



**Skill India**

कौशल भारत - कुशल भारत



**N · S · D · C**

**National  
Skill Development  
Corporation**

**Transforming the skill landscape**

# **INCLUSION JOURNEY OF NSDC TRAINING PARTNERS**

**UNDER MARKET LED PROGRAM**

**2013 - 2020**

IMPROVING QUALITY OF LIVES OF MARGINALIZED COMMUNITY IN SKILLING ECOSYSTEM

**NATIONAL SKILL DEVELOPMENT CORPORATION  
(NSDC), NEW DELHI  
APRIL 2021**

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## **ABBREVIATION**

BPL:	Below Poverty Line
CSR:	Corporate Social Responsibility
DNT:	De-notified Nomadic Tribe
MSDE:	Ministry of Skill Development & Entrepreneurship
NSCFDC:	National Scheduled Caste Finance and Development Corporation
NSDC:	National Skill Development Corporation
NT:	Nomadic Tribe
OBC:	Other Backward Classes
PwD:	Persons with Disability
RPL:	Recognition of Prior Learning
SC:	Scheduled Caste
SDMS:	Skill Development & Management System
SIP:	Skill India Portal
SSC:	Sector Skill Council
ST:	Scheduled Tribe
TP:	Training Partner

## EXECUTIVE SUMMARY

NSDC Training Partners (TPs) have been undertaking skill development of youth to enhance their livelihood. They have been trying for inclusion of marginalised communities such as Scheduled Caste (SC), Scheduled Tribe (ST), Other Backward Classes (OBC), Persons with Disability (PwD) and Female candidates in Skill Training and Placement. NSDC has attempted to document inclusion journey of NSDC Training Partners.

NSDC has 530 affiliated training partners (TP), both funded and non-funded. Under Market Led Program, the skill training and placement data of NSDC affiliated TPs (both funded and non-funded) for the period of seven years from the year 2012-2013 to 2019-2020 from its Skill India Portal (SIP)/ Skill Development & Management System (SDMS) of NSDC has been gathered. The data was analyzed to assess the inclusion journey of TPs and understand the trend of training and placement under different sectors by the TPs. **This report captures the inclusion journey of NSDC TPs under Market Led Program during 2013 to 2020.**

A total of 417 TPs (79% of total 530 TPs) have trained over **120.79 lakhs and placed over 50 lakhs trained candidates**. It was reported that 56% of total 530 NSDC TPs have started their inclusion journey i.e., training marginalised communities such as OBC, SC, ST, PwD, female and transgender. The reporting of training and placement in SIP seems to be less as many non-funded TPs may not have updated their data.

The trend of trained candidates of candidates have increased year on year basis from 4 lakhs in the year 2013 to 20 lakhs in the year 2020. Similarly, the trend of placed candidates has also increased from 1.6 lakhs in the year 2013 to 4 lakhs in the year 2020. The representation of general candidates in Skill training is 43.70% followed by 24.14% OBC, 14.51% SC, 6.68% ST and 41.10% female candidates. Among placed candidates, 48.62% belong to General, 23.50% OBC, 12.54% SC, 6.19% ST, 38.42% Female candidates and only 0.04% PwD candidates. The representation of OBC, SCs, STs and female candidates in skill training are higher than their population (%) at national level. The training and placement of PwD candidates may not have reported their training and placement of the candidates. The representation of the PwD candidates in skill training is merely 0.10%.

The top 10 sectors have trained 72% of total candidates, 83% of OBC, 84% of SC, 83% ST, 80% of Female candidates. The major sectors for training of female candidates are IT-ITeS, Healthcare, Others, Beauty &

Wellness and Retail. The top 10 sectors have placed 84% candidates. The sectors with high placement as compared to the training are IT-ITeS, Healthcare, Tourism, Apparels, Automotive. The sectors with low placement as compared to the training are IT-ITeS, Retail, Management, Electronics & Hardware.

The top 10 TPs have trained 43% of the marginalised communities. The leaders in skill training are IL & FS Skills, Centum Workskills, LabourNet, AISECT and Laurus Edutech. IL&FS is leading skill training of OBC and SC community. AISECT has trained highest number of ST candidates. The leaders in skilling PwDs are Youth4jobs and Navjyoti. The top 10 TPs have placed 40% of the trained candidates. These TPs are LabourNet, IL & FS Skills, Mann Deshi Foundation, AISECT Skill Mission Society, and Laurus Edutech. The TPs with high placement rate are Sahayog Micromanagement (94% of trained candidates) followed by Indigram, Shri Mahila, NIIT with placement of over 80% of trained candidates. It was observed that **none of the top 10 TPs in skill training appear in the top 10 TPs of placement of the trained candidates**.

To promote inclusion of marginalised communities, there is need to capture the best practices of leading sectors as well as TPs. These best practices shall be shared with other TPs as case study, webinar and other modes. The necessary support may be provided to the TPs having intent for inclusion by the leading sectors as well as TPs. The effort shall be put to increasing placement of trained candidates particularly of the marginalised communities to enhance their income.

## 1. INTRODUCTION

National Skill Development Corporation (NSDC) was set up as Public Private Partnership (PPP). The Government of India through Ministry of Skill Development & Entrepreneurship (MSDE) holds 49% of the share capital of NSDC, while the private sector has the balance 51% of the share capital. NSDC aims to promote skill development by catalyzing creation of large, quality and for-profit vocational institutions. Further, the organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information systems and train the trainer academies either directly or through partnerships. 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. The differentiated focus on 37 sectors under NSDC's purview and its understanding of their viability will make every sector attractive to private investment.

NSDC Training Partners (TPs) have been undertaking skill development of youth to enhance their livelihood. Many of the TPs have attempted to include marginalised communities such as Scheduled Caste (SC), Scheduled Tribe (ST), Other Backward Classes (OBC), Persons with Disability (PwD) and Female candidates in skill training and placement. They have put effort to promote Inclusion of marginalised communities.

NSDC has attempted to document inclusion journey of NSDC Training Partners. NSDC has 530 affiliated training partners (TP), both funded and non-funded. Under Market Led Program, the skill training and placement data of NSDC affiliated TPs (both funded and non-funded) for the period of seven years from the year 2012-2013 to 2019-2020 from its Skill India Portal (SIP)/ Skill Development & Management System (SDMS) of NSDC has been gathered. The data was analyzed to assess the inclusion journey of TPs and understand the trend of training<sup>1</sup> and placement<sup>2</sup> under different sectors by the TPs. **This report captures the inclusion journey of NSDC TPs under Market Led Program during 2013 to 2020.**

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<sup>1</sup> TRAINING: The TRAINING is defined here as the number of candidates have completed the skill training either short term training or Recognition of Prior Learning (RPL) under fee based, CSR, school project and state government projects.

<sup>2</sup> PLACEMENT: The PLACEMENT is defined here as the number of candidates have got the wage employment/ self-employment and apprenticeship.

## 2. INCLUSION JOURNEY

**Table 1: Skill Training and Placement from the year 2013 to 2020**

PARTICULARS	GENERAL	OBC	OTHERS	SC	ST	TOTAL	PwD	FEMALE
No. of candidates Trained	5278804	2915766	1325124	1752800	806988	<b>12079482</b>	11728	4964368
% of candidates trained out of total trained	44	24	11	15	7	100	0.1	41
No. of candidates Placed	2442113	1180137	459508	629628	310994	<b>5022380</b>	5183	1929358
% of candidates placed out of trained in each category	46	40	35	36	39	42	44	39

During the reporting period from 2012-13 to 2019-20, a total of 417 NSDC Training partners (79% of TPs out of total 530 TPs) have trained 120.79 Lakhs candidates. These TPs have placed 50.22 lakhs of trained candidates, which is 42% of the total trained candidates. Among the trained candidates, the representation of general candidates is 44% followed by 24% OBC, 15% SC, 7% ST and others are 11%, whereas 41% female candidates and merely 0.10% PwD candidates across social categories. The overall placement is 42% i.e., placed out of the total trained candidates. Among placed candidates out of trained in each category, 46% General category students were placed out of total 5.27 lakh general candidates, 40% OBC, 36% SC, 39% ST, 39% Female candidates and only 44% PwD candidates.

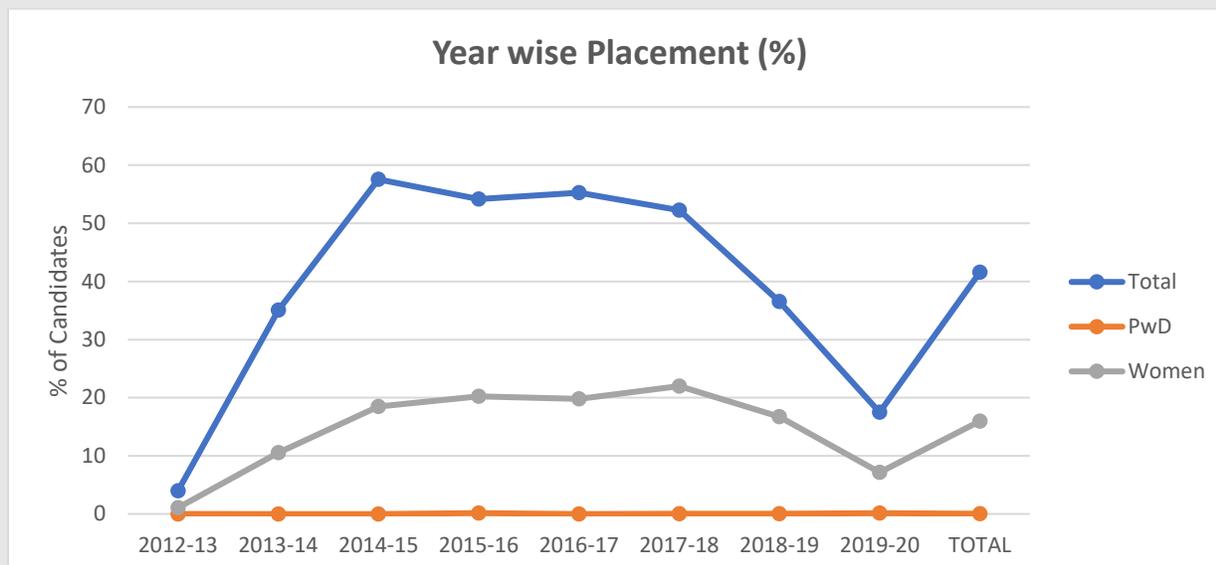
During the year 2019-20, a total of 297 TPs (56% of total NSDC TPs) have started their inclusion journey such as training marginalised communities such as OBC, SC, ST, PwD, female candidates and transgender. Only 4 TPs have reported training of PwD candidates. Only 54 transgenders have been trained but only 19 transgenders have been placed. Many TPs may have trained and placed more candidates. However, they may not have reported and uploaded the data in the SIP platform.

**Table 2: Year wise Skill Training and Placement from 2013 to 2020**

YEAR	TRAINING OF CANDIDATES					TOTAL PLACED CANDID ATES	PLACEMENT OF TRAINED CANDIDATES (%)							
	Total Number	% of SC	% of ST	% of PwD	% of Fema le		Pla ce d	Ge n	OB C	SC	ST	Ot her	Pw D	Fem ale
<b>2012-13</b>	408707	6	4	0	17	16312	4	2	1	1	0	1	0	1
<b>2013-14</b>	967646	9	5	0	31	339132	35	15	7	4	7	2	0	11
<b>2014-15</b>	1248527	11	4	0	35	718572	58	40	9	4	2	2	0	18
<b>2015-16</b>	1383011	14	6	0.13	40	749267	54	28	10	7	7	3	0	20
<b>2016-17</b>	1702408	13	7	0.01	41	940577	55	25	13	7	7	4	0	20
<b>2017-18</b>	2028331	16	8	0.09	46	1059675	52	23	14	8	4	4	0	22
<b>2018-19</b>	2303369	18	7	0.05	44	842056	37	15	11	5	2	3	0	17
<b>2019-20</b>	2037483	17	9	0.34	48	356789	18	8	5	2	0	1	0	7
<b>TOTAL</b>	<b>12079482</b>	<b>15</b>	<b>7</b>	<b>0.09</b>	<b>41</b>	<b>5022380</b>	<b>42</b>	<b>20</b>	<b>10</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>16</b>

The representation of SC, ST and female candidates in skill training has been increasing year on year basis from the year 2013. The representation of SC candidates in skill training has increased three times from 1.34 lakhs (6% of total trained) in 2013 to 3.47 lakhs (17%) in 2020 and the average during the period is 15% of total trained candidates. Similarly, the representation of ST in skill training too has increased over three times from 17,500 (4%) in 2013 to 63,000 (9%) in 2020 and total during the period stands at 7%. The representation of female candidates in skill training too has increased over 14 times from nearly 70,000 (17%) in 2013 to nearly 10,00,00 (48%) in 2020 and total during the period is 41%. The Skill Training of PwD candidates has been started, growing very little and stands at only 6,800 (0.34%) in 2020 and the average is only 0.09%. The number of female candidates in skill training has increased substantially year or year basis, whereas rate of SC, ST skill training has increased over three times. However, the rate of skilling PwD candidates is very moderate.

**Graph 1: Trend of Placement of Marginalised Communities (%)**



The overall placement rate is 42% i.e., placed out of the trained candidates during the reporting period from 2013 to 2020. The placement in the year 2012-13 was 4% and it was only 18% in the year 2019-20. In case of female candidates, the placement rate has increased from 1% in 2013 to 18% in 2020 with average of 16%. The placement of PwD Candidates out of total trained candidates is very negligible with only 0.04% in 2020. However, the placement of PwD Candidates out of only PwD Trained candidates is 44%. The placement has gone down in the last three years from 55% in 2017 to 18% in 2020.

The major reasons of low placement in last few years are

- Number of TPs are increasing as NSDC Partner, but the placement rate is going down. Most of TPs are trying to become NSDC non-funded TP as they are keen for Government fund rather fee-based programs.
- Many TPs particularly non funded TPs may have skilled and placed more candidates. But they are not reporting their training and placement data in Skill India Portal (SIP). Therefore, the training and placement performance of NSDC TPs are low.
- The TPs have undertaken more projects under School project, where placement is not mandatory as well as state government projects, where placement is low.
- Generally, the placement rate seems to be more under Fee based skill training program vis-à-vis the grant program. In one hand, there is increase in government funded schemes. TPs are offering

free training to the candidates under government funded schemes/ grant programs. On the other hand, it is difficult to get more candidates under fee-based programs as a result the candidates under fee-based programs are gradually going down. This could be another reason of low placement.

- The recent COVID is a major reason for low training and placement particularly in the year 2020.

The representation of SC (17%) and ST (9%) in skill training is slightly higher as compared to their share of population at national level 16.6% and 8.6% representatively. The representation of PwD is 0.34%, one sixth of their population at national level of 2.1%. Overall, the representation of female in skill training by NSDC TPs is 48.08% nearly four times of % of female candidates in ITIs<sup>3</sup> and slightly higher than their representation at national level. The placement rate is very low as 3,56,789, which is 17.5% of total skilled candidates. A total of 2,52,955 marginalised candidates (71% of total candidates) have been placed by all TPs. The placement is very high among General community with 48% out of the total placed candidates, against the training of 40.5% of the community. The placement of OBC is 30% almost same as training. Though 56% SC, ST, OBC candidates have been trained but their placement rate is only 50%. The placement of both SC and ST (19%) is very low as compared to the trained candidates (26%). Similarly, 48% female candidates have been trained but their placement is low as it stands at 41%. The placement of PwD candidates are more than double 0.73% as compared to 0.37% trained PwD candidates.

### **INCLUSION JOURNEY UNDER DIFFERENT SECTORS – SKILL TRAINING & PLACEMENT**

The Sector Skill Councils (SSCs)/ Sectors have been divided into two categories based on number of candidates have been trained since the year 2013 as **Large<sup>4</sup>** and **Leading<sup>5</sup>**. If 50,000 or more candidates have been trained in the sectors, may be called as LARGE Sectors. Whereas, less than 50,000 candidates trained in sectors, may be called as LEADING Sectors.

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<sup>3</sup> <https://www.nationalskillsnetwork.in/skill-india-women-initiatives/>

<sup>4</sup> **LARGE SECTOR:** If 50,000 or more candidates have been trained under a sector, that will be called as LARGE Sector.

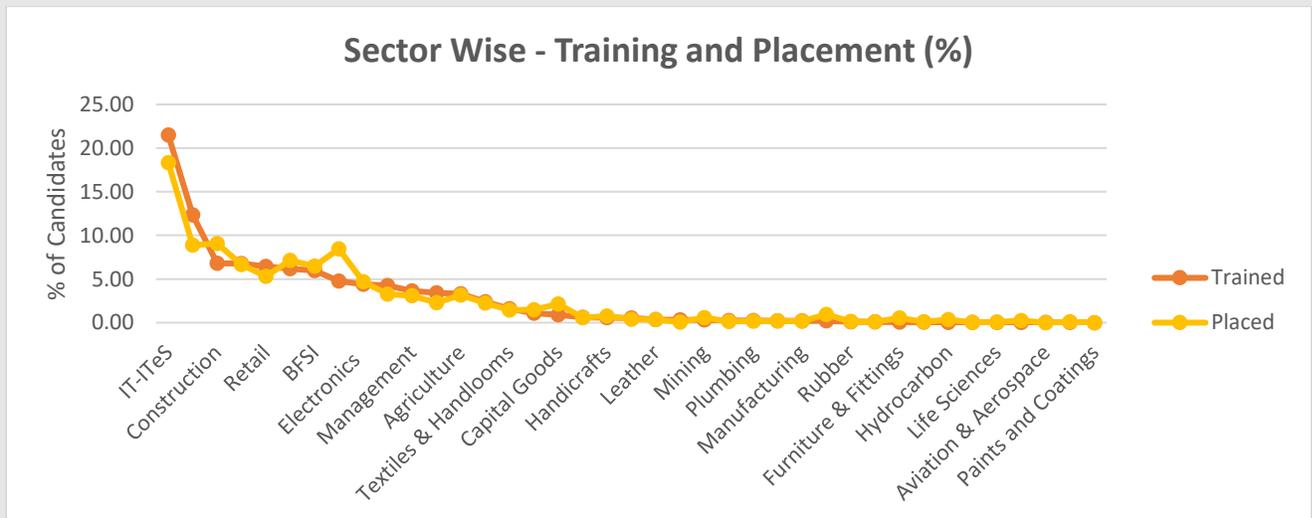
<sup>5</sup> **LEADING SECTOR:** If less than 50,000 candidates have been trained under a sector, that will be called as LEADING Sector.

**Table 3: Sector wise Performance – Training and Placement from 2013 to 2020**

SR	Sectors	TRAINING		PLACEMENT		PLACEMENT OF TRAINED CANDIDATES	
		Ranking	Contribution %	Ranking	Contribution %	Ranking	% of Placement
<b>LARGE CATEGORY OF SECTORS</b>							
1	IT-ITeS	1	21.36	1	18.58	20	35.42
2	Others	2	12.25	3	9.02	17	29.96
3	Construction	3	6.75	2	9.18	5	55.38
4	Healthcare	4	6.74	6	6.75	9	40.74
5	Retail	5	6.39	8	5.4	15	34.4
6	Automotive	6	6.14	5	7.24	6	48
7	BFSI	7	5.92	7	6.55	7	45.04
8	Telecom	8	4.76	4	8.56	2	73.25
9	Electronics	9	4.38	9	4.75	8	44.15
10	Tourism & Hospitality	10	4.22	10	3.3	16	31.87
11	Management	11	3.62	12	3.12	14	35.05
12	Beauty & Wellness	12	3.41	13	2.32	19	27.73
13	Agriculture	13	3.29	11	3.21	11	39.74
14	Apparels	14	2.4	14	2.28	12	38.67
15	Textiles & Handlooms	15	1.58	17	1.45	13	37.36
16	Domestic Workers	16	1.09	16	1.51	4	56.59
17	Capital Goods	17	0.9	15	2.17	1	97.88
18	Logistics	18	0.6	19	0.58	10	39.76
19	Handicrafts	19	0.56	18	0.79	3	56.78
20	Media	20	0.53	20	0.38	18	29.73
<b>LEADING CATEGORY OF SECTORS</b>							
1	Power	1	0.39	2	0.47	6	48.66
2	Leather	2	0.36	3	0.36	8	40.25
3	Green Jobs	3	0.32	13	0.05	17	7.02

4	Mining	4	0.3	1	0.58	3	78.02
5	Plumbing	6	0.24	5	0.17	12	29.04
6	Sports	5	0.24	7	0.15	13	25.66
7	Furniture & Fittings	7	0.23	9	0.12	15	21.47
8	Food Processing	8	0.22	4	0.21	9	38.31
9	Manufacturing	9	0.22	6	0.16	11	30.32
10	Hydrocarbon	10	0.15	12	0.09	14	24.76
11	Infrastructure Equipment	11	0.11	15	0.05	16	18.81
12	Rubber	12	0.09	8	0.14	5	60.85
13	Gems & Jewellery	13	0.08	11	0.09	7	44.28
14	Chemicals	14	0.04	10	0.09	2	85.1
15	Iron & Steel	15	0.04	17	0.04	10	35.97
16	Life Sciences	16	0.02	14	0.05	1	95.84
17	Instrumentation	17	0.02	16	0.04	4	71.26
18	Aviation & Aerospace	18	0.02	18	0	18	1.32
19	Paints and Coatings	19	0	19	0	19	0

**Graph 2: Sector wise Training and Placement (%)**



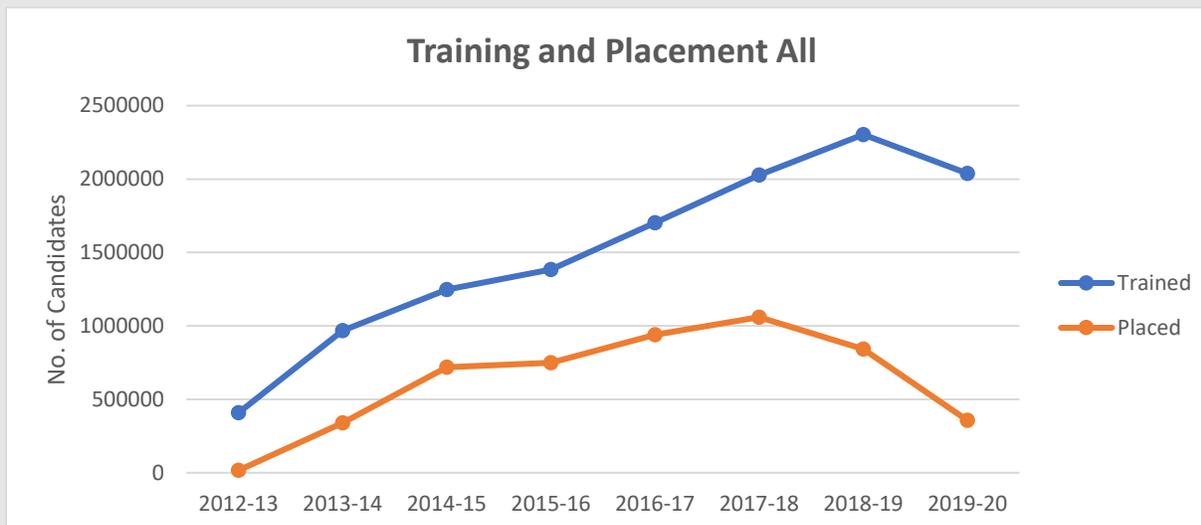
NSDC TPs have trained over 120.79 lakhs candidates covering in all sectors from 2013 to 2020. The large 20 sectors have trained 97% of the total candidates and remaining 21 leading sectors have trained only 3% of the total trained candidates. The major sectors contributed for skill training are IT-ITeS sector with over one fifth (21.36%), Others (Education, Rural Services, Government Jobs and others), Construction, Healthcare, Retail and Automotive with over 6%. The leading sectors contribute for skill training are Power, Leather, Green Jobs. The large sectors accounts 94% of the total placement comprising all candidates. The Large sectors with high placement are IT-ITeS, Construction, Others, Telecom and Automotive. The performance of Telecom and Automotive are high whereas performance of Retail, Healthcare, Textile are low. The leading sectors contributed only 6% of the total placement. The leading sectors with high placement are Handicraft, Logistics, and Mining.

The overall placement is 41% of the total trained candidates, who got placement (wage employment, self-employment, enterprise, higher education). Among the Large sectors, Capital Goods, Telecom, Handicrafts, Domestic Workers, and Construction have placement performance over 50%. The low performing sectors in placement are Beauty, Media, Tourism and Retail. Among the leading sectors, the high performing sectors for placement are Life Sciences, Chemicals and Mining whereas the low performing are Paints, Aviation, Green Jobs.

### **INCLUSION JOURNEY UNDER DIFFERENT SECTORS – SKILL TRAINING & PLACEMENT OF MARGINALISED COMMUNITIES**

Since the year 2013, 120 lakhs of candidates comprise of all categories have been trained and over 50 lakhs have been placed. The number of candidates has completed the skill training has increased from 4 lakhs in 2013 to over 20 lakhs in 2020. The trend of skill training has been growing since beginning in the year 2013 except the last year (2019-20). Similarly, the placement of trained candidates has also increased from 16,000 candidates (4%) in the year 2013 to over 3.5 lakhs (17%) in 2020 with highest placement in the year 2018 (10 lakhs candidates, 52% of total trained candidates). The trend of placement is going down since 2018 e.g. only 36% in 2019 and 17% in 2020.

**Graph 3: Training and Placement from 2013 to 2020 - All candidates**



**Table 4: Top 10 Sectors for inclusion– Overall**

TRAINED - 71.49%			PLACED - 81.39%		
Sectors	Trained	%	Sectors	Placed	%
IT-ITeS	2099602	17.38	IT-ITeS	973075	19.37
Others	1489245	12.33	Construction	467148	9.30
Construction	860518	7.12	Others	446204	8.88
Organised Retail	652008	5.40	Telecom	429093	8.54
Telecom	633465	5.24	Automotive	368824	7.34
Automotive	630740	5.22	Healthcare	348495	6.94
Healthcare	607639	5.03	BFSI	347072	6.91
BFSI	594548	4.92	Organised Retail	288126	5.74
Apparels	537925	4.45	Electronics & Hardware	246939	4.92
Mining	529933	4.39	Agriculture	172749	3.44

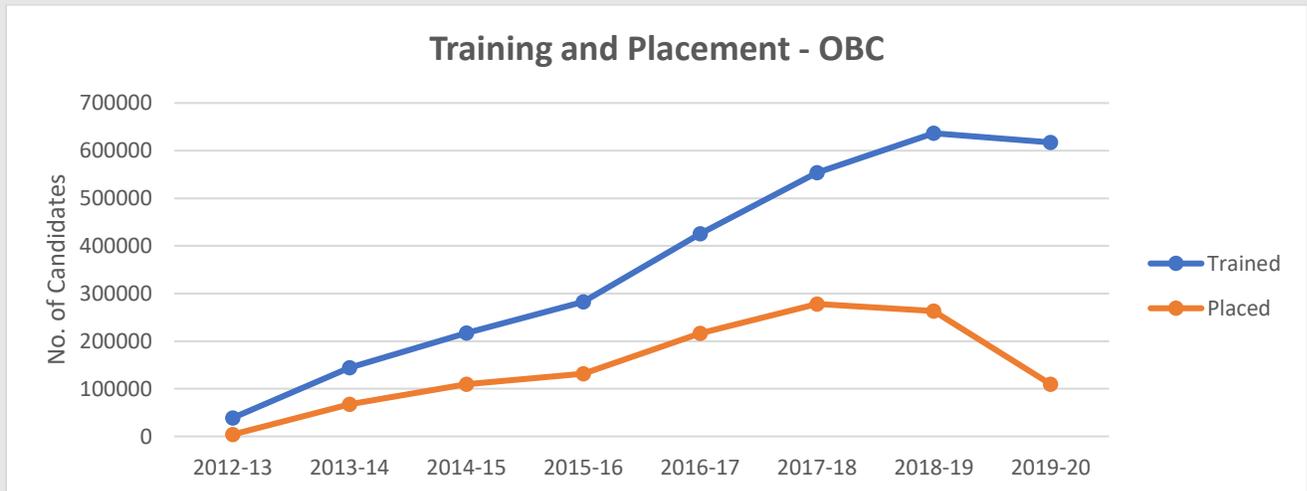
The above table shows that sector wise skill training and placement of marginalised communities includes SC, ST, Female, PwDs. The top 10 sectors have trained nearly three fourth (71.49%) of marginalised candidates. IT-ITeS is leading the skill training with 17.38% candidates followed by construction (7.12%), Retail (5.4%) and telecom (5.24%). Similarly, the share of placement (sector wise placement out of total placed candidates) top 10 sectors is 81.39% led by IT-ITeS with 19.37% followed by Construction (9.3%),

Telecom (8.54%), Automotive (7.34%) and Healthcare (6.94%). The share of placement of sectors (sector wise placement out of total placed candidates) such as IT/ ITeS, Construction, Telecom, Healthcare, BFSI is higher than share of trained candidates (sector wise trained out of total trained candidates). The sectors with low placement as compared to their training are Retail, Electronics & Hardware, Management.

**INCLUSION JOURNEY UNDER DIFFERENT SECTORS - SKILL TRAINING & PLACEMENT OF OBC CANDIDATES**

Since the year 2013, 29 lakh OBC candidates have been trained and 12 lakhs OBC candidates have been placed. The number of candidates trained have increased from 38,000 in 2013 to over 6 lakhs in 2020 and the trend has been growing. The placement of trained candidates has also increased from 4,000 candidates (10% of total trained candidates) in 2013 to over 1 lakh (17%) in 2020. The highest placement was reported in the year 2017 with over 2 lakhs candidates (51%). The trend of placement is going down since 2018 e.g. only 41% in the year 2019 and only 17% in the year 2020.

**Graph 4: Training and Placement from 2013 to 2020 – OBC candidates**



**Table 5: Top 10 Sectors for inclusion – OBC**

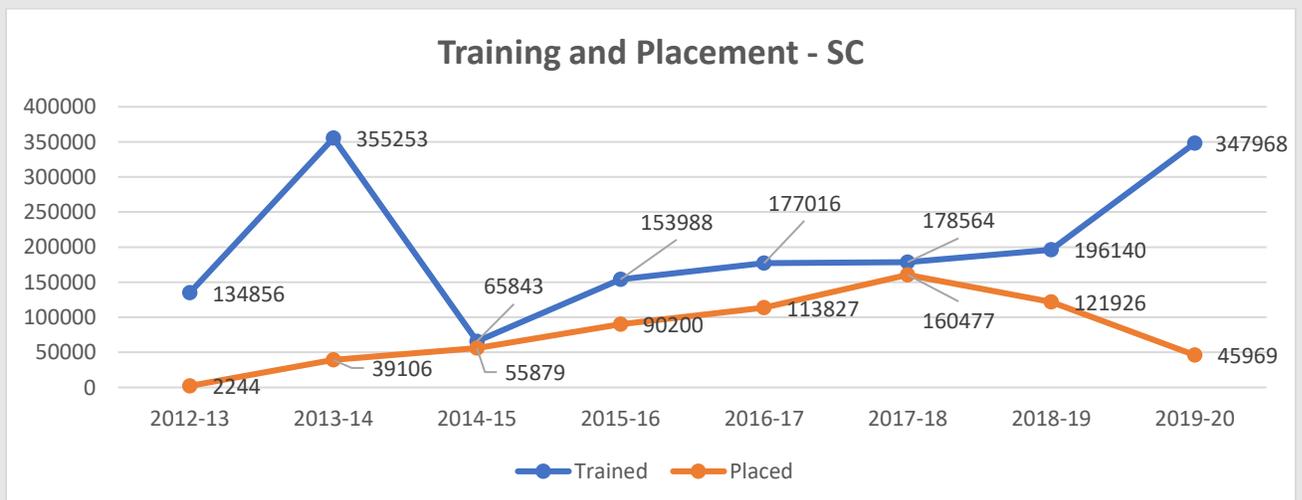
Training- 83.31%, 514296			Placed – 85.98%, 93959		
Sectors	No. of Trained	Contribution in Training (%)	Sectors	No. of Placed	Contribution in Placement (%)
IT-ITeS	165629	26.83	Automotive	20880	19.11
Healthcare	57137	9.26	IT-ITeS	17943	16.42

Automotive	52053	8.43	Apparels	13345	12.21
Apparels	39641	6.42	BFSI	7888	7.22
Beauty & Wellness	39506	6.40	Healthcare	7453	6.82
Retail	36581	5.93	Tourism & Hospitality	6823	6.24
Construction	33767	5.47	Construction	5996	5.49
Agriculture	30623	4.96	Retail	5423	4.96
BFSI	29785	4.83	Management	4385	4.01
Management	29574	4.79	Electronics & Hardware	3823	3.50

Top 10 sectors have trained 83% of OBC candidates and placed 86% of candidates. **The key sectors for skill training of OBC candidates are IT-ITeS, Healthcare, Automotive, Apparel and Beauty & Wellness. The major sectors for placement of OBC Candidates are Automotive, IT-ITeS, Apparel, BFSI and Healthcare.** Though Tourism and Electronics sectors don't appear in top sectors but appears in top 10 sectors for placement. The major sectors leading in skill training but low in placement are Beauty & Wellness, Agriculture, Healthcare, and IT-ITeS. IT sector has trained 27% of the total trained candidates but placement is low with 16.4% of total placed candidates.

### INCLUSION JOURNEY UNDER DIFFERENT SECTORS – SKILL TRAINING & PLACEMENT OF SC CANDIDATES

**Graph 5: Training and Placement from 2013 to 2020 – SC candidates**



Since the year 2013, a total of 16 lakhs of SC candidates have been trained and over 6 lakhs have been placed. The skill training of candidates have increased from 1.3 lakhs in 2013 to over 3.5 lakhs in 2020, with the highest number of candidates trained in the year 2014. The trend of skill training has been growing except the year 2014. Apart from skill training under fee based, many TPs may have received grant for skilling SC candidates from donors (CSR, NSKFDC, NSCFDC) during the year, having higher number of candidates. The placement of trained candidates have also increased from over 2000 (2%) in 2013 to over 1 lakh (13%) in 2020. The highest rate of placement was in the year 2018 with 1.6 lakhs candidates (90%). The trend of placement is going down since 2018 e.g. only 63% in the year 2019 and only 13% in the year 2020.

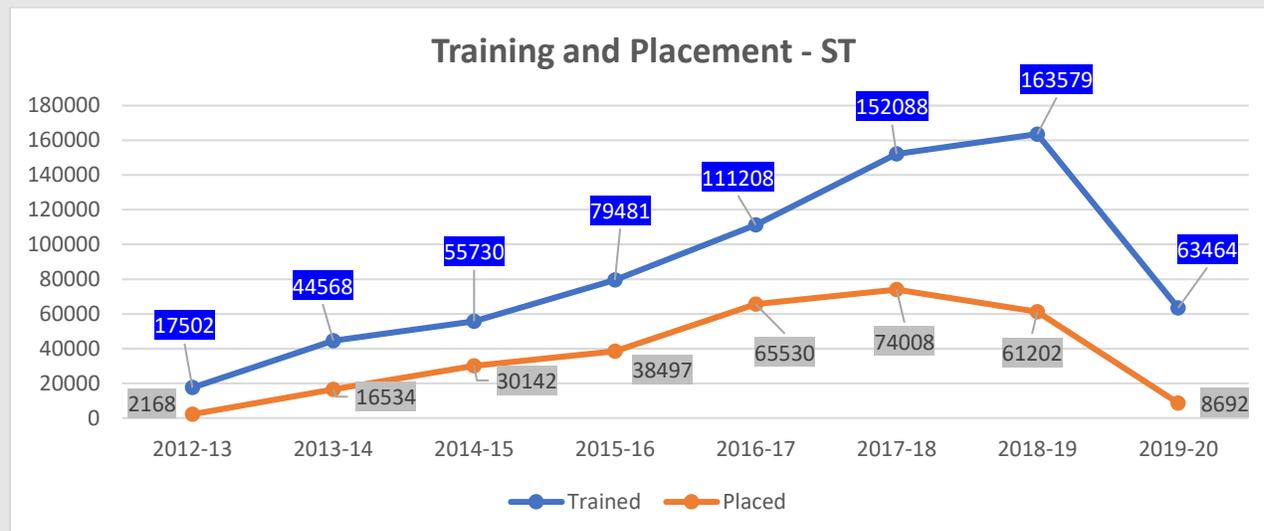
**Table 6: Top 10 Sectors for inclusion - SCs**

Trained - 84.19%, 292955			Placed – 85.32%, 39220		
Sectors	Trained	Contribution in Training (%)	Sectors	Placed	Contribution in Placement (%)
IT-ITeS	82099	23.59	IT-ITeS	8635	18.78
Healthcare	41245	11.85	Apparels	5045	10.97
Beauty & Wellness	34367	9.88	Tourism & Hospitality	4796	10.43
Retail	28681	8.24	Retail	4643	10.10
Tourism & Hospitality	18641	5.36	Construction	4252	9.25
Apparels	18474	5.31	Healthcare	2750	5.98
Construction	17833	5.12	Automotive	2693	5.86
Agriculture	17466	5.02	Electronics & Hardware	2573	5.60
Automotive	17380	4.99	Beauty & Wellness	2105	4.58
Management	16769	4.82	Management	1728	3.76

Top 10 sectors have trained 84% of SC candidates and placed 85% of candidates. **The leading sectors for skilling SC candidates are IT-ITeS, Healthcare, Beauty & Wellness, Retail and Tourism & Hospitality. The leading sectors for placement of the candidates are IT-ITeS, Apparels, Tourism, Retail, and Construction.** The sectors with high placement as compared to the training are Apparel, Tourism, Automotive, Construction, Electronics & Hardware. The sectors with low placement rate as compared to the training are IT-ITeS, Agriculture, Healthcare, and Beauty & Wellness.

## INCLUSION JOURNEY UNDER DIFFERENT SECTORS – SKILL TRAINING & PLACEMENT OF ST CANDIDATES

**Graph 6: Training and Placement from 2013 to 2020 – ST candidates**



Since the year 2013, 7 lakhs of ST candidates have been trained and over 4.5 lakhs have been placed. The number of candidates trained have increased from 17,502 in 2013 to over 63,464 in 2020 with the highest number of candidates were trained in 2019. The placement of trained candidates have also increased from over 2100 (12%) in 2013 to 9,000 candidates (37%) in the year 2019. The placement of the candidates was highest in the year 2017 with 65,000 candidates (59%). However, the trend of placement is going down since 2017 e.g. only 49% in the year 2018, 37% in 2019 and only 14% in the year 2020.

**Table 7: Top 10 Sectors for inclusion - STs**

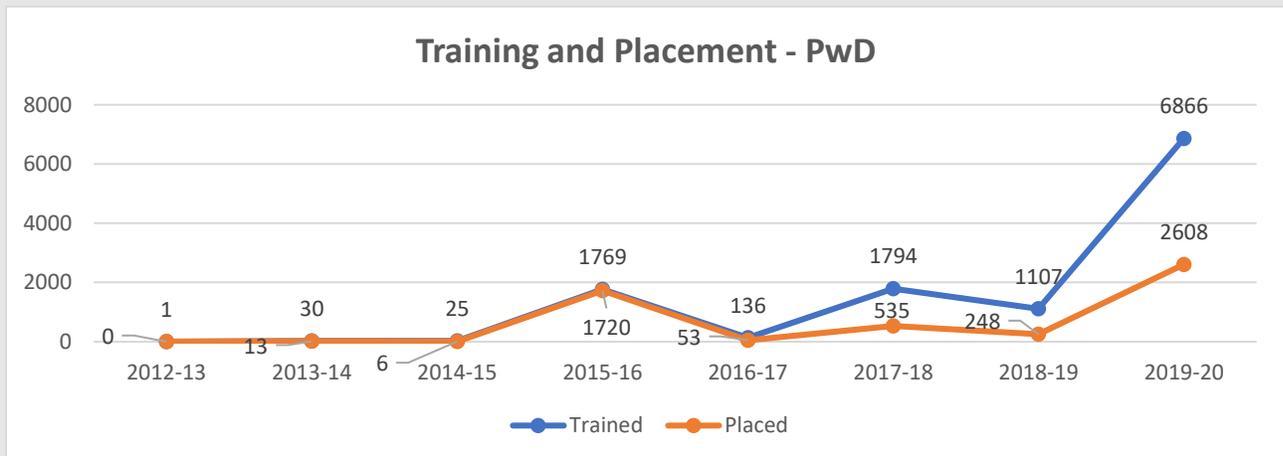
Trained - 82.63%, 151077			Placed - 83.87%, 19218		
Sectors	Trained	Contribution in Training (%)	Sectors	Placed	Contribution in Placement (%)
IT-ITeS	37314	20.41	IT-ITeS	3413	14.90
Healthcare	22737	12.44	Apparels	2871	12.53
Agriculture	15322	8.38	Construction	2793	12.19
Tourism & Hospitality	13985	7.65	Tourism & Hospitality	2764	12.06
Beauty & Wellness	12053	6.59	Management	1748	7.63

Retail	12033	6.58	Retail	1587	6.93
Apparels	11895	6.51	Healthcare	1546	6.75
Construction	9540	5.22	Automotive	1211	5.29
Automotive	8723	4.77	Power	663	2.89
Electronics & Hardware	7475	4.09	Beauty & Wellness	622	2.71

Top 10 sectors have trained 83% of ST candidates and placed 84% of candidates. **The leading sectors for skilling ST candidates are IT-ITeS, Healthcare, Agriculture, Tourism, Beauty & Wellness and Retail. The leading sectors for placement of the candidates are IT-ITeS, Apparels, Construction, Tourism, & Management.** The sectors with high placement as compared to the training are Power, Management, Apparel, Construction. The sectors with low placement rate as compared to the training are Agriculture, Electronics & Hardware, Healthcare, IT-ITeS, and Beauty & Wellness.

### INCLUSION JOURNEY UNDER DIFFERENT SECTORS – SKILL TRAINING & PLACEMENT OF PwD CANDIDATES

**Graph 7: Training and Placement from 2013 to 2020 – PwD candidates**



It seems that many TPs have not reported the training and placement of PwD Candidates. Since the year 2013, only 12,000 PwD candidates have been trained and 5,000 have been placed. The number of candidates trained have increased from 1 candidate in 2013 to nearly 7,000 candidates in the year 2020 with the highest number of candidates were trained in 2020. The placement of trained candidates have also increased to 2,600 in the year 2020. Govt funded and CSR supported skill training programs

contributed to skilling of higher number of PwD candidates as compared to fee-based programs. Many of the TPs may have skilled PwD candidates under various programs, however, they may not have reported in the SDMS/ SIP.

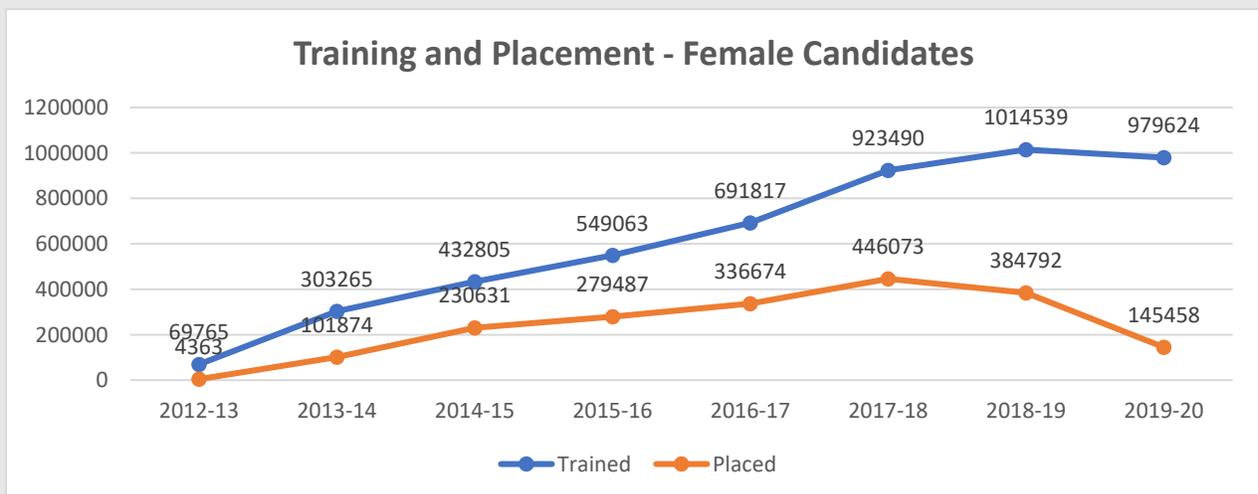
**Table 8: Top Sectors for inclusion - PwDs during FY 2019-20**

Trained- 100.00%, 6866			Placed- 100.00%, 2608		
Sectors	Trained	Contribution in Training (%)	Sectors	Placed	Contribution in Placement (%)
Retail	3639	53.00	Retail	1572	60.28
Management	2452	35.71	Management	782	29.98
IT-ITeS	642	9.35	IT-ITeS	221	8.47
Tourism & Hospitality	123	1.79	Tourism & Hospitality	33	1.27
Electronics & Hardware	10	0.15			

During the year 2019-20, PwD Candidates have been trained under **IT-ITeS, Management, Retail, and Tourism**. **The leading sectors for placement of the candidates are Retail, and Management**. Sectors with high placement as compared to the training are Retail and Management. Sectors with low placement rate as compared to the training are IT & ITeS, Electronics & Hardware and Management.

**INCLUSION JOURNEY UNDER DIFFERENT SECTORS – SKILL TRAINING & PLACEMENT OF FEMALE CANDIDATES**

**Graph 8: Training and Placement from 2013 to 2020 – Female candidates**



Since the year 2013, 50 lakh of female candidates have been trained and 20 lakh have been placed. The number of candidates trained have increased from 70,000 in 2013 to over 10,00,000 in 2020. The placement of trained candidates have increased from 4,000 in 2013 to nearly 1,50,000 candidates in the year 2019. The highest placement was reported in the year 2015 with 2,30,000 candidates (53% of total trained female candidates). The trend of placement is gradually going down since the year 2015 as 51% in the year 2016, 49% in the year 2017, 48% in 2018, 38% in 2019 and only 15% in the year 2020.

**Table 9: Top 10 Sectors for inclusion – Female Candidates**

TRAINED – 79.98%				PLACED -74.43%			
Sr	Sectors	Trained	% of Contribution	Sr	Sectors	Placed	% of Contribution
1	IT-ITeS	1062234	21.40	1	IT-ITeS	381317	19.80
2	Healthcare	538282	10.84	2	Healthcare	217088	11.27
3	Others	396349	7.98	3	Others	124753	6.48
4	Beauty & Wellness	380103	7.66	4	BFSI	118948	6.18
5	Retail	325605	6.56	5	Retail	114888	5.97
6	BFSI	315938	6.36	6	Management	102173	5.30
7	Management	257893	5.19	7	Agriculture	100358	5.21
8	Apparels	246866	4.97	8	Beauty & Wellness	95630	4.97
9	Agriculture	233807	4.71	9	Apparels	94990	4.93
10	Tourism & Hospitality	213344	4.30	10	Construction	83335	4.33

Overall, the representation of female candidates in skill training by NSDC TPs is 41.10% and the placement is 38.4%. The training of female candidates by NSDC TPs is almost three times of % of female candidates in ITIs (NSN, 2019) and even slightly higher than their representation at national level. Top 10 sectors have trained 80% of female candidates and placed 75% of candidates. **The leading sectors for skilling female candidates are IT-ITeS, Healthcare, Others, Beauty and Retail. The leading sectors for placement of the female candidates are IT-ITeS, Health, Others, BFSI, and Retail.** The sectors with high placement as compared to the training are Healthcare, Management, Construction, and Agriculture. The sectors with low placement compared to the training are IT-ITeS, Beauty, Tourism, and Apparels.

**INCLUSION JOURNEY OF TRAINING PARTNERS - SKILL TRAINING & PLACEMENT OF MARGINALISED COMMUNITIES**

**Table 10: Top 10 TPs for Inclusion – Overall Training and Placement**

Sr	NAME OF TPs	TRAINING		PLACEMENT		Placement % out of trained candidates
		Total Trained	% of Contribution	Total Placed	% of Contribution	
1	IL & FS Skills Development Corporation Limited	1034868	8.57	389517	7.76	37.64
2	Centum Workskills India Limited	946101	7.83	465975	9.28	49.25
3	LabourNet Services India Private Limited	862681	7.14	352285	7.01	40.84
4	AISECT Skill Mission Society	667281	5.52	285911	5.69	42.85
5	Laurus Edutech Private Limited	341866	2.83	168519	3.36	49.29
6	ICA Infotech Private Limited	293402	2.43	110799	2.21	37.76
7	Kherwadi Social Welfare Association	285018	2.36	40093	0.80	14.07
8	TMI group	267841	2.22	68968	1.37	25.75
9	BASIX Academy	267038	2.21	32152	0.64	12.04
10	Don Bosco Tech Society	257370	2.13	102218	2.04	39.72

There are two categories of the training partners as Large<sup>6</sup> and Leading<sup>7</sup>. NSDC TPs have started their inclusion journey by training marginalised communities such as SC, ST, OBC, PwD and Female candidates. The LARGE 10 TPs have trained 43% of total trained candidates, whereas the top 10 TPs have placed nearly

<sup>6</sup> Large TPs: The large TPs have trained over 50,000 candidates since the year 2013.

<sup>7</sup> Leading TPs: The leading TPs have trained below 50000.

40% of the total placed candidates. The placement performance (placement of trained candidates) of top 10 TPs is 34%, the highest is 49% by Centum Training Partner and Laurus Edutech Private Limited.

**Table 11: Top TPs for Placement of trained candidates (%)- LARGE & LEADING**

Sr	Name of TPs – LARGE	Placement %	Name of TPs - LEADING	Placement %
1	Sahayog Micromanagement	94.18	Asian Paints Limited	99.77
2	Indigram Skill & Knowledge Initiatives Private Limited (I-Skill)	86.43	Best First Step Education Private Limited	99.39
3	Shri Mahila Sewa Sahkari Bank Ltd	85.88	Tata Institute of Social Sciences	98.58
4	NIIT Yuva Jyoti Limited	80.23	Naandi Foundation	98.47
5	Apollo MedSkills Limited	76.35	Vin Skills Developers Pvt. Ltd.	98.46
6	Madura Micro Education Private Limited	75.07	Lord Buddha Information Technology Institute	95.77
7	Lok Bharti Skilling Solutions Private Limited (LBSS)	74.13	Kapston Facilities Management Private Limited	95.67
8	Yashaswi Academy for Skills	74.05	Skills and You Consultants Private Limited	95.08
9	TVS Training & Services Private Limited	69.03	Special Rescue Training Academy Private Limited	94.65
10	SEED Infotech Limited	66.57	AAKASH AGRI SOLUTIONS PRIVATE LIMITED	94.63

The table shows that placement performance (placement against the training) of 10 LARGE and LEADING TPs. The major TPs with higher number of training candidates don't feature in the list of high placements of trained candidates. Among the LARGE TPs, Sahayog Micromanagement has placed 94% of their trained candidates followed by Indigram, Shri Mahila, NIIT with over 80%. The LEADING top 10 TPs have placed average of 95% out of their trained candidates. Asian Paints, Best First Step, Tata Institute, Nandi Foundation, Vin Skills have placed almost 100% of the trained candidates.

**Table 12: Top 10 TPs for Inclusion – Overall Training and Placement**

TRAINED – 32.2%		PLACED- 29%	
Training Partner	Contribution of Training (%)	Training Partner	Contribution of Placement (%)
LabourNet Services India Private Limited	5.99	TVS Training & Services Private Limited	5.76
IL & FS Skills Development Corporation Limited	5.92	ICICI Foundation for Inclusive Growth	3.27
AISECT Skill Mission Society	3.54	Pratham Education Foundation	3.17
Empower Pragati Vocational & Staffing Private Limited	3.17	Apollo MedSkills Limited	3.02
BASIX Academy	2.81	Pipal Tree Skill Venture Private Limited	2.73
Centum Workskills India limited	2.56	Kapston Facilities Management Private Limited	2.70
Mann Deshi Foundation	2.30	Ambica Shiksha Samaj Kalyan Samiti	2.43
ICA Infotech Private Limited	2.04	Orion Edutech Private Limited	2.12
Skill Tree Consulting Pvt. Ltd.	1.94	Apparel Training & Design Centre	1.87
Indus Edutrain Private Limited	1.93	Tata Institute of Social Sciences	1.83

During 2019-2020, the top 10 TPs have trained 32% of marginalised communities and placed 29% of trained candidates. The **leaders in inclusion** are Labournet, IL&FS, AISECT, Empower Pragati and BASIX Academy. IL&FS is leading skilling of OBC and SCs by training 9% and 10% respectively. Whereas, AISECT has trained highest number of ST candidates, Youth4jobs trained PwDs and LabourNet Services India Private Limited trained highest number of female candidates.

TVS Training & Services is leading placement followed by ICICI Foundation, Pratham and Apollo Medskills. TVS has placed the highest number of OBC candidates, Pipal Tree Skill Venture Private Limited leads in

placing SC candidates, and PanIIT Alumni Reach For India Foundation is the leader in placement of ST Candidates. Youth4Jobs Foundation is leading the placement of PwD trained candidates and Apollo MedSkills Limited has highest placement record of female candidates.

**INCLUSION JOURNEY OF TRAINING PARTNERS - SKILL TRAINING & PLACEMENT OF OBC CANDIDATES**

**Table 13: Top 10 TPs for inclusion - OBC**

Trained - 46.41%, 286543			Placed - 62.98%, 56898		
Training Partner	Trained	Contribution of Training (%)	Training Partner	Placed	Contribution of Placement (%)
IL & FS Skills Development Corporation Limited	55820	9.04	TVS Training & Services Private Limited	20436	22.62
LabourNet Services India Private Limited	48833	7.91	ICICI Foundation for Inclusive Growth	5465	6.05
AISECT Skill Mission Society	37712	6.11	Ambica Shiksha Samaj Kalyan Samiti	5299	5.87
TVS Training & Services Private Limited	30590	4.96	Pratham Education Foundation	4832	5.35
Empower Pragati Vocational & Staffing Private Limited	26405	4.28	Pipal Tree Skill Venture Private Limited	4210	4.66
BASIX Academy for Building Lifelong Employability Limited	21726	3.52	Kapston Facilities Management Private Limited	4104	4.54
Centum Workskills India limited	19551	3.17	Orion Edutech Private Limited	3914	4.33
ICA Infotech Private Limited	16189	2.62	Apparel Training & Design Centre	3568	3.95

TMI group	15953	2.58	Laurus Edutech Private Limited	2620	2.90
Gram Tarang	13764	2.23	Tata Institute of Social Sciences	2450	2.71

The above table shows the top 10 TPs have trained 46% of OBC candidates and placed 63% of OBC candidates. IL&FS, Labournet, AISECT, TVS have trained higher number of OBC candidates. TVS, ICICI and Ambica, Pratham have placed higher percentage of the candidates. All top TPs except TVS Training & Services Pvt. Ltd. with highest trained OBC candidates have very low placement as they don't appear among top 10 TPs of placement. TVS alone has placed nearly one fourth of the OBC Candidates under Automotive, BFSI, Logistics, Automotive, and Electronics & Hardware sectors.

### [INCLUSION JOURNEY OF TRAINING PARTNERS - SKILL TRAINING & PLACEMENT OF SC CANDIDATES](#)

**Table 14: Top 10 TPs for inclusion- SCs**

Trained - 50.73%, 176509			Placed - 48.64%, 22359		
Training Partner	Trained	Contribution of Training (%)	Training Partner	Placed	Contribution of Placement (%)
IL & FS Skills Development Corporation Limited	34261	9.85	Pipal Tree Skill Venture Private Limited	4440	9.66
LabourNet Services India Private Limited	30605	8.80	Pratham Education Foundation	3220	7.00
Empower Pragati Vocational & Staffing Private Limited	17626	5.07	ICICI Foundation for Inclusive Growth	3107	6.76
BASIX Academy for Building Lifelong Employability Limited	15594	4.48	Kapston Facilities Management Private Limited	2454	5.34
Centum Workskills India limited	15213	4.37	SWADHIN	1922	4.18
AISECT Skill Mission Society	14514	4.17	Amass Skill Ventures Private Limited	1897	4.13

Indus Edutrain Private Limited	13807	3.97	Apparel Training & Design Centre	1545	3.36
ICA Infotech Private Limited	12315	3.54	Anudip Foundation for Social Welfare	1445	3.14
Vidyanta Skill Institute Private Limited	11579	3.33	BRITTI PROSIKSHAN Private Limited	1206	2.62
Skill Tree Consulting Pvt. Ltd.	10995	3.16	Laurus Edutech Private Limited	1123	2.44

The above table shows the top 10 TPs have trained 51% of SC candidates and placed 49% of candidates. IL&FS, Labournet, Empower Pragati have trained higher number of SC candidates. Pipal Tree, Pratham, ICICI Foundation, Kapston have placed higher SC candidates. None of the leading TPs in skill training don't appear in the list of top TPs of placement.

### INCLUSION JOURNEY OF TRAINING PARTNERS - SKILL TRAINING & PLACEMENT OF ST CANDIDATES

**Table 15: Top 10 TPs for inclusion - STs**

Trained - 48.91%, 89414			Placed - 53.34%, 12221		
Training Partner	Trained	Contribution of Training (%)	Training Partner	Placed	Contribution of Placement (%)
AISECT Skill Mission Society	13519	7.39	PanIIT Alumni Reach For India Foundation	3039	13.26
IL & FS Skills Development Corporation Limited	13219	7.23	Pratham Education Foundation	2481	10.83
Empower Pragati Vocational & Staffing Private Limited	12481	6.83	Kapston Facilities Management Private Limited	1621	7.07
Gram Tarang Employability Training Services Private Limited	10270	5.62	Don Bosco Tech Society	1093	4.77

BASIX Academy for Building Lifelong Employability Limited	9485	5.19	Times Centre for Learning Limited	978	4.27
Centum Workskills India limited	8375	4.58	Pipal Tree Skill Venture Private Limited	733	3.20
Skill Tree Consulting Pvt. Ltd.	7514	4.11	ICICI Foundation for Inclusive Growth	731	3.19
Indus Edutrain Private Limited	4941	2.70	world class services limited	538	2.35
LabourNet Services India Private Limited	4816	2.63	Infovalley	518	2.26
Vidyanta Skill Institute Private Limited	4794	2.62	ITRC Technologies Private Limited	489	2.13

The above table shows the top 10 TPs have trained 49% of ST candidates and placed 53% of candidates. AISECT, IL&FS, Empower Pragati, Gram Tarang have trained higher number of candidates. The higher placement is reported by the TPs such as PanIIT, Pratham, Kapston and Don Bosco. None of the top trained TPs appear in the list of top TPs of placement. The major sectors by these TPs for placing the candidates are IT, Construction, Management, Tourism, Management etc.

## INCLUSION JOURNEY OF TRAINING PARTENRS – SKILL TRAINING & PLACEMENT OF PwD

### CANDIDATES

**Table 16: Top 10 TPs for inclusion - PwDs**

Trained- 100.00%, 6866			Placed - 100.00%, 2608		
Training Partner	Trained	Contribution of Training (%)	Training Partner	Placed	Contribution of Placement (%)
Youth4Jobs Foundation	3064	44.63	Youth4Jobs Foundation	1222	46.86
Navjyoti Global Solutions Pvt Ltd	2544	37.05	Navjyoti Global Solutions Pvt Ltd	782	29.98

Sarthak Educational Trust	1169	17.03	Sarthak Educational Trust	603	23.12
Mentor Skills India LLP	89	1.30	Mentor Skills India LLP	1	0.04

Only four TPs have trained all 6866 PwD Candidates and placed 2068 PwD Candidates as well. Youth4Jobs and Navjyoti have trained 45% and 37% respectively and placed 47% and 30% of candidates. Reported Placement by Youth4Jobs and Sarthak is higher than the training. The placement is very low by Mentor Skills.

### INCLUSION JOURNEY OF TRAINING PARTENRS – SKILL TRAINING & PLACEMENT OF FEMALE

#### CANDIDATES

**Table 17: Top 10 TPs for inclusion – Female Candidates**

Sr	Training Partner	Contribution of Training (%)	Training Partner	Contribution of Placement (%)	Training Partner	% of Placement of trained candidates
1	Labournet Services India Private Limited	8.16	Labournet Services India Private Limited	7.40	Best First Step Education Private Limited	99.04
2	IL & FS Skills Development Corporation Limited	6.73	IL & FS Skills Development Corporation Limited	7.37	Tata Institute of Social Sciences	98.82
3	Kherwadi Social Welfare Association (Yuva Parivartan)	5.08	Mann Deshi Foundation	4.78	Skills and You Consultants Private Limited	97.74
4	AISECT Skill Mission Society	4.40	AISECT Skill Mission Society	4.32	Naandi Foundation	97.24

5	Mann Deshi Foundation	4.17	Laurus Edutech Private Limited	4.20	Kapston Facilities Management Private Limited	97.14
6	Centum Workskills India limited	3.18	Indigram Skill & Knowledge Initiatives Private Limited (I-Skill)	4.12	Lord Buddha Information Technology Institute	95.59
7	ICA Infotech Private Limited	2.92	Apollo Medskills Limited	3.86	VOLKSY Technologies Private Limited	95.52
8	Laurus Edutech Private Limited	2.88	NIIT Yuva Jyoti Limited	3.70	Indigram Skill & Knowledge Initiatives Private Limited (I-Skill)	95.44
9	Empower Pragati Vocational & Staffing Private Limited	2.39	Shri Mahila Sewa Sahkari Bank Limited	3.32	Aakash Agri Solutions Private Limited	95.22
10	Don Bosco Tech Society	2.21	ICA Infotech Private Limited	3.14	Sigma Web Solutions Private Limited	95.16

The above table shows the top 10 TPs have trained 42% of female candidates. The top 10 TPs have placed 46% of candidates. The top TPs for skill training female candidates are LabourNet, IL&FS, Kherwadi (Yuva Paribartan), AISECT, and Mann Deshi Foundation. The contribution of top TPs for placement are LabourNet, IL&FS, Mann Deshi Foundation, AISECT, and Laurus. The top TPs have placement of trained candidates with over 95%. The leading TPs are Best First, Tata Institute, Skill and You, Naandi Foundation, and Kapston.

### 3. MAJOR FINDINGS

- A total of 417 TPs (79% of total 530 TPs) have trained over **120.79 lakhs and placed over 50 lakhs trained candidates**. It was reported that 56% of total 530 NSDC TPs have started their inclusion journey i.e., training marginalised communities such as OBC, SC, ST, PwD, female and transgender.
- The reporting of training and placement in SIP seems to be less as many non-funded TPs may not have updated their data.
- The trend of trained candidates of candidates have increased year on year basis from 4 lakhs in the year 2013 to 20 lakhs in the year 2020. Similarly, the trend of placed candidates has also increased from 1.6 lakhs in the year 2013 to 4 lakhs in the year 2020.
- The representation of general candidates in Skill training is 43.70% followed by 24.14% OBC, 14.51% SC, 6.68% ST and 41.10% female candidates. Among placed candidates, 48.62% belong to General, 23.50% OBC, 12.54% SC, 6.19% ST, 38.42% Female candidates and only 0.04% PwD candidates. The representation of OBC, SCs, STs and female candidates in skill training are higher than their population (%) at national level. The training and placement of PwD candidates may not have reported their training and placement of the candidates. The representation of the PwD candidates in skill training is merely 0.10%.
- The top 10 sectors have trained 72% of total candidates, 83% of OBC, 84% of SC, 83% ST, 80% of Female candidates. The major sectors for training of female candidates are IT-ITeS, Healthcare, Others, Beauty & Wellness and Retail.
- The top 10 sectors have placed 84% candidates. The sectors with high placement as compared to the training are IT-ITeS, Healthcare, Tourism, Apparels, Automotive. The sectors with low placement as compared to the training are IT-ITeS, Retail, Management, Electronics & Hardware.
- The top 10 TPs have trained 43% of the marginalised communities. The leaders in skill training are IL & FS Skills, Centum Workskills, LabourNet, AISECT and Laurus Edutech. IL&FS is leading skill training of OBC and SC community. AISECT has trained highest number of ST candidates. The leaders in skilling PwDs are Youth4jobs and Navjyoti. The top 10 TPs have placed 40% of the trained candidates. These TPs are LabourNet, IL & FS Skills, Mann Deshi Foundation, AISECT Skill Mission Society, and Laurus Edutech. The TPs with high placement rate are Sahayog Micromanagement (94% of trained candidates) followed by Indigram, Shri Mahila, NIIT with placement of over 80% of trained candidates.
- The top TPs for skill training female candidates are LabourNet, IL&FS, Kherwadi (Yuva Paribartan), AISECT, and Mann Deshi Foundation. The contribution of top TPs for placement are LabourNet, IL&FS,

Mann Deshi Foundation, AISECT, and Laurus. The top TPs have placement of trained candidates with over 95%. The leading TPs are Best First, Tata Institute, Skill and You, Naandi Foundation, and Kapston.

- It was observed that **none of the top 10 TPs in skill training appear in the top 10 TPs of placement of the trained candidates.**

#### **4. CONCLUSION**

The skill eco-system has started emphasizing on inclusion of various marginalised communities like OBC, SC, ST, PwD, Female, Transgender. More than half of NSDC TPs have already started their inclusion journey by training 120.79 Lakhs candidates and placed over 50 lakh trained candidates. Around 32 TPs have become role model by exclusively focusing on inclusion of various marginalised communities. However, 157 TPs have contributed to inclusion by covering half of marginalised communities out of their total trained candidates. All Training partners shall be encouraged to start their inclusion journey and enhance their inclusion program. The trend of training and placement has been increasing year on year basis. However, the placement has been going down in last four years from 55% in the year 2017 to 17% in the year 2020. There is need to promote inclusion among the TPs, who are not yet started the skill training and need to focus on enhancing the placement of the trained candidates.

#### **5. WAY FORWARD**

The inclusion journey of TPs has been evaluated, which has given several insights. This would guide to work for further enhancement of inclusion in skill training and placement.

- **Best Practices:** Best practices of leading sectors as well as training partners both in training and placement shall be documented in different forms such as report, video, case study and others. This case studies or best practices shall be used as reference document for all TPs in the skill ecosystem and all Sector Skill Councils (SSCs) to start inclusion and increase representation of the marginalised communities.
- **Enhancement of Inclusion in Skill Training and Placement:** As 297 (56% of total training partners) have started training of candidates from marginalised communities and only 214 TPs have trained 500 and above candidates from marginalised communities. The remaining TPs shall be encouraged to start and enhance their inclusion journey by training more candidates from the marginalised communities. The effort shall be made to encourage TPs to promote inclusion through webinars, case studies etc.

The inclusion leaders – TPs and SSCs shall be requested to share their models, experience of promoting inclusion as well as helping interested TPs for the same.

- **Enhance income:** The placement of the trained candidates is very low. The engagement with leading TPs, SSCs and placement agencies would help to identify the key challenges and suggest feasible solutions for enhancing the placement record. Several government agencies, CSR and resource organisations have been offering their support for training and placement of these target communities. NSDC shall facilitate to bring such agencies and our partners (TPs and SSCs) together for these impact projects.



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