

# Convergence Model of Skill India Mission – 2009-2017: A Review

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## BACKGROUND:-

"Today the world focuses on trade in goods but in future the core issue will be how to get skilled people. We need to work in this direction" – Prime Minister of India, Shri Narendra Modi, July 2014.

The majority of India's vast population is of working age. Urgent and effective action to Skill India is needed to capture the demographic potential of India's youth. Based on data from the 68th Round of NSSO, it is estimated that only 4.69 percent of India's total workforce has undergone formal skill training, compared with 52 percent in the USA, 68 percent in the UK, 75 percent in Germany, 80 percent in Japan and 96 percent in South Korea.

Despite efforts to hasten and scale up skilling through the creation of the National Skill Development Fund (NSDF) in 2009, the launch of the NSDC in the same year, and creation of the NSDA in 2013, progress to date has been sporadic.

India continues to face a skilling challenge of vast proportions. Based on the Census 2011 and NSSO (68th Round) data, it is estimated that 104 million fresh entrants to the workforce will require skill training by 2022, and 298 million of the existing workforce will require additional skill training over the same time period.

Acknowledging the formidable scale of this challenge, the government has notified the creation of the first dedicated Department of Skill Development and Entrepreneurship on 31st July, 2014, which became a full-fledged Ministry on 9th Nov, 2014, with NSDA, NSDC and NSDF under its purview. Further, the Training and Apprenticeship verticals, comprising of the entire network of Industrial Training Institutes (ITIs) and Apprenticeship Training schemes, were transferred from the Ministry of Labour and Employment to Ministry of Skill Development and Entrepreneurship (MSDE) on 16th April, 2015. These changes have

paved the way for a new skilling ecosystem, with closer coordination across the public and private sectors.

India is among the "YOUNG COUNTRIES" in the world, with good no. of workforce of age group of 15-59 years. At 2009 only 2% of total workforce in India has undergone skills training. India has a great opportunity to meet the future demands of the world, and can become the worldwide sourcing Hub for skilled workforce. With the govt. launching a number of schemes to empower young workforce, the challenges to magnify as there is a need for effective implementation of the scheme at the grass root level with equal participation from all the stakeholders concerned.

- During the last two decades, several institutional mechanisms have been developed by govt. for the implementation of large scale Skill Development Schemes and for the development of standards in training, assessment and certification. Efforts are being made to develop National Occupational Standards for different skills in a variety of sectors.
- Skill India is an initiative of the Government of India which has been launched to empower the youth of the country with skill sets which make them more employable and more productive in their work environment.
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- India is a country today with 65 per cent of its youth in the working age group.

- Skill India offers courses across 40 sectors in the country which are aligned to the standards recognised by both, the industry and the Government under the National Skill Qualification Framework.
- The courses help a person focus on practical delivery of work and help him enhance his technical expertise so that he is ready on day one of his job and companies do not have to invest in training him for his job profile.
- The target to train more than a crore fresh entrants into the Indian workforce has been substantially achieved for the first time.
- 1.04 Crore Indian were trained through Central Government Programmes and NSDC associated training partners in the private sector.
- The flagship scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY) alone has seen close to 20 lakh people getting skilled and prepared for a new successful future.

### Skill Development Mission – Transformation



The National Skill Development Mission will provide a strong institutional framework at the Centre and States for implementation of skilling activities in the country.

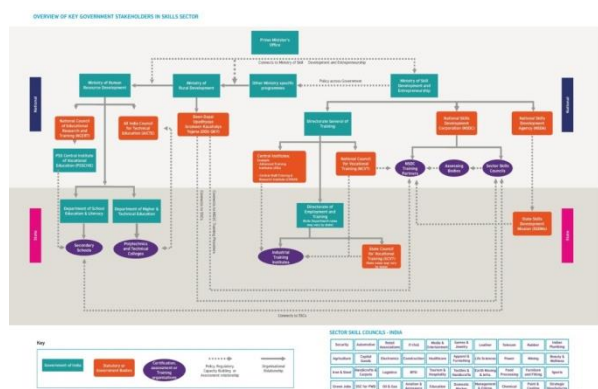
The National Skill Development Mission was approved by the Union Cabinet on 01.07.2015, and officially launched by the Hon'ble Prime Minister on 15.07.2015 on the occasion of World Youth Skills Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities.

Further, to achieve the vision of 'Skilled India', the National Skill Development Mission would not only consolidate and coordinate skilling efforts, but also expedite decision making across sectors to achieve skilling at scale with speed and standards. It will be implemented through a streamlined institutional mechanism driven by Ministry of Skill Development and Entrepreneurship (MSDE). Key institutional mechanisms for achieving the objectives of the

Mission have been divided into three tiers, which will consist of a Governing Council for policy guidance at apex level, a Steering Committee and a Mission Directorate (along with an Executive Committee) as the executive arm of the Mission. Mission Directorate will be supported by three other institutions: National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), and Directorate General of Training (DGT) – all of which will have horizontal linkages with Mission Directorate to facilitate smooth functioning of the national institutional mechanism. 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.

The Mission will have a three-tiered, high powered decision making structure. At its apex, the Mission's Governing Council, chaired by the Prime Minister, will provide overall guidance and policy direction. The Steering Committee, chaired by Minister in Charge of Skill Development, will review the Mission's activities in line with the direction set by the Governing Council. The Mission Directorate, with Secretary, Skill Development as Mission Director, will ensure implementation, coordination and convergence of skilling activities across Central Ministries/Departments and State Governments. The Mission will also run select sub-missions in high priority areas. Further, the National Skill Development Agency (NSDA), the National Skill Development Corporation (NSDC) and the Directorate of Training will function under the overall guidance of the Mission. The Ministry of Skill Development and Entrepreneurship (MSDE) provides a natural home for the Mission, organically linking all three decision making levels and facilitating linkages to all Central Ministries/Departments and State Governments.



## MISSION OBJECTIVES

### The Mission seeks to:

1. 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.
2. Align employer/industry demand and workforce productivity with trainees' aspirations for sustainable livelihoods, by creating a framework for outcome focused training.
3. Establish and enforce cross-sectoral, nationally and internationally acceptable standards for skill training in the country by creating a sound quality assurance framework for skilling, applicable to all Ministries, States and private training providers.
4. Build capacity for skill development in critical un-organized sectors (such as the construction sector, where there few opportunities for skill training) and provide pathways for re-skilling and up-skilling workers in these identified sectors, to enable them to transition into formal sector employment.
5. Ensure sufficient, high quality options for long-term skilling, benchmarked to internationally acceptable qualification standards, which will ultimately contribute to the creation of a highly skilled workforce.
6. Develop a network of quality instructors/trainers in the skill development ecosystem by establishing high quality teacher training institutions.
7. Leverage existing public infrastructure and industry facilities for scaling up skill training and capacity building efforts.
8. Offer a passage for overseas employment through specific programmes mapped to global job requirements and benchmarked to international standards. 3.9 Enable pathways for transitioning between the vocational training system and the formal education system, through a credit transfer system.
9. Promote convergence and co-ordination between skill development efforts of all Central Ministries/Departments/States/implementin g agencies.
10. Support weaker and disadvantaged sections of society through focused outreach programmes and targeted skill development activities.
11. Propagate aspirational value of skilling among youth, by creating social awareness on value of skill training.
12. Maintain a national database, known as the Labour Market Information System (LMIS), which 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, it will also serve as a platform for monitoring the performance of existing skill development programmes, running in every Indian state.

### Skill Sub-Mission: Convergence

The mandate of the Mission is to bring together to a common platform the plethora of schemes to eliminate duplications, error records and strengthen the implementation mechanism by use of IT enabled system, rationalize administration, and incorporate partnerships with civil society organizations for more effective delivery. The long-term objective of this project is to package useful social sector welfare schemes focusing on empowerment of the vulnerable population together at delivery level thereby maximizing their impact and efficiently utilizing scarce financial resources through active involvement of community in a concerted and focused manner. The Mission strives to enhance the visibility of schemes to all targeted communities; enhance the control/influence of the community/service recipient over the welfare schemes; strengthening the Organizations (GRC/NGOs/Government line Dept.) and its processes related to prompt service delivery; and

incentives and reinforce appropriate mechanisms for receiving/providing services.

- To ensure convergence and co-ordination of skill development efforts across multiple stakeholders in the skill landscape of the country: central and state Ministries/Departments, private training providers, assessment agencies, industry bodies, and workers.
- Establish, manage, operate, maintain and facilitate the welfare programme for providing welfare services in an integrated manner to the under-privileged citizens in an efficient, transparent, convenient, friendly and cost effective manner.
- Identify and recommend the welfare services which can be provided in consultation and co-ordination with the converging departments.
- Workout and implement the action plan in collaboration with the private sector, NGOs, or Public Private Partnership (PPP) or other innovative methods as per the requirements of the specific areas.
- Rationalize and streamline the implementation of the schemes related with social services.
- Generate awareness on the welfare schemes and programme amongst masses.
- Facilitate and promote public-private partnerships and community ownership in efficient service delivery of social services.
- Improve access of the poor to get the maximum benefits of the welfare schemes.
- Promote women empowerment.

### Enablers

- Creation of common norms for rationalization of Skill Development schemes at the Central and State level.
- Engagement with States, rejuvenating the SSDMs as State level co-ordinating bodies and promoting convergence of implementation efforts in the State, in line with national objectives.
- Promoting States to open Kaushal Vardhan Kendras (KVKs) to increase outreach and provide training linked to local needs.

- Coordinate setting up of National Skills Portal by NSRD to provide information to potential trainees on the training and potential career opportunities available to them. This comprehensive database will also cover the number of people who have been trained, across different trades at the national and state levels.

### District Resource Center

District Resource Centres are District level structures of Mission Convergence (Samajik Suvidha Sangam) based at the office of the Deputy Commissioners of each district as 'front office' of the DC office, and act as a single window for the community for welfare entitlement/schemes. These will be lead interfaces between the community and the government departments, through the Deputy Commissioners and District nodal officers of the concerned departments, in consultation with GRC-Suvidha Kendras and DC office, and would give the beneficiaries a platform to discuss their grievances and seek immediate redressal.

### Gender Resource Center

The Mission Convergence incorporates the previous Gender Resource Centres, which function much nearer to the community in its implementation structure and has added a Suvidha Kendra to each GRC, redefining the scope of a GRC viz. not only its name. Essentially the Gender Resource Centre was formed to take care of all dimensions related to women empowerment in a holistic manner, and are envisaged as instrument to bring Social, Economic, and Legal empowerment of Women particularly those belonging to the under privileged sections of society. The activities of Gender Resource Centre are to encompass Social Empowerment, Legal Rights, Economic Initiatives comprising of skill building, Micro enterprise and entrepreneurship Development, Health Aspects, Information Sharing and Networking Aspects, and Non formal functional literacy and Women empowerment.

### Schemes under Mission Convergence

Under the Mission Convergence program nine government departments have been taken into account with their current entitlement schemes. Each participating department has a Nodal Officer, who is accountable to their department for program implementation. At District level, Deputy Commissioner (DC) have been designated as the District In-charge to guide the mission. The DCs are the central convergence point for all the social sector programmes in the district. At community level the local NGOs/CBOs have been involved for implementation of the program at community level itself. These institutions would be linked to Suvidha Kendras that is true convergence and facilitation center at single window.



### Major Skilling Program

1. About 20 Central Ministries/ Departments/ NSDC are implementing over 70 plan schemes for skill development. Details of objectives, target group, duration of training etc. of these schemes can be accessed from the Background Note for the Sub-Group when it was circulated. Several new schemes have been started or existing schemes revamped during the 12th Plan period to expand outreach of training. Some of these schemes include:
2. The placement linked Aajeevika scheme has been renamed as Deen Dayal Upadhyaya Grameen Kaushalya Yojana which aims to train 10 lakh rural youths by 2017.
3. Seekho Aur Kamao (Learn and Earn) Scheme launched by the Ministry of Minority Affairs to upgrade the skills of the minority youths in various modern /traditional vocations depending upon their educational qualification, present economic trends and the market potential, which can earn them a suitable employment or make them suitably skilled to go for self-employment.
4. The Swarna Jayanti Shahari Rozgar Yojana (SJSRY) in the 12th Plan was restructured as the National Urban Livelihood Mission (NULM) to target the urban poor who are occupationally vulnerable for Employment through Skills Training & Placement (EST&P). The Mission provides assistance for development / upgrading of the skills of the urban poor so as to enhance their capacity for self-employment and salaried employment.
5. The Ministry of Labour & Employment has launched the Apprentice Protsahan Yojana to support training of one lakh apprentices through MSMEs, in the next two and a half years, by sharing 50% of the stipend. Enhanced rates of stipend have been notified for trade apprentices.
6. The scheme for "Enhancement of Skill Development Infrastructure in the Northeastern States & Sikkim" has been revised to include construction of 22 new ITIs instead of 14 as per the existing scheme.
7. Ministry of Skill Development and Entrepreneurships through NSDC is implementing a new scheme titled STAR (Standards Training Assessment and Reward) since 2013-14 to motivate a large number of youth to voluntarily join skill development programmes; wherein on successful completion of training and obtaining a certificate, every candidate is provided with a monetary reward of an average of Rs. 10,000/-.
8. Ministry of Skill Development and Entrepreneurship through the National Skill Development Corporation (NSDC) the Pradhan Mantri Kaushal Vikas Yojana will implement the scheme will cover fresh training and Recognition of Prior learning of 24 lakh persons. Skill training would be done based on the National Skill Qualification Framework (NSQF) and industry led standards. Under the scheme, a monetary reward is to be given to trainees on assessment and certification by Third Party assessment. The average monetary reward would be around Rs.8000 per trainee. Mobilization would be done through skill melas organized at the local level with participation of the State Governments, Municipal Bodies, Panchayati Rai Institutions and community based organizations. The focus under the scheme is also on mentoring support and placement facilitation. The scheme will target the first time entrants to the labour market and primarily target Class 10 and Class 12 drop-outs.
9. The Ministry of Human Resource Development through the D/o School Education and Literacy has revamped the scheme of "Vocationalisation of Higher Secondary Education" into "Vocationalisation of Secondary and Higher Secondary Education" incorporating the learnings emerging out from the Haryana pilot project on National Vocational Education Qualification Framework (NVEQF) and subsuming the revamped scheme into the Rashtriya Madhyamik Shiksha Abhiyan (RMSA). The revamped scheme has introduced Vocational Education from Class IX onwards i.e. at the secondary stage.
10. The Ministry of Labour & Employment launched the Recognition of Prior Learning (RPL) to evaluate the skills of construction workers acquired through informal means on pre-determined parameters. Successful workers would be awarded NCVT certificate. The NSDA has been organizing workshops with varied stakeholders to contextualize and implement RPL in India especially after its mandate under the NSQF.

11. In March, 2015 itself, the Government has launched the National Action Plan for Skill Training of Persons with Disabilities. This National Action Plan is a partnership between the Ministry of Skill Development and Entrepreneurship (MSDE) and Department of Empowerment of Persons with Disability for skilling 2.5 million Person with Disability (PwD) over seven years.

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