

Impact Themes Assessment

*Evaluation of NSDC's Initiatives for Sustainable
Skill Development*



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Introduction

National Skill Development Corporation (NSDC) was set up as a public-private partnership (PPP) in October 2009 to stimulate private sector participation in the Indian skill development sector. Since then, it has played a pivotal role in helping to create the foundation of a robust ecosystem for large scale skilling across sectors and States. The Corporation is also the nodal implementing agency for the Government of India's flagship skill development scheme – Pradhan Mantri Kaushal Vikas Yojana – which aims to impart skilling to 10 million youth of the country.

To ensure sustainable skill development in the country, NSDC has made several interventions which are primarily aimed at establishing a robust industry connect and agovernance system to achieve desired training outcomes, and drive qualityand compliance by training centres. The objective has also been to drive female participation and extend reach to benefit the people from marginal communities, difficult and vulnerable areas, and all classes of the society.

Furthermore, efforts have been made to enhance youth's employability and entrepreneurial skills to create a multiplier effect on employment generation and align with emerging skills and job requirements. To supply adequate and skilled manpower for various programs that promote environmental sustainability, trainings in green job roles have been facilitated. Additionally, formalization of skills is being undertaken on a large scale through Recognition of Prior Learning (RPL) which recognizes, assesses and certified skills acquired through informal and non-formal means. NSDC has also been working towards integration of TVET with formal education systems to make skills aspirational and create further employment avenues for youth.

To evaluate the impact of these initiatives taken by NSDC, this study assesses NSDC's performance across six broad themes:

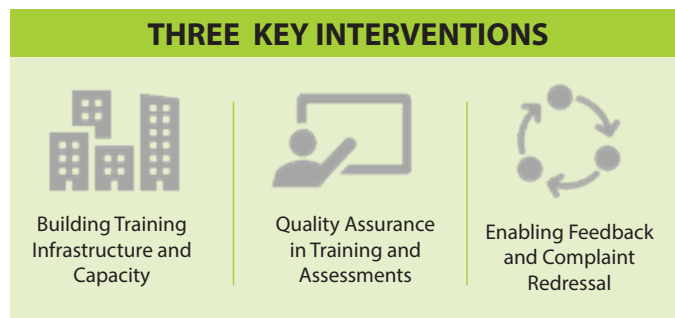
- 1) Quality Assurance Systems for Skill Delivery at Scale
- 2) Social Inclusion and Women Empowerment in Skills eco-system
- 3) Skilling for the Green Economy
- 4) Improving Employability, Entrepreneurship and Future Skills
- 5) TVET Integration in Informal Economy and Formal Education
- 6) Private Sector Participation and Industry Connect

Theme 1:

Quality Assurance Systems for Skill Delivery at Scale

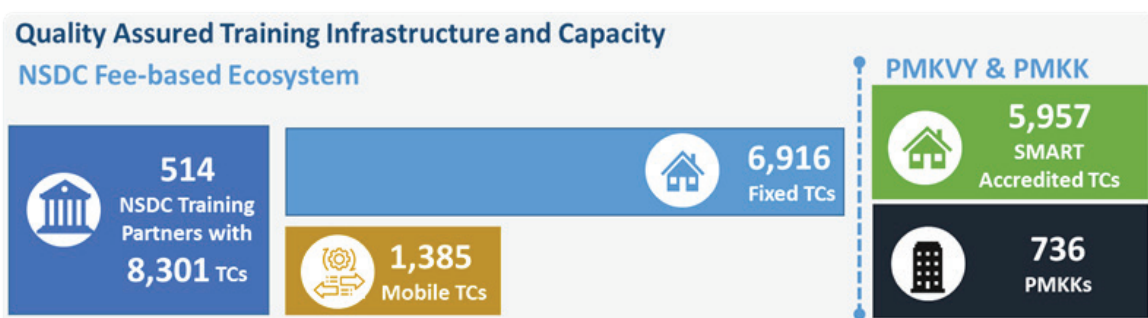
Initiatives to ensure quality, accountability and transparency in skill delivery

Over the course of its 11 years of existence, NSDC has enabled the involvement of private sector in delivery of vocational education and training and closely monitored and guided its evolution. Alongside incentivizing private sector to take up training delivery through financial and incubation support, it has orchestrated the establishment of unique industry bodies called the Sector Skill Councils, which play the pivotal role of connecting policymakers, training providers and industry to gauge and inform the market of skills. Towards monitoring this ecosystem created to deliver short-term skill training, NSDC has played a quasi-governance role in monitoring the delivery of quality skills at scale, building systems that include technical solutions for data monitoring portals, centre accreditation and affiliation services and quality measures such as assisting industry in building NSQF aligned coursework, developing model curriculum, guidelines, handbooks and content.



Quality Assured Training Infrastructure & Capacity

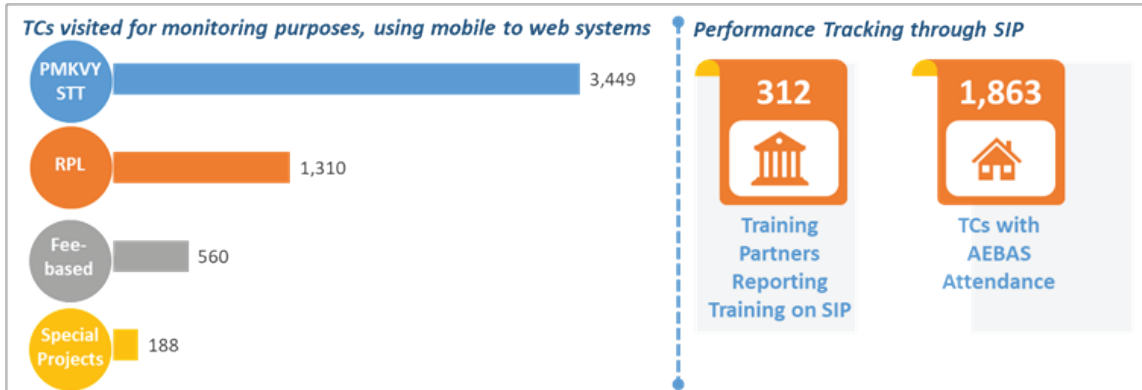
By financing and incubating the skilling initiatives of 514 Training Partners, NSDC has facilitated the establishment of 8,301 training centres. Of this, 6,916 are fixed centres while 1,385 are mobile centres operated through a van or similar automobile. This promotes accessibility to rural and far flung areas, where centre establishment may not be feasible for socio-economic reasons. Further, NSDC has accredited 5,957 Training Centres who are providing training under the government-funded training scheme – Pradhan Mantri Kaushal Vikas Yojana (PMKVY). Additionally, NSDC has funded and incubated the creation of 736 model centres of training, known as Pradhan Mantri Kaushal Kendras (PMKK). The purpose of the PMKK initiative was to establish a centre of excellence in every district of India, towards



increasing access to high-quality training and assessment.

NSDC has also instituted a comprehensive system for **operational control and transparent reporting**. Through its Skill Management & Accreditation of Training Centre (SMART) portal, on-site visits and mobile/web-based monitoring system the training Centres are regularly monitored. With institution of an integrated portal hosting NSDC's skill development management system – the Skill India Portal,

training partners are encouraged to self-report directly.



Standards and Quality Assurance in Training and Assessment

Vocational training in India primarily adheres to National Skill Qualification Framework (NSQF), a competency-based framework that organizes all qualifications according to a series of levels of knowledge, skills and aptitude. All grant-based schemes of the government make it mandatory for the programs to be NSQF aligned. Industry and Corporate partners may undertake non- NSQF market led trainings but are increasingly aligning to the framework. NSDC’s robust quality assurance systems helps the industry-representative bodies, Sector Skill Councils, to define job roles and training needs aligned to the NSQF, known as QP-NOS. NSDC curates these QPs and NOSs through its Qualification Review Committee (QRC) and also regularly reviews the list, retiring the outdated job roles and facilitating inter-sector borrowing. Over the years, NSDC has facilitated the processing of 2,585 Qualification Packs, with 2,141 job roles in



circulation. 81 QPs have been retired, 112 QPs rationalized and 67 QPs revised. Further, model curriculums have been developed for 1,439 job roles, that acts as a benchmark for stakeholders engaged in the skill ecosystem. Another key function of NSDC has played is in training and certifying Trainers and Assessors. Herein it has leveraged industry expertise by formulating partnerships nationally and internationally.

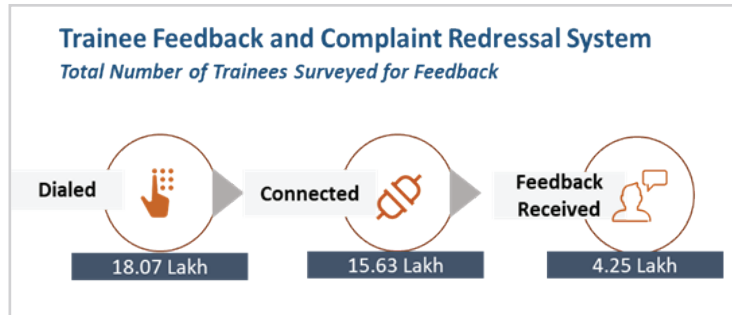
Feedback Mechanism and Complaint Redressal

Mediums of feedback have been established to engage with the various stakeholders involved in VET. While a predominant focus is on the Trainee as the final beneficiary, feedback and grievance redressal mediums are also extended to other players such as Training Providers, Trainers, Assessors and the Sector Skill Councils. In a recent move, NSDC has also nominated senior leadership from within the organization

to participate in the SSC Governing Council meetings.

By housing the Skill India Portal and initiating work towards building a national LMIS that would aggregate information from different stakeholders, NSDC is well poised to become a data repository that could facilitate data-driven policy making. Therefore, it is also opportune to discuss how the large amount of data

that flows into our systems is synthesized and harnessed. Robust monitoring and evaluation mechanisms are a direct function of technology and technological tools, and as States begin to take a central role in implementation of government skill development schemes, NSDC's role will also encompass providing technology-enabled M&E platforms for overall program administration to the states of India.



Theme2:

Social Inclusion and Women Empowerment

Towards promoting inclusive skilling that caters to the needs of marginalized and vulnerable communities as well as those of women and persons with disabilities.

Equal opportunity for all in accessing vocational training and workplace learning is a key principle that underlies modern skills development policies and strategies. Given the wide inequalities that continue to exist in India, affirmative action measures are required for some groups in the population to encourage them to benefit from available opportunities. Concerted and focused efforts are needed to improve outreach, quality and relevance of education and training, and improve the links to the world of work. In this context, we have facilitated training to over 54.58 lakh women (including 10.72 lakh women oriented and certified under Recognition of Prior Learning), 40,769 Persons with Disability, and 49.64 lakh candidates from SC, ST or OBC communities.

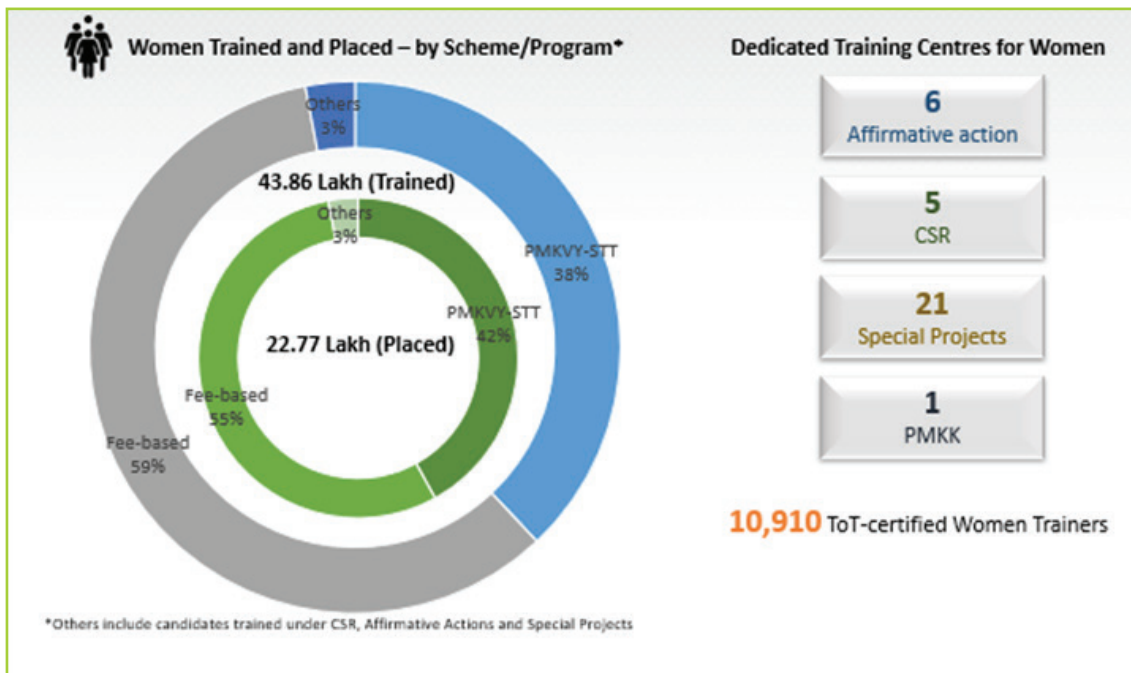
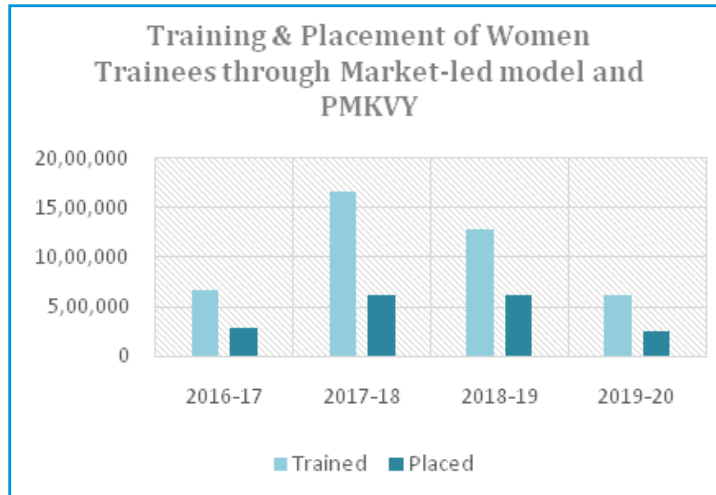


Women Participation in Skills eco-system

The training schemes and programs implemented by NSDC are focused on ensuring inclusive skilling for women across India enabling them to earn their livelihood and support their families. During 2016-2020, 43.86 lakh women were trained with NSDC's market-based model accounting for 59% of trainings while 38% were trained under Government of India's PMKVY scheme. CSR and Affirmative Action projects accounted for the remaining 3% of trainings. Further to enhance the employability opportunities and

reduce wage inequalities existing between formal and informal employments, additional 10.72 lakh women have been oriented and certified under Recognition of Prior Learning (RPL) framework.

The focus has also been on ensuring placements of the trained woman candidates. During 2016-2020, 18.13 lakh women were placed in wage employment, while another 4.64 lakh opted for self-employment, resulting in an overall placement percentage of 51.9%. Market-based model accounted for majority of



these placements (55%), followed by PMKVY (42%) and CSR and Affirmative Action projects (3%). Some of the key measures taken to extend outreach and benefit women across India are listed below.



33 dedicated training centres have been set up, including special projects, that are dedicated to the unique needs of certain marginalized women. For example, customized trainings to meet the unique opportunities and challenges faced by widows of Varanasi, where in addition to training, NSDC also facilitated creation of an earn-while-you-learn program in conjunction with the Training Partners.

NSDC has also developed a **gender mainstreaming framework** that informs curriculum designers on the gender lens to be included when developing QP-NOS. Further recognizing the role of gender in influencing student’s learning outcomes, NSDC has actively targeted the gender equation in delivering Training of Trainer program thus creating a pool of **10,910 women trainers**.

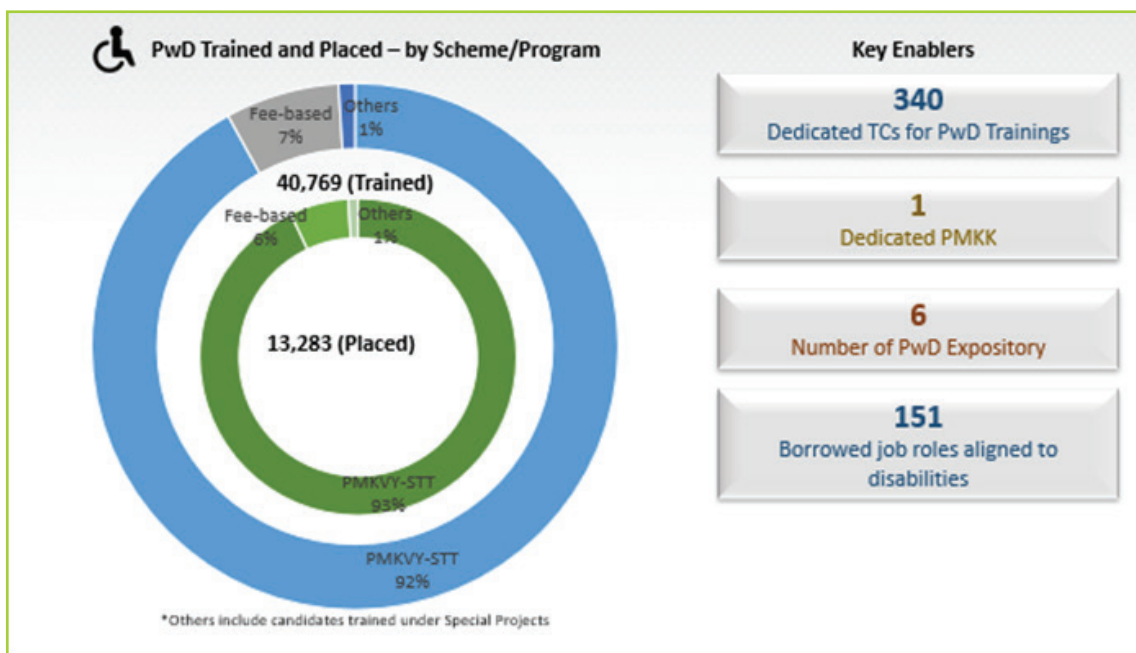
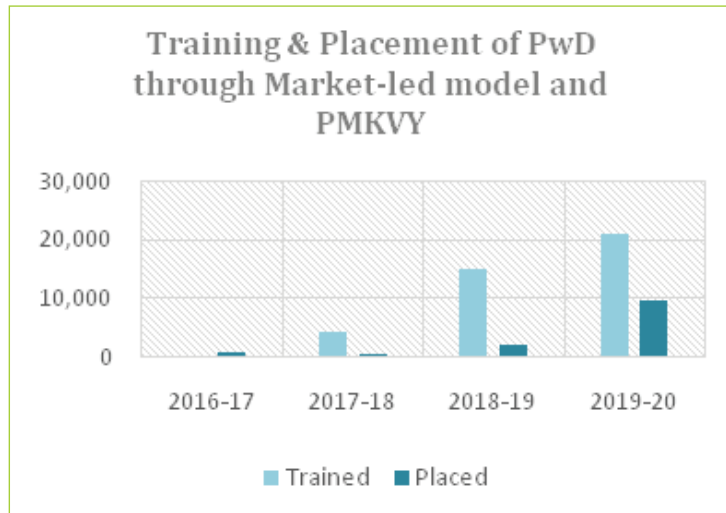
In addition, NSDC has partnered with **Britannia** to impart digital and entrepreneurial skills to 10,000 homemakers through eSkill India, the NSDC's e-learning aggregator platform. The NSDC-Britannia initiative has so far received more than 1.5 million entries.



Persons with Disability

Efforts have also been made to skill person with disability (PwDs) at scale so that they could become self-sustainable and earn their livelihood. Of the 40,769 PwDs who received training during 2016-2020, 32.6% were placed, either in salaried/wage jobs or engaged in self-employment. The training and placement figures alongside are representative of our two primary mediums of delivery – the fee-based ecosystem catered to by NSDC Training Providers and implementation of government subsidized training program, the PMKVY. The latter accounted for over 90% of the trainings for PwD.

Trainings were delivered through 340 dedicated centres for PwD, in addition to many other centres that have necessary facilities for PwD to participate in their training programs.



Further, a dedicated Sector Skill Council – the Skill Council for Persons with Disability has been created to deliver technical training customized to needs of persons with disability and thereby create livelihood

opportunities. A key initiative herein is that the Council has “borrowed” or aggregated 151 job roles across sectors, wherein candidates can receive training customized to the needs of PwD across sectors.

Apart from training, NSDC is supporting the setting up an “Inclusive Divyangjan Entrepreneurship Association” (IDEA) which will act as an industry association advocating for PwD, along the lines of CII, FICCI etc. They aim to generate 1 lac jobs and 5000 entrepreneurs

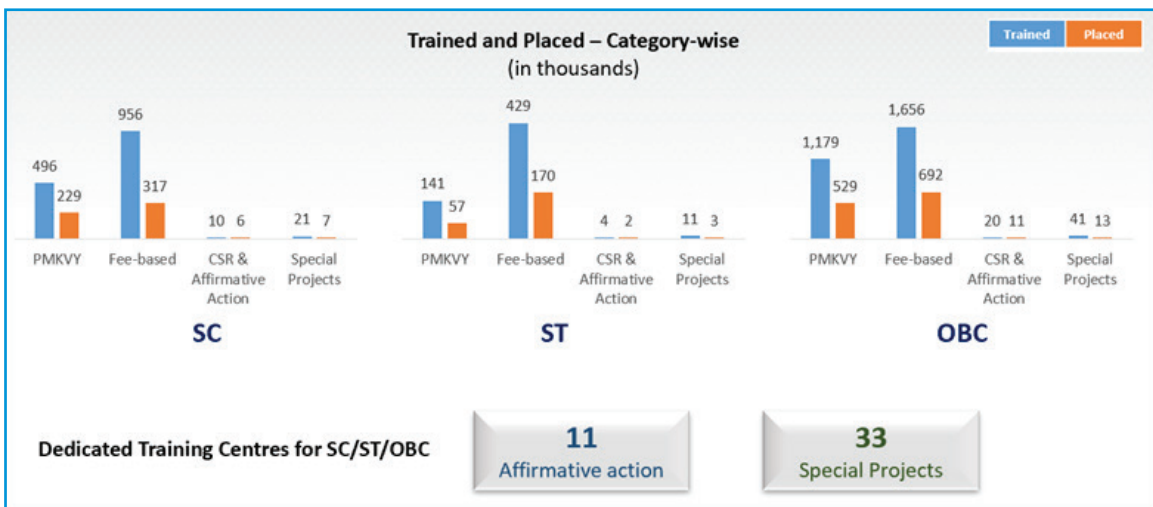
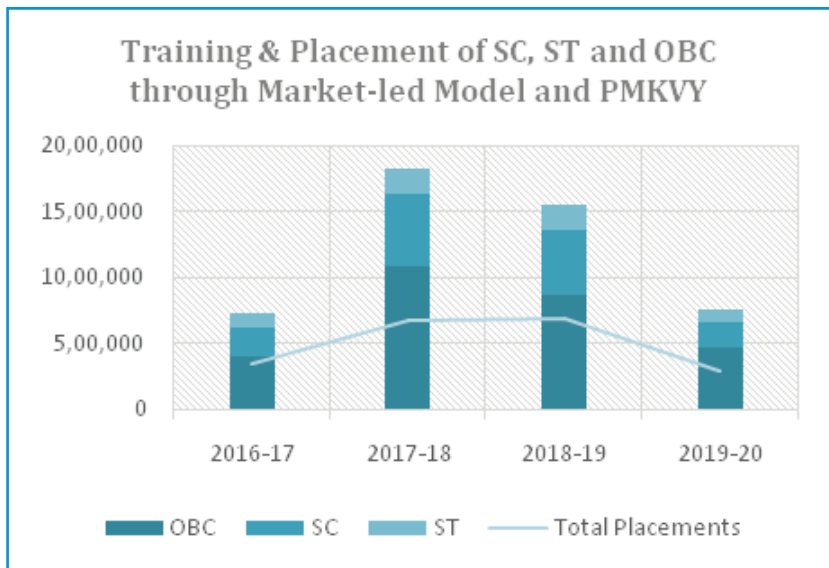
Over and above, we periodically hold consultations and capacity building workshops on inclusion.

Scheduled Caste, Scheduled Tribe and Other Backward Classes

During 2016-2020, 49.64 lakh candidates belonging to Scheduled Caste (SC), Scheduled Tribe (ST) and Other Backward Classes (OBC) categories were trained with NSDC’s market-led model accounting for 62 % of those trainings, followed by PMKVY (37%) and CSR and Affirmative Action projects (1%). In addition, 13.84 lakh candidates were oriented and certified under RPL. Out of all candidates trained, 45.8% were either provided with wage employment or engaged in self-employment.

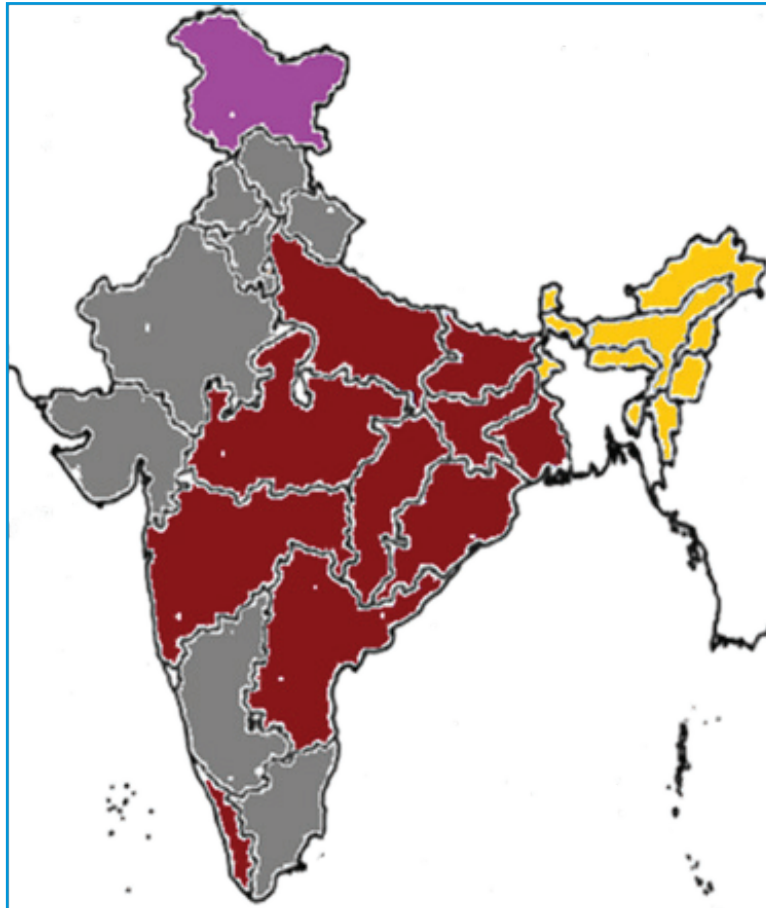
Furthermore, to ensure focused implementation of trainings for SC, ST and OBC candidates, 44 dedicated training centres have been set up under various schemes and programs managed by NSDC.

Program-wise break up is given below.

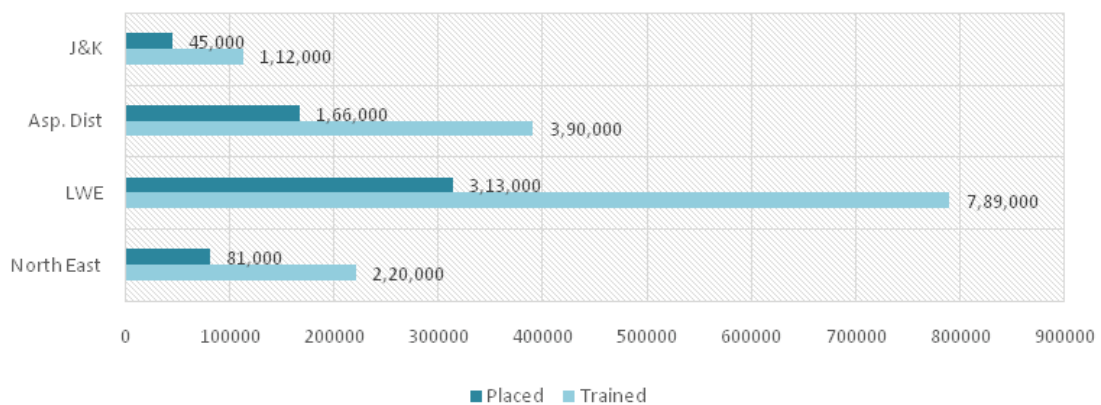


Persons from Vulnerable and Remote Regions

Alongside facilitating delivery of quality skill training to persons from vulnerable and marginalized communities, NSDC also actively facilitates training to interested candidates in vulnerable and far-flung regions of India. Towards providing access to quality training in remote and vulnerable areas, NSDC has active training centres covering Left-wing extremism affected districts, underdeveloped regions prioritized by the Government of India classified as Aspirational Districts and far-flung districts of North East India. Herein, NSDC has facilitated the coverage of (i) 86 left wing extremism affected districts, (ii) **88 of 90 districts across the 8 states of North East**, and (iii) **114 of 115 aspirational districts** identified by Government of India, contributing towards a national initiative that aims to drive state-led collective effort towards progress of these areas.



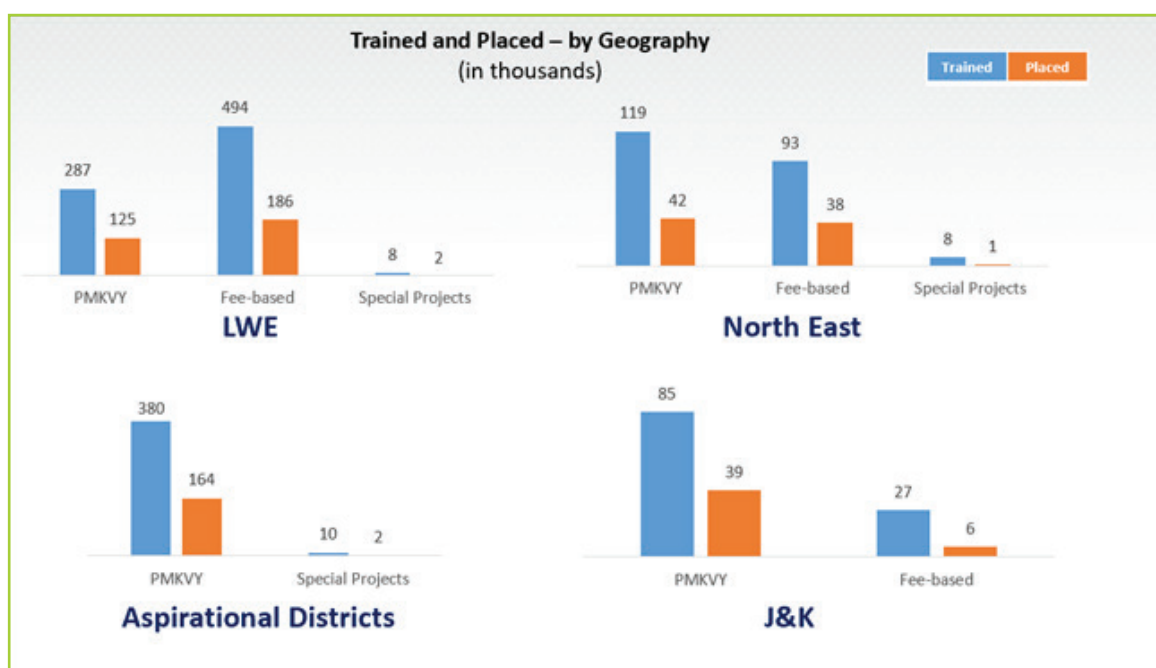
Training & Placement in Vulnerable & Remote Regions through Market-led & PMKVY (STT) Programs



Active Training Centres in Vulnerable and Remote Regions

	PMKVY	Fee-based	Special Projects	PMKKs
LWE	633	3,980	64	94
Aspirational	899	-	86	134
North East	350	1,383	110	106
J&K	-	175	34	22

Program-wise break up given below.



In addition, 6.43 lakh candidates from these vulnerable regions were oriented and certified under RPL to bring them into mainstream workforce and help them progress through their career.

The intent has also been to expand the quality benchmarked training capacity in these unserved and underserved regions to ensure that no section of population in India is deprived of learning and skill development opportunities. The below table showcase the coverage of NSDC in LWE, Aspirational, North East and J&K regions under various schemes and programs implemented by it.

Below is a snapshot of the training and outcomes in driving social inclusion through TVET

	Women	PwD	Marginalized Communities			Marginalized & Vulnerable Areas			
			SC	ST	OBC	LWE	Asp.D	NE	J&K
Trained	4,386.3	40.8	1,484.6	584.3	2,896.2	788.9	390.5	218.7	112.6
Oriented under RPL	1,072.4	0.12	394.4	99.9	889.9	224.3	255.5	125.4	38.6
Wage Employment	1,813.8	12.7	559.5	232.0	1,245.0	311.9	165.5	79.6	45.2
Self-Employed	463.8	0.6	36.3	8.5	82.0	17.9	24.4	8.9	-
Placement (%) (incl. self-employed)	51.9	32.4	40.1	41.2	45.8	41.8	48.6	40.5	40.2

Theme3:

Skilling for the Green Economy

Skill-based response to support environment sustainability and the needs of the green economy

India's unusually low per capita endowment of resources demands a remarkably efficient use of resources. India's Nationally Determined Contribution (NDC) sets targets for 2030 to lower the emissions intensity of GDP by between 33%-35% below 2005 levels, presenting a huge opportunity for Green Businesses and a need for skilled manpower. As per a [report by Natural Resources Defense Council](#), if India's renewable energy goal of 175 GW target is met, the solar and wind energy industries have the potential of employing over 300,000 workers by 2022.

There is global movement towards sustainability, as marked by countries agreeing to adopt the Paris Agreement at the COP21 in Paris, in tune with the Sustainable Development Goal (SDG) 13 – Climate Change. Additionally, SDGs have been developed keeping in mind that ending poverty must go hand-in-hand with strategies that build economic growth by addressing a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

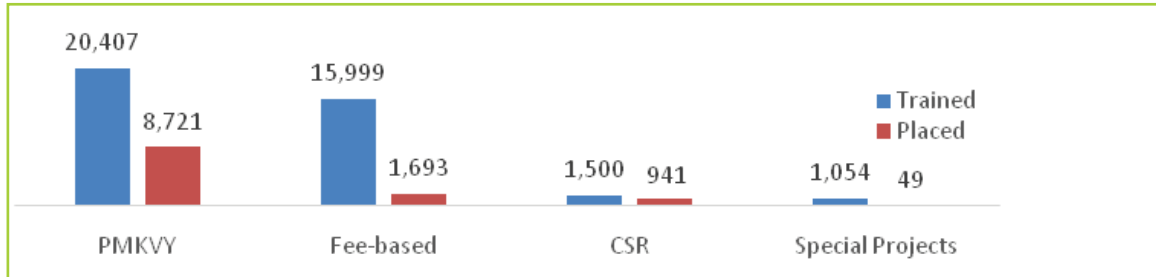
The key growth drivers in India for greening include: Skill India Mission, India NDCs, National Solar Mission, Make in India, Smart Cities Mission, Swachh Bharat Mission (Clean India Mission), Green India Mission, National Water Mission etc. Realizing the importance of stitching together objectives of these missions and programs, in 2015, NSDC instituted Skill Council for Green Jobs (SCGJ) to identify skilling needs of service users as well as manufacturers/ service providers, within Green Businesses sector. SCGJ is also promoted by the Ministry of New and Renewable Energy (MNRE) and Confederation of Indian Industry (CII).

SCGJ acts as a bridge between the Government of India, State Governments and industry for developing strategy and implementing programs for Skills Development, correlated to industry needs and aligned to international best practices. Key sectors covered by the SCGJ include green construction, water management, solid waste management, e-waste management, renewable energy, green transportation and carbon sinks. SCGJ has developed 47 Qualification Packs (QPs) and model curriculums for green jobs across these sectors.

NSDC has facilitated the trainings of 38,960 candidates in green job roles with placements being provided to 11,404 candidates. PMKVY has accounted for 52% of these trainings followed by NSDC's fee-based program (41%), CSR (4%) and Special Projects (3%). Likewise, PMKVY also accounted for majority of the placements in the green job roles with 76% share. Fee-based, CSR and Special Projects accounted for the rest 24% of the placements.

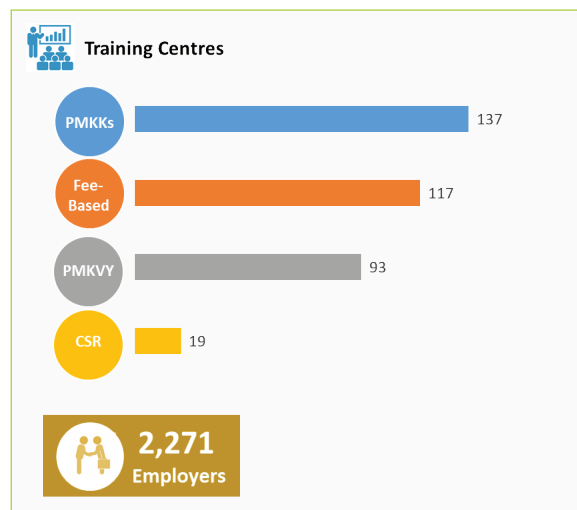


The program/scheme-wise achievements are provided in the chart below:



In addition, to meet the industry demand of skilled workforce in the sector, **NSDC has oriented and certified 1.85 lakh people in green job roles under its RPL program.**

Initiatives have also been taken to create an adequate training capacity across schemes/programs and establish an industry connect to ensure placements for those who are trained.



Apart from this, NSDC has also initiated introducing a **Greening Framework** across qualifications and sectors that provides an outline on “greening” each job role. In March 2019, NSDC organized a workshop on ‘Greening of Job Roles and Curricula’, in collaboration with UNESCO-UNEVOC. The workshop was attended by 16 TVET professionals involved in policy planning, standard setting, training and assessments from 15 different countries. A host of expert representatives from the Indian skilling ecosystem and other Indian and international organizations involved in Greening of TVET also participated in the workshop. Notable amongst them are International Labor Organization (ILO), GIZ, Oxford Policy Management (OPM), National Institute of Urban Affairs (NIUA) India, Development

Alternatives, Council on Energy, Environment and Water (CEEW) etc.

Theme4:

Improving Employability, Entrepreneurship and Future Skills

TVET ecosystem response towards enhancing employability skills, entrepreneurship promotion and preparation for the future of work

Unemployment in India is rising consistently. According to the data released by Centre for Monitoring Indian Economy (CMIE) in January 2020, unemployment rate rose to 7.5% during September-December 2019, a seventh consecutive quarterly rise since May-August 2017 when the unemployment rate was 3.8%. While there have been questions against India Inc’s ability to produce decent jobs, the fact

also remains that large percentage of Indian graduates lack necessary skills for suitable employment. According to India Skills Report 2020 published by Wheebox, People Strong and CII, only 47% of the fresh pass-out graduates are employable.

In addition, technologies such as IoT, AI, Machine Learning, Robotic Process Automation and Big Data Analytics are disrupting industrial value chains through automation. A NASSCOM report on the future of jobs in India forecast that by 2022, 9% of India's 600 million estimated workforce would be deployed in new jobs that do not exist today and that 60%-65% of the Indian workforce in the IT-BPM would be deployed in jobs that have radically changed skill sets.

Recognizing the importance of enhancing employability of the youth and to meet future skill requirement, NSDC has made significant interventions to make workforce future ready and ensure that it possesses the adaptability needed for the emerging global skill landscape. The focus has also been on developing entrepreneurial skill to have a multiplier effect on employment and help rural and urban individuals generate sustainable livelihoods, and value for their community.



Fostering Employability and Entrepreneurship

NSDC is committed towards enhancing the employability of candidates getting trained under PMKVY and other schemes/programs. During **2016-2020, 40.2 lakh candidates have been imparted with trainings in employability, digital and soft skills** with >50% of those candidates either provided with wage employment or engaged in self-employment.

These trainings and placements have been primarily facilitated through PMKVY which accounted for 82% of all candidates trained, while Fee-based and Special Projects accounted for 14% and 4% of the trainings, respectively. Share of these schemes/programs in total placements is in line with the trainings offered with PMKVY, Fee-based and Special Projects accounting for 84%, 13% and 3% of the placements, respectively.



A composite **English, Employability and Entrepreneurship (EEE) module of 155 hours** has been

introduced as a part of Short-term Training Programs, which has enabled NSDC to

create a pool of manpower equipped with necessary job and entrepreneurial skills at large scale. The EEE module comprise 6 NOSs and their model curriculum – 3 of English language skills, 2 of Employability skills and 1 of Basic Entrepreneurship skills. The module also has a 20-hours of dedicated component on entrepreneurship.



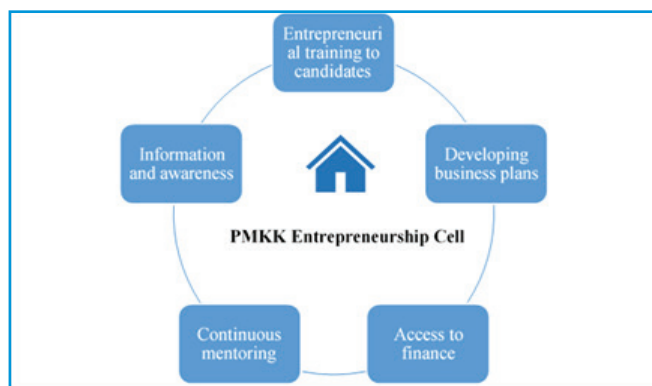
Alongside introducing EEE module, NSDC is also focusing on facilitating dedicated trainings on entrepreneurship. Towards this, **10 QPs have been developed** that specifically cater to equipping candidates with entrepreneurial and self-employment skills. Also, efforts have been made to ensure that all training centres accredited by Sector Skill Councils (SSCs) have at least one **National Institute for Entrepreneurship and Small Business Development (NIESBUD) certified trainer** so that individuals across the country have access to trainings on entrepreneurship and self-employment.

In addition, NSDC has collaborated with **deAsra Foundation**, a not-for-profit organization, for the development of ‘**Entrepreneurship Support Program**’. The program facilitates training of counsellors/ trainers/facilitators (termed as ‘**Udyog Mitras**’), who will handhold trainees to nurture their entrepreneurial action plan. This would include various aspects of developing a business model, seeking financial guidance, availing services of banks/ agencies for loans and other statutory requirements. Furthermore, the collaboration has co-created 34 **Business Guides/ Loan proposal templates** across 4 job roles (Beauty Therapist, Tailoring, 4 Wheeler Garage, Mobile Repairing) in 7 States and in 5 languages.



NSDC has also partnered with **National Centre for Excellence of RSETIs (NACER), an APEX body of Rural Self Employment Training Institutes (RSETIs)**, to support 1 lac potential entrepreneurs who wish to start their businesses and require over 1 lakh or more in credit. The partnership provides a focused entrepreneurial training through the **Entrepreneurship Development Programme (EDP)**, facilitates credit linkage for skilled candidates, and provides handholding and mentorship support for a period of two years to ensure the sustainability of its micro-entrepreneur trainees.

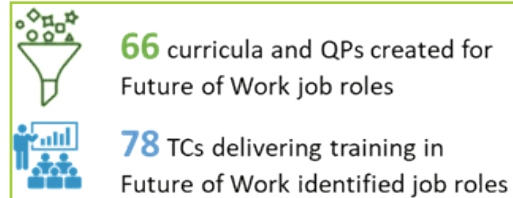
PMKKs established across India are also being used as a **nodal centre** for handholding all candidates who have undergone formal skill training (NSQF) and are interested in availing loans under **Mudra scheme** to start their own ventures. Additionally, to promote and facilitate entrepreneurship & self-employment, NSDC has decided to set up a ‘**dedicated entrepreneurship cell**’ at each PMKK. The Entrepreneurship Cells will facilitate access to credit and provide adequate training to budding entrepreneurs.



Preparing Workforce for Future of Work

Technology advancements will have important implications in the world of work and associated skills in the near future. NSDC is continually focusing on aligning the learning methodologies as per new emerging skills and job requirement. The corporation has facilitated the **development of 66 cross-functional Qualification Packs (QPs)** and National Occupational Standards (NOSs) in association with IT-ITeS SSC (NASSCOM) **across nine emerging**

technologies influencing the future of work in India, namely Cyber Security, Artificial Intelligence (AI), Big Data Analytics (BDA), Cloud Computing, Block Chain, Robotic Process Automation (RPA), Internet of Things (IoT), Virtual Reality (VR), and Social and Mobile Applications. As of December 31, 2019, NSDC has also facilitated **curation of 66 QPs** to enable trainings in future of work job roles. In addition, **78 training centres** empaneled with NSDC are now delivering trainings on these job roles.



eSkill India, NSDC's e-learning aggregator catalogues 500+ e-Courses and provides further access to 4,500+ courses through its affiliates. These courses range from trade courses to those on emerging technologies such as Data Analytics, Machine Learning, Cyber Security and Blockchain. The platform has witnessed an exponential rise in enrollments which rose from 6,500 in January 2020 to 2,30,000 in June 2020.



eSkill India is further expanding its offerings in 'Future of Work' space by partnering with renowned technology companies such as Microsoft, Salesforce, SAS and Saylor Academy. Key highlights of eSkill India partnership with these companies are given below:

Key Partnerships for Preparing Workforce for Future of Work	
	<ul style="list-style-type: none"> ■ The partnership aims at providing digital skills to over 1 lakh youth in the country over the next 12 months and will help in creating a digital skills ecosystem which will prepare India's workforce for jobs of the future ■ Microsoft Learn a learning resource center of Microsoft will be integrated with the eSkill India digital platform to offer access to personalized learning paths and resources
	<ul style="list-style-type: none"> ■ Salesforce, an industry leader in customer relationship management, partnered with eSkill India to offer free digital skilling for the Indian candidates
	<ul style="list-style-type: none"> ■ SAS, the analytics powerhouse, offers a range of courses on data analytics, machine learning, predictive modeling, statistical business analytics that are useful across all industries like IT, Retail, Pharma, Banking and Finance, Retail, Manufacturing etc.
	<ul style="list-style-type: none"> ■ Saylor Academy, a non-profit headquartered in Washington, US has partnered with eSkill India to offer globally accredited e-courses to Indian youth

NSDC has also set up a research team to conduct **a preliminary/baseline study on the impact of automation on emerging markets like India**. The outcome of the study is mainly aimed at suggesting ways through which PMKVY and the Skill India Mission can allocate its training resources strategically to achieve the best short-term and long-term employment outcomes.

Furthermore, NSDC is developing knowledge partnerships with leading technical institutions and corporates to design courses and programs to train candidates in future of work job roles. It has collaborated with **National University of Singapore** to develop courses guided by Singapore Industry Transformation Maps in three clusters (Manufacturing, Modern Services and Essential Domestic Services) covering eight sectors (Energy & Chemicals, Marine & Offshore, Electronics, Professional Services, Financial Services, ICT & Media, Healthcare and Education) and eight priority and emerging skill areas.

NSDC is also designing a one-year program in advanced and green manufacturing techniques for the Automotive sector in partnership with **Renault-Nissan and Singapore Polytechnic**. **Alongside, it is engaging with Amazon Web Services (AWS)** to structure a cloud architect program to cater to rising demand of manpower with cloud implementation skills.

The initiatives have also been taken to leverage the in-house training capabilities of leading technology companies. **A Memorandum of Understanding (MoU) has been signed with IBM Skills Academy** for experimenting with **credentialing** and **micro-badging** for Mobile App Development, Cyber Security, Analytics, Cloud, Business process and Big Data through IBM's blended learning model and Virtual Labs.

Theme5:


TVET Integration in Informal Economy and Formal Education

Towards increasing access to lifelong learning opportunities, steps taken towards formalization of skills, including enhancing skill relevance and its presence in formal education


The quantum of skilled persons in India is often quoted to be 4% of its population. However, in measuring this quantum, informal mediums of skill acquisition, prevalent in India’s socio-cultural context are not accounted for. Further, mediums for accessing technical and vocational training in mainstream schools have been created but has been slow on uptake due to a mix of low aspirational value, ignorance of available skills as well as difficulties in accessing quality delivery services.

The National Policy on Skill Development and Entrepreneurship 2015 envisages that skilling will be integrated with formal education by introducing vocational training classes linked to the local economy. Additionally, formalization is being undertaken on a large scale through Recognition of Prior Learning (RPL) which recognizes, assesses and certified skills acquired through informal and non-formal means. NSDC has been working towards promoting this by facilitating the Centrally Sponsored Scheme for Vocationalization of School Education of MHRD, facilitating UGC, AICTE schemes, Degree Apprenticeship with MHRD.

KEY INITIATIVES



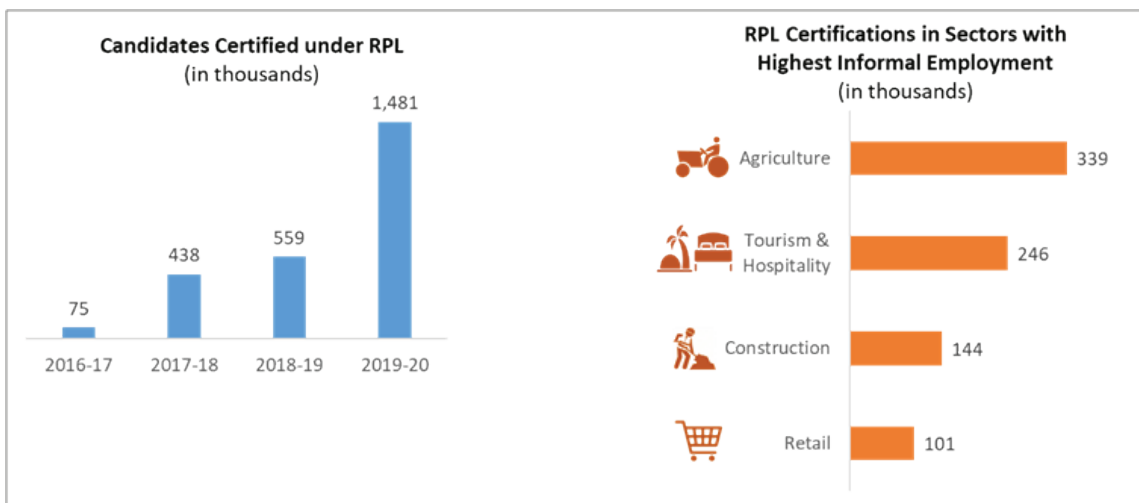
Skills Formalization through RPL



TVET Integration into School and Higher Education

Skills Formalization through RPL

RPL is playing a vital role in aligning competencies of the un-regulated workforce and formalize their skills, knowledge and experience gained through non-formal, informal or formal means. Since inception, more than 25.5 lakh candidates have been certified under RPL with the help of the support extended by 149 project implementing agencies (PIAs). The program has gained a significant traction in the past



couple of years with number of candidates certified more than doubling to 14.81 lakh in 2019-20 as compared to 5.59 lakh in 2018-19.

The objective has been to put more focus in sectors with high informal employment and the efforts have paid well with top four informal sectors (Agriculture, Tourism & Hospitality, Construction and Retail) accounting for approximately one-third of all candidates certified.

TVET Integration into School and Higher Education

NSDC has made concerted efforts towards integrating TVET in school and higher education. More than 25 lakh candidates have been enrolled in for vocation education through a network of more than 10,500 schools and support of 45 training partners.



In addition, 686 students have been trained in Degree Apprenticeship in 20 colleges and universities covering 11 job roles in 3 sectors.



Theme6:

Private Sector Participation and Industry Connect

Galvanizing private sector participation in the TVET ecosystem, including fund mobilization, demand-led skilling and creating industry relevant courseware

At its creation, NSDC was ideated to serve as a market connect for skills with industry and as a market maker in creating a private sector-led training ecosystem. In the context of educated graduated being deemed unemployable, the TVET ecosystem heavily engages with industry in identifying market need and providing for industry relevant training. A plethora of mediums for industry engagement have been conceptualized. Some of the key activities being carried out are as follows:

- Employer Led Models of training – shifting from the TP based approach to Corporate based skilling
- Engaging Central PSUs & industry associations in the apprenticeship model of training.
- Mobilizing additional funds from corporates and public sector organizations through extensive business development efforts.
- Setting up centres of excellence with high quality infrastructure as per world class standards in collaboration with industry.
- Creating a niche market for CSR contribution to NSDC by developing quality interventions targeted at women and vulnerable communities/regions.
- Strengthening the interface of Sector Skill Councils with industry
- Collaborating with knowledge partners to enable online trainings through E-Skill India portal

The below figure provides highlights of in-roads made by NSDC towards developing an industry connect across these initiatives.



In continuing its efforts to deliver as a market-maker in the skill ecosystem and bridging the skills gap nationally and leveraging global opportunities, NSDC has also catalyzed creation of number of vocational training institutions through providing required capital under its funding model. It has also created a non-funded model under which the training partners are provided with necessary advocacy, branding and handholding to enhance their market reach and succeed in training delivery. Below is the snapshot of NSDC's achievement in creating an enabling eco-system for training its partners.



Additionally, NSDC is also making efforts to tap alternative financial sources such as Corporate Social Responsibility (CSR) funds, Compensatory Afforestation Fund Management and Planning Authority (CAMPA) funds, Building & Construction Workers' Cess, Members of Parliament Local Area Development (MPLAD) Fund, Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), etc., to expand and scale skilling programmes and contribute to the National Skill Development Fund.

Further, as skills development is recognized as a viable area for investment by impact investors, new modes and partnerships are being galvanized. It is befitting that MSDE recognizes innovative financing as one of the core action areas for NSDC, as listed in its Vision 2025 document.

Conclusion

The study highlights that NSDC has made significant achievements towards attaining its objective of sustainable skill development. It will continue to strengthen its operational framework to further improve the outcomes of its programs and policies. Emerging areas of engagement include use of future technologies in training delivery and the skill value chain, including use of Artificial Intelligence in mapping industry demand with labor supply. This has gained increased salience in the context of the Covid-19 outbreak and resulting disruption in traditional models of skilling activities. NSDC's eSkill India portal – an aggregator portal that facilitates online learning and use of digital content in training delivery, in over 500 courses across 10+ sectors and 10 languages – has witnessed exponential increase in adoption with over 2.3 lac enrolments as of end June 2020. Such initiatives would not only improve the accessibility and continuity of training programs but also bring down the cost of trainings for candidates. Towards India's vision of becoming the skill capital of the world, NSDC is supporting collaborations with other countries to enable greater international mobility for our workforce. It is facilitating knowledge exchanges in the area of skill development to bring best practices and also support other countries seeking to benefit from India's experience.



Transforming the skill landscape

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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.



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