

# **Advancing Skill Development to the Next Level – A Paradigm Shift to Amalgamate Skills & Academics with seamless Transition**

**PROF. K. LAL KISHORE**

M.TECH, PhD, SMIEEEE, FIE,  
FIETE, FAPAS, LMISHM , LMISTE  
Former Vice-Chancellor JNTUA

World Skills rose out of the ruins of the Second World War, which devastated the economies of Europe and created a huge skills shortage that threatened a new economic depression in the year 1946 - **SKILLS HELP BUILD NATIONS.**

- Some took this challenge as an opportunity to introduce young people to the world of vocational skills.
- Francisco Albert Vidal was credited with creating a skill contest for the youth of Spain and Portugal, in Madrid in 1950, it was a modest event by today's standards, but an international movement was born!
- The WorldSkills Competition's main legacy is promoting professional education as one of the main tools for socio-economic development.

- In, India, Skill Development and Entrepreneurship development efforts across the country have been highly fragmented so far.
- Though India enjoys the demographic advantage of having the youngest workforce with an average age of 29 years in comparison with the advanced economies, as opposed to the developed countries, where the percentage of skilled workforce is between 60% and 90% of the total workforce, India records a low 5% of workforce (20-24 years) with formal employability skills.

- With the present education and skill levels of those already in the labour force being very low, it would be a major challenge for India to reap its demographic advantage.
- This challenge becomes enormous as the recent studies indicate that employers found just about 25% of Indian graduates are ‘employable’ in the organized sector.
- The informal sector which comprises 93% of the workforce has no skilling mechanism, as the skill development takes place on the job.

- So, there is a need for quick reorganization of the skill development ecosystem and the promotion of which is necessary to suit to the needs of the industry to ensure enhancement of life of the population.
- India would surely rise to be the Human Resource Capital of the world by appropriately skilling its youth bulge and convert its advantage into a dividend.

- Skill development initiatives will help actualize the inert potential, for which development and articulation of a national policy on skill development is already in progress.
- As India moves progressively towards becoming a global knowledge economy, it must meet the rising aspirations of its youth.
- This can be partially achieved through focus on advancement of skills that are relevant to the emerging economic environment.

- The challenge pertains not only to a huge quantitative expansion in skill training for the youth, but also to the much more important task of raising their quality.
- With a goal to create opportunities, space and scope for the development of the talents of the Indian youth and to enhance their technical expertise, The Academy focuses on Youth Skill Development as one of its pillars.

- In order to boost skill development in the country, the Ministry of Finance set up the National Skill Development Corporation in 2008.(NSDC)
- From fine-tuning programmes to meet international standards to supporting initiatives taken by the private sector, NSDC serves as a catalyst for skill development in India.

- **About National Skill Development Corporation**
- Incorporated in 2008 under the Companies Act, 1956, The [National Skill Development Corporation](#) is a not-for-profit dedicated to assisting and furthering skill development in India.
- The company was set up by the Ministry of Finance and works under the PPP or Public Private Partnership model.
- As per official data, the Central Government and the private sector hold 49% and 51% of NSDC's capital share, respectively.

- To date, NSDC has helped train over 1.12 crore individuals through 462 training partners and more than 11,000 training centers, successfully offering placement to over 50.68 lakh candidates.
- It imparts skill training via quality vocational centers and aims to secure funding for training programmes too.
- Facilitating support systems that specialize in quality assurance is also part of NSDC's action plan.

- **Vision of the Skill India Programme**
- Since NSDC was setup to aid the national skill development mission, it's important to understand the vision of Skill India Programme as well.
- Skill India refers to a programme that the Government of India launched in 2015, to build the skill development programmes already in motion in the country.
- The goal was to venture into newer sectors by empowering youth with high quality training. On the whole, its vision is to train more than 40 crore Indians with relevant skills by 2022.

- So, while NSDC was already in place since 2008, the approach to skill training is now different.
- While earlier the focus was on traditional occupations, now, emphasis is placed on all sectors.
- Moreover, the national skill development movement aims at imparting valuable training to educated persons, college dropouts, and uneducated individuals alike.

- **Concept Of NSDC: How It Approaches Skill Training**

- Rather than being an operator, NSDC focuses on mobilizing initiatives that can have a widespread effect on skill development.
- So, one can say that it serves as a catalyst in the Skill India mission. Here are some of the important
- Objectives that NSDC has undertaken in the country:
  - To enhance skills and take training to international standards through
  - interaction with the industry

- To help organizations, companies and enterprises providing training secure funding
- To put in place frameworks and support services for quality assurance, training standards and course curriculum
- To develop business models that will aid private sector skill training initiatives
- To provide funding to private sector training initiatives via loans, equity, grants, etc.
- To facilitate involvement of the private sector in skill development programmes

- **List Of Skill Development Schemes And Initiatives**
- As per the NSDC, the 5 main skill development schemes are as follows.
- Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
- Pradhan Mantri Kaushal Kendra (PMKK)
- Udaan
- International Skill Training
- Technical Intern Training Programme

- The training programmes have a wide scope and seek to transform the skill training landscape within the country.
- For example, Pradhan Mantri Kaushal Kendra aims to establish model training centers in every district in India, while Udaan is a programme that has been specially created for the youth of Jammu and Kashmir.

- **List Of Courses And Training Institutes Under NSDC**

- The NSDC portal dedicates a page to [Skill India courses](#) and training centers. The categories here include industrial training institutes, NSDC fee-based courses, Pradhan Mantri Kaushal Vikas Yojana, Technical Intern Training Programmes and Apprenticeship Training.
- You can enter a particular category to access the relevant training centers.
- For instance, if you click on Industrial Training Institutes you can use a search tool to find an institute in your state and if you click on [PMKVY](#), you can use the search tool to find a course as per your area of work.

# AICTE Initiatives:

- Skill Development Cell (SD Cell) deals with different Skill Development initiatives of AICTE. Major schemes are as follows:
  - **Start-Up Policy for Technical Institutions:** AICTE has prepared a Start-up Policy for students of Technical Institutions to create tech-based student owned start-ups and employment opportunities.
  - **Pradhan Mantri Kaushal Vikas Yojna by Technical Institutions (PMKVY-TI):** This scheme is implementing through AICTE approved Colleges to impart Engineering skills to drop-out students and find placement in suitable private sector jobs.

- **AICTE-UKIERI:** AICTE signed an implementation agreement with Department for Business, Energy and Industrial Strategy (DBEIS), UK, on the joint operation of the activities under UK India Education and Research Initiative (UKIERI) Phase-III.
  - Following four stands of education collaboration will be taken under UKIERI Phase-III:
    - Leadership and Faculty Development
    - Integration of Skills in Education System
    - e-Partnership and Research Incubation
    - Enhancing Mobility

- In addition, 54 Skill Knowledge Providers (SKP) are also approved by the Council. SDC has successfully conducted two workshop for 100 participants in this phase.
- **Skill Knowledge Providers (SKPs):** SKPs are industries or specialized training centres. Under this initiative, Council has signed MoU with some organizations to use their skill training centre for giving vocational training to students admitted under National Skills Qualifications Framework(NSQF) Program.

- IL&FS Skills Development Corporation Ltd.
- Advance Technology Development Centre (ATDC)
- Footwear Design Development Institute (FDDI)
- Indira Gandhi National Centre for Arts (IGNCA)
- National Institute of Electronics & Information Technology(NIELIT) In addition, 54 SKP, are also approved by the Council to provide hands on training.

- **Community College Scheme:** Under this scheme, Council provides financial assistance to AICTE approved Polytechnics to run courses as per the National Skills Qualifications Framework(NSQF). Till date 74 Institutes, are running the Scheme.
- **Employability Enhancement Training Programme (EETP):** For implementation and enhancement of employment opportunities under skill initiatives, the Council has signed MoU's with following organization under EETP:
  - AICTE-LinkedIn
  - AICTE-ICTAcademy
  - AICTE -Monster.com

- **National Employability Enhancement Mission (NEEM):** The objective of National Employability Enhance Mission (NEEM) is to offer on the job practical training to enhance employability of a person either pursuing his or her graduation / diploma in any technical or non-technical stream or have discontinued studies of degree or diploma course to increase their employability.
- Till date Council has registered 12 agencies as NEEM facilitator under this Scheme to give training to over 30,000 students.

- **i3 Innovations Awards:** India Innovation Initiative (i3) is a national level competition organized by the Confederation of Indian Industries (CII) in partnership with the Department of Science and Technology, Govt. of India and AICTE with the principal aim of communicating and promoting Science, Technology and Innovation among the masses, and commercializing potential innovations.

- **AICTE – CII Industry Linked Survey:** AICTE in association with CII is conducting survey of Industry-Academia Collaboration.
- This survey is to map the Industry Linkages of Indian Technical Institutes to showcases the best practices of partnerships with industry and highlights the strengths and weaknesses of the ecosystem of Technical Education in India.
- The survey leads to awards for technical institutions on their industry linkage.

## PMKVY

- The Union Cabinet had approved India's largest Skill Certification Scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), on 20 March, 2015.
- The Scheme was subsequently launched on 15 July, 2015, on the occasion of World Youth Skills Day by Honourable Prime Minister, Shri Narendra Modi.
- PMKVY is implemented by National Skills Development Corporation (NSDC) under the guidance of the Ministry of Skill Development and Entrepreneurship (MSDE).
- With a vision of a “Skilled India”, MSDE aims to skill India on a large scale with speed and high standards. PMKVY is the flagship scheme that is driving towards greater realisation of this vision.

- Owing to the its successful first year of implementation, the Union Cabinet has approved the Scheme for another four years (2016-2020) to impart skilling to 10 million youth of the country.
- The Guidelines framed have the approval of the PMKVY Steering Committee and are effective from 15 July, 2016.
- These Guidelines include the following:

- 1. Short Term Training Guidelines
- The Short Term Training imparted at PMKVY Training Centres (TCs) is expected to benefit
- Candidates of Indian nationality who are either school/college dropouts or unemployed.
- Apart from providing training according to the National Skills Qualification Framework (NSQF), TCs shall also impart training in Soft Skills, Entrepreneurship, Financial and Digital Literacy. Duration of the training varies per job role, ranging between 150 and 300 hours.

- Upon successful completion of their assessment, candidates shall be provided placement assistance by Training Partners (TPs). Under PMKVY, the entire training and assessment fees are paid by the Government.
- Pay-outs shall be provided to the TPs in alignment with the Common Norms.
- Trainings imparted under the Short Term Training component of the Scheme shall be NSQF Level 5 and below.

- Recognition of Prior Learning Guidelines (RPL)
- Individuals with prior learning experience or skills shall be assessed and certified.
- Recognition of Prior Learning (RPL) component of the Scheme. RPL aims to align the competencies of the unregulated workforce of the country to the NSQF. Project Implementing

- Agencies (PIAs), such as Sector Skill Councils (SSCs) or any other agencies,
- MSDE/NSDC, shall be incentivised to implement RPL projects in any of the three Project Types (RPL Camps, RPL at Employer's Premises and RPL centres).
- To address knowledge gaps, PIAs may offer Bridge Courses to RPL candidates.

- Special Projects Guidelines
- The Special Projects component of PMKVY envisages the creation of a platform that will facilitate trainings in special areas and/or premises of Government bodies, Corporates or Industry bodies, and trainings in special job roles not defined under the available Qualification Packs (QPs)/National Occupational Standards (NOSs).

- Special Projects are projects that require some deviation from the terms and conditions of Short Term Training under PMKVY for any stakeholder.
- A proposing stakeholder can be either Government Institutions of Central and State Government(s)/Autonomous Body/Statutory Body or any other equivalent body or corporates who desire to provide training to candidates.
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- Kaushal and Rozgar Mela Guidelines
- Social and community mobilisation is extremely critical for the success of PMKVY. Active
- Participation of the community ensures transparency and accountability, and helps in leveraging the
- Cumulative knowledge of the community for better functioning.

- In line with this, PMKVY assigns special importance to the involvement of the target beneficiaries through a defined mobilisation process.
- TPs shall conduct Kaushal and Rozgar Melas every six months with press/media coverage; they are also required to participate actively in National Career Service melas and on-ground activities.

- Placement Guidelines
- PMKVY envisages to link the aptitude, aspiration, and knowledge of the skilled workforce it creates with employment opportunities and demands in the market.
- Every effort needs to be made by the PMKVY TCs to provide placement opportunities to candidates, trained and certified under the Scheme.
- TPs shall also provide support to entrepreneurship development.
- TP: (Training Partner)
- TC: (Training Centres)

- Monitoring Guidelines
- To ensure that high standards of quality are maintained by PMKVY TCs, NSDC and empanelled Inspection Agencies shall use various methodologies, such as self-audit reporting, call validations, surprise visits, and monitoring through the Skills Development Management System (SDMS). These methodologies shall be enhanced with the engagement of latest technologies.

- Branding is an important aspect of communicating the Scheme accurately.
- All the TCs need to brand their centres and promotional activities in accordance with these Guidelines.
- The TCs shall also promote activities conducted at their centres on various social media platforms.
- The Branding and Communications Guidelines of the Scheme shall be issued separately.

- Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE).
- The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood.

- The Short Term Training imparted at School of Management Sciences, Lucknow PMKVY Training Centres (TCs) is benefiting the candidates of Indian nationality who are either school/college dropouts or unemployed.
- It imparts training in Soft Skills, Entrepreneurship, Financial and Digital Literacy.
- Duration of the training varies per job role, ranging between 150 and 400 hours. Upon successful completion of their assessment, candidates shall be provided placement assistance by Training Partners (TPs). Under PMKVY, the entire training and assessment fees are paid by the Government.

- School of Management Sciences, Lucknow was assigned 6 Job roles during the academic year 2017-18 under PMKVY-TI that was approved by AICTE.

- According to a 2019 report by Business Line, out of the 33.9 lakh candidates trained under the Pradhan Mantri Kaushal Vikas Yojana, a scheme of Skill India Mission, around 10 lakh individuals were able to secure jobs.
- Such statistics speak volumes about the success of the Skill India programme.
- Read on to know more about NSDC and how it is helping the country produce trained manpower.

- Whether you are a private sector player offering training or a beneficiary seeking to establish a business of your own, you know that funding is an essential part of your journey.
- One of the best ways to secure large amounts at an economical rate is via a Bajaj Housing Finance Limited Loan Against Property.
- It offers funding up to Rs.5
- Crore for a maximum tenor of 20 years and has simple eligibility criteria.
- The disbursal time is just 4 days, and you can simplify the process further by applying online and opting for the doorstep document pick-up facility.

- Skill India is an initiative launched by the Government in 2015 to train over 40 crore Indians in different industry-related jobs.
- The vision is to create an empowered workforce by 2022 with the help of various schemes and training courses.
- Part of the Skill India mission is to cater to skill development in India through a result-oriented framework that corresponds with the needs of the industry

- Further, Skill India registration involves a straightforward online procedure and allows you to enroll yourself either as a trainer or a candidate.
- The Skill India scheme is a smart initiative that works toward the development of the country as a whole.

- The [Pradhan Mantri Kaushal Vikas Yojana](#) is deemed as Skill India's flagship skill development scheme.
- Its objective is to enable youth to take up training in order to secure a better livelihood.
- Assessment and training fees under this scheme are covered by the Government and individuals with prior experience can get certified

- The components of PMKVY are as follows:
- Short term training: Under this module, training is provided to college/school dropouts and the unemployed. People are empowered as per the National Skills Qualification Framework and also in fields like soft skills, digital literacy and entrepreneurship.
- Kaushal and Rozgar Mela: This module encourages active participation from the community to foster transparency and accountability.
- Recognition of prior learning: Individuals with prior experience get certified and receive access to Bridge Courses to cater to knowledge gaps.

- **Special projects:** Those training programmes that deviate from the standard framework find a place within this facet of the scheme.
- **Monitoring guidelines:** To ensure that quality is maintained at the designated training centers, the scheme undertakes proper monitoring of the centers.
- **Placement guidelines:** To ensure that a skilled workforce is guided into the right field as per the demands of the market, the scheme follows strict placement rules.

- **What Are The Objectives Of The Skill India Programme?**

- The main objective of the Skill India programme is to provide adequate training in market-relevant skills to over 40 crore youth by 2022.
- It also aims to create opportunities for the development of talent within the country and improve the overall scope and space for underdeveloped sectors.
- It does so with assistance from the [National Skill Development Corporation](#) or NSDC.

- **What Is The List Of Skill India Courses?**

- Various courses are broadly divided into 5 main categories for
- [Skill India courses](#), which include:
- Management and development programmes: Financial statement analysis, modern office practice, marketing for managers, etc.
- Training of trainer: Accreditation program for EM trainers, technology infusion, etc.

- Entrepreneurship development programmes: Women EDP, women empowerment, CRR scheme, etc.
- Skill development programmes: Dairy based ESDP, carpentry, electroplating, fashion designing, etc.
- Other skills: Promotion of micro-enterprises, cluster development, lending strategies for MSMEs, etc.

- The Skill India programme has numerous benefits. For instance, with proper skill development, the youth of India can access better-paying jobs and experience a higher standard of living.
- Further, with proper development at the grass root level, every sector within the economy will experience equal growth.
- Lastly, with trained Indians entering the workforce, better results can be achieved at a quicker pace, which has the potential to boost the country's economic growth.

- **What Are The Schemes For Skill Development Launched By Government Of India?**

- The schemes for skill development in India are as follows:
- Pradhan Mantri Kaushal Vikas Yojana
- Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP)
- UDAAN
- Standard Training Assessment and Reward Scheme (STAR)
- Polytechnic Schemes
- Vocationalization of Education

- Trained candidates can also secure Skill India jobs and use it as a platform to boost their economic status. Alternatively, with the skills you learn through the initiative you can also establish yourself as an entrepreneur and set up a business of your own. However, for a venture such as this, you will need sizable funding.
- Thankfully, you can opt for a secured borrowing option like the Bajaj Housing Finance Limited Loan Against Property and get access to a large sanction at cost-effective interest rates.

- You can get up to Rs.1 crore as a salaried individual and Rs.3.5 crore if you are self-employed at low loan against property interest rate.
- Further, you can also qualify for this secured loan easily as it has lenient eligibility criteria and repay it conveniently over a flexible tenor of up to 20 years.
- To expedite the application and hasten the speedy, 72-hour disbursal, check your pre-approved offer for instant approval via a customized deal.

# Olympics of Skills:

- WorldSkills:
- WorldSkills Competition is a biennial event which attracts more than **1,300 competitors** from over **60 countries**. There are competitions in **56 skills** across a wide range of industries — from joinery to floristry; hairdressing to electronics; and autobody repair to bakery.
- The competitors represent the best of their peers and are selected from skills competitions that are held in WorldSkills member countries and regions, for the chance to win a prestigious medal in their chosen skills.

- One of the legacies of WorldSkills Competitions is the increased visibility of skilled professional education as one of the tools of socio-economic transformation.
- The Competition also provides leaders in Industry, Government, and Education with the opportunity to exchange information and best practices regarding industry and professional education.
- New ideas and processes inspire school-aged youth to dedicate themselves to technical and technological careers and build a better future.
- WorldSkills Competition is an amazing platform for the industry to benchmark the skill standards and proficiency of our existing workforces.

- Train the Trainer
- On - line education
- New Educational Policy – 2020
- A Picture is worth 1000 words
- You Tell – I forget  
You Show – I remember  
You involve – I understand.

Thank you