



Revolutionizing Skill Development: India's Sector Skills Councils

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Promoting Lifelong Learning (LLL) for the Future of Work*



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PART 1: Evolution of Sector Skill Councils

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Formation of Sector Skill Councils

As per 11th Five Year Plan, following challenges were identified in the Indian Skilling Landscape

There was a need for increasing

Which would

Through



Skill Gaps



Inconsistent Standards



Disparate Programs



Limited Reach

**Public
Private
Partnerships**



**Leverage
Industrial
Expertise**



**Help in
additional
resource
mobilization**



Enhance scale



**Improve
efficiency**

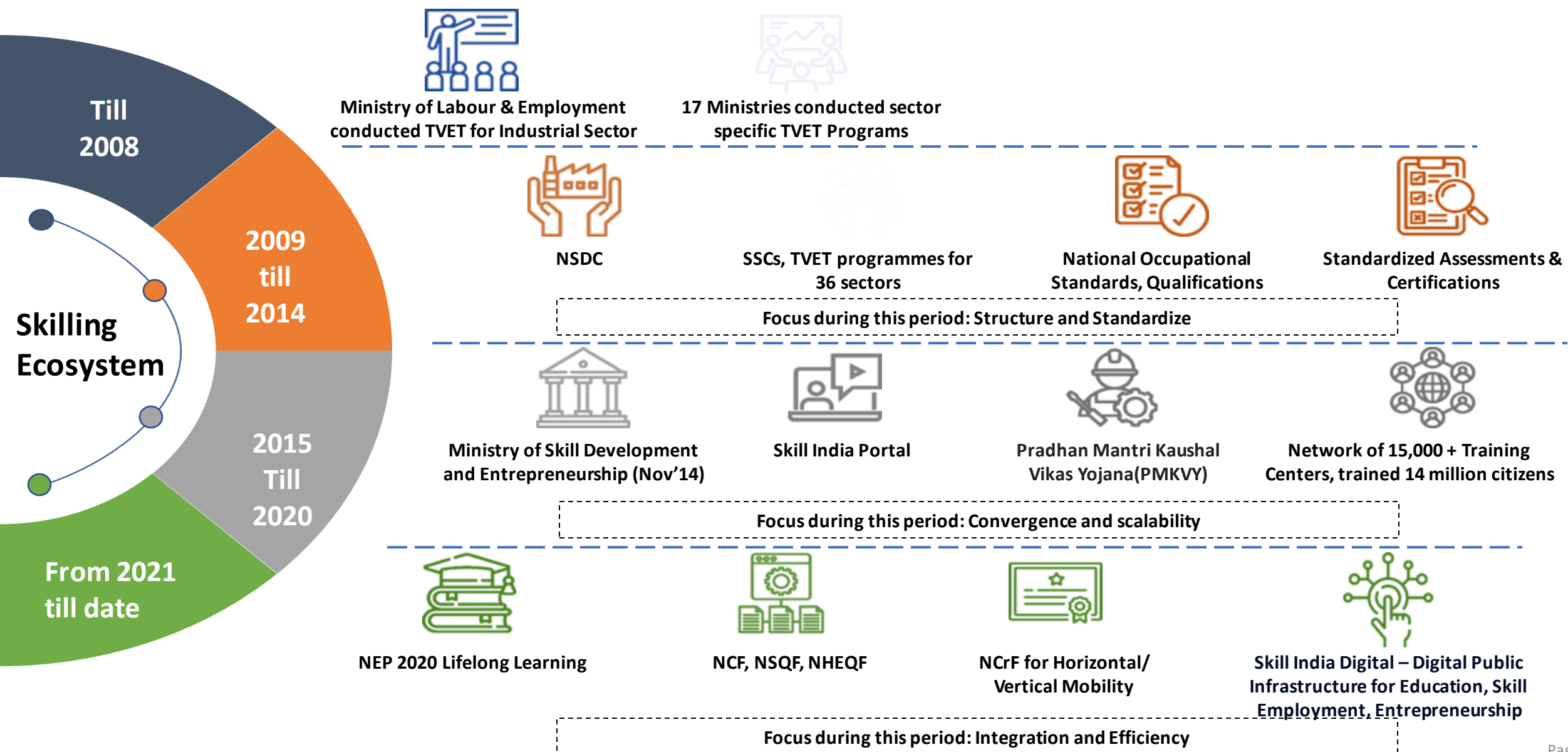


Sector Specific Bodies to identify and quantify skill deficiencies and design sectoral plan to meet their growing skill needs



A Central Body to converge the sectoral efforts and provide financial and structural support.

The Skilling ecosystem has evolved over the years



36 Operational SSCs



Healthcare

Healthcare



Agriculture & Allied Business

Agriculture and Food Processing



Transportation and Logistics

Aviation, Logistics



Tourism, Travel and Hospitality Services

Tourism, Hospitality & Management



Financial Services and Financial Technology

Banking, Financial Services & Insurance, Retail



Infrastructure and Construction Technology

Construction, Iron & Steel, Water Management & Plumbing, Furniture and Fitting, Infrastructure Equipment



Digital

IT-ITeS, Telecom, Electronics, Instrumentation-Automation-Surveillance & Communication



Renewable Energy and Green Technology

Automotive, Hydrocarbon, Green jobs, Power, Rubber & Petrochemical, Mining



Media, Entertainment and Creative Services

Media & Entertainment, Gems & Jewelry, Apparels, Handicraft



Manufacturing, engineering technology

Pharmaceuticals & Life Sciences, Capital Goods & Strategic Manufacturing, Leather, Textile & Handloom



Personal and Social Care Services

Beauty & Wellness, Domestic Workers, Sports

Impact created over the years



SSCs created over
2,581 Industry
Qualification packs
approved by the
regulator



SSCs Governing Council
constitutes almost 80%
industry representation
from Major Companies,
MSME and Industry
Associations relevant to
each sector



Job aggregation by
SSCs (3.6 million in
FY 22-23)



Facilitated training
of more than 1.5
million apprentices
in the last 5 years

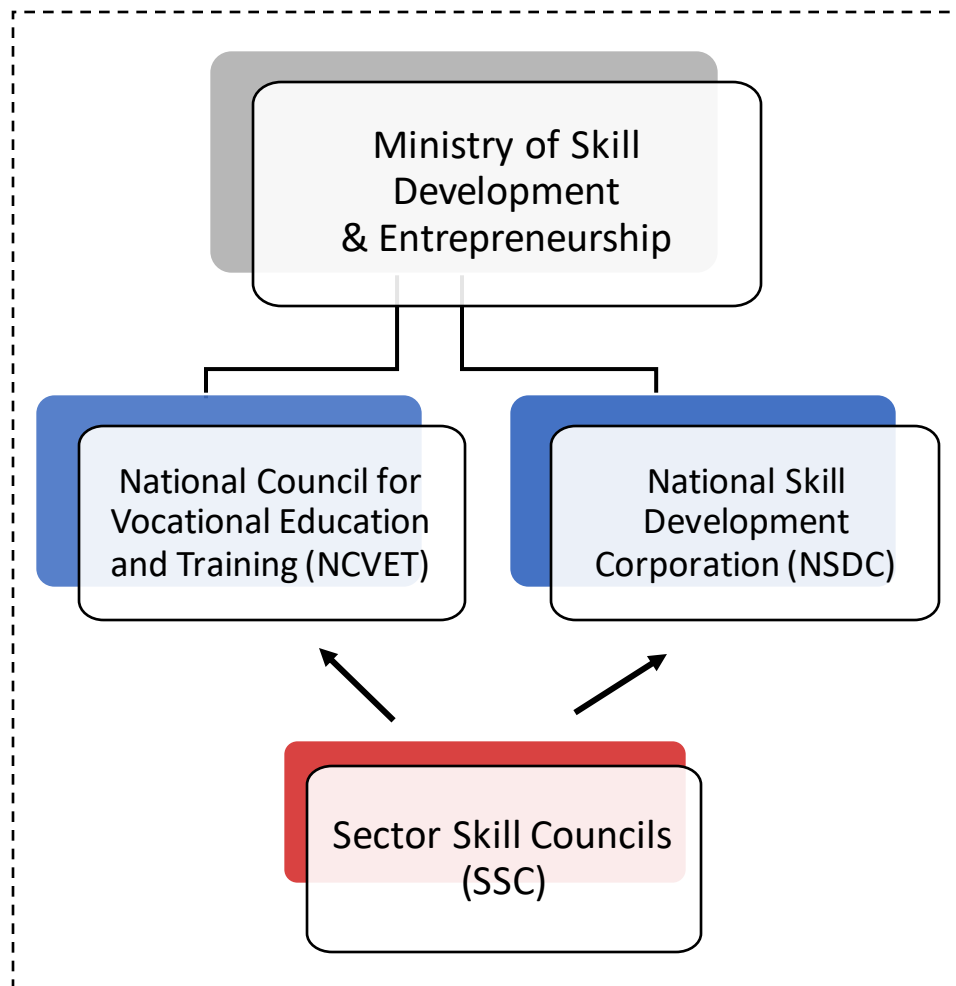


Trained more than
14 million
individuals under
Govt's flagship
scheme - PMKVY
in the last 8 years

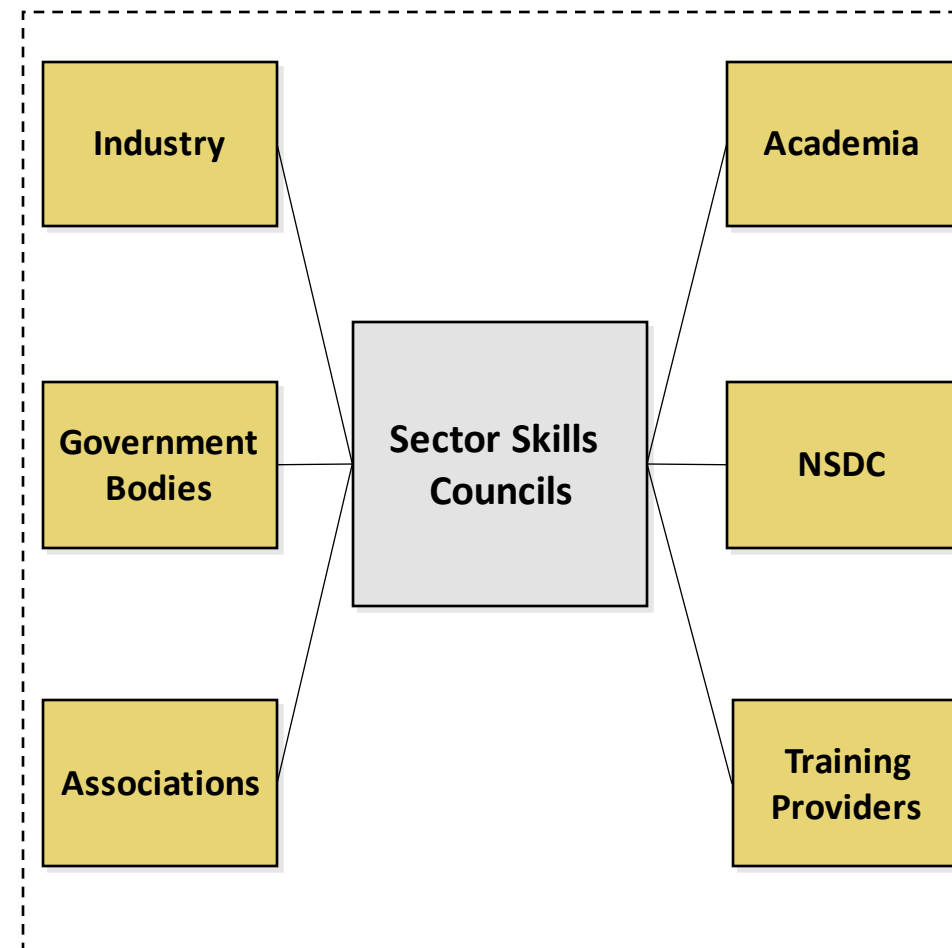
SSCs have played a pivotal role in bridging the gap between Industry requirement and training ecosystem by setting standards in alignment with Industry needs and providing avenues for gainful employment

Constitution of Sector Skill Councils

Key Stakeholders of SSCs in the ecosystem



Governing Council of the SSCs





Monitoring by NSDC

- **Performance Monitoring** through Annual Business Plans (Monitoring of Apprenticeship, Job aggregation, Training, Placements)
- **Governance Events** - SSC Chairman/CEO Appointment, Appointment of Auditors of SSC, MoA/AoA amendment
- **Financial & Legal Events** - Fund raising or commercial contract above \$30,000, Investment of Funds, Related Party transactions, Any change in the capital, ownership or debt of the company and Intellectual Property related matters



Support by NSDC

- **Incubation support and seed funding** (~USD 600,000) for SSC set up by NSDC
- **Allocation of publicly funded training programs**
- **Academia Connect**
- **Skill India Digital Platform and other digital assets**
- **Funding for Intellectual Property**

Board of Directors are responsible for the overall performance of their respective SSC



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PART 2: Financial avenues of Sector Skill Councils

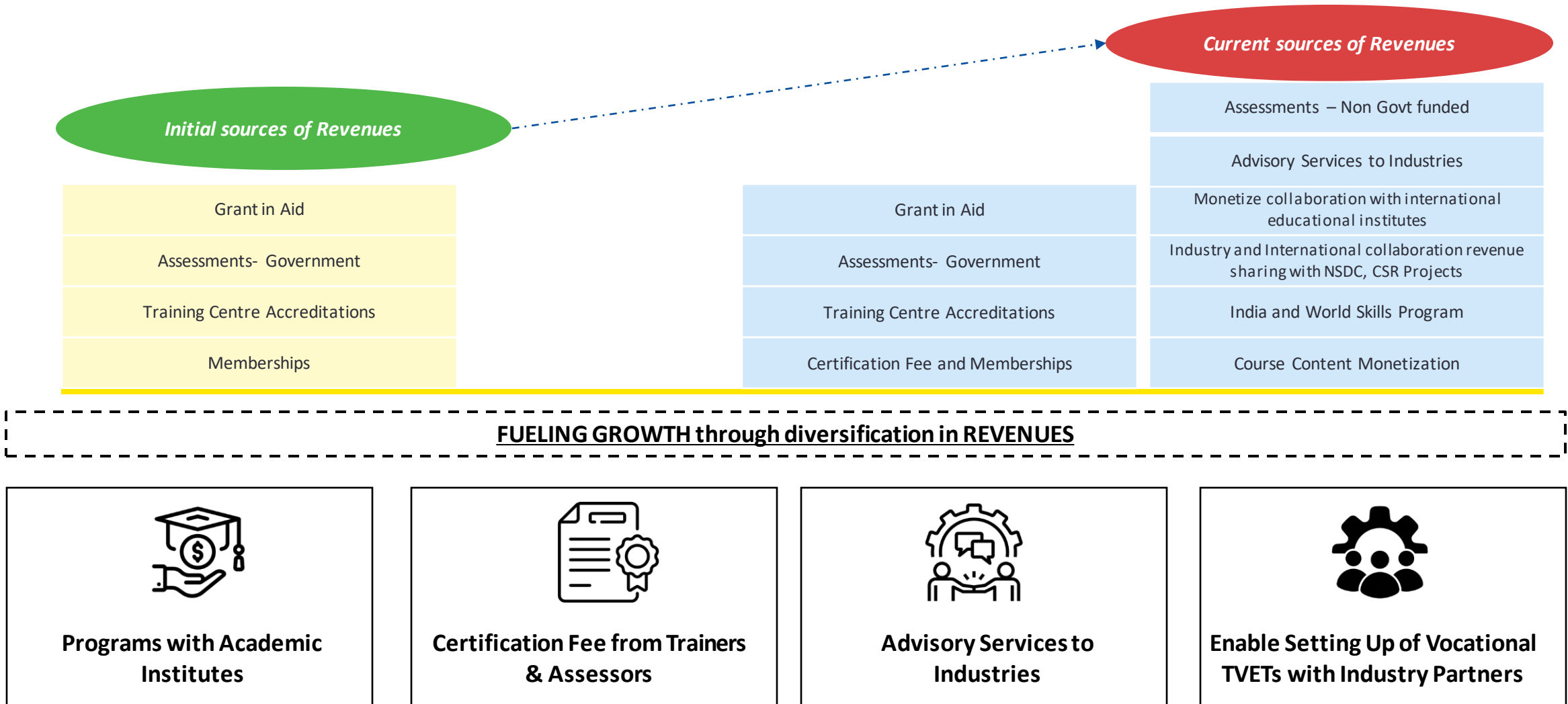
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SSCs Financing & Funding sources



Financial avenues of the Sector Skill Council

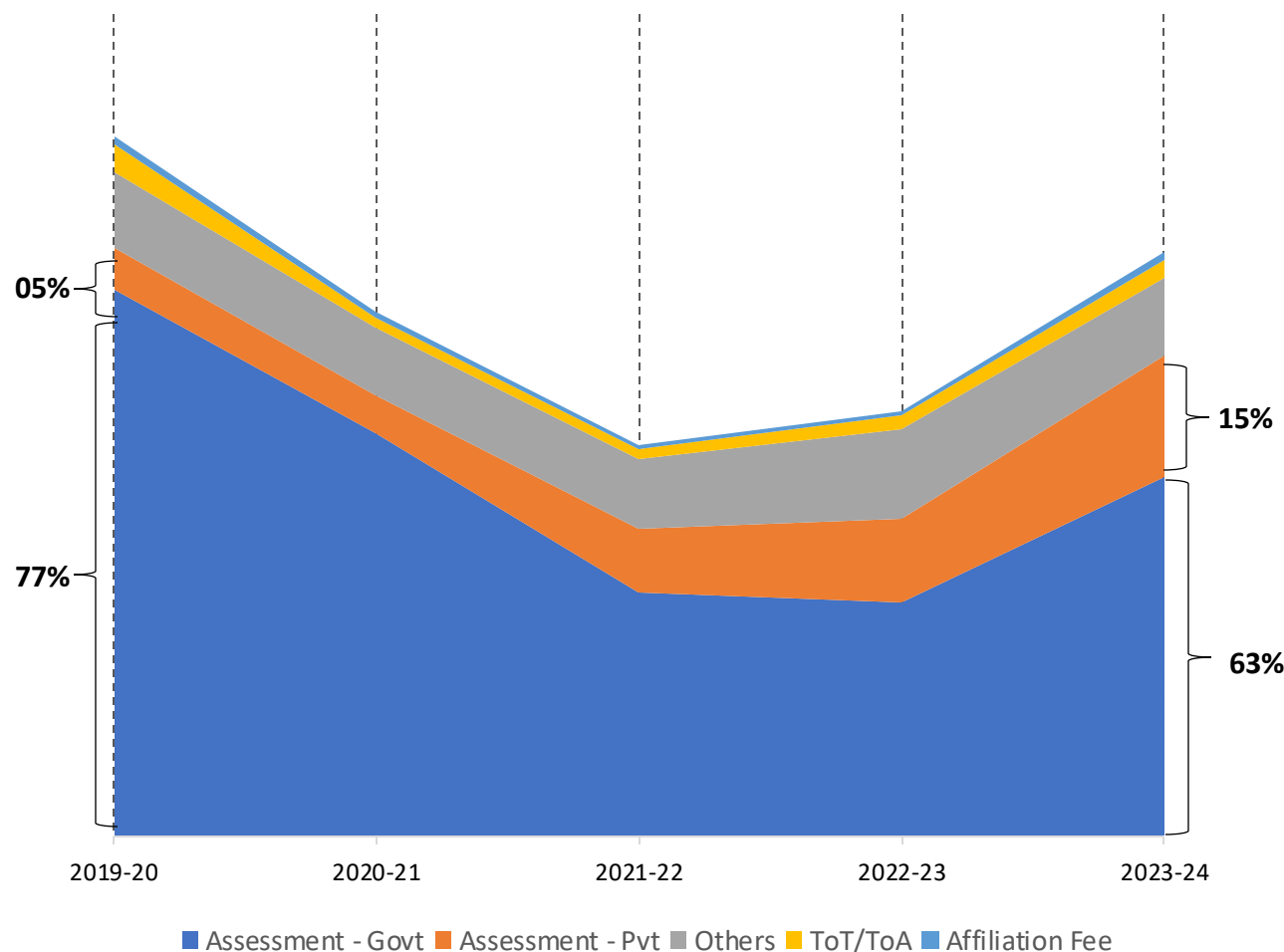
SSCs have broadened their financial foundations through diverse streams of income encompassing a variety of innovative avenues.



Financial Sustainability of the Sector Skill Councils

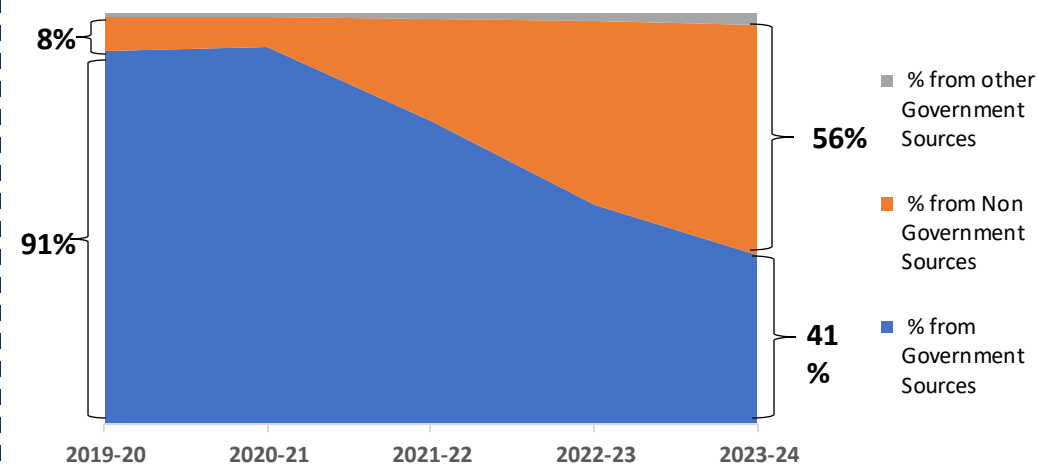
Sources of Revenue

In last five years, SSCs have been transitioning to non-traditional revenue sources



Others include revenues from Royalties, Workshops, Content Development, World Skills program, India Skills sponsorship program, Interest received, International projects, etc.

Success Story— Logistics Sector Skill Council (LSSC)



Revenue from Government programs(90%) reduced from 90% to 41% in 5 years

Key Highlights

- Working with 90+ Universities/College/schools for providing a bundle of services.
- Providing 20 paid online courses through their LLMS platform and SIDH
- Managed ~ 500 USD Mil in CSR fund in 2023-24 (Redington Group, Linde, Praxir and Mahindra)
- Developed customized content for companies such as TVS Logistics and Proconnect.



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PART 3: Way Forward

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Education to Work Transition: Redefining roles of SSCs beyond trainings with NEP 2020 and NCrF



Schools

- Facilitate School to Work transition: Industry visits, internships, apprenticeship
- Developing region specific future skill courses
- Establishing state-of-the-art labs
- Facilitating career counselling and provide career pathways to students



TVET Institutes

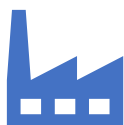
- Designing programmes enabling MEME
- Flexi MoUs, DST with active industry participation
- Facilitating International mobility
- Industry engagement – exposures, internships & apprenticeship
- Upskilling Trainers/ Assessors
- Industry led CoEs



HEIs

- Facilitate College to Work transition: Industry visits, internships, apprenticeship
- Collaborate in AEDP/ Work Embedded Degree Programmes with national and international HEIs
- Design courses on Emerging Technologies
- Industry led CoEs
- Upskilling Trainers/ Assessors

Deeper Engagement with Industry and Multilateral Organizations



Industry Engagement

- Increase representation through membership
- Demand aggregation from Industry
- Upskilling of workforce
- Apprenticeship promotion
- Setting up CoEs



Skill Impact Services

- Conducting sector specific research studies on productivity, quality, skill ecosystem and scalability
- Advisory Services to Industry
- Industry led skill programmes (CSR)
- Incubation support to micro & nano entrepreneurs
- Skill Impact Bonds (SIB)



International Collaborations with support from NSDC

- Partnering with multi-lateral organizations like FCDO, UNDP, GIZ, MSDF etc. for specific interventions
- Strategic partnerships with International Agencies/ Universities etc.
- Facilitating International mobility

Role of Digital infrastructure in this ecosystem

Skill India Digital (SID): Digital Platform for Skills & Jobs

(Built on India Stack Global, Secured and Scalable-Capability, Convergence, Convenience)

9. DIGITALSKILLING

Anytime Anywhere Learning

8. LIFELONGLEARNING

Education/ Skilling/ Upskilling/ Re-Skilling

7. Counselling & Mentorship

Career-Jobs, Entrepreneurship-Business

6. Digital SKILLCARD

Dynamic and Trusted QR code

1. DISCOVERY & RECOMMENDATION (AI/ML)

Jobs, Apprenticeship, Skills Courses, Skills Centers

2. DIGITALJOB EXCHANGE

Mapping of Skills with Jobs, Demand Aggregation

3. DIGITALLY VERIFIABLE CREDENTIALS

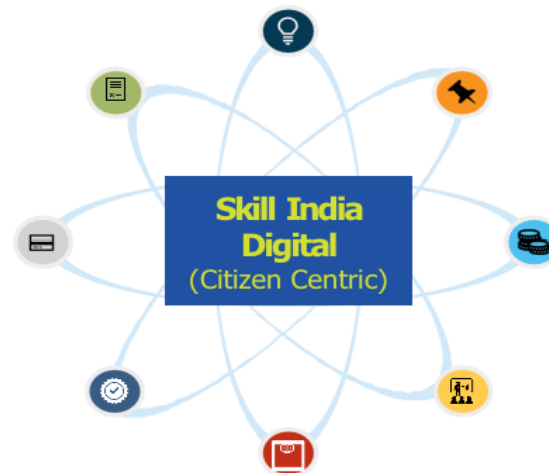
Identity, Skills, Education & Work Experience

4. CONVERGENCE

All Skilling Schemes, eShram/ EPFO/ NCS,

5. ENTREPRENEURSHIP

Solo/ Nano



Access to Skilling, Access to Credit, Access to Market

Skills Marketplace: Platform for Exchange of Skills Services



Thank you

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