



## AN OVERVIEW

### Key Highlights:

- 70% of certified assessors are concentrated in 10 sectors, with maximum number from Textile, Agriculture, Apparel, Electronics and Retail sector
- 55% certified assessors are between 25 – 34 years in age, indicating young professionals are working in the assessment space
- 42% of certified assessors have completed their graduation and 22% of certified assessors have completed Certificate courses/ITI/Polytechnic/Diploma.
- 50% of certified assessors have up to 5 years of industry experience.
  - Average industry experience of certified Assessors across Sectors is 7.05 years and 5.08 years is the median value.
- 69% of certified assessors have up to 5 years of assessment experience.
  - Average assessment experience of certified Assessors across Sectors is 4.69 years and 3 years is the median value.
- Only 12% of the total certified Trainers are females.
- 75% of certified assessors are concentrated in 10 states, with maximum number from UP, MP and Rajasthan. Overall, the North and West Zone has maximum coverage of certified Assessors.

**28,620**

Registered Assessors on SIP

**8,750 Certified Assessors**

(30.57% certified out of registered Assessors)

**4,278 Active Assessors**

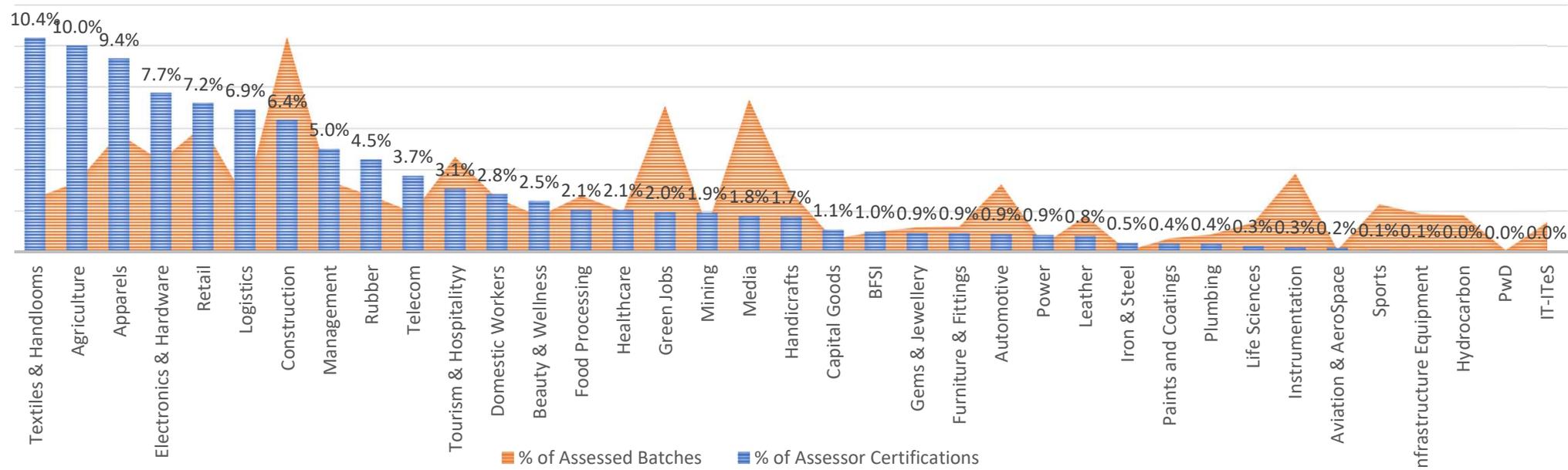
in 33,792 QP-based batches on SIP  
(14.1% active out of registered Assessors)

#### **Glossary:**

- **Registered Assessors:** Data of Assessors who have registered their profiles on SIP.
- **Certified Assessors:** Data of Assessors who have been certified through ToA program and have certificates on SIP
- **Active Assessors:** Data of Assessors assigned to at least one batch out of 33792 batches (may or may not be certified) includes both PMKVY (since January 2019 on SIP) and fee-based batches available on SIP

## SECTORAL SPREAD

### SECTOR-WISE ASSESSOR CERTIFICATIONS

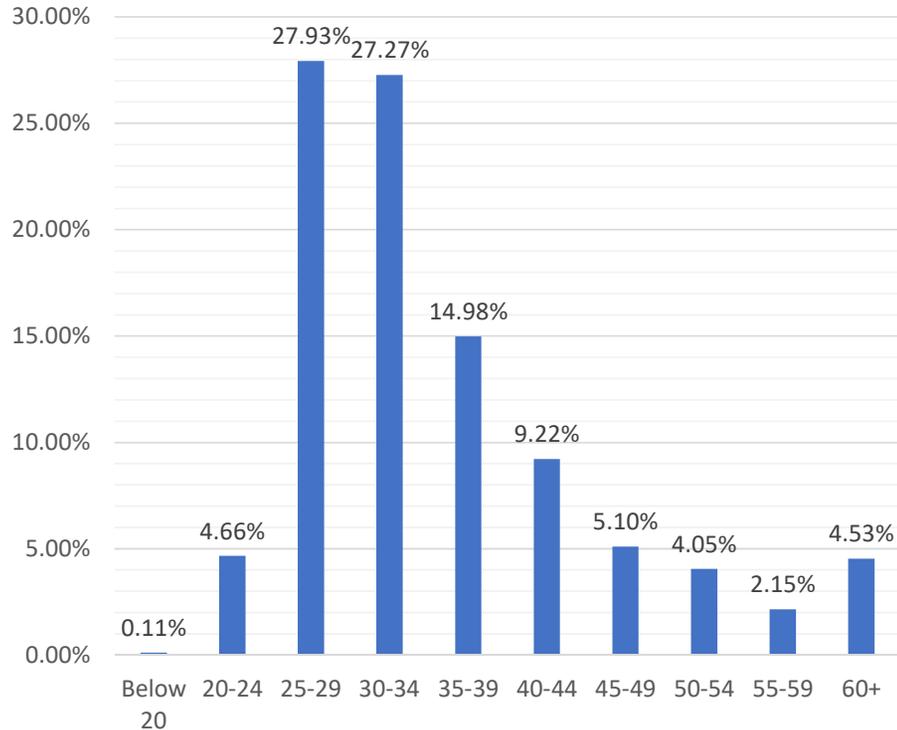


- 6 sectors (Textile & Handlooms, Agriculture, Apparels, Electronics, Retail and Logistics) make up 50% of all Assessor Certifications
- We can see a low correlation of batches (PMKVY and fee-based) with the percentage of sector-wise assessor certifications. This could be because of:
  - Multiple certifications for a single assessor - an average of 2.9 QP-certifications per assessor
  - In some sectors, to name a few - Green Jobs, Infra equipment, Automotive & Media, there is a requirement of better planning of TOA batches in alignment with expected assessments
  - The data of Assessed batches contains PMKVY and fee-based batches only for the limited duration from Dec 2019 – March 2020, as available on SIP. The actual Sector-wise percentage of assessments over a longer period may vary.

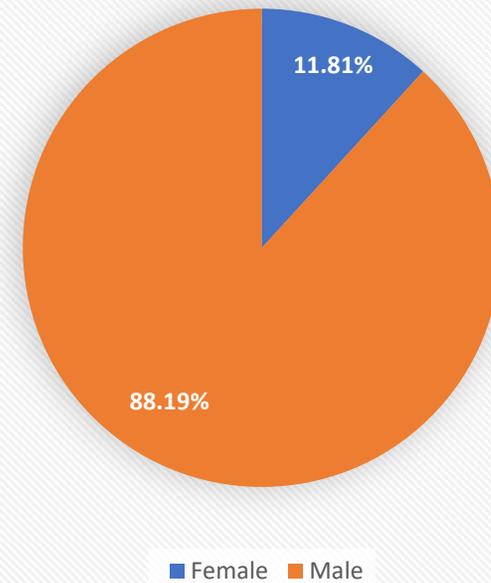
## AGE AND GENDER

- *Age-wise analysis of certified Assessors indicate young professionals operating in the assessment space. 54% of certified Assessors are between 25-35 years.*
- *The gender balance of certified assessors is skewed towards males. Only 11.8% of all certified Assessors are women. This may be due to the ad-hoc nature of assignments and travel to unfamiliar locations.*

Age-wise range of certified assessors



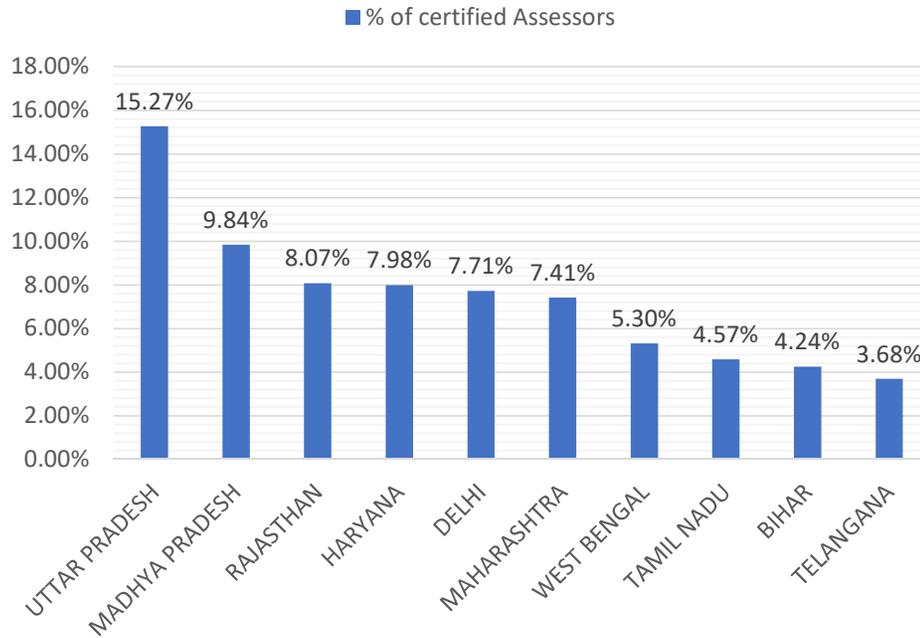
Gender distribution of certified assessors



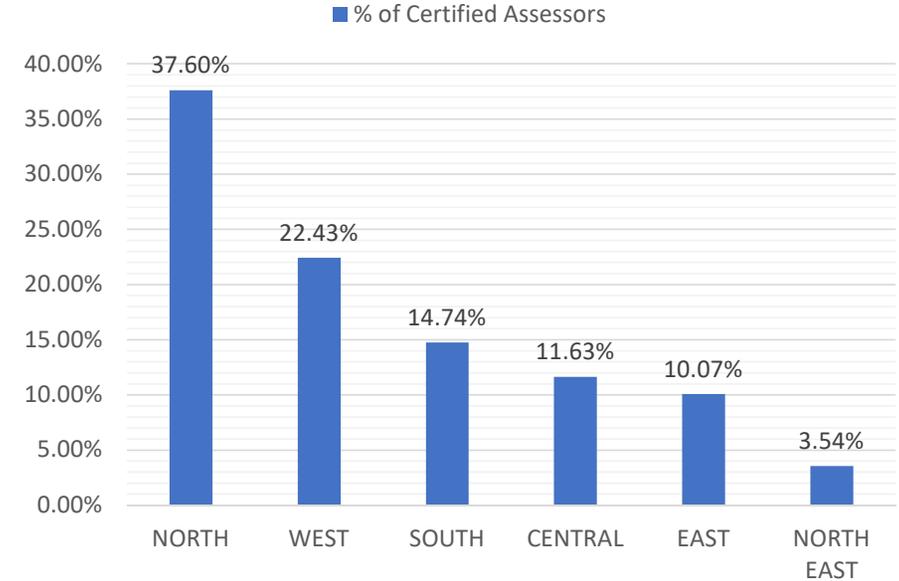
## GOEGRAPHICAL SPREAD

- 75% of certified assessors are concentrated in 10 states, with maximum number from UP, Madhya Pradesh and Rajasthan.
- Lowest percentage of certified Assessors are from North East states (3.54%)
- Most certified assessors are concentrated in the North and West region

### Top 10 States of Assessors



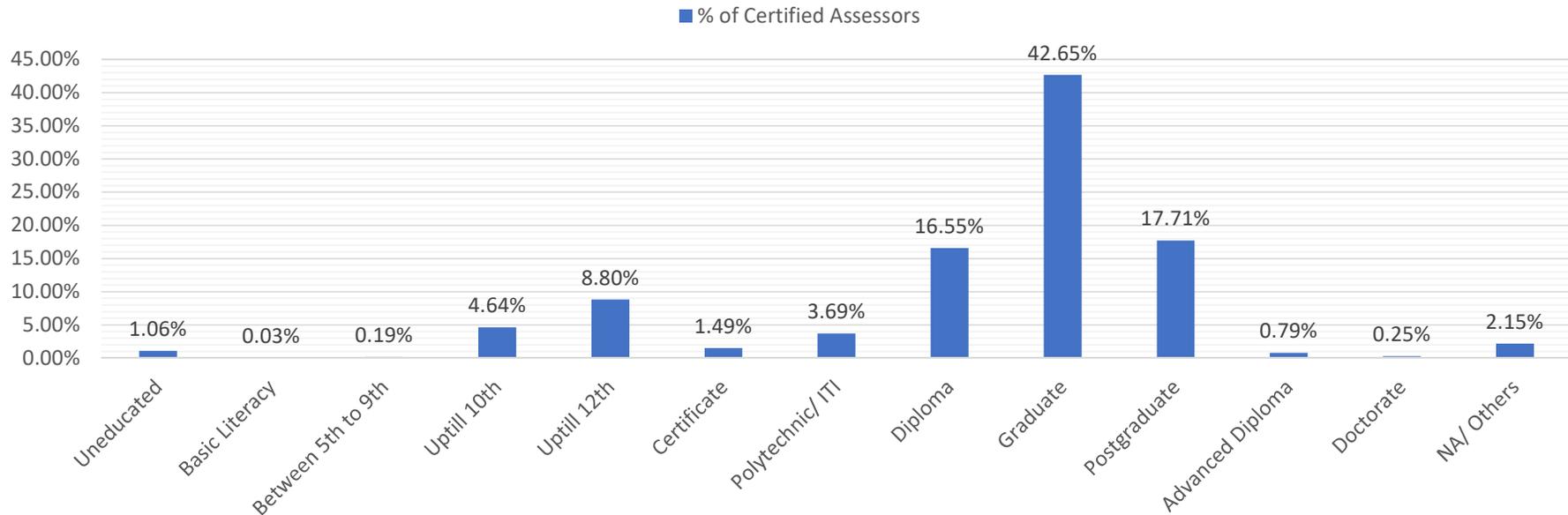
### Zone-wise Spread of Assessors



Refer Annexure 1 – State and zone-wise distribution of registered and certified Assessors for comparison

# EDUCATION QUALIFICATION

## Education Qualification of Certified Assessors



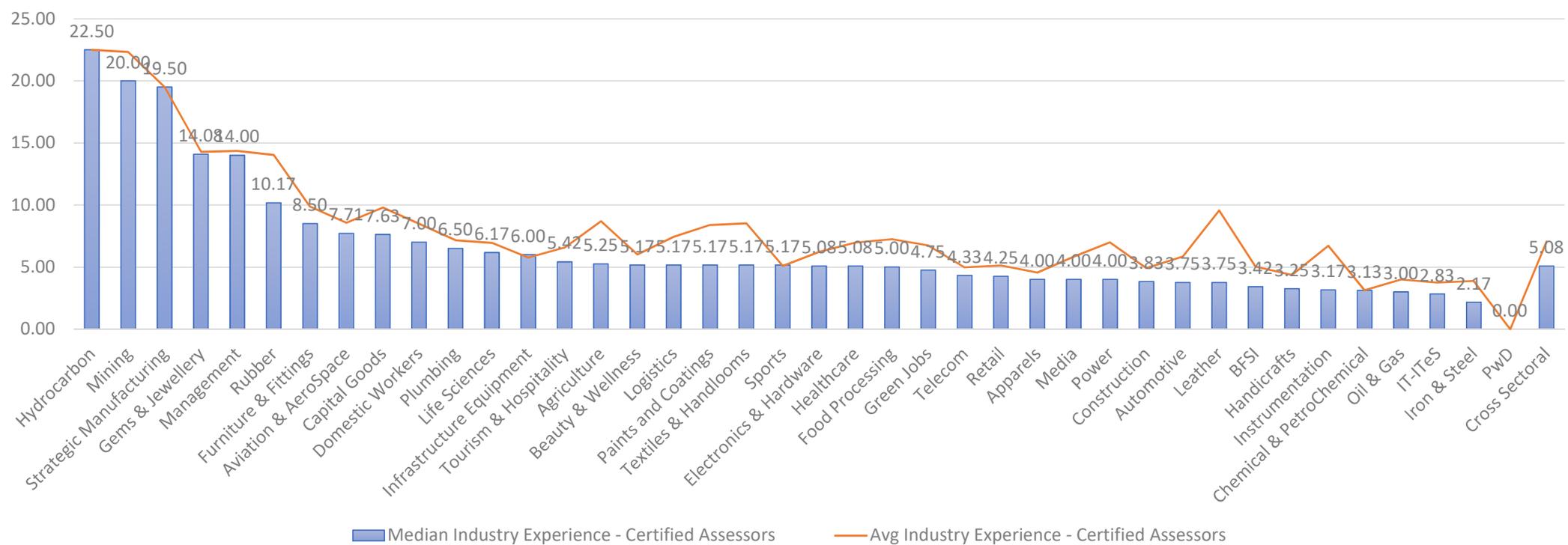
- *60% of certified Assessors are Graduates and Post-Graduates*
- *22% of certified Assessors have done a certificate course/ diploma/ polytechnic/ ITI course*

Refer Annexure 2 - Table on break-up of registered and certified assessors with education qualifications

# INDUSTRY EXPERIENCE – SECTOR WISE

- The Median Industry Experience of all Certified Assessors is 5.08 Years; the Average Industry Experience across Sectors is 7.05 Years

Sector-wise Industry Experience of Certified Assessors (in yrs)



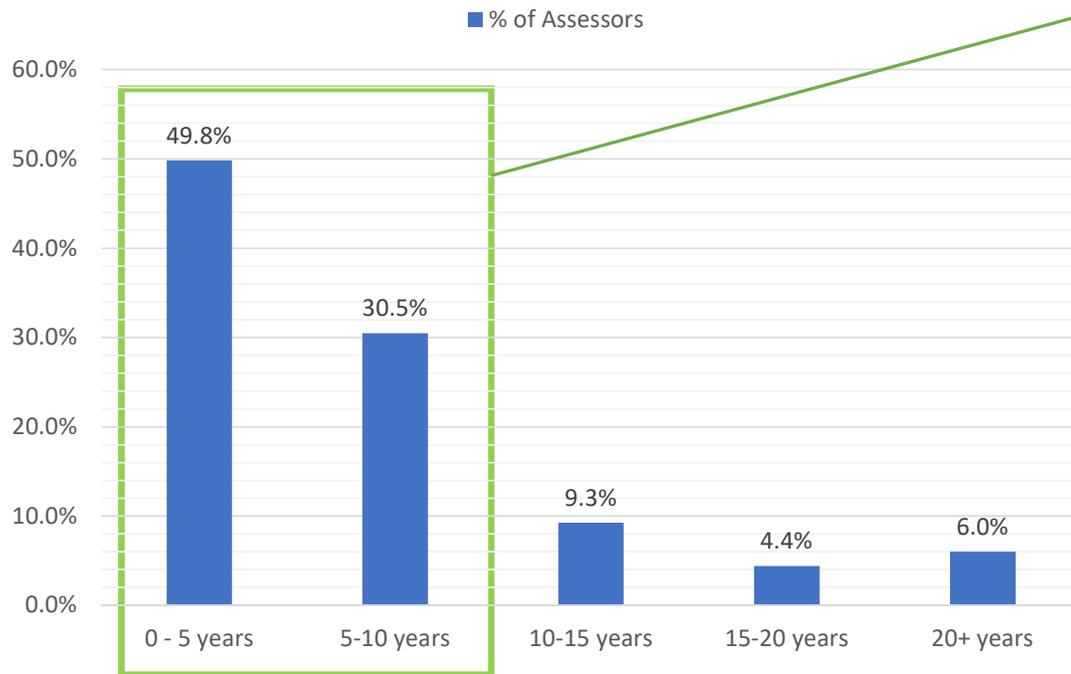
- Manufacturing sectors such as Hydrocarbon, Mining, Gems & Jewelry and Management sector have a very high median and average industry experience of certified assessors (ranging between 22 yrs to 14 yrs)

Refer Annexure 3 – Sector wise average industry experience of Registered and certified Assessors

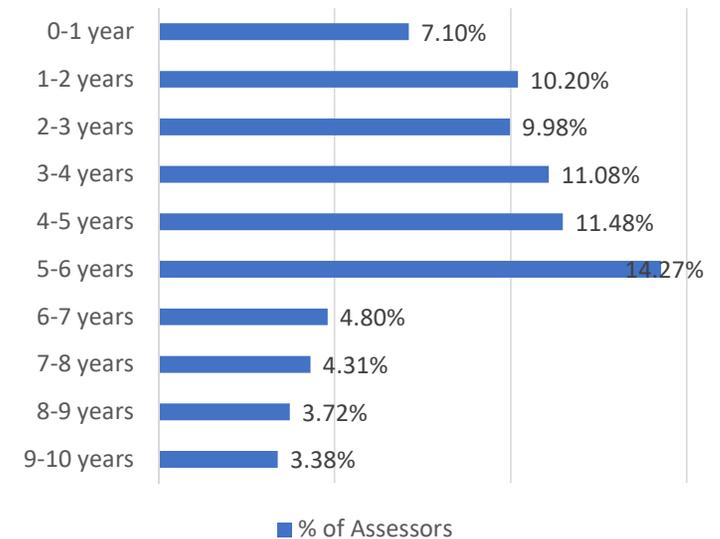
# INDUSTRY EXPERIENCE

- The Median Industry Experience of all certified Assessors is 5.08 Years
- The Average Industry Experience of all certified Assessors is 7.05 Years

### Industry Experience of Certified Assessors



### Break-up of Industry Experience range 0 - 10 years

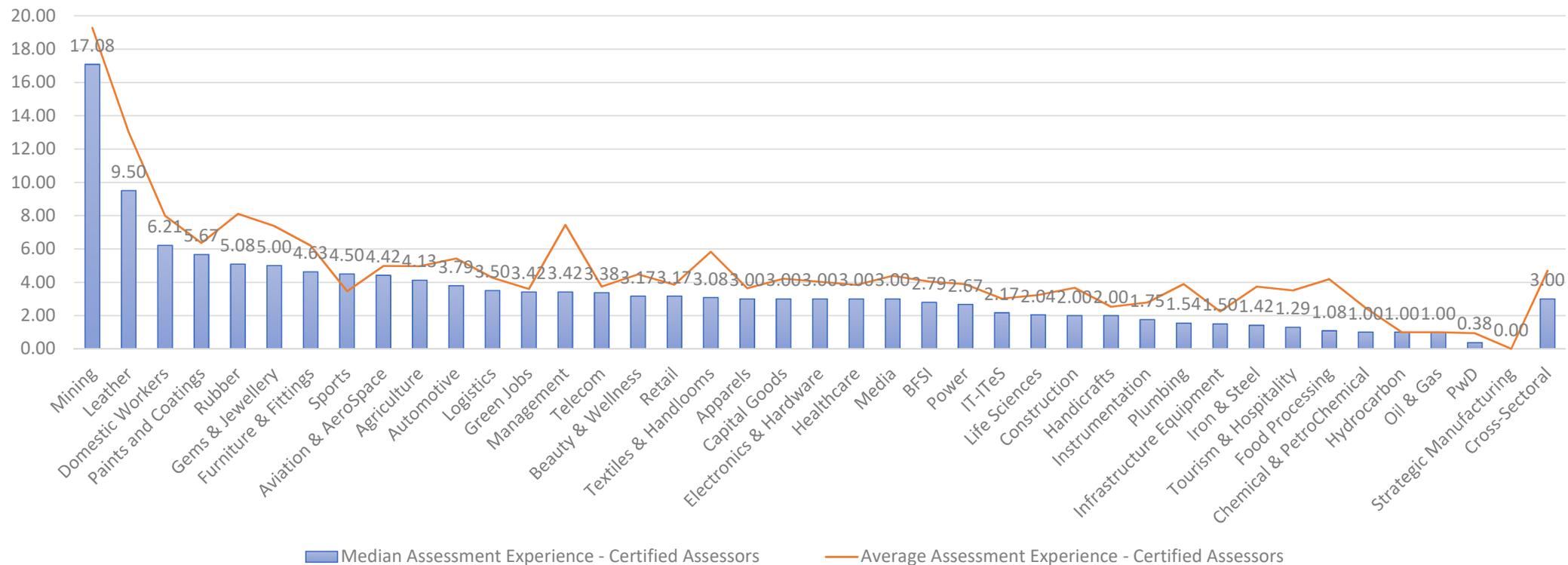


- 80% of all certified Assessors have industry experience ranging from 0 – 10 years. 50% of all certified assessors have 0-5 years of experience.
- The highest bracket, 14.2% of all certified Assessors have 5-6 years of industry experience

# ASSESSMENT EXPERIENCE – SECTOR WISE

The Median Assessment Experience of all Certified Assessors is 3 Years and the Average assessment Experience across Sectors is 4.69 Years

Sector-wise Assessment Experience of Certified Assessors (in yrs)



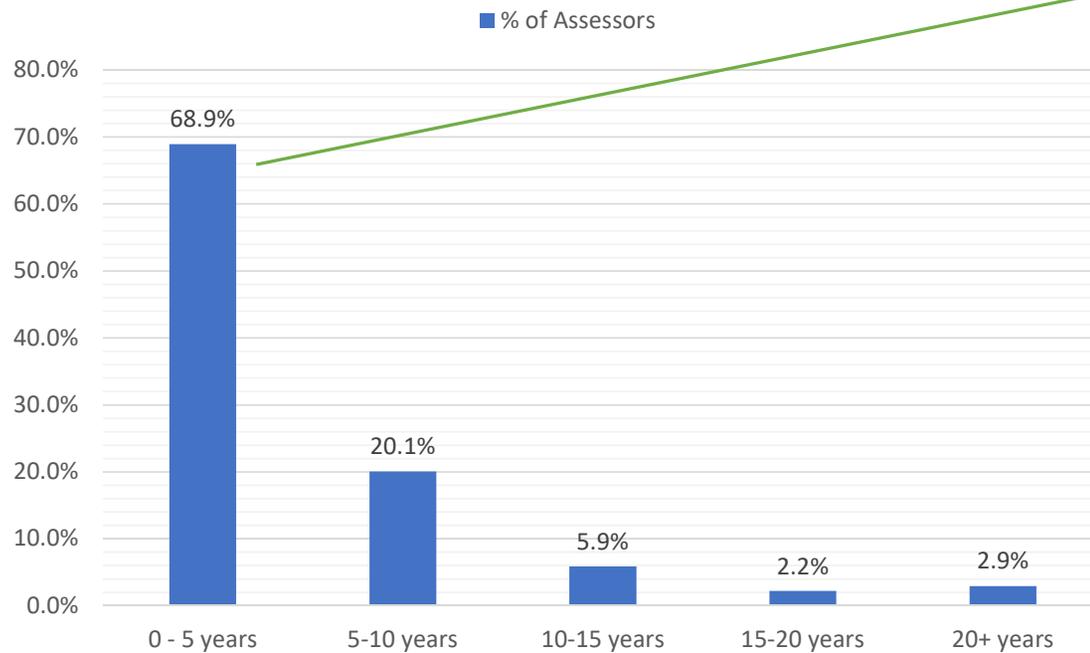
- Certified Assessors from Mining , Leather, and Domestic Workers sectors have the highest median and average assessment experience, and those from PwD, and Hydrocarbon have low median and average assessment experience

Refer Annexure 4 – Sector wise average assessment experience of Registered and certified assessors

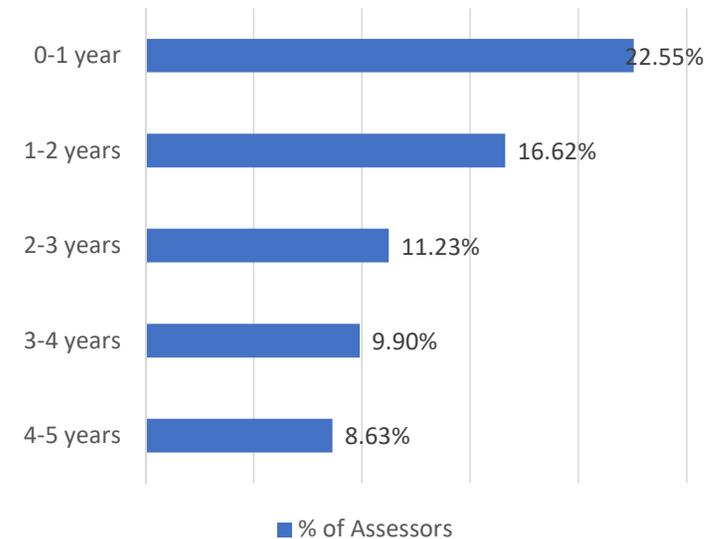
# ASSESSMENT EXPERIENCE

The Median Assessment Experience of all Certified Assessors across sectors is 3 Years  
The Average Assessment Experience of all certified Assessors across Sectors is 4.69 Years

### Assessment Experience of Certified Assessors



### Break-up of Assessment Experience range 0 – 5 years



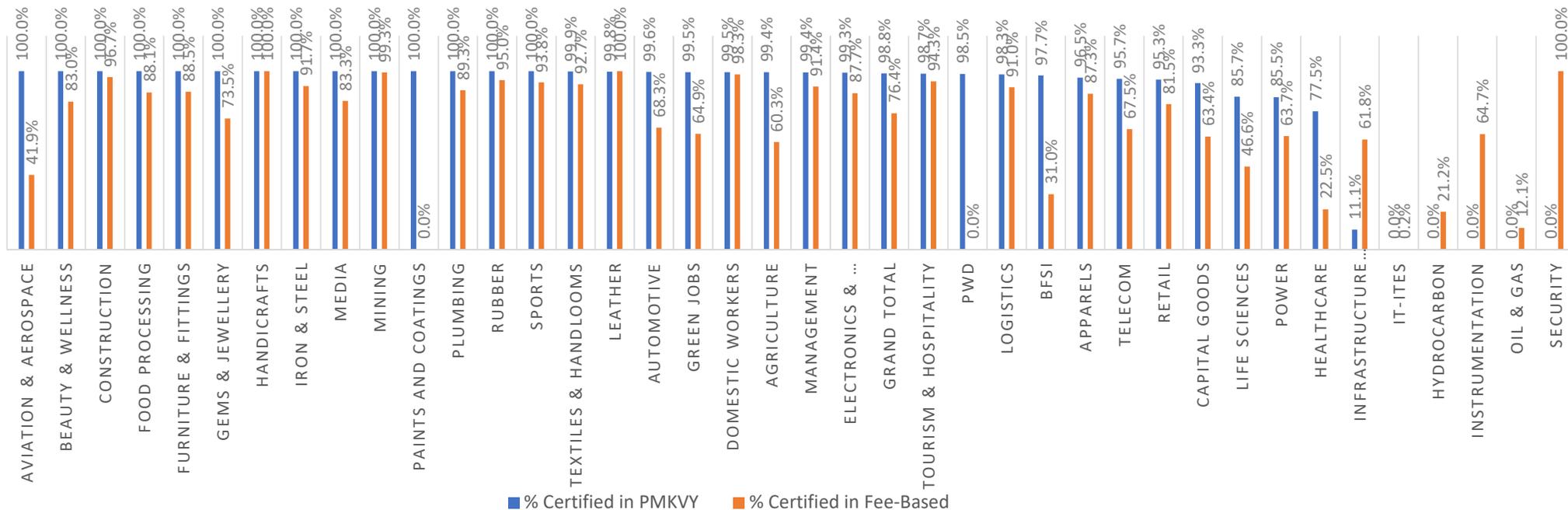
69% of all Assessors are coming in with assessment experience ranging from 0 – 5 years. 22% of all certified assessors have 0-1 years of assessment experience.

## CERTIFIED ASSESSORS IN ACTIVE BATCHES

The following graph represents data of **33,792 QP-based batches** on Skill India Portal with **4,278 unique active assessors**

- The count of Fee-Based batches is 16,220 with an assessor certification percentage of 76.4% (since February 2019)
- The count of PMKVY batches is 17,572 with an assessor certification percentage of 98.8% (since November 2019). Under PMKVY, the sub-schemes and certified assessor compliance rate are as follows:
  - **85.4%** of the batches are **RPL** with a compliance rate of **99.7%\***
  - **13.5%** of the batches are **STT** with a compliance rate of **93.5%**
  - **1.1%** of the batches are **Special Projects** with a compliance rate of **95.7%**

### TOA COMPLIANCE IN PMKVY AND FEE-BASED BATCHES



\*RPL-BICE batches have been excluded from this analysis. The Sector-wise count of batches is available in Annexure 5.

## ANNEXURES

## ANNEXURE 1: Geographical Spread

State	Count of Registered Assessors	Count of Certified Assessors	% of Certified out of registered	% Share of Registered Assessors	% Share of Certified Assessors
ANDAMAN AND NICOBAR ISLANDS	1	0	0.00%	0.00%	0.00%
ANDHRA PRADESH	670	243	36.27%	2.83%	2.78%
ARUNACHAL PRADESH	13	4	30.77%	0.05%	0.05%
ASSAM	596	224	37.58%	2.52%	2.56%
BIHAR	1048	371	35.40%	4.42%	4.25%
Chandigarh	64	21	32.81%	0.27%	0.24%
CHHATTISGARH	480	155	32.29%	2.03%	1.77%
DADRA AND NAGAR HAVELI	8	0	0.00%	0.03%	0.00%
DAMAN AND DIU	3	0	0.00%	0.01%	0.00%
DELHI	1471	675	45.89%	6.21%	7.72%
GOA	17	5	29.41%	0.07%	0.06%
GUJARAT	580	137	23.62%	2.45%	1.57%
HARYANA	1492	698	46.78%	6.30%	7.99%
HIMACHAL PRADESH	239	57	23.85%	1.01%	0.65%
JAMMU AND KASHMIR	355	118	33.24%	1.50%	1.35%
JHARKHAND	492	193	39.23%	2.08%	2.21%
KARNATAKA	609	155	25.45%	2.57%	1.77%
KERALA	695	152	21.87%	2.93%	1.74%
LAKSHADWEEP	1	0	0.00%	0.00%	0.00%
MADHYA PRADESH	2108	861	40.84%	8.90%	9.85%
MAHARASHTRA	1954	648	33.16%	8.25%	7.42%
MANIPUR	103	40	38.83%	0.43%	0.46%
Meghalaya	13	0	0.00%	0.05%	0.00%
Mizoram	26	5	19.23%	0.11%	0.06%
Nagaland	17	2	11.76%	0.07%	0.02%
ODISHA	857	316	36.87%	3.62%	3.62%
Puducherry	45	16	35.56%	0.19%	0.18%
PUNJAB	657	278	42.31%	2.77%	3.18%
RAJASTHAN	1769	706	39.91%	7.47%	8.08%
Sikkim	14	4	28.57%	0.06%	0.05%
TAMIL NADU	1085	400	36.87%	4.58%	4.58%
TELANGANA	728	322	44.23%	3.07%	3.68%
TRIPURA	83	30	36.14%	0.35%	0.34%
UTTAR PRADESH	3625	1336	36.86%	15.30%	15.29%
UTTARAKHAND	296	103	34.80%	1.25%	1.18%
WEST BENGAL	1474	464	31.48%	6.22%	5.31%
<b>Grand Total</b>	<b>23688</b>	<b>8739</b>	<b>36.89%</b>	<b>100.00%</b>	<b>100.00%</b>

Row Labels	Sum of % Share of Registered Assessors	Sum of % Share of Certified Assessors
NORTH	34.61%	37.60%
WEST	24.51%	22.43%
SOUTH	16.19%	14.74%
CENTRAL	10.93%	11.63%
EAST	10.12%	10.07%
NORTH EAST	3.65%	3.54%

## **ANNEXURE 2: Education Details**

<b>EDUCATION</b>	<b>% of Registered Assessors</b>	<b>% of Certified Assessors</b>
Uneducated	0.29%	1.06%
Basic Literacy	0.04%	0.03%
Between 5th to 9th	0.12%	0.19%
Uptill 10th	4.49%	4.64%
Uptill 12th	8.29%	8.80%
Polytechnic/ ITI	3.66%	3.69%
Certificate	2.30%	1.49%
Diploma	15.27%	16.55%
Graduate	42.17%	42.65%
Postgraduate	19.88%	17.71%
Advanced Diploma	0.92%	0.79%
Doctorate	0.48%	0.25%
NA/ Others	2.09%	2.15%

### ANNEXURE 3: Industry Experience (In Years)

Row Labels	Avg Industry Experience - Registered Assessors	Avg Industry Experience - Certified Assessors	Median Industry Experience - Registered Assessors	Median Industry Experience - Certified Assessors
Agriculture	9.00	8.70	5.25	5.25
Apparels	4.61	4.56	4.00	4.00
Automotive	6.16	5.84	3.42	3.75
Aviation & AeroSpace	6.86	8.56	5.17	7.71
Beauty & Wellness	6.30	6.01	5.00	5.17
BFSI	6.40	5.03	3.50	3.42
Capital Goods	9.51	9.79	7.17	7.63
Chemical & PetroChemical	6.00	3.13	2.00	3.13
Construction	4.61	4.92	3.25	3.83
Domestic Workers	7.77	8.48	6.00	7.00
Electronics & Hardware	5.91	6.23	5.00	5.08
Food Processing	7.60	7.23	5.08	5.00
Furniture & Fittings	12.05	9.87	10.25	8.50
Gems & Jewellery	11.60	14.28	9.75	14.08
Green Jobs	5.15	6.74	4.04	4.75
Handicrafts	4.15	4.35	3.21	3.25
Healthcare	6.71	6.96	5.33	5.08
Hydrocarbon	13.97	22.50	9.13	22.50
Infrastructure Equipment	6.32	5.75	6.00	6.00
Instrumentation	3.86	6.72	1.50	3.17
Iron & Steel	6.53	3.87	3.13	2.17
IT-ITeS	5.12	3.74	3.83	2.83
Leather	6.31	9.57	3.25	3.75
Life Sciences	6.96	6.95	5.25	6.17
Logistics	6.22	7.43	4.46	5.17
Management	10.59	14.35	6.29	14.00
Media	5.85	5.84	4.04	4.00
Mining	16.42	22.33	12.00	20.00
Oil & Gas	4.76	4.00	4.00	3.00
Paints and Coatings	7.09	8.39	5.17	5.17
Plumbing	7.88	7.16	6.00	6.50
Power	5.88	6.98	4.00	4.00
PwD	1.54	0.00	1.54	0.00
Retail	4.74	5.12	4.00	4.25
Rubber	12.87	14.03	10.00	10.17
Sports	4.77	5.08	5.00	5.17
Strategic Manufacturing	7.84	19.50	1.42	19.50
Telecom	5.31	4.98	4.50	4.33
Textiles & Handlooms	9.32	8.53	5.17	5.17
Tourism & Hospitality	6.11	6.57	5.00	5.42
Grand Total	6.56	7.05	5.00	5.08

## **ANNEXURE 4: Assessment Experience (In Years)**

<b>Sector</b>	<b>Average Assessment Experience - Registered Assessors</b>	<b>Average Assessment Experience - Certified Assessors</b>	<b>Median Assessment Experience - Registered Assessors</b>	<b>Median Assessment Experience - Certified Assessors</b>
Agriculture	5.41	4.96	4.08	4.13
Apparels	4.18	3.64	3.08	3.00
Automotive	4.92	5.43	3.00	3.79
Aviation & AeroSpace	6.29	4.97	5.00	4.42
Beauty & Wellness	4.42	4.47	3.13	3.17
BFSI	4.72	4.04	3.25	2.79
Capital Goods	3.43	4.21	1.33	3.00
Chemical & PetroChemical	6.06	2.47	1.92	1.00
Construction	3.59	3.66	2.00	2.00
Domestic Workers	7.11	7.99	5.42	6.21
Electronics & Hardware	3.97	4.02	2.75	3.00
Food Processing	5.13	4.18	2.00	1.08
Furniture & Fittings	6.93	6.20	4.04	4.63
Gems & Jewellery	6.24	7.38	3.75	5.00
Green Jobs	3.96	3.58	3.21	3.42
Handicrafts	2.74	2.53	1.92	2.00
Healthcare	3.67	3.84	2.38	3.00
Hydrocarbon	4.41	1.00	1.00	1.00
Infrastructure Equipment	3.78	2.25	3.17	1.50
Instrumentation	1.67	2.79	1.08	1.75
Iron & Steel	3.38	3.74	2.00	1.42
IT-ITeS	4.61	3.01	2.67	2.17
Leather	7.15	13.03	4.38	9.50
Life Sciences	4.63	3.23	2.67	2.04
Logistics	4.36	4.27	3.00	3.50
Management	6.27	7.45	3.08	3.42
Media	4.36	4.38	3.04	3.00
Mining	15.06	19.28	10.42	17.08
Oil & Gas	2.58	1.00	1.00	1.00
Paints and Coatings	5.22	6.36	4.42	5.67
Plumbing	4.74	3.89	4.67	1.54
Power	3.70	3.88	2.79	2.67
PwD	2.06	0.94	2.04	0.38
Retail	3.57	3.86	3.00	3.17
Rubber	8.24	8.11	5.17	5.08
Sports	3.16	3.47	3.00	4.50
Strategic Manufacturing	2.96	0.00	2.21	0.00
Telecom	4.00	3.74	3.33	3.38
Textiles & Handlooms	6.32	5.82	3.33	3.08
Tourism & Hospitality	3.32	3.50	1.29	1.29
<b>Grand Total</b>	<b>4.51</b>	<b>4.69</b>	<b>3.00</b>	<b>3.00</b>

## **Appendix 5: Sector-wise Count of QP-based Batches on SIP**

<b>Sector Name</b>	<b>Count of All Batches</b>	<b>Count of Fee-Based Batches</b>	<b>Count of PMKVY Batches</b>
Agriculture	1981	899	1082
Apparels	2417	1731	686
Automotive	953	704	249
Aviation & AeroSpace	80	74	6
Beauty & Wellness	565	353	212
BFSI	346	303	43
Capital Goods	381	366	15
Construction	4393	3135	1258
Domestic Workers	1042	116	926
Electronics & Hardware	2274	1152	1122
Food Processing	1050	42	1008
Furniture & Fittings	493	52	441
Gems & Jewellery	184	34	150
Green Jobs	2364	699	1665
Handicrafts	555	69	486
Healthcare	1159	932	227
Hydrocarbon	52	52	
Infrastructure Equipment	43	34	9
Instrumentation	17	17	
Iron & Steel	54	24	30
IT-ITeS	633	600	33
Leather	442	1	441
Life Sciences	95	88	7
Logistics	932	346	586
Management	1095	58	1037
Media	216	90	126
Mining	707	152	555
Oil & Gas	33	33	
Paints and Coatings	266		266
Plumbing	509	150	359
Power	212	157	55
PwD	68		68
Retail	1680	1294	386
Rubber	1590	20	1570
Security	2	2	
Sports	131	64	67
Telecom	668	388	280
Textiles & Handlooms	1447	96	1351
Tourism & Hospitality	2663	1893	770
<b>Grand Total</b>	<b>33792</b>	<b>16220</b>	<b>17572</b>



Transforming the skill landscape

301, 3rd Floor, West Wing, World Mark 1, Asset 11, Aerocity, New Delhi – 110037

Tel: +91-11-47451600-10 | Fax: +91-11-46560417

Website: [www.nsdcindia.org](http://www.nsdcindia.org)

## March 2020

**About National Skill Development Corporation (NSDC):** National Skill Development Corporation, working under the aegis of Ministry of Skill Development & Entrepreneurship, is a unique public-private-partnership which aims to catalyze creation of quality vocational training ecosystem in India. 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. Since establishment in 2009, NSDC has trained more than 2 crore people through its partnership with 600+ training partners, wide a robust network of 11,000+ training centers spread over 600 districts across the country. NSDC has institutionalized 37 Sector Skill Councils and is also implementing Government's flagship skill development schemes such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Pradhan Mantri Kaushal Kendra (PMKK), National Apprenticeship Promotion Scheme (NAPS), among others.

## CONTACT US

NSDC's Skills Intelligence Platform at [skillsip@nsdcindia.org](mailto:skillsip@nsdcindia.org)

