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

Dr. RAJESH P. KHAMBAYAT
JOINT DIRECTOR,
PSSCIVE, BHOPAL
INDIA
INDIA

- Population: 1.32 Billion
- Median Age: 27.9 Yrs
- No. of States/UT: 29/07
- Languages: 22
- GDP: 7.2 % a year
INDIA DEMOGRAPHIC DIVIDEND

Demographic dividend

Population MN, 2011

Age Group

- 00-04
- 05-09
- 10-14
- 15-19
- 20-24
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64

Male
Female
“Indian industry points to a need for around 500 million skilled workers by 2022. “

Skilling India Has Become The New Mantra.
“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

<table>
<thead>
<tr>
<th>Skilling not Leading to Jobs</th>
<th>Varying Standards: Assessment &amp; Certification</th>
<th>Outmoded Curricula; &amp; Lack of Market relevant courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weak Linkages with Industry/Employers</td>
<td>Low Quality of Training</td>
<td>Poor Infrastructure</td>
</tr>
<tr>
<td>Demand-Supply Mismatch</td>
<td>Lack of Scalability</td>
<td>Lack of Trainers</td>
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<tr>
<td>Lack of Mobility between Skill &amp; Higher Education</td>
<td>Unequal Access</td>
<td>Large Unorganized Sector Employment with no Skill Premium</td>
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- 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

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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

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1956</td>
<td>(First) Industrial Policy</td>
</tr>
<tr>
<td>1964</td>
<td>Indian Education Commission (Kothari Commission)</td>
</tr>
<tr>
<td>1968</td>
<td>(First) National Policy on Education</td>
</tr>
<tr>
<td>1986</td>
<td>National Skill Development Corporation (NSDC) Established</td>
</tr>
<tr>
<td>2008</td>
<td>National Skills Qualification Framework</td>
</tr>
<tr>
<td>2013</td>
<td>Apprentices (Amendment) Act</td>
</tr>
<tr>
<td>2015</td>
<td>National Policy on Skill Development and Entrepreneurship</td>
</tr>
<tr>
<td>1961</td>
<td>Apprenticeship Act</td>
</tr>
<tr>
<td>1966</td>
<td>National Labour Policy</td>
</tr>
<tr>
<td>1969</td>
<td>(First) Industrial Training Institute</td>
</tr>
<tr>
<td>1992</td>
<td>(Modified) National Policy on Education</td>
</tr>
<tr>
<td>2009</td>
<td>National Skills Development Agency (NSDA) Established</td>
</tr>
<tr>
<td>2014</td>
<td>Ministry of Skills Development and Entrepreneurship Established</td>
</tr>
<tr>
<td>2016</td>
<td>Union Budget 2016-17</td>
</tr>
</tbody>
</table>

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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

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Two Major Competent

Skills Development

Entrepreneurship Development

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Leverage technology & promote apprenticeship to tackle the identified issues.

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

Operationalise a quality assurance framework, brings focus on outcomes, quality of training infrastructure & trainers.

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

Skill Component

Addresses key issues of low aspirational value, non-integration with formal education.
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.
01 Enhance Scale & Outreach with Speed

02 Promote Quality Outcomes

03 Skilling with Standards

04 Promote Inclusion in Skilling

05 Skilling with Global Mobility

06 Promote Convergence & Coordination

07 Make Skills Aspirational

08 Promote Industry Linkages

09 Mobility Pathways Academic & Skills

10 Leverage Technology

India’s Skill Eco-system

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ACADEMIC & TVET SYSTEM IN INDIA

<table>
<thead>
<tr>
<th>NSQF Levels</th>
<th>International Equivalent</th>
<th>Minimum Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 10</td>
<td>Doctorate</td>
<td>Masters or Level 9</td>
</tr>
<tr>
<td>Level 9</td>
<td>Masters</td>
<td>Graduation or Level 8</td>
</tr>
<tr>
<td>Level 8</td>
<td>Postgraduate (PG) Diploma</td>
<td>Graduation or Level 7</td>
</tr>
<tr>
<td>Level 7</td>
<td>Bachelors</td>
<td>12th Plus</td>
</tr>
<tr>
<td>Level 6</td>
<td>Advanced Diploma</td>
<td>12th</td>
</tr>
<tr>
<td>Level 5</td>
<td>Diploma</td>
<td>12th</td>
</tr>
<tr>
<td>Level 4</td>
<td>Advanced Certificate</td>
<td>12th</td>
</tr>
<tr>
<td>Level 3</td>
<td>Certificate</td>
<td>12th</td>
</tr>
<tr>
<td>Level 2</td>
<td>Certificate</td>
<td>10th</td>
</tr>
<tr>
<td>Level 1</td>
<td>Certificate</td>
<td>10th</td>
</tr>
</tbody>
</table>
## EMPLOYERS TAKING LEAD IN MAPPING COMPETENCY REQUIREMENTS

### Priority Sector
- Auto
- Retail
- IT/ITeS
- Media and Entertainment
- Healthcare
- Gems & Jewelry
- Leather
- Electronics
- BFSI
- Logistics
- Construction
- Food Processing
- Life Sciences
- Hospitality
- Textiles & Handlooms
- Apparels
- Handicrafts
- Power
- Iron & Steel
- Hydrocarbons
- Management
- Chemical & Petrochemicals
- Strategic Manufacturing
- Allied Manufacturing
- Furniture & Furnishing
- Education
- Management
- Chemical & Petrochemicals
- Strategic Manufacturing
- Allied Manufacturing
- Furniture & Furnishing
- Education

### Large Workforce
- Rubber
- Telecom
- Capital Goods
- Agriculture
- Aerospace & Aviation
- Mining
- Sports
- Paints & Coatings
- Instrumentation

### Informal Sectors
- Security
- Plumbing
- Beauty & Wellness
- Culture
- Domestic Workers

### 37 Sector Skill Councils approved, more in process
- New sectors such as Green Energy, PwD targeted for next year

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<table>
<thead>
<tr>
<th>Key Bodies</th>
<th>Enablers</th>
<th>Implementing Bodies</th>
<th>Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministry of Skill Development &amp; Entrepreneurship, MHRD</td>
<td>SSDM, NSDC, NSDA, SSCs, NCVT, SCVT, Labour Laws, Minimum Wages Act</td>
<td>ITIs, Training Providers, Captive Training by Employers</td>
<td>Marginalised Societies, Unemployed Youth</td>
</tr>
</tbody>
</table>

**NSQF**

- MORD, Other Central Ministries
- Financial Institutions, Apprenticeship Act
- Schools, Universities, Assessment Companies
- Low income Group, Schools & College Students

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Schemes Under National Skills Mission

Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

Key Components of PMKVYS

- Short-term Training
- Recognition of Prior Learning
- Kaushal & Rozgar Mela
- Placement Assistance
- Continuous Monitoring
- Standardized Branding & Communication

Dashboard for Skills Development Mission at PMO
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

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GOVERNMENT OF INDIA SUPPORTS FOR INNOVATION & ENTREPRENEURSHIP

#startupindia

Start-up India

Make in India

Atal Innovation Mission (AIM)

Support to Training & Employment Programme for Women (STEP)

Biotechnology Industry Research Assistance Council (BIRAC)

Trade related Entrepreneurship Assistance & Development (TREAD)

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<th><strong>KEY MEASURES FOR EFFECTIVE POLICY IMPLEMENTATION</strong></th>
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<tr>
<td><strong>1.</strong> Setting achievement targets &amp; milestones within a fixed timeframe;</td>
</tr>
<tr>
<td><strong>2.</strong> Identification of MSDE as a lead agency for implementation;</td>
</tr>
<tr>
<td><strong>3.</strong> Clear implementation plans at multiple levels;</td>
</tr>
<tr>
<td><strong>4.</strong> Allocation of adequate budgetary &amp; other resources;</td>
</tr>
<tr>
<td><strong>5.</strong> Institutionalization of monitoring and evaluation mechanisms;</td>
</tr>
<tr>
<td><strong>6.</strong> Sustained political commitment and leadership.</td>
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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:

Dr. Rajesh P. Khambayat
khambayatrp@gmail.com
+91-8989120801

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