

Regional Workshop on Development of TVET Policies Designed to Increase Skills for Employment and Entrepreneurship in AP, 23-24 May 2018, Tashkent, Uzbekistan

TVET POLICY TO BOOST EMPLOYMENT & ENTREPRENEURSHIP IN INDIA

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PRESENTATION OUTLINE

- 1 Background
- 2 India's Demographic Profile
- 3 Key Challenges & TVET Sector Priorities
- 4 National Policy for Skills Development & Entrepreneurship
- 5 TVET Policy Principles for Youth Transition to Labour Market
- 6 Key Measures for Implementation
- 7 Major Outcomes & Benefits
- 8 Concluding Remarks



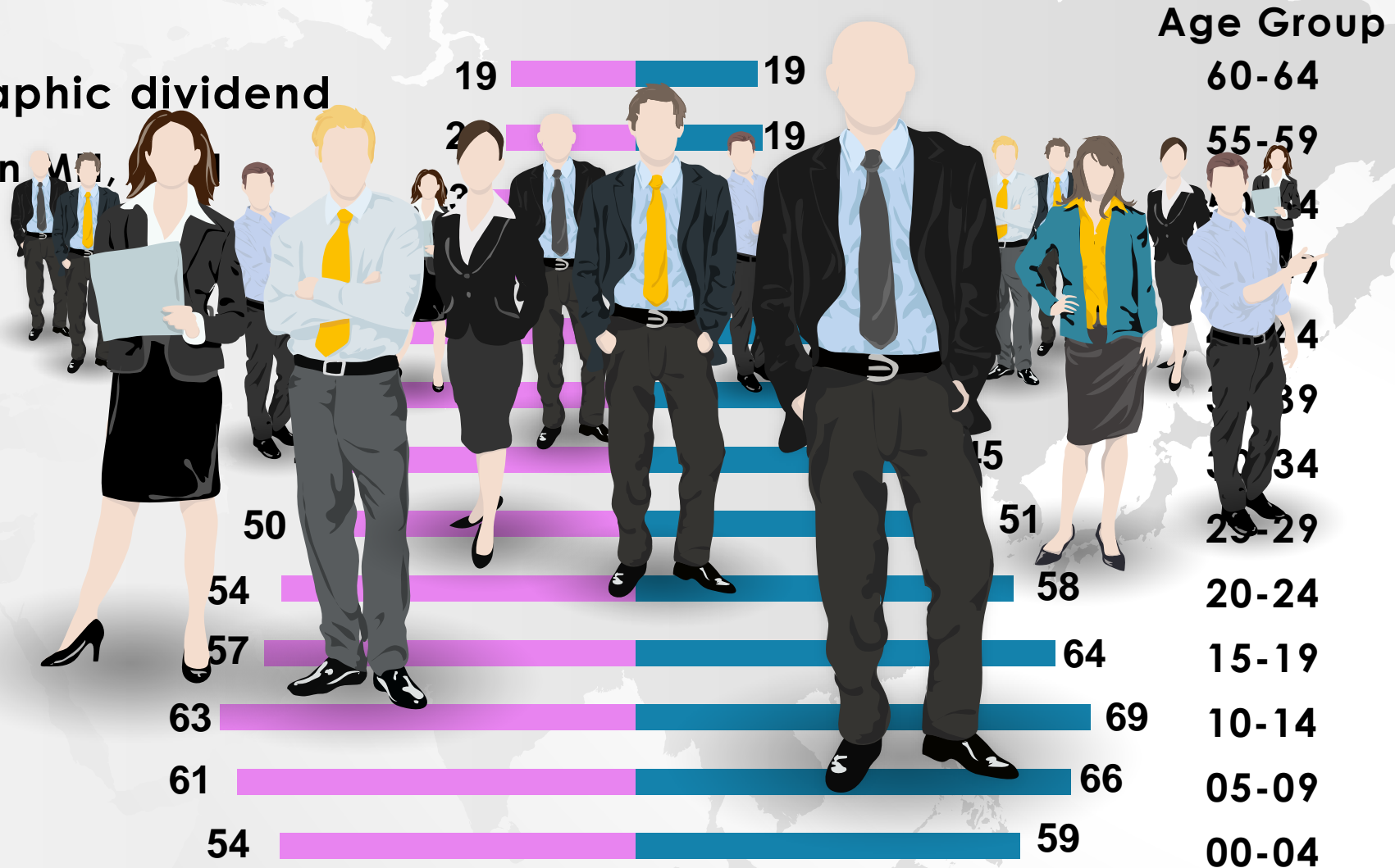
INDIA

- ✓ Population: 1.32 Billion
- ✓ Median Age: 27.9 Yrs
- ✓ No. of States/UT: 29/07
- ✓ Languages: 22
- ✓ GDP: 7.2 % a year
- ✓ Per Capita Income: \$ 1974.76 in 2018.



INDIA DEMOGRAPHIC DIVIDEND

● Demographic dividend
Population



GROWING SKILL GAP

The expected shortfall in industries in 2022





“I call upon the nation to take a pledge to make India the Skill Capital of the World.”

“If we have to promote the development of our country then our mission has to be Skill Development & Skill India”

**Shri. Narendra Modi
Prime Minister of India**

KEY CHALLENGES

SKILLING AT SCALE WITH SPEED AND STANDARDS

**Skilling not
Leading to Jobs**

**Varying Standards:
Assessment & Certification**

**Outmoded Curricula; & Lack
of Market relevant courses**

**Weak Linkages with
Industry/Employers**

**Low Quality
of Training**

**Funding
Constraints**

**Poor
Infrastructure**

**Demand-
Supply
Mismatch**

**Lack of
Scalability**

**Lack of
Trainers**

**Unequal
Access**

**Large Unorganized
Sector Employment
with no Skill Premium**

**Limited Mobility
between Skill &
Higher Education**

**Misalignment with
Aspirations of Youth**



Skill India
कौशल भारत - कुशल भारत

KEY NATIONAL TVET SECTOR PRIORITIES



01

Connect Supply
with Demand



02

Connect Supply
for Demand



03

Create Pipeline of
Skilled People

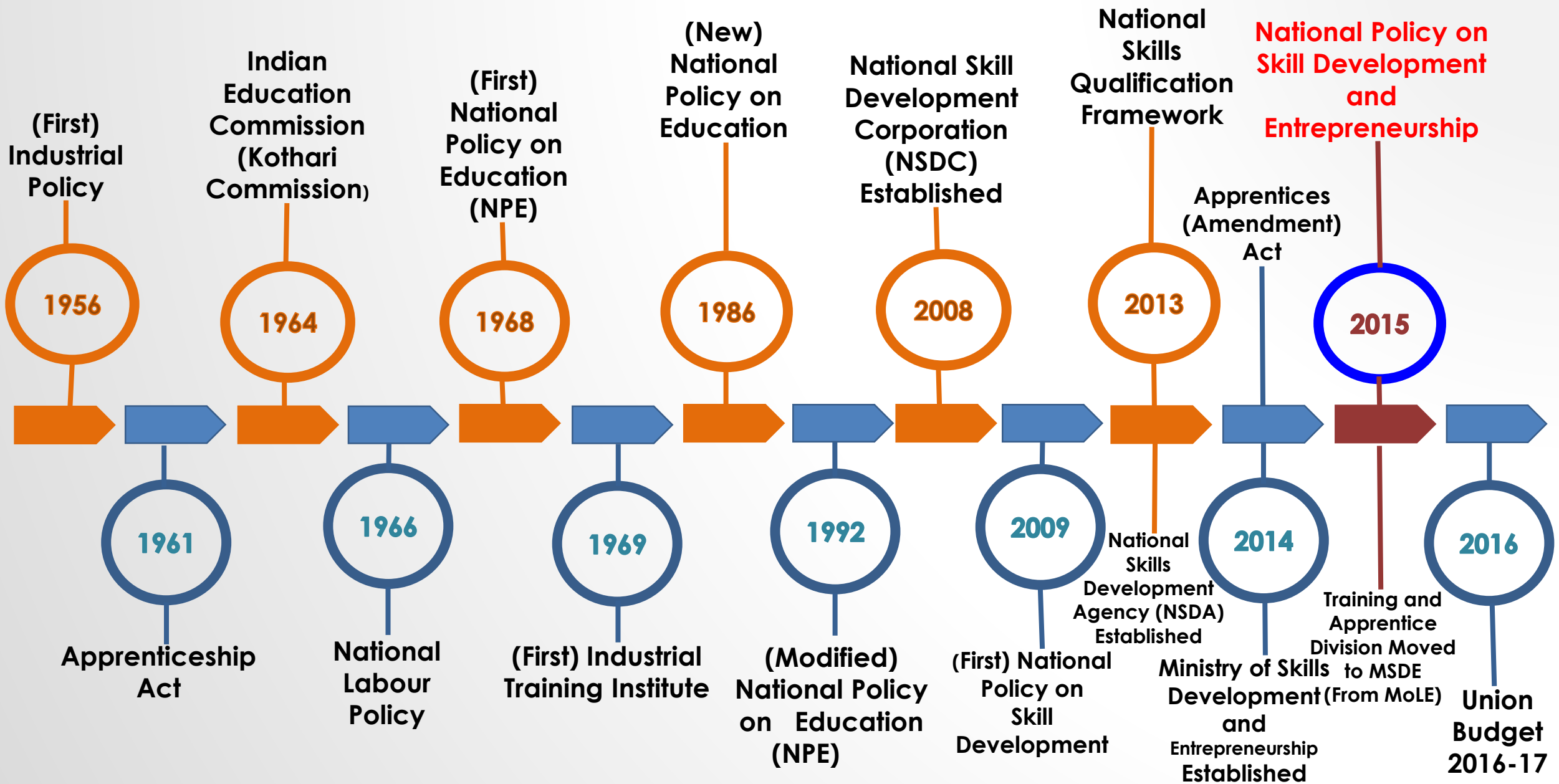


04

Catalyze Demand
for Skilled People



HISTORY OF SKILL DEVELOPMENT: A SNAPSHOT



NATIONAL TVET POLICY PRINCIPLES FOR YOUTH TRANSITION TO LABOUR MARKET

**Shared
Responsibilities**

**Matching of
Skills Demand
& Supply**

**Skills an
Integral Part of
all Policies**

**Equal
Opportunities**

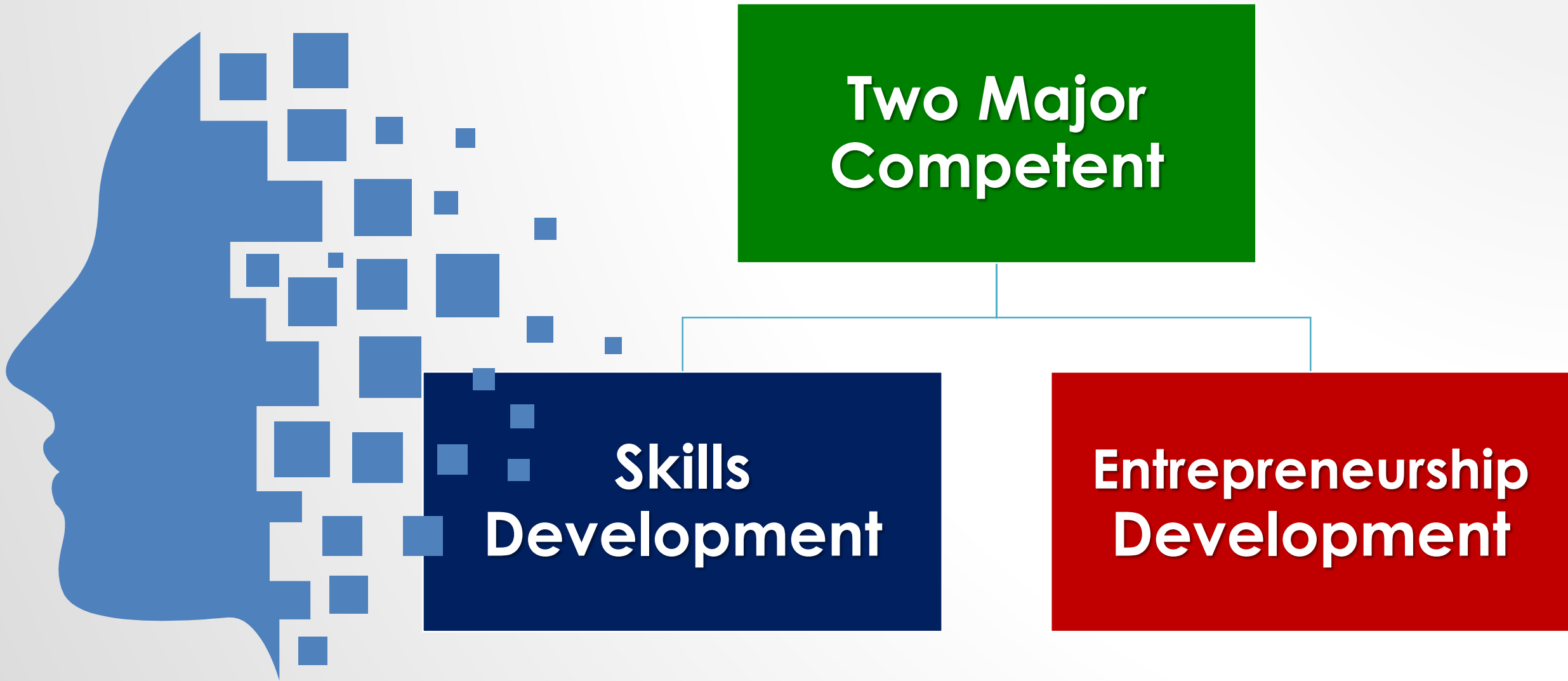
**Social
Dialogue &
Social Partner
Involvement**

**Consultative &
Inclusive**

**Locally
Grounded
Approach**

**Continuous
Research**

NATIONAL POLICY FOR SKILLS DEVELOPMENT & ENTREPRENEURSHIP

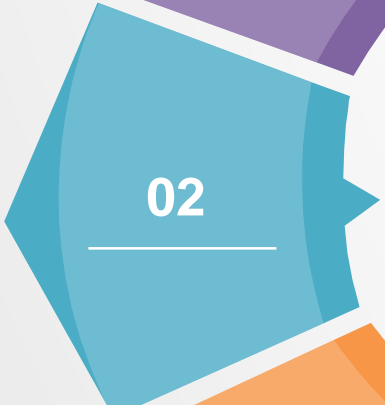


NATIONAL POLICY: SKILL COMPONENT

Addresses key issues of low aspirational value, non-integration with formal education.



Align supply with demand, bridge existing skill gaps, promote industry engagement.



Promote equitable skilling opportunities for socially/ geographically marginalised & disadvantaged groups & women.



Skill Component



Operationalise a quality assurance framework,



Brings focus on outcomes, quality of training infrastructure & trainers.



Leverage technology & promote apprenticeship to tackle the identified issues.

NATIONAL POLICY: ENTREPRENEURSHIP COMPONENT



Promote entrepreneurial culture through advocacy & integration as part of formal/skill education,

Enhance support for entrepreneurs in terms of credit & market linkages and social enterprises.

Improve ease of doing business.

Suggests ways to further boost entrepreneurship among women including socially/geographically marginalized & disadvantaged groups.




Leverage Technology 10

01 **Enhance Scale & Outreach with Speed** 




Mobility Pathways Academic & Skills 09

02 **Promote Quality Outcomes** 



Promote Industry Linkages 08

03 **Skilling with Standards** 



Make Skills Aspirational 07

04 **Promote Inclusion in Skilling** 

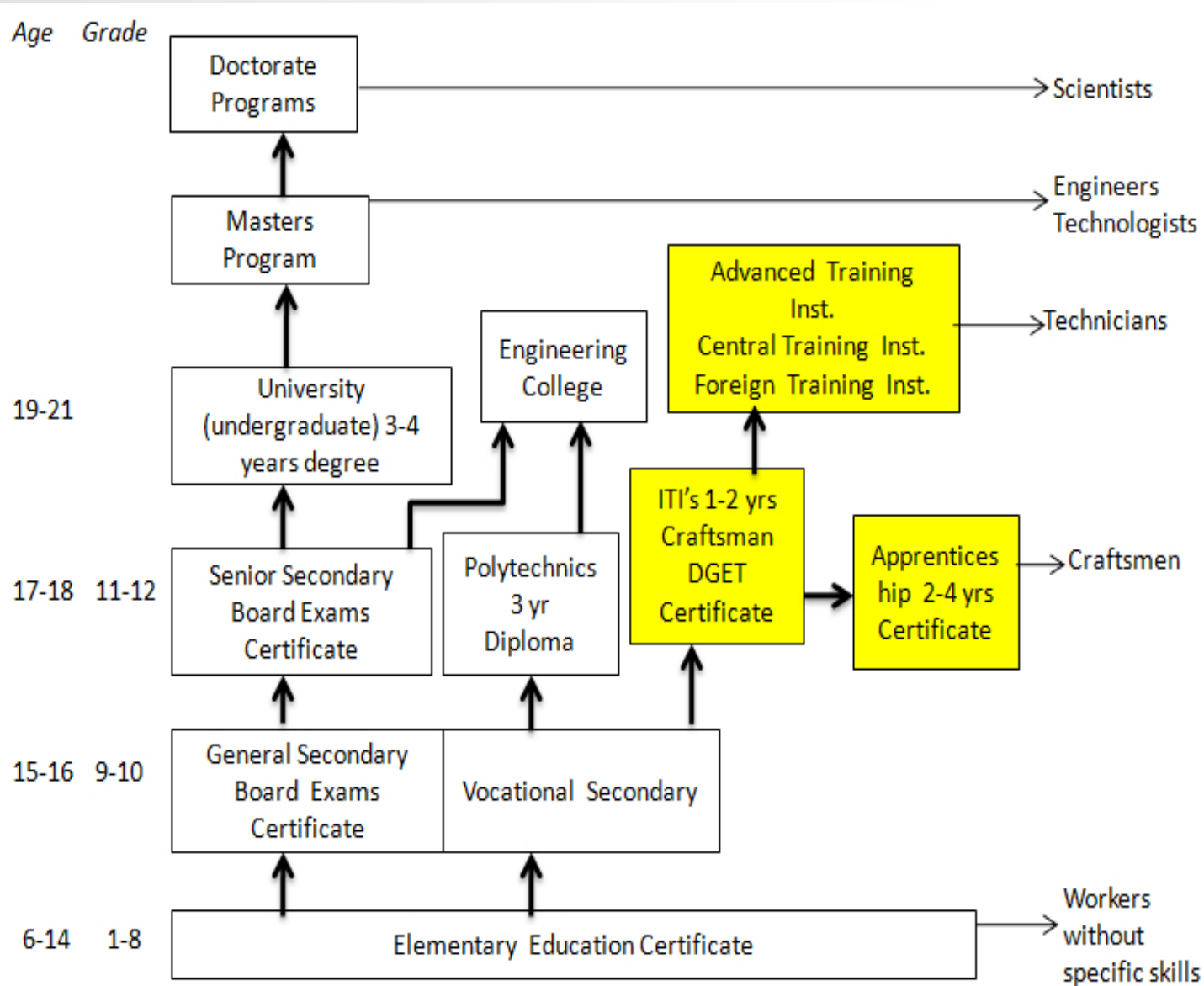


Promote Convergence & Coordination 06

05 **Skilling with Global Mobility** 



ACADEMIC & TVET SYSTEM IN INDIA



| NSQF Levels | International Equivalent | Minimum Eligibility |
|-------------|---------------------------|-----------------------|
| Level 10 | Doctorate | Masters or Level 9 |
| Level 9 | Masters | Graduation or Level 8 |
| Level 8 | Postgraduate (PG) Diploma | Graduation or Level 7 |
| Level 7 | Bachelors | 12 th Plus |
| Level 6 | Advanced Diploma | 12 th |
| Level 5 | Diploma | 12 th |
| Level 4 | Advanced Certificate | 12 th |
| Level 3 | Certificate | 12 th |
| Level 2 | Certificate | 10 th |
| Level 1 | Certificate | 10 th |

EMPLOYERS TAKING LEAD IN MAPPING COMPETENCY REQUIREMENTS

37 Sector Skill Councils approved, more in process

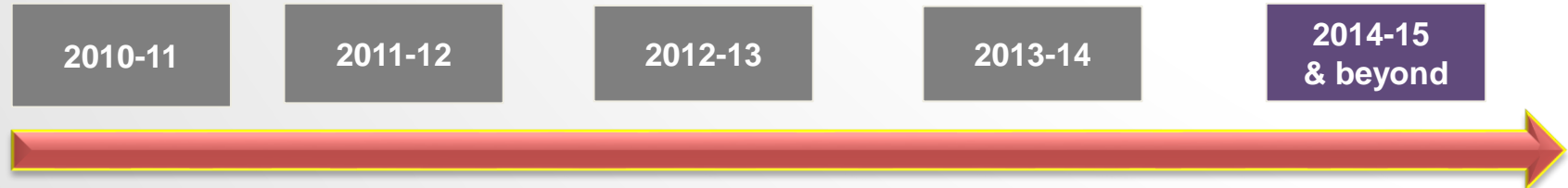
Priority Sector

Large Workforce

Informal Sectors

| | | | | |
|-----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> ▪ Auto ▪ Retail ▪ IT/ITeS | <ul style="list-style-type: none"> • Media and Entertainment • Healthcare • Gems & Jewelry • Leather • Electronics • BFSI | <ul style="list-style-type: none"> • Logistics • Construction • Food Processing | <ul style="list-style-type: none"> • Life Sciences • Hospitality • Textiles & Handlooms • Apparels • Handicrafts • Power • Iron & Steel | <ul style="list-style-type: none"> • Hydrocarbons • Management • Chemical & Petrochemicals • Strategic Manufacturing • Allied Manufacturing • Furniture & Furnishing • Education |
| | <ul style="list-style-type: none"> ▪ Rubber | <ul style="list-style-type: none"> • Telecom • Capital Goods • Agriculture | <ul style="list-style-type: none"> • Aerospace & Aviation • Mining | <ul style="list-style-type: none"> • Sports • Paints & Coatings • Instrumentation |
| <ul style="list-style-type: none"> ▪ Security | | <ul style="list-style-type: none"> • Plumbing | <ul style="list-style-type: none"> ▪ Beauty & Wellness | <ul style="list-style-type: none"> • Culture • Domestic Workers |

* Approved in 2014-15



New sectors such as Green Energy, PwD targeted for next year

Skill Ecosystem in India

**Ministry of Skill
Development &
Entrepreneurship,
MHRD**

**SSDM, NSDC,
NSDA, SSCs,
NCVT, SCVT,
Labour Laws,
Minimum
Wages Act**

**ITIs, Training
Providers,
Captive
Training by
Employers**

**Marginalised
Societies,
Unemployed
Youth**

NSQF

**MORD,
Other Central
Ministries**

**Financial
Institutions,
Apprenticeship
Act**

**Schools,
Universities,
Assessment
Companies**

**Low income
Group,
Schools &
College
Students**

Key Bodies

Enablers

**Implementing
Bodies**

Beneficiaries

Schemes Under National Skills Mission

Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

Short-term Training

Recognition of Prior Learning

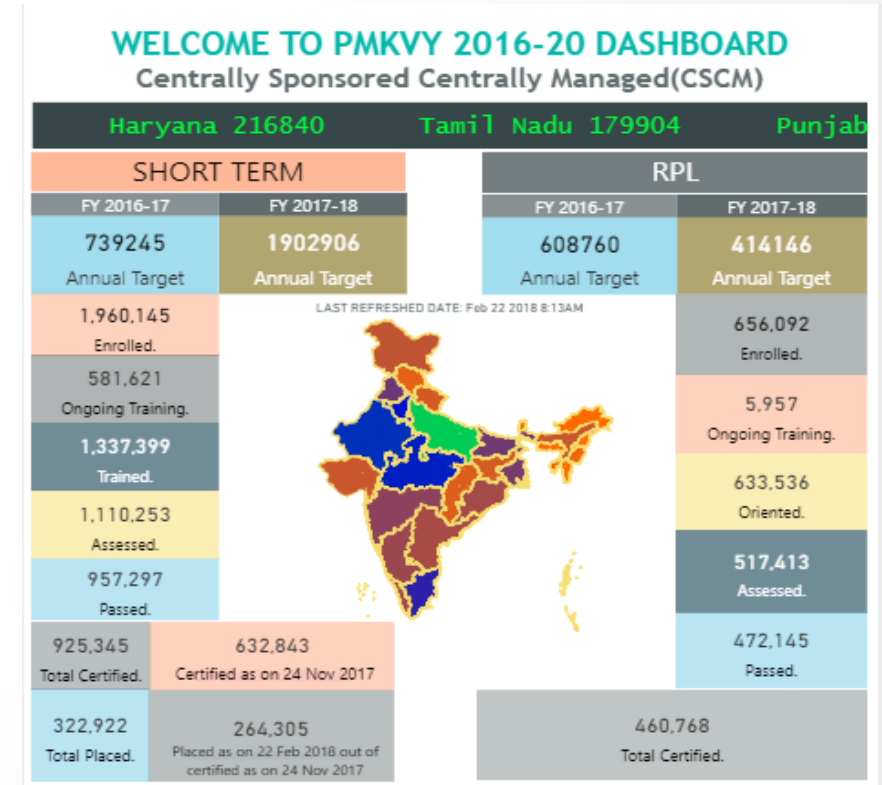
Kaushal & Rozgar Mela

Placement Assistance

Continuous Monitoring

Standardized Branding & Communication

Key Components of PMKVYS



Dashboard for Skills Development Mission at PMO

SANKALP

UDAAN

STANDARD TRAINING ASSESSMENT & REWARD (STAR) SCHEME

POLYTECHNIC SCHEMES

VOCATIONALISATION OF EDUCATION

18 JOB SECTORS

Agriculture

Plumbing

Construction

Security

**Electronics
& Hardware**

Apparels

**Food
Processing**

**Gems &
Jewellery**

Healthcare

Textiles

IT-ITeS

**Organised
Retail**

**Tourism &
Hospitality**

Logistics

**Media &
Entertainment**

BFSI

Power

Telecom

GOVERNMENT OF INDIA SUPPORTS FOR INNOVATION & ENTREPRENEURSHIP



#startupindia

Start-up India



Make in India



ATAL
INNOVATION
MISSION

Atal Innovation
Mission (AIM)



Step (Support To
Training &
Employment
Program For
Women).

Support to Training &
Employment Programme
for Women (STEP)



Biotechnology Industry
Research Assistance
Council (BIRAC)



Trade related
Entrepreneurship Assistance
& Development (TREAD)

KEY MEASURES FOR EFFECTIVE POLICY IMPLEMENTATION

- 1** Setting achievement targets & milestones within a fixed timeframe;
- 2** Identification of MSDE as a lead agency for implementation;
- 3** Clear implementation plans at multiple levels;
- 4** Allocation of adequate budgetary & other resources;
- 5** Institutionalization of monitoring and evaluation mechanisms;
- 6** Sustained political commitment and leadership.

MAJOR OUTCOMES OF TVET POLICIES

- 1 • Increased in Rate of Employment & Labour Productivity
- 2 • Enabled the Youth to get Blue-collar Jobs
- 3 • Skill Development in School Education System
- 4 • Improved Employment Scenario within Rural Demography

Creation of India's first Ministry of Skill Development & Entrepreneurship

Cementing a Fractured Ecosystem

Policy Interventions to Rejuvenate Skill Ecosystem



THANK YOU
FOR YOUR
KIND
ATTENTION!

CONTACT ME AT:



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Educational, Scientific and
Cultural Organization



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