



## A brief update on Capital Goods Skills Council (CGSC)

### **Achievements / Activities Since last GC Meeting ie Sept 2015:**

The following milestones have been covered by the CGSC since Sept 2015:

**Participation in the Pradhan Mantri Kaushal Vikas Yojna (PMKVY):** The following were achieved during the PMKVY which commenced from July 2015 and ended in Feb 2016:

- Total Training Centres Affiliated: 275
- Centre that actively participate: 215
- Trainers Trained: 194
- Assessors Trained: 109
- Trainees trained: 15407 \*
- \* A total of 17473 trainees were trained which included trainees from State engagements with UP and Kerala, engagement with UGC community colleges and Ministry of Rural Development (DDU-GKY programme). An additional MOU has been signed with NTTF to assess and certify all the regular NTTF trainees. This work has commenced for over 1000 students over the year.

The scheme contours were not suited to the manufacturing sector. The provision of minimum 30 days training and the corresponding money available restricted the training system to deliver any meaningful training. The training providers found it difficult to mobilize the candidates for manufacturing sector as against the service sector.

**Preparation for Pradhan Mantri Kaushal Vikas Yojna 2.0 (PMKVY-2.0):** The PMKVY 2.0 is about to be launched in the month of May in a revised format. This may be more conducive for the manufacturing sector. The detailed guidelines are expected shortly. The broad contours of the scheme are likely to be:

- All training will be based on notification on Common Norms, where the money will be paid to training centres based on number of hours prescribed in the SSC Qualification. Which roughly is Rs 40 per hour per trainee. For a course of say 400 hours the training centre will get about Rs 16,000 per trainee.
- A training provider accreditation body will be set up at national level which will accredit the training centres in A, B, C and D categories. The SSC will be then free to select the training centres for their affiliation. This is likely to improve the quality of training.
- A National Board of Assessment and Certification is being set up which will be responsible for all assessment and certifications.
- Sector Skill Councils will remain responsible for Training of Trainers and Training of Assessors.
- Model training centres are being set up with the support of Ministry of Skills Development which are being looked at to enhance training quality.

**Development of Qualification Packs based on National Occupational Standards:** The earlier mandate of developing standards and qualifications as per available job roles in the industry has been modified and SSC have now to reduce upto 25% of the qualifications by combining similar qualifications, if possible, within the sector by introducing the concept of compulsory and optional standards. The work on this has begun and has to be completed by 30 June 2016.

**Curriculum and Content development:** The exercise to develop Curriculum and Content for all CGSC Qualifications based on National Standards has been undertaken. The progress on this is as under:

- 18 Model curriculums have been developed. Work in progress to develop the balance.
- 10 content books (trainee handbooks) planned to be completed by mid Aug.

**Training of Trainers and Assessors:**

04 nodal centres for training of trainers and assessors have been designated based on the capacity:

- NTTF, Bangalore
- CRISP, Bhopal
- Ador Welding, Pune
- IMTMA, Bangalore

All these centres have master trainers trained under the Indo-EU Skills Project by the European Team. The first two batches for the FY 2016-17 of **46 trainers** have completed the training at NTTF Bangalore. This included 9 trainers from the Army.

Similarly, batches will be scheduled every quarter. More nodal centres may be identified as per need.

**International Engagement:** CGSC is completely integrated into the following engagements:

- **Indo-EU Skill Project** which is assisting CGSC to build capacity of Trainers, Assessors, Labour Market Survey, understanding of the India and EU Skills Qualification Framework and Select Training Providers.
- **Developing Transnational Standards mapped to UK: 06 Transnational Standards** have been jointly developed with SEMTA (UK Manufacturing SSC) and released by Ministry of Skills Development and Entrepreneurship on 5<sup>th</sup> April 2016. The funding for this was provided UK India Education and Research Initiative (UKERI). Additional 04 job roles have been identified for next phase of development based on UKERI funding in association with SEMTA (UK Manufacturing SSC)
- **Setting up an International Migration Centre at Pune** as a mandate from the Ministry of Skills Development to deliver the Transnational Standards developed under the UKERI project. The work is in progress and likely to be completed by mid-Aug 2016.
- **Setting up a Centre of Excellence for Advance Manufacturing in Pune** under the UK Government funding. Full assistance was provided by CGSC in setting up the project. This however, was shelved and the trainers trainer in UK are being hired by CSGC to act as trainers on demand.
- **Developing Transnational Standards mapped with Australia:** Australia under an MOU with the Ministry of Skills have expressed interest to develop transnational standards mapped to welding qualifications of CGSC. The workshop to develop this is scheduled on the 20-21 June at Delhi.

**Other Initiatives:** CGSC is working closely with the skills eco-system in the country and leveraging the following initiatives:

- **Operationalizing the MOU between Ministry of Skill Development and Ministry of Heavy Industries:** CGSC has been entrusted with the task of developing the DPR for setting up the National Institute of Manufacturing Technology (NIMT). The work is in progress. The concept presentation of NIMT is enclosed in the agenda document. This was presented to the FICCI Capital Goods Committee on 25<sup>th</sup> April at Mumbai.
- **Operationalizing the MOU between Ministry of Skills Development and Ministry of Defence:** As a mandate emerging out the MOU between two Ministries, CGSC will facilitate training of Trainers and retiring servicemen of Army Corps of Engineers. The first batch of Trainers has been trained at NTTF from 01 June to 10 June 2016. The retiring army men will be assessed and certified every month in the three areas trades of Welder, Machinist and Fitter at MEG Bangalore.
- **Engaging the Engineering Colleges and Diploma Engineering Colleges:** CGSC is attempting to engage these colleges to introduce the Skills Development courses based on National Occupational Standards so as to improve the hands on skills of the students. Colleges in Tamil Nadu and Chandigarh have expressed interest.
- **Developing CGSC AV promotional film:** The first level AV has been developed. Some improvements are underway.
- **Oil companies (Indian Oil and others)** have collectively set up a Training centre at Bhubaneswar and Visakhapatnam. CGSC standards and qualifications have been adopted and has been selected as the preferred certification body for welding.

**Memorandum of Understanding:** The following MOUs have been signed to extend the reach of CGSC:

- Industry Associations
  - Maratha Chamber of Commerce Industries & Agriculture
  - Federation of Micro, Small and Medium Industries
  - Bangalore Chamber of Commerce,
  - Karnataka Small Scale Industries Association (KASSIA)
- State Governments / State Skill Development Missions
  - UP State Skills Mission. Signed
  - Government of Kerala. Signed
  - HP Kaushal Vikas Nigam. Signed.
  - Government of Jharkhand: In progress. Signed.
  - Government of Maharashtra – In progress. Signed.
  - Government of Gujarat – In progress. Signed.
  - Government of Bihar --- In progress
  -
- Others
  - National Backward Classes Finance & Development Corporation. Signed.

**Tie-ups with Foundations:** The following foundations have commenced work with us for assessment and certification of candidates trained as per CGSC Qualifications by them using CSR funds and in the training centres set up by them.

- JK Foundations
- OP Jindal Foundation.
- Ambuja Foundation.
- Tech Mahindra Foundation.

**Changes in the Environment having direct impact on functioning of CGSC:**

The Ministry of Skills has brought several changes in the eco-system. The most important one having a direct impact on the functioning of Sector Skills Council is the document on “Transit of SSC to version 2.0” (copy enclosed). This document has a 7-point charter covering the following:

- SSC Essentials: mandating to shift SSCs in own office outside the premises of promoting organization ie in our case FICCI. Guidelines on exclusivity of CEO, website, SSC domain specific email ids, regional presence and state engagement, setting up of centres of excellence, hiring additional staff etc..
- SSC Governance: GC constitution, nominating an executive committee, tenure of Chairman and members, special invitee from Ministry of skills development, selection of new CEO, SSC reporting line, setting of KRA for SSC, etc,
- Reorganization of SSCs: Some SSCs may be merged to cut down the overlap of functions and job-roles.
- Common Process & cost structure:
- Revenue sources: direct assessment fee has been closed. Additional revenue streams have been authorized.
- Engagement with Industry: opening up industry membership, advocacy, demand aggregation
- Govt / NSDC Support: seeking additional funds for specific projects, developing annual business plan etc.

CGSC is already meeting several of these new mandates as we had aligned ourselves as such from the beginning.

CGSC has shifting to a rented office space in Delhi with effect from 01 June 2016.  
Domain specific email ids (cgsc.in) for all staff have been activated.

