

**Government of India
Planning Commission
(Labour, Employment and Manpower Division)**

Subject: Minutes of the Ninth Meeting of the National Skill Development Coordination Board (NSDCB) held on 19th December, 2011 at 10.30 A.M. in Room No. 122, Yojana Bhavan, Planning Commission.

The Ninth Meeting of the National Skill Development Coordination Board (NSDCB) Chaired by Deputy Chairman, Planning Commission and Co-Chaired by Adviser to Prime Minister on Prime Minister's National Council on Skill Development (NCS D) was held on 19th December, 2011 at 10.30 A.M. in Room No. 122, Yojana Bhavan, New Delhi.

The list of participants is at annex.

Deputy Chairman, Planning Commission and Chairman of NSDCB welcomed the participants and requested Co-Chairman of the NSDCB and Adviser to Prime Minister on PM's NCS D to proceed with the agenda of the meeting.

Agenda: 1. Confirmation of the Minutes of the last meeting of the NSDCB held on September 9, 2011.

The minutes of last NSDCB meeting held on 9th September, 2011 were taken as confirmed.

Agenda: 2. MoLE to indicate the status of work related to performance rating mechanism of ITIs. MoLE to also make a five slides presentation indicating status of computerisation of ITIs, with focus on likely benefits to students.

Director General, Directorate General of Employment & Training (DGE&T), MoLE made a presentation indicating the progress of signing of MoUs with foreign countries and performance rating of Industrial Training Institutes (ITIs). With regard to MoUs, he informed that so far 2 MoUs have been signed between India and Germany and European Union. He also informed that the process to sign MoUs with Australia, USA and Switzerland are in advanced stages.

As regards performance rating of ITIs, he informed that the Ministry has been working with Quality Council of India to roll out the process by March 2012 along with the possibility of getting ISO certification for ITIs. The MoLE's presentation also highlighted the indicators of performance rating and creation of separate web-site for each ITI in the country. He further informed that MoLE has got an evaluation study conducted by Quality Council of India on performance of ITIs /ITCs.

Chairman enquired about the quality aspect of the evaluation study. MoLE admitted that there have been some gaps in the study. However, also it was mentioned that the QCI study found the placement level as 70-80 per cent in ITIs.

Adviser to PM on PM's NCSD suggested that a stick timelines should be followed for completing the activities and targets set for coming years by MoLE. He further stressed on the need for undertaking of outcome based rather than in input based training activities.

Chairman also enquired about status of the amendments to the Apprenticeship Act 1961. Representative from MoLE informed that the Cabinet Note has been prepared with the suggestions of the Planning Commission duly incorporated. MoLE informed that the Note is with Ministry of Law for its vetting. On a query from the Chairman on the status of 50 per cent reservation to apprentices in job in the amendments, MoLE informed that the 50 per cent issue has been modified and now the words "preference may be given" included. Chairman observed that the proposed provision on giving preferences may not serve the actual purpose and in fact he is opposed to this also.

Agenda: 3. MoLE to make a presentation indicating quarter-wise activities to be taken up under MOUs signed by the other countries, progress achieved, constraints and plans to achieve the deadlines. The issues raised by Ministry of Finance such as focus on particular countries and institutions, feasibility of having global tender, needs to be included in the update.

MoLE informed that under MoUs between India and Germany and European Union, master trainers will be sent to abroad so as to receive the state-of-art training on selected trades. It also informed people and trades have already been identified under MOUs with Germany and EU. The delay is due to the issues related to financial implications involved in the MoUs. Chairman urged that the delay of getting views from other Ministries/Departments may be overruled if possibility exists.

Agenda: 4. The issue of keeping vocational education/courses out of purview of service tax needs to be discussed. A group may be constituted having representatives from Department of Revenue, MoLE, MoRD, Textiles and some of training agencies to work out the details of an acceptable formulation.

Shri Manish Sabharwal, Chairman Teamlease observed that higher education is also included in the negative tax list. Adviser to PM on NCSD expressed his view that a Group may be constituted to work out the details of the proposal.

Agenda: 5. Legislation governing Employment Exchanges need to be amended to meet requirements of the day. A Group consisting of representatives of MoLE and few industry representatives may be constituted to propose required amendments.

MoLE informed that the process to make amendments to the Compulsory Notification of Vacancies Act, 1959 is in final stages. MoLE also informed that Ministry is working on launching of NVQF as well as LMIS in three sectors.

Adviser to PM on PM's NCSD suggested that the modernisation of employment exchanges should have facilities like flexible management of data files so as to use them in future without constrains.

Shri Manish Sabharwal, Chairman Teamlease observed that the computerisation of employment exchanges should facilitate better matching of skilled persons with employers. These employment exchanges should be seen in terms of performance assessment, increased employability trainees, incentive system, etc. He also observed that merely technological upgradation of employment exchanges cannot serve the purpose of change in demand and supply of skills match in the labour market.

MD, CEO, National Skill Development Corporation (NSDC) observed that the linkage between modernisation of employment exchanges and Labour Market Information System (LMIS) is not clear.

Agenda: 6. NSDC to make a short presentation on latest status of formulation of sector skill councils and an action plan with respect to formation of the remaining councils in next 6 months.

MD & CEO, NSDC made a presentation highlighting the progress and new development in PPP model of skill development in the country. He informed that 7 Sector Skill Councils (SSCs) have been approved and 9 more proposals are in pipeline. 31 SSCs are at various stages of formation.

Agenda: 7. Presentation on training facilities for differently abled persons by Ministry of Social Justice & Empowerment.

Representative from Ministry of Social Justice and Empowerment made a presentation highlighting the skill development initiatives for differently abled persons. The key initiatives of the Ministry include:

- (i) Vocational Training Centres (VTCs) under DDRS Scheme
- (ii) District Disability Rehabilitation Centres (DDRCs)
- (iii) National Handicapped Finance and Development Corporation (NHFDC) implements a Scheme for financial Assistance for Skill and Entrepreneurial Development for PwDs
- (iv) Grants are provided for vocational training of differently abled persons by National Institutes for PwDs and their regional centres working under the Ministry are also providing vocational training to PwDs, e.g. NIHH, Mumbai, NIVH, Dehradun, NIMH, Secunderabad, and NIEPMD, Chennai

Adviser to PM on PM's NCS D enquired about the placement of persons trained in the institutes for differently abled persons. He also informed that will be a special section in the 12th Plan document on differently abled persons in respect to skill development.

The representative from MoSJ&E informed that the Ministry tacks the placement of persons trained in the institutions run by Ministry. Member Secretary (PC) observed that 35,000 persons have been trained annually through the 20 Vocational Rehabilitation Centres (VRCs) for differently abled persons under the MoLE. MoSJ&E may like to share its experience with MoLE in this context.

Agenda: 8.Ministry of HRD to give a presentation on status of skill development including how the revised scheme on vocationalisation of education will guide the restructuring of existing vocational education institutions. The status of National Vocational Educational Qualification Framework (NVEQF) prepared by them and efforts to reconcile National Vocational Qualification Framework (NVQF) with NVEQF needs to be covered.

Representative from Ministry of Human Resource Development (MoHRD) made a presentation on status of the restructuring of vocational education and launching of pilot programme in Haryana and West Bengal on National Vocational Educational Qualification Framework (NVEQF). The Ministry informed that a Cabinet Note has been prepared for Inter-Ministerial consultation. The scheme has been revised on the backdrop of National Policy on Education 1986 which recommended that 25 per cent of higher secondary students should be from vocational education and the study conducted in 1993 which found only 5 per cent of higher secondary students were actually in vocational education. The salient features of restructured vocational education for secondary education level include demand based approach, school advisory committee, mandated curriculum update, industry linked programme, Vocational Education Council in each CBSC schools, model vocational education schools in every district, coordination committee at state and district level, National Occupation Standards (NOS) etc. The pilot scheme launched in Haryana is for Class 9 in mainstream schools. The results of pilot scheme are not available as yet.

Member (LEM) Planning Commission informed that a meeting was organised under his chairmanship for the reconciliation of the National Vocational Educational Qualification Framework (NVEQF) prepared by MoHRD and the National Vocational Qualification Framework (NVQF) prepared by MoLE. He informed that both the Ministries were asked to provide their comments and see possibility to reconcile both into single National Qualification Framework (NQF). He also indicated that the Notes were received just before the NSDCB meeting and it will take a while to prepare a single proposal for one framework. He suggested that a Task Force may be constituted to revisit both the frameworks and suggest way forward for single framework.

Chairman suggested that a Sub-Group may be constituted under the chairmanship of Member (LEM) Planning Commission to make suggestions for creation of single NQF. He also indicated that this Sub-Group should submit its Report by January 2012. Besides, he also enquired about the status of 2500 model schools in Public Private Partnerships. The MoHRD informed that a committee has been set up to look into these issues.

Adviser to PM on PM's NCSRD enquired about funding provisions for the pilot launched in Haryana and West Bengal. The Ministry informed that budget of Rs.25 crore has been allocated for the pilot scheme.

Agenda: 9. Most states have set up Skill Missions. Steps are now required to be taken to provide basic administrative units in these State Skill Missions so that these can become centres of enhanced level of activities. Possibility of providing some funds for setting up basic administrative steps and to take up some innovative/pilot work may be discussed.

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Agenda: 10. Time proven institution of Collectors is yet to be fully involved in the skill development process. Like Centre and State, there is therefore a clear need to set up small district skill management units to act as nucleus for coordinating/involving in skill efforts. Possibility of providing finance support to districts for setting up basic administrative units and take up some need based activities related to skill may be discussed.

Member (LEM) Planning Commission suggested that as a result of first round Regional Conference on Skill Development organised by Planning Commission in 2010 all the states/UTs have set up their Skill Development Missions. Therefore, there is a need for second round of Regional Conference on Skill Development to see the best practices in skill development activities implemented by the States/UTs. The Board agreed with the suggestion.

As regards the funding to the State Skill Development Mission for creating basic administrative unit Chairman observed that those states which are interested in the idea of improving the skill development activities are doing well and may not require the money. Further, he opined that this is not feasible. The States should undertake these activity with the State own money.

Agenda: 11. MoRD has sanctioned lots of proposals under special SGSY in last few years. However, new sanctions under special SGSY/NRLM are not getting issued because of shortage of funds/ceiling of 15% for placement under Skill Development activities under NRLM. The possibility of increasing this ceiling from 15% to at least 30% may be discussed.

Agenda: 12. Proportion of urban population is increasing. The possibility of redesigning SJSRY or launching National Urban Livelihood Mission to have larger impact may be discussed. Ministry of HUPA to give their views.

Representative from Ministry of Housing & Urban Poverty Alleviation (MoHUPA) made a presentation on skill development activities. The Ministry implements the Swarna Jayanti Shahari Rozgar Yojana (SJSRY) which has a component of Skill Training for Employment Promotion amongst Urban Poor (STEP-UP). The STEP-UP provides financial assistance for skill development including skill upgradation of the urban poor to enhance their income earning capacity through the self-employment as well as wage employment. The performance vary from state to state for e.g in Andhra Pradesh the success rate is 70 per cent and in Gujarat the success rate is 80 per cent.

MD & CEO, NSDC pointed out that the NSDC's model in skill development is at variance with the scheme implemented by MoHUPA as many stakeholders from the field generally point out. Training under the SJSRY is provided free of cost, while the same is charged under NSDC projects.

Ms.Uzzamma observed that given the kind of occupations in which the urban poor engaged, the testing for their abilities and self-employment are limited.

Representative from MoHUPA informed that the SJSRY was revised 2 years ago by including the urban poor including from slums. The Ministry operates through providing skill training in the market based trades.

Agenda: 13. PMO has asked office of Adviser to PM on NCSD on start collecting progress of skill development activities from Central Ministries/Departments. Some of the trainings being reported are of very small duration whereas some are leading to Degrees. Clarity is therefore required as to what type of trainings should be closely monitored by PM NCSD. It is felt that trainings less than 4 weeks and those leading to grant of degrees should not be counted for the purpose of reporting and monitored by PM NCSD. The issue may be discussed in the meeting and decided upon.

Adviser to PM on PM's NCSD observed that there is a huge duplication in terms of number of persons who received skill trainings through various schemes of different Ministries/Departments.

Representative from MoRD informed that new scheme UDAAN has some components of skill training which leads to award of degree. The Adviser to PM on PM's NCSD suggested in that only the training of at least 4 weeks period leading to certification will be counted in the category of skill development.

Other observations:

Representative from Ministry of Tourism (MoT) informed the skill development scheme like Hunar sey Rojger is very successful. It provides skill training leading to certification.

Member Secretary (PC) enquired about the status MoT proposal which was discussed under her chair in August, 2011 in which representative of NDMC was also present. The meeting had decided to start training course on hospitality sector in the selected NDMC schools in New Delhi including school dropouts. The proposal is under consideration.

Representative from Ministry of Women and Child Development (MoWCD) gave synoptic view of the activities of vocational education of the Ministry and observed that the registration of VTPs in small town is slow and needs to be improved.

Representative from Government of West Bengal informed the state initiative of vocational education in class 9 onwards. The state has added advantage for launching of pilot scheme of NVEQF. The State also signed partnership with several industries like IL&FS etc. for imparting skill training in the state.

Representative from Government of Karnataka informed that the state had set up Skill Commission. So far, the state has trained 3.5 lakh persons in various trades and placed 2.5 lakh persons. He also informed that the state government involves the district collectors in the process of skill development activities.

Meeting ended with a vote of thanks to the chair.

List of Participants

Planning Commission

1. Shri Montek Singh Ahluwalia, Deputy Chairman, planning Commission and Chairman, NSDCB
2. Dr Narendra Jadhav, Member (LEM)
3. Smt Sudha Pillai, Member Secretary
4. Dr Ashok Sahu, Pr. Adviser (LEM)
5. Dr C.Chandramohan, Sr.Adviser (School Education, Sports & Youth Affairs)
6. Smt Sunita Sanghi, Adviser (LEM)
7. Shri Munish Kumar, Director (LEM)
8. Smt Jeewan Sharma, Deputy Secretary (LEM)
9. Shri B. Chandrasekaran, Young Professional (LEM)

Office of Adviser to PM on PM's NCSD

1. Shri S. Ramadorai, Adviser to PM on PM's Council on Skill Development and Co-Chair of NSDCB
2. Shri Shikhar Agarwal, PS to Adviser to PM
3. Shri Jayant Krishna
4. Ms Anita Rajan

Central Ministries

1. Shri Ashok Thakur, Special Secretary (Technical Education), Ministry of Human Resource Development
2. Ms Anshu Vaish, Secretary, Department of School Education and Literacy, Ministry of Human Resource Development
3. Shri R.H. Khwaja, Secretary, Ministry of Tourism
4. Shri R. Gopalakrishnan Additional. Secretary and Member PM's NCSD
5. Dr P K. Mohanty, Additional Secretary, Ministry of Housing and Urban Poverty Alleviation,
6. Shri Bimal Julka, Additional Secretary & Director General, Ministry of Finance
7. Shri Sharda Prasad, Director General of Employment and Training/Additional Secretary, Ministry of Labour and Employment
8. Shri Keshav Desiraju, Additional Secretary, Ministry of Health and Family Welfare
9. Dr. Savita, Anand, Joint Secretary, Department of Land Revenues
10. Shri Harsh Bhal, CMD, NAFDC, Ministry of Social Justice & Empowerment
11. Dr Ajay Kuamr, Joint Secretary, Department of Information Technology, Ministry of Information and Communication Technology
12. Shri L K Atheeq, Joint Secretary, Prime Minister Office
13. Shri R L Singh, Director (Training), Ministry of Labour and Employment

14. Shri Shashank Goel, Joint Secretary, Department of Heavy Industries, Ministry of Heavy Industries & Public Enterprises
15. Shri Rakesh Mohan, Joint Secretary
16. Shri S. Sahu, Additional Development Commissioner, Nirman Bhavan
17. Dr Alka Bhargava, Director, Department of School Education and Literacy, Ministry of Human Resource Development
18. Shri J.C. Sharma, Economic Adviser, M/o SJ& E, Shastri Bhavan
19. Smt. Sangeeta Verma, Economic Adviser, Ministry of Women and Child Development
20. Shri T Vijay Kumar, Joint Secretary, Ministry of Rural Development

State Governments

1. Shri Manoj Agarwal, Secretary, Government of West Bengal
2. Shri N. Manjunatha Prasad, Commissioner, Department of Employment and Training, Government of Karnataka

Subject Experts

1. Shri Manish Sabharwal, Chairman, Teamlease Services Pvt. Ltd, Bangalore
2. Uzamma, Director, Decentralised Cotton Farm Trust, Andhra Pradesh
3. Dr. Shubnam Singh, Chairperson, CII

National Skill Development Corporation

1. Shri Dilip Chenoy, MD & CEO
2. Shri B. Banerjee, Head, Standards & QA

Institute of Applied Manpower Research

1. Dr Santosh Mehrotra, Director General