

National Skill Development Mission –An Engineering Pillar for Skill Development

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ABSTRACT

India is paving the way towards becoming the skill capital of the world. With one of the youngest population of the world, it is the high time to realise its demographic dividend through a workforce which is skilled and industry ready. To make India a 'Skilled Economy', The Ministry of Skill Development and Entrepreneurship launched the National Skill Development Mission (NSDM). NSDM provides an overall institutional framework for speedy implement and scale up skill development efforts across India. The National Skill Development Mission was launched by the Prime Minister Mr. Narendra Modi on 15.07.2015 on the occasion of World Youth Skills Day. NSDA is supporting actively in fulfilling the objectives of National Skill Development Mission. NSQF, NQAF, LMIS & NSRD are the specialized services provided by NSDA. But the modern dynamic, innovative and highly competitive International business environment demands more and more skilled manpower. Therefore, India must consistently concentrate on upgrading skill training efforts to meet the demand & supply of the skilled work force in India. Apart from maintaining national balance, India has the potential to supply skilled workforce to meet the international demands also. Different forces like government departments at centre & state levels, private training providers, various educational and training institutions, employers, industrial associations, accreditation, assessment and certification bodies and trainees etc.; all need to coordinate & align their activities together in order to achieve the target of 'Skill India'. More thrust on 'Capacity Building' and 'Advocacy' for skill development programmes and activities are indispensable and no country could stand the global competition until and unless the manpower is skilled and technically sound.

Keywords: NSDM (National skill development mission), NSDA (National Skill Development Agency), NSDC (National Skill Development Corporation), DGT (Directorate General Of Training)

INTRODUCTION

India is paving the way towards becoming the skill capital of the world. With one of the youngest population of the world, it is the high time to realise its demographic dividend through a workforce which is skilled and industry ready. National skill development Agency is an autonomous body registered as a society under the Society Registration act 1860 under the ministry of Skill Development and entrepreneurship.

Functions

- Take all possible steps to meet skilling targets
- Coordinate and harmonize the approach of skill development among various Central/Ministries, Departments, State Government, NSDC and the private sector
- Anchor and operationalize the NSQF to ensure that the quality and standards are in accordance with the sector specific requirement.
- Be the nodal agency for state skill development mission.
- To meet the budgetary requirement for the skill development
- To make the disadvantaged group, Marginalized groups like SC, ST, OBC, Minorities, women and differently abled persons skilled and to make them sound enough to stand in the mainstream of the economic growth and development.

Carrying forward the legacy of skill development NSDM (National skill Development Mission) was launched by our Honourable Prime Minister Mr. Narendra Modi to create convergence across sectors and states in terms of skill training activities. The main ideology behind NSDM was to achieve the vision of "Skilled India". This mission is supported by three other institutions-

- NSDA-National Skill Development Agency
- NSDC-National skill Development Corporation
- DGT-Directorate General of Training

National Skill Development Mission

To make India a 'Skilled Economy', The Ministry of Skill Development and Entrepreneurship launched the National Skill Development Mission (NSDM). NSDM provides an overall institutional framework to scale up skill development efforts across India. The National Skill Development Mission was launched by the Prime Minister Mr. Narendra Modi on 15.07.2015 on the occasion of World Youth Skills Day.

This framework will create an end-to-end, outcome-centred implementation framework, which adjusts demands of the employers for a well-trained skilled workforce with aspirations of Indian citizens for sustainable livelihoods. It has been targeted to build an institutional infrastructure for training of at least 300 million skilled people by the year 2022. The mission will provide strategic direction to State governments and establish a clear line of action to enable India to achieve its skilling targets.

Strategy of the NSDM

National Skill Development Mission will consist of seven sub-missions as per decision of Governing Council, chaired by Prime Minister. Executive guidelines and detailing of each sub-mission will be done by Executive Committee headed by Secretary, MSDE. Each sub-mission will act as a building block for achieving the overall objectives of the Mission. Each sub-mission will be headed by a Joint Secretary or Director level officer designated as CEO, sourced from the public or private sector that has a solid track record of implementing projects and achieving targets in a timely manner. The Sub-Mission's support team will comprise of various experts from the public and private sectors.

Sub-Missions of NSDM³

Seven sub-missions have been proposed initially to act as building blocks for achieving overall objectives of the Mission. They are:

(i) Institutional Training, (ii) Infrastructure, (iii) Convergence, (iv) Trainers, (v) Overseas Employment, (vi) Sustainable Livelihoods, (vii) Leveraging Public Infrastructure.

OBJECTIVES OF THE MISSION

- **Setting up of Framework:** NSDM will create an end-to-end implementation framework for skill development, which provides opportunities for life-long learning. This includes: incorporation of skilling in the school curriculum, providing opportunities for quality long and short-term skill training, by providing gainful employment and ensuring career progression that meets the aspirations of trainees. NSDM will leverage existing public infrastructure and industry facilities for scaling up skill training and capacity building efforts.
- **Training:** NSDM will balance employers' demand and workforce productivity with trainees' desires for sustainable livelihoods, by creating a framework for outcome centered training. NSDM will also develop a network of quality instructors/trainers in the skill development ecosystem by establishing high quality teacher training institutions.
- **Developing Standards:** NSDM will establish and implement multi-sectoral, nationally and internationally acceptable standards for skill training activities of the country. These standards will be applicable to all whether private sector or public sector.
- **Capacity Building:** NSDM will indulge in various capacity building activities for skill development in un-organized sectors and provide directions for re-skilling & up-skilling workers in these sectors. NSDM will propagate aspirational value of skilling among youth, by creating social awareness on value of skill training.
- **Making of a Highly Skilled Workforce:** NSDM will ensure sufficient, high quality efforts for long-term skilling for internationally acceptable qualification standards, which will create a highly skilled workforce. It will provide passage for overseas employment through specific programmes mapped to global job requirements and benchmarked to international standards.
- **Coordination:** NSDM will promote convergence and co-ordination between skill development efforts of all Central Ministries/Departments/States/implementing agencies. It will also enable pathways for transitioning between the vocational training system and the formal education system, through a credit transfer system.
- **Balanced Development:** NSDM will support weaker and disadvantaged sections of society through focused outreach programmes and targeted skill development activities.

Institutional Framework for NSDM

The institutional framework for achieving the objectives of the Mission has been divided into following three tiers. ---

A Governing Council at apex level,

A Steering Committee

A Mission Directorate (along with an Executive Committee)

Mission Directorate will be supported by National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), and Directorate General of Training (DGT).

At State level, States will be motivated to create State Skill Development Missions (SSDM) with a Steering Committee and Mission Directorate at State level. States will be supported by District Committees at the functional level.

National Skill Development Agency (NSDA)

“National Skill Development Agency (NSDA) is an autonomous body under Ministry of Skill Development and Entrepreneurship that anchors the National Skill Qualifications Framework and allied quality assurance mechanisms for synergizing skill initiatives in the country.”⁴

To improve coordination between Mission Directorate and NSDA, the Secretary, Ministry of Skill Development and Entrepreneurship has been designated as ex-officio Chairman of NSDA.

Main Functions of NSDA

‘Quality Assurance’ and ‘Policy Research’ are the main focus area of NSDA in the skill development scenario of India. The main functions of NSDA are as under---

- To establish and operationalise **National Skills Qualification Framework (NSQF)**
- To establish and operationalise **The National Quality Assurance Framework (NQAF)** embedded in NSQF aiming to improve the quality of all education and training/skills programmes in India. It will include laying down a framework for training, assessment and certification processes and agencies in the country.
- To establish and operationalise **the National Labour Market Information System**
- To establish and operationalise National Skills Research Division (NSRD)

Secondary Functions of NSDA

- **NSQC:** It will functionalize National Skills Qualification Committee (NSQC) in accordance to its objectives
- **Framework:** It will develop national protocols for registration and accreditation of various training providers.
- **Coordination:** NSDA will establish coordination among the various skill development activities of private sector and public sector.
- **Financing:** NSDA will try to generate extra-budgetary funds for skill development from various sources like international agencies and the private sector etc.
- **Control:** NSDA will evaluate existing skill development schemes/framework to assess their efficacy and suggest corrective actions to make them more beneficiary.
- **Advocacy & Capacity Building** for skill development activities and programmes.
- **Duties Assigned by the Govt.:** NSDA will take sufficient steps to meet skilling targets mentioned in 12th Five Year Plan and beyond. It will perform any other function assigned to it by the Government.
- **Balanced Skill Development:** NSDA will take care of the skilling needs of the disadvantaged and the marginalized sections of the society like SCs/STs/OBCs, minorities, women and differently-abled persons etc.
- **Others:** NSDA will act as a nodal agency for State Skill Development Missions. It will promote Prime Minister’s Skill Development Fellow Programme.

LMIS

“LMIS is an integrated set of institutional arrangements, procedures, mechanisms and data systems designed to produce labour market information as per global standards and best practices.”²

NSDA under the Ministry of Skill Development and Entrepreneurship has launched a single window platform to aggregate supply and demand trends in the Indian skilled work force referred to as the National Labour Market Information System (LMIS).

LMIS brings together quantitative and qualitative information related to labour market and business environment and generate various useful data which is useful to different government stakeholders, as well as to the industry. LMIS will act as a portal for matching the demand and supply of skilled workforce in the country. The LMIS will on the one hand provide citizens with vital information on skilling initiatives across the country. On the other hand, it will monitor the performance of existing skill development programmes.

LMIS is an online platform to effectively manage the registration processes of workers, contractors & establishment owners under various labour laws. The registered labours can take advantage of various welfare schemes by applying online through this application. Various LMIS reports are provided for in-depth data monitoring, analysis and record-keeping.

NSQF

“The National skill qualification Framework (NSQF) is a competency-based framework that organizes all qualifications according to a series of levels of knowledge, skills and aptitude.”²

The NSQF is a multi-dimensional quality assurance framework. It is a national level integrated education and competency based skill framework. It assures multiple qualifications both in terms of horizontally & vertically, both within vocational education & vocational training and among vocational education, vocational training, general education and technical education. This linking from one level of learning to another higher level will enable a person to acquire desired competency levels, transit to the job market and, at an opportune time, return for acquiring additional skills to further upgrade their competencies. These levels are defined in terms of learning outcomes derived from formal, non-formal or informal learning.

Functions of NSQF

Co-ordination:

NSQF coordinates the diversity of the Indian education and training systems with the demands of various Indian Markets as well as International Markets. NSQF developments a set of qualifications for each level generally accepted across the nation and overseas. It develops national principles for recognising skill proficiency and competencies at different levels leading to international equivalency.

Provides Infrastructure:

NSQF provides infrastructure for development and maintenance of roadmaps providing access to qualifications and assist people to move easily between different types of education and training sectors and the labour market. NSQF enables multiple entry and exit between vocational education, skill training, general education, technical education and job markets

Development of Human resource:

NSQF gives persons an option to progress through education and training and gain recognition for their prior learning and experiences. NSQF increases potential for recognition of prior learning

International Recognition:

NSQF supports and increases the national and international mobility of persons having NSQF-compliant qualifications. As per annual Report 2020-21 Ministry of skill development and entrepreneurship Government of India 4111 qualifications have been aligned to NSQF which is mentioned below with the help of the table

Table 1

Submitted body/Scheme	No. Of qualifications aligned
Sector Skill Council	2427
Directorate General of Training	839
Central Ministries (Self run courses and Institutes)	757
State Government	88
	4111

Msde.gov.in

NQAF

“NQAF aims to improve the quality of all education and training/skills programmes in India.”²

The National Quality Assurance Framework (NQAF) aims to improve the quality of various educational and training/skills programmes in India. The NQAF provides the standards which the different organisations involved in education and training must contain in order to be accredited to provide these types of services. NQAF is applicable to all organizations offering NSQF-compliant qualifications. The NQAF Manuals provide guidance for different groups of organisations involved in skill development area.

National Skills Research Division (NSRD)

“National Skill Research Division has been set up at national level to serve as a think tank for inputs on research related to skill development and evolve as a credible research organization in skill development at the national level”²

The National Policy for Skill Development and Entrepreneurship 2015 announced the establishment of NSRD. National Skills Research Division (NSRD) has been established to serve as the apex body for providing technical and research support to the Mission. This institution acts as an authentic, qualitative and accessible think-tank for Ministry of Skill Development and Entrepreneurship as a focussed skill development hub, which will coordinate the objectives of the Mission with academic research and data.

NSRD coordinates the ideas of the policy makers, social partners, researchers and practitioners on the ways to improve vocational education and training policies and fills the knowledge gap.

Functions of the NSRD

Research:

NSRD will conduct qualitative and quantitative research for in depth evaluations of existing skill development programmes and undertake the post placement tracking of trained candidates. NSRD have also published online the various articles, research papers and working papers etc. related to skill development mission and allied areas.

Policy Advisory/Inputs:

The information and findings derived by the research activities of NSRD will be used to provide various policy advisory/inputs to help the Ministry in policy formulation and implementation.

Careers Support:

NSRD has maintained a knowledge network with many institutions and stakeholders in the skill development space like training providers, employers, career counsellors, employment exchanges and job-search websites etc., this network provide placement support or career-related information to Indian mass.

Knowledge Exchange Networks:

NSRD has made various research collaborations with universities in India and abroad in the field of skill development. Various developments and innovations in the area of skill development are now shared among various countries.

CONCLUSION

NSDA is supporting actively in fulfilling the objectives of National Skill Development Mission. NSQF, NQAF, LMIS & NSRD are the specialized services provided by NSDA. But the modern dynamic, innovative and highly competitive International business environment demands more and more skilled manpower. Therefore, India must consistently concentrate on upgrading skill training efforts to meet the demand & supply of the skilled work force in India. Apart from maintaining national balance, India has the potential to supply skilled workforce the international demands also. Different forces like government departments at centre & state levels, private training providers, various educational and training institutions, employers, industrial associations, accreditation, assessment and certification bodies and trainees etc.; all need to coordinate & align their activities together in order to achieve the target of 'Skill India'. More thrust on 'Capacity Building' and 'Advocacy' for skill development programmes and activities are need of the hour.

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