual, Workforce and Economy




Upskilling will lead to 6.1% increase in GDP by 2030

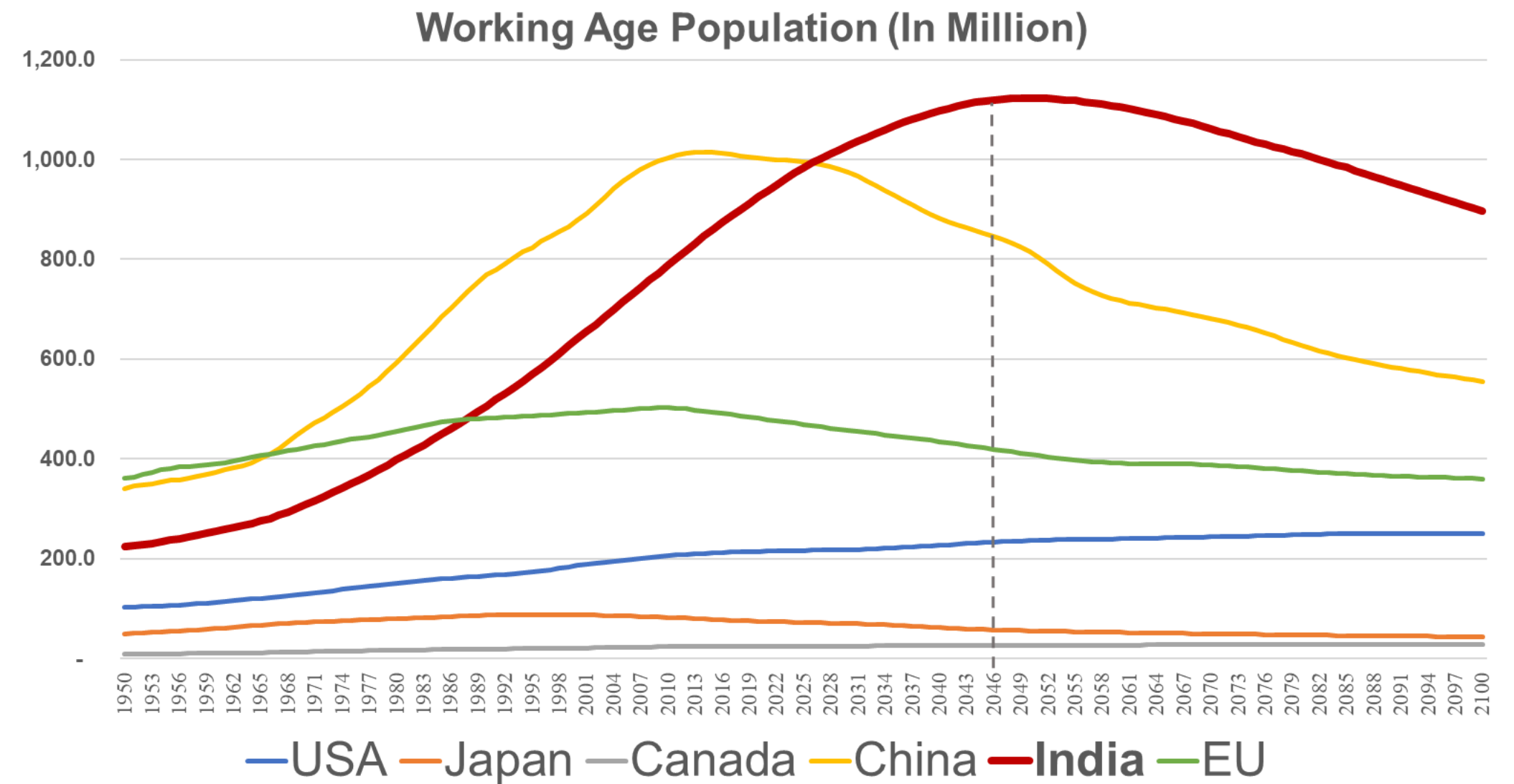
Window of opportunities for India in *Amrit Kaal*



62%
working age
population
(15-59 years)



28 years
Median age of
Indian
population
(Japan- 48, EU-44
years)



India's demographic advantage till 2047 while world population is ageing*

Present skilling ecosystem

Standardization

Common Norms,
National Skills Qualification
Framework
(4,500+ courses approved, 145 New
Age courses)

Demand Assessment

District Skill Committee
(576 district skill development
plans), Skill Gap Studies

Skill Delivery

6.15 crore candidates
trained
(3.89 Crore by MSDE and 2.26 Crore
by other Ministries / Departments)

International Mobility

11 G2G MoUs, Skill India
International Centres

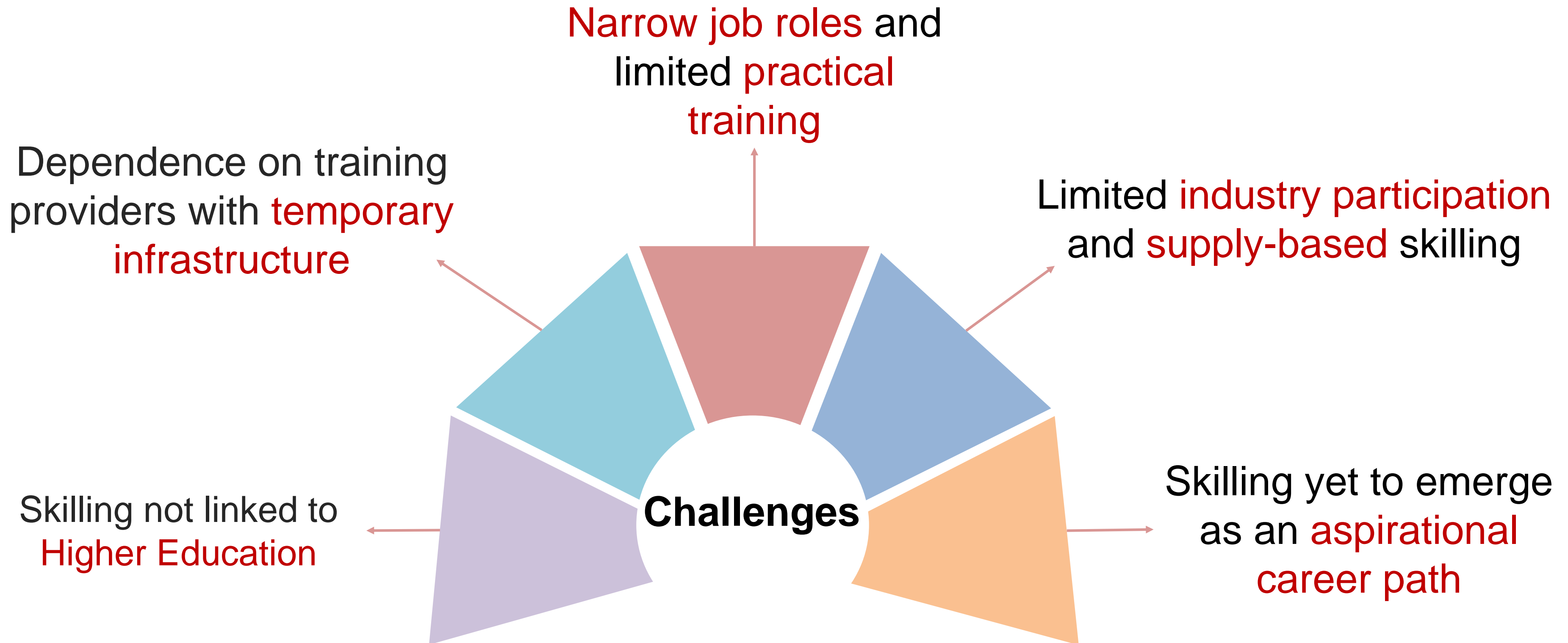
Industry Connect

37 Sector Skill Councils,
Apprenticeship (19.5 lakhs)

Unified Regulator

National Council for
Vocational Education &
Training

Challenges in Skilling





Addressing the Challenges (1/2)

Integration with National Education Policy

- Credits, Common Student Registry, National Curriculum Framework
- Apprenticeship in Higher Education

Convergence of Policy, Program and Institutions

- 'Whole of Government Approach'
- Skill India Digital

Creating a robust quality skilling ecosystem aligned with Future of work

- On-the-Job Training and multi-skilling
- Focus on new-age job roles



Addressing the Challenges (2/2)

Promoting skill-based safe, legal and ethical international mobility

- Global job assessment
- Skill India International Centres

Scaling up skilling infrastructure with industry participation

- Industry partnership - Challenge method, PPP model
- Management of ITI by Industry

Innovative Financing Models

- Skill Impact Bonds and Skill Loans
- High end fee-based courses

Themes for consultation

Viksit Bharat: Reaching the Last Mile

Inclusive Human Development

Skill Development

Access to Skilling

Expansion of Skilling Ecosystem

Quality in Skilling

Skilling for Competitive Advantage

Stakeholder consultation

Wide Stakeholder Consultation
(officials in States/UTs, Sector Skill Councils, ITIs, NSTIs, etc.)

Virtual Inter-State deliberations
with all States/UTs

Physical Consultation with senior officials from all States/UTs at **Bhubaneswar** and **Bengaluru**

Track 11 Access to Skilling



Track 12 Quality in Skilling



Access to Skilling

Expansion of the Skilling Ecosystem

Convenor State: **Odisha**



Linking skilling institutions at all levels of Government

Limited convergence


- Skill **Demand** assessment
- Mapping of **Infrastructure**
- **Schemes** of Central/ State Government

District Skill Development Plan

State Skill Development Plan

- All skilling schemes brought on **Skill India Digital platform**
- **'Skill India' branded ecosystem** - permanent centres, accredited trainers, and assessors

Skilling integrated with education



National Credit Framework (NCrF) and **Common Student Registry** as an unique ID for every student for ease of mobility from formal Education to Skilling and vice-versa

Skilling courses in educational institutions as part of curriculum – **National Curriculum Framework**

Introducing **apprenticeship** for higher educational institutions

State Education/Technical Boards to be notified as **Awarding Bodies** for Skill Certification in educational institutions

**Education
and
vocational
education in
silos**

Upgradation of skilling institutions & infrastructure

**Inadequate
skilling
institutions
and
infrastructure**

Expansion and upgradation of ITIs through **industry investment** (e.g., Assam), **partnership** (e.g., West Bengal)

Academies for **training of trainers and assessors** to be setup

Skilling centres with **residential facilities** for greater inclusiveness

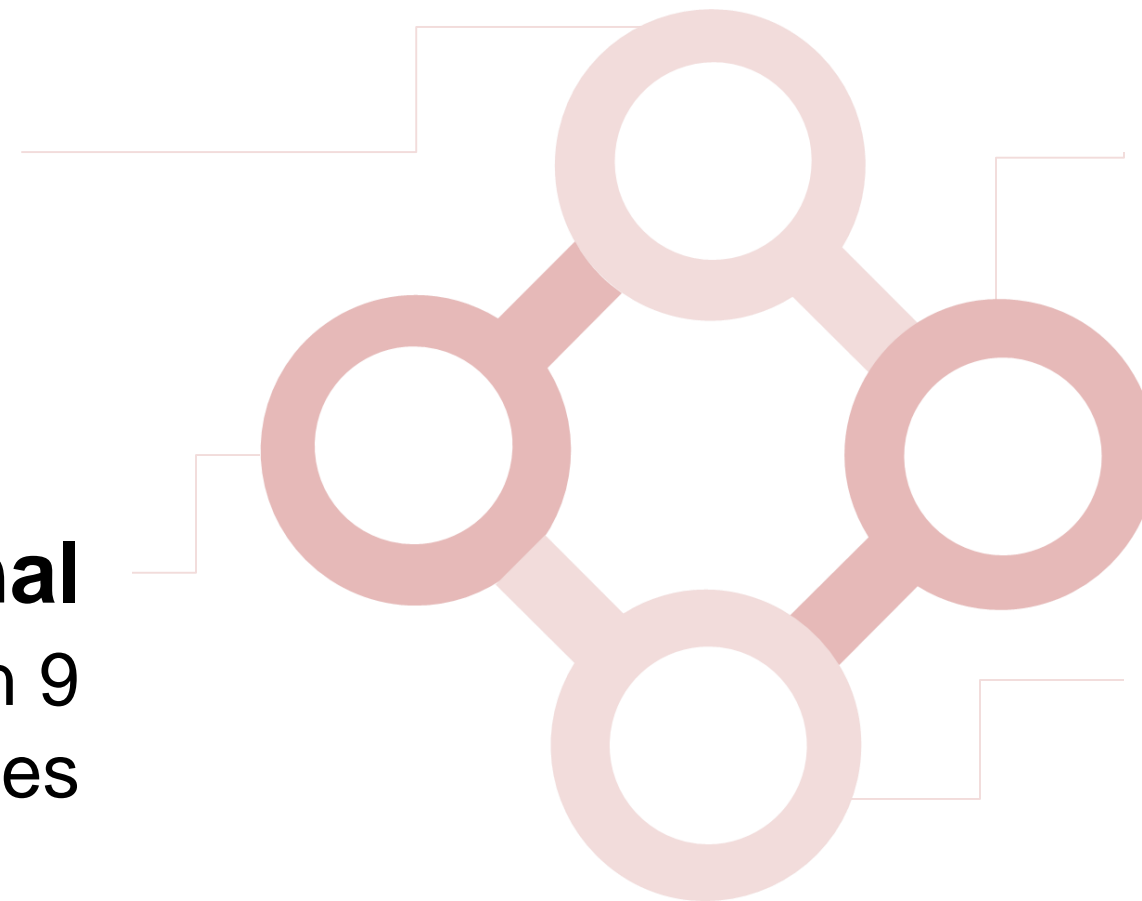
'Skill Hubs' in educational institutions and industry premises

Inclusive skilling, promoting traditional art & craft

Skilling for marginalised sections; traditional art & craft

Tailored training for *Divyangs* (Special ITI in Assam), women & tribals

Course content in **regional languages** – 600 courses in 9 regional languages



Skilling in **new-age technology** for traditional art & craft (e.g., Computer aided design for Jacquard weaving in Tamil Nadu)

Augmented Reality/ Virtual Reality based skill training

Greater emphasis on counselling

Candidate dropout during skill training

AI-based **Online counselling** for selection of right job role through Skill India Digital platform

Aligning **skilling calendar** (August) with **academic calendar** of education (April)

Rojgar Melas (256 held) and **Apprenticeship Melas** (100 held) throughout the year

Enhancing finances for skill development

Inadequate funds for skilling

Mobilisation of **Corporate Social Responsibility (CSR) funds** in National Skill Development Fund (Rs. 156 Crore already received under CSR)

Innovative financing of skilling

- **Public-Private-Partnership** model (Karnataka)
- **ITI management** through private industries (Assam, West Bengal)
- Facilitating **Skill loans** through Banks and NBFCs
- **High-end fee-based courses** in partnership with Industry (Industry 4.0, Cloud Computing, Full Stack coding, AVGC, EV, Renewable Energy, Blockchain)

Examples from States (1/3)

Infrastructure in difficult areas

Daman & Diu and Dadra & Nagar Haveli

Establishment of ITI in tribal area of Khanvel

Assam

North-East Skilling Centre in collaboration with ITEES Singapore for skilling of north-east youth

Integration with Education

Manipur

B.Voc. courses (Medical Laboratory technology, mass communication, etc.) introduced 2 colleges

Uttar Pradesh

Project *PRAVEEN* – skilling curriculum introduced in Secondary Schools and KGBV

Ladakh

Collaboration with IITs (Delhi, Kanpur, Bombay) for entrepreneurship development and incubation

Examples from States (2/3)

Industry-linked skilling

Himachal Pradesh

Skilling in Adventure Sports: 1,200+ candidates trained in white water rafting, search and rescue operations, etc.

Andhra Pradesh

Industry Customized Training (ICSTP) with 300+ industries in 4 clusters and 16,000 trained

Andaman & Nicobar

Strengthening of Institute-Industry linkage for On-the-Job-Training

West Bengal

Operation of 97 Government ITIs through private training providers with industry experience

Strengthening skilling ecosystem

Bihar

District Registration-cum-Counselling Centres across 38 districts for candidate registration and counselling

Tripura

Academies for Training of Trainer and Assessor

Examples from States (3/3)

Skilling in new Job Roles

Odisha

World Skill Center in collaboration with ITEES, Singapore

Goa

Green energy solar labs at ITI, Farmagudi

Uttar Pradesh

One District One Product: 1000 candidates trained in brass, glass, carpet, stone-cutting, etc.

Promoting Inclusion

Jammu & Kashmir

Training SHG women at ITIs in shawl, carpet-making, bee-keeping, fruit-veg processing, etc.

Punjab

Specialized training for sewage workers, jail inmates, differently abled and destitute women



Best Practices

Access to Skilling

World Skill Centre, Odisha

- Setup in March 2021, with ITE Education Services (ITEES), Singapore as **knowledge partner**
- **Finishing school for ITIs and Polytechnics** with the objective of training 1.5 lakh youth
- 720 students enrolled currently, total capacity of 3000 students
- 37% candidates internationally placed





WORLD
SKILL
CENTER
BHUBANESWAR



Mobile Skill Morung, Nagaland

- Self-contained training *workshop on wheels* launched in 2020 by Nagaland under SANKALP scheme
- **Two weeks short training** to youths at their doorsteps
- **Job roles:** mason, electrician, plumber
- 2 Morungs currently in operation, 2 more to be added





Quality in Skilling

Skilling for Competitive Advantage

Convenor State: **Karnataka**

Standardization across Skill Ecosystem

Difference in training, assessment and certification pattern

Aadhar authenticated
registration of candidates

State Quality Cell

To ensure standardization in
skilling ecosystem

Tech-based monitoring

- Computer based test
- Blockchain for certification
- Livestreaming

Standardized curriculum
to be adopted

Common norms
to be followed



States to adopt in skilling across all departments

Scaling up of Industry Collaboration

Limited industry participation

- **Dual System of Training (DST):** Theory classes in ITIs and Practical training in Industry - 3,823 MoUs signed
- **Flexi MoUs** (tailored courses designed and implemented by the industry, certified by DGT) – 13 such MoUs signed



- Industry-led skilling ecosystem for
 - Curricula revision
 - Training of Trainers/Assessors, OJT (e.g., Tamil Nadu)
 - Skilling, apprenticeship and placement
 - Industry infrastructure for Industry 4.0 job roles
- Industry Linkage Cells in the states and districts



International mobility of skilled youth

Institutional mechanism to promote international mobility



Demand Aggregation

Job opportunities in Global market to be assessed (16 countries completed) for targeted skilling



Skill India International Centre

Setting up Skill India International centres in States/UTs with their support (e.g., Varanasi)



State Agencies

Special agencies in States to work with Centre Agencies to facilitate international mobility e.g., NORKA in Kerala, TOMCOM in Telangana, & IMC in Karnataka



Curriculum

Indian skill curriculum to be upgraded to international standard and mutual recognition of certificates through agreements

Making Skilling Aspirational

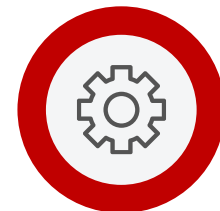
Incentive and wage premium for NSQF-certified candidates

Government recruitment



- Preferential recruitment of NSQF certified candidates

Industries to be advised



- To appoint candidates trained and certified in Skill India approved courses (NSQF)

Joint certificate



- With industries to encourage NSQF as a hiring criterion

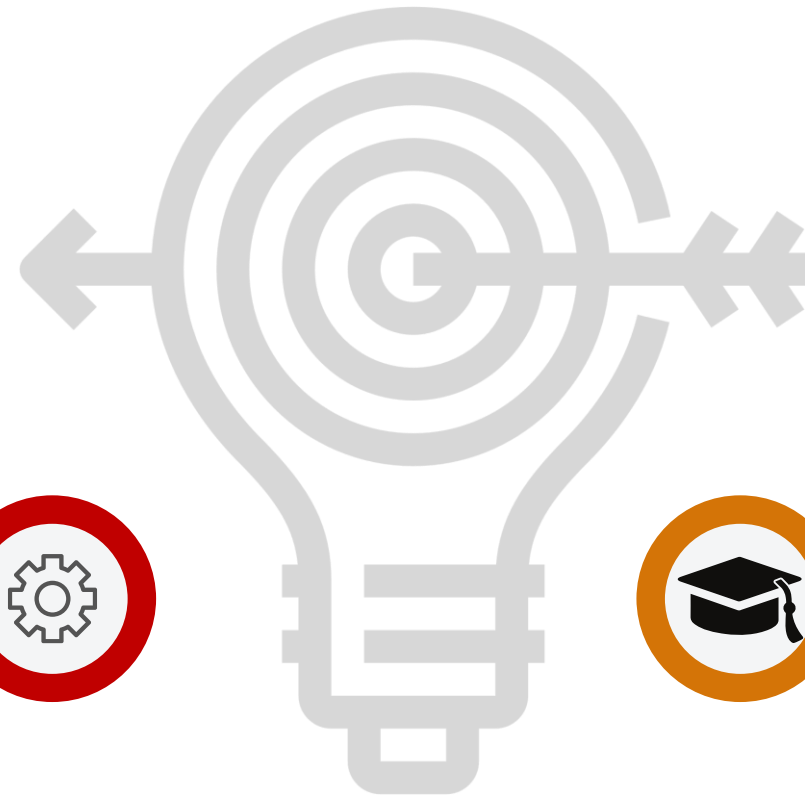
Outreach activities



- Convocation for 10 Lakh skilled students on a single day
- National Skill Day – 17th Sept, Vishwakarma Divas

Academic credits

- For online courses



Examples from States (1/3)

Industry Engagement

Chandigarh

Academic Body of Industry consisting industry leaders and academia at ITIs and Polytechnics in collaboration with CII

Tamil Nadu

Industry professionals as faculty for ToT in Skill Development Centres at Apex Skill Development Centres

Kerala

'*Mu Learn*' platform by industry body for skilling and mentoring students in IT. 20,000+ active participants

New Age Courses

Maharashtra

Collaboration with Dassault Aviation for skilling in aeronautical structure and equipment fitting at ITI Nagpur

Examples from States (2/3)

Entrepreneurship and Livelihood

Meghalaya

Training of rural youth for self-employment in agriculture & allied Sectors – seed capital of Rs. 1 lakh for successful candidates

Mizoram

Kawtchhuah 2022, a start-up fair for Government ITI pass-outs – winners given one-time support of Rs. 50,000

Nagaland

Mobile skill centres for training rural youth as multi-skilled technicians (2-week duration)

Jharkhand

Integrated Livelihood Park for skilling and market linkage for training artisans and women entrepreneurs

Placement and Post-Placement Support

Sikkim

Niyukti Kendras for placement and post placement tracking – 1,035 candidates placed including apprentices

Puducherry

Mentorship for candidates through alumni network

Examples from States (3/3)

International Mobility

Haryana

World Skill Training Centre for training in 6 trades (tourism & hospitality, retail, IT/ITeS, banking, logistic, beauty & wellness)

Delhi

World Class Skill Centres in universities with technical assistance from Singapore

Telangana

Telangana Overseas Manpower Company for safe and legal migration of skilled candidates abroad

Integration of Skilling & Education

Chhattisgarh

Class 11 students simultaneously enrolled in nearest ITI. Completion of ITI course to be equivalent to 12th.

Rajasthan

'Mukhya Mantri Yuva Kaushal Yojana' launched in 2019 for providing soft skills and domain skills in colleges

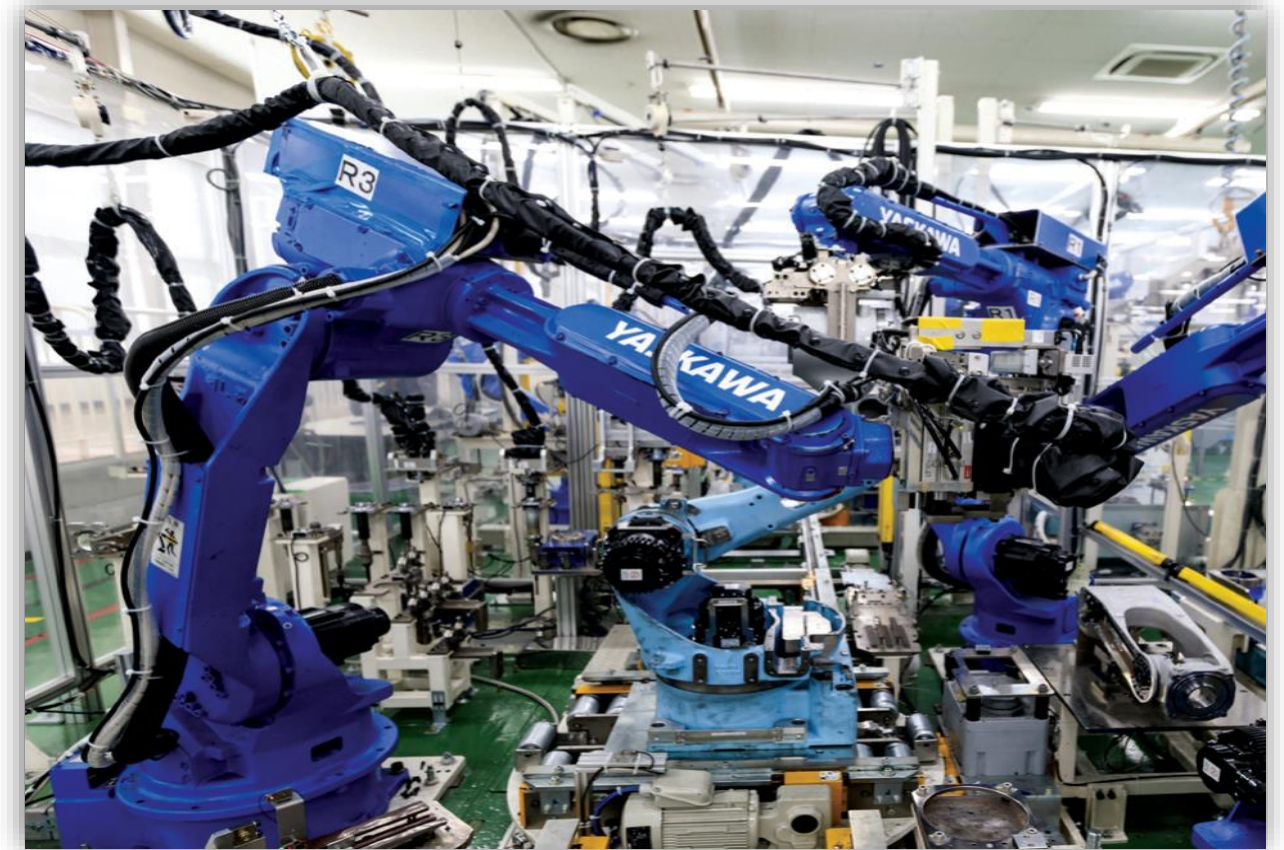


Best Practices

Quality in Skilling

UDYOGA – PPP Model, Karnataka

- Launched in 2021 in partnership with 17 industries led by Tata Technologies Ltd.
- Upgradation of infrastructure and labs in 150 Government ITIs, to serve as hubs for 1500 technical institutions
- To benefit ~1.2 lakh candidates every year
- Total Investment of Rs. 4,856 Crore (88:12 private and government investment)



School of Drones, Gujarat

- Drone-related courses of 10 days to 2 years
- DGCA authorized Remote Pilot Training Organization (RPTO) with 45 licensed flying instructors
- 625 Candidates Registered. 105 Drone Pilots Trained. 57 Remote Pilot License issued







Best Practice

West Bengal

Management of ITIs through PPP

- **97 Government ITIs**
- State Government: building and capital cost
- Private partners: operation cost (salary, establishment) and machinery procurement
- 80% seats filled as per Government entrance ranking and balance 20% by the private players



Industry Partnership (1/2)

- Private Industries allowed to use the spare infrastructure available in ITIs for short term trainings.
 - 330 candidates trained by M/s L&T Construction in two ITIs
 - M/s Mahindra & Mahindra has setup centre for short-term training at women ITI, Burdwan



Industry Partnership (1/2)

- Industries leveraged for
 - Labs with new technology in 4 ITIs (Samsung)
 - Dual VET program in 38 ITIs (Siemens)
 - Advance Course in Automobile Sector (Maruti Suzuki)
 - CSR for Quality Enhancement in 4 ITIs (Garden Reach Shipbuilders & Engg Ltd)





Questions and Answers



Way Forward

Working together for Skill India

Centre

- Skill India Digital platform
- Global skill demand assessment and benchmarking



State

- Prioritised investment in skilling through Industry Partnership
- State Skill Development Plan



District

- District as fulcrum of convergence
- District Skill Development Plan to encompass all Skilling Schemes of State and Central Governments



Action Plan

Short Term *(1 year)*

- Launch of Skill India Digital Platform as a single skilling user interface
- Roll out of PMKVY 4.0 with On-the-Job Training, counselling, blended mode of learning, New Age Job Roles etc.
- Degree Apprenticeship for work-based courses in Higher Educational Institutions for enhancing employability of students
- Recognition of State Education/Technical Boards as Awarding Bodies under NCVET for Skill Certification in educational institutions



Action Plan

Medium Term (3 years)

- Upgradation/expansion of ITIs through Industry Partnership
- Continuous process of Multi-skill job roles and New Age courses based on industry demand
- Innovative financing modules to be scaled-up: Skill Impact Bond, Skill loans, High-end Fee-based courses
- Credit Framework, National Curriculum Framework, Student Registry
- Dynamic District, State and National Skill Development Plans



Action Plan

Long Term (5 years)

- Skilling as paying and life long career option
- Advocacy to embed NSQF certification in recruitment norms
- International workforce mobility, Indian skill certification recognized as benchmark abroad



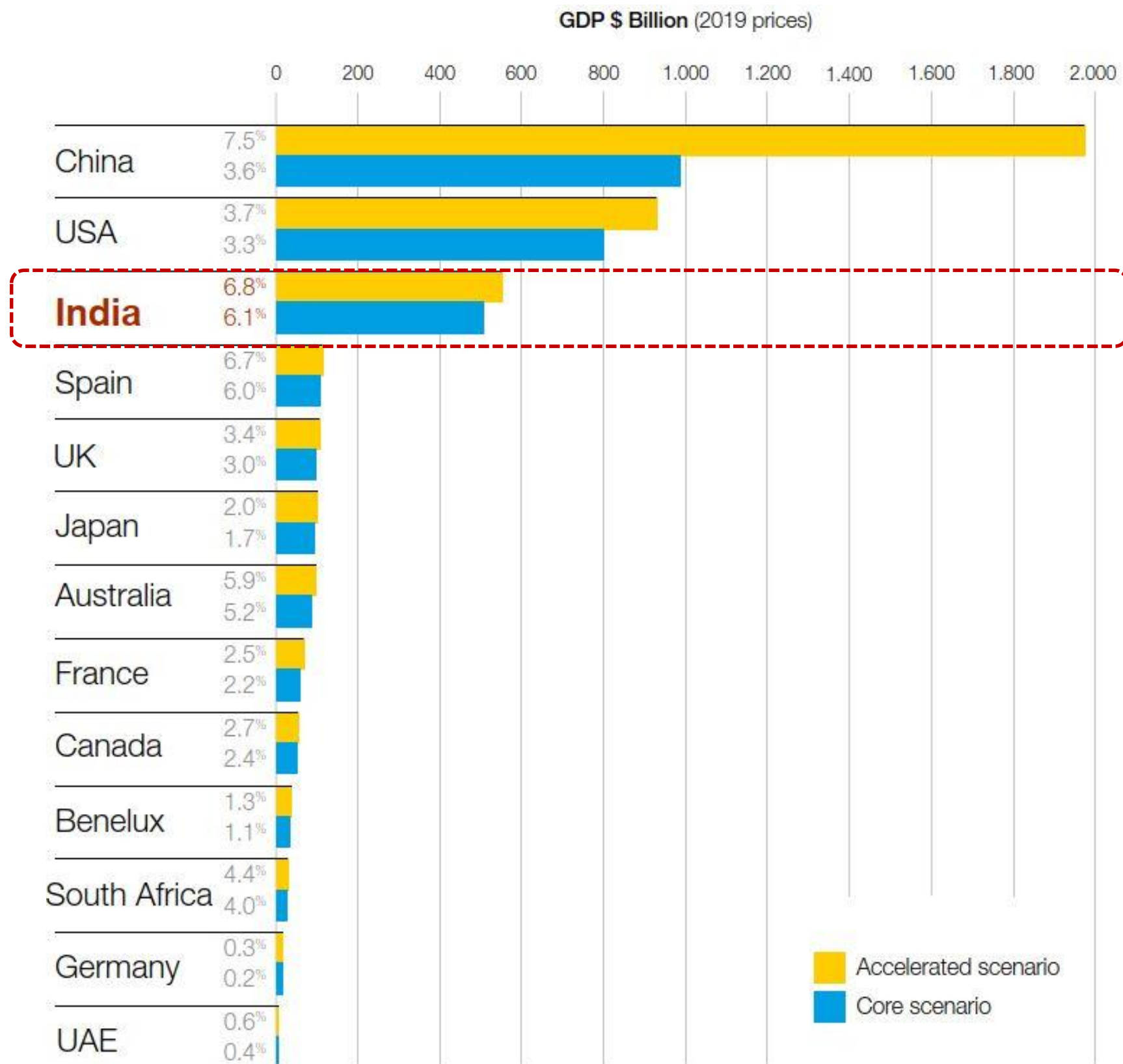
Skill India

कौशल भारत - कुशल भारत



Thank You

Upskilling will lead to 6.1% increase in GDP by 2030



“

Regions and Economies with the **biggest gains** are those in which the **skill gaps** are larger and the potential is greatest to improve **productivity** through **skills augmentation** aligned with **new technology**

”

Upskilling for Shared Prosperity: Insight Report, Jan 2021
World Economic Forum