

# **Skill Scheme - SURYA**

## **(Skilling, Up-skilling, Re-skilling of Youth and Assessment)**

India has a population of over 1200 million. In terms of demographics almost 35% of Indians are younger than 15 years of age, whilst 18% fall within the age group of 15-24. The median age of India is 24 years, which makes it one of the youngest populations in the world. This is a potential source of strength for the national economy provided we are able to equip them with appropriate skills.

The country, however, has a big challenge ahead as it is estimated that only 2.3% of the total workforce in India has undergone formal skill training out of total of about 8% skilled, semi-skilled workforce available in organized and un-organized sectors. Whereas the percentage of skilled manpower in other developed nations is far better as compared to India as under:

- 52% in USA
- 68% in UK
- 75% in Germany
- 80% in Japan & China
- 96% in South Korea.

Studies conducted by NSDC for the period between 2013 and 2022 indicate that there is an incremental requirement of 120 million skilled people in the non-farm sector. Skill Development document of NITI Aayog says that ageing economy phenomenon will globally create a skilled personal shortage of about 56.7 million by 2040. With the increasing trend of outsourcing work international India can become global supplier of skilled manpower.

Skill Gap Survey for the State of Haryana was undertaken by the NSDC through M/s KPMG and report submitted. District wise Skill Gap Survey Report is annexed as **Annexure 'I'**. The estimated short fall is 3.5 lac skilled and 5 lac semi-skilled manpower in the sectors of Retail, Health Care, Construction, IT & ITeS, Transportation and Logistics, Manufacturing, BFSI, Automotives, Sports, Green Jobs, Beauty and Wellness etc in all the districts.

Skill building has been viewed as an instrument to improve the effectiveness and contribution of trained work force for the modern industry. Developing skilled workers enhances the efficiency and flexibility of the labour market. Self employment and small business also plays a vital role in the economy. To overcome this challenge, Skill Development and Skill Up-gradation needs to be undertaken. For wage/ self employment to the youth Haryana Skill Development Mission has been constituted which will provide industries compliant skill training to the youth of Haryana.

#### **A - SURYA Scheme**

**1. Skilling:** Under the scheme skills will be provided by engaging training providers empanelled with NSDC or through Sector Skill Councils. (MoU has been signed with NSDC). List of Sector Skill Councils constituted by the NSDC till date is annexed as **Annexure 'II'**.

It will have two components a) parallel skilling and b) exclusive skilling.

**a) Parallel Skilling:** Intertwined with formal education NSQF aligned courses for the students acquiring formal diploma/ degree level technical education will be provided alongwith a basket of options like NCC, NSS, Yoga, Scouts & Guides, Self defense for Girls, ST. JOHN Ambulance first aid Training, and Soft Skills etc. alongwith their regular education.

**b) Exclusive Skilling:** NSQF compliant, non formal skill training of NSQF level 1 to level 4 will be offered to the youth from community. Preference will be given to school dropouts and underprivileged.

- For training existing infrastructure of the institutions available in the State will be used preferably.
- For hands on training tie-up with nearby industries will be made or Industries who volunteer for such arrangements.
- Wherever necessary NSDC empanelled training providers will be engaged.
- Training will be monitored at State level by the Mission, at District Level by the District Administration, Principals & Staff of Polytechnics/ ITIs etc.
- Assessment will be by the 3<sup>rd</sup> party preferably Sector Skill Councils & joint certification by the NSDC/ SSC/ NCVT/ SCVT/ HSDM etc.

## **2. Up-skilling:**

- **Recognition of Prior Learning (RPL):** In the 1<sup>st</sup> stage scheme will facilitate persons who have gained learning informally, such as through life, work and voluntary activities to have this learning recognized. This will include knowledge and skills gained:

- a) Outside of formal training.
- b) Through informal learning and training in the workplace, community and/ or the voluntary sector.
- c) From continuing professional development activities.
- d) From independent learning.

After certification of the prior learning, up-skilling to the persons who are desirous to upgrade their skills to higher NSQF levels will be provided skills accordingly. For RPL there is a need to open a dedicated institution in collaboration with NSDC to be established where a person can walk in and

can register for RPL certification and a date in future is given to all such applicants for their respective area of skill so that on that day proper experts take their test and certify.

- 3. Re-skilling:** Persons who are employed in industries as semi skilled or skilled workers and who wish to further improve their skill levels will be provided re-skilling to higher NSQF levels under the mission.
- 4. Youth:** Youth of Haryana in the age group of 14-40 years who are school dropouts, could not pursue higher studies due to any of the reasons, illiterates or are working in non-formal sectors as labours/ workers, weaker & vulnerable sections of the society, homemakers, differently-abled persons and youth enrolled in formal education will be provided skill training for their better livelihood, better potential for individual and Country's growth.
- 5. Assessment:** Assessment & Certification will be by a 3<sup>rd</sup> party preferably by certified assessors of Sector Skill Council(s)/ NSDC/ NCVT/ SCVT etc in collaboration with HSDM.

**B - Partners in implementation:** Training will be provided in the Government, Private and PPP mode utilizing infrastructure of institutions located in Haryana or through centres established by the HSDM empanelled training providers. Institutions and Private/ Self Financed Institutions

**C - Process:**

**1. Social Mobilization for Enrolling Trainees**

An annual mobilization drive across all districts to register students for training will be undertaken in collaboration with district administration/ experts/ private training providers etc.

## **2. Information Dissemination**

Publicity awareness modules using media, educational institutions, NGO's, local bodies and traditional means of communication would be a regular feature. A dynamic website of HSDM will be maintained for providing information to all stakeholders.

## **3. Management Information System (MIS)**

A dynamic website of HSDM shall be used for providing information to all stakeholders. Online registration of the students will be done through HSDM website. Registration will be Aadhaar based.

## **4. Addressing the needs of Vulnerable Groups**

The program will have specific targets for Women, SC/BC, Minorities, School dropouts, prison inmates, Persons with disability and persons below poverty line.

## **5. Skill Gap Analysis**

Skill Gap Survey for the State of Haryana was got conducted by NSDC through M/s KPMG. As per the Skill Gap Report, skill courses in the identified sectors with highest industrial demand will be offered, namely Construction, Retail Marketing, Hospitality, Banking, Accounting, Security, IT/ ITeS etc. Manpower requirement for Prime Minister's Dream Projects namely Digital India, Smart Cities, Clean Ganga Mission, Make in India etc. will also be considered.

## **6. Curriculum**

The NSDC designed & developed various job roles & their National Occupational Standard/ qualification packs will be offered. Alternately, DGET approved Modular Courses integrated with NSQF will be offered.

Curriculum for 13 NSQF aligned courses to be offered by HSDM in 1<sup>st</sup> phase has been put in place in the sectors namely Textile, Automobile, Banking Financial Services & Insurance, Construction Technology, Electrical & Electronics, Healthcare, IT/ IT enabled services, Manufacturing Processed, Private Security, Retail, Telecommunication, Beauty & Wellness, Physical Education & Sports.

## 7. Course Duration

The course duration for all the skill training programmes will be 3-4 months which could be extended maximum upto 6 months.

NSQF Levels	Minimum Duration of Training
Level 1	300 hours to be completed in minimum two months (including 30 hours of soft skills)
Level 2	
Level 3	400 hours to be completed in minimum three months (including 30 hours of soft skills)
Level 4	

## 8. Establishment of Skill Development Centres

Initially in every district, Skill Development Centres in existing technical institutions/ ITIs/ schools etc. will be established under the aegis of HSDM so as to provide skill training options to the community within a reasonable distance from their residing places. On the job training will be provided in the industries with provision of providing walk-in skill training. NSDC empanelled training providers will also be engaged.

## 9. Skill Training

Under the scheme training will be provided for Skilling, Up-skilling and Re-skilling of the youth.

- **Skilling:** Persons desirous to enter labour market or entrepreneurship will be given basic skills, knowledge and attitudes for self/ wage employment.

- **Up-skilling:** Persons who are already engaged in the industry as workforce and are desirous to acquire additional skills for better employment prospects will be trained to enhance their existing skills.
- **Re-skilling:** Persons who could not be employed or are employed in a trade and are desirous to switch over another sector will be re-skilled for better employment prospects.

## **10. Assessment & Certification**

Assessment & Certification will be by a 3rd party preferably by Haryana State Board of Technical Education which is a statutory body established by an Act of Legislature in the year 2008 or through Sector Skill Council(s)/ NSDC/ NCVT/ SCVT.

## **11. Placement**

To facilitate placement of successful trainees job fairs would be conducted and MoU will be signed with Industries. Liaisoning with banks will also be made for loan for setting up of self enterprise by the successful candidates in association with District Industries Centre(s) and Industry Associations.

## **12. Post Placement Services**

There shall be in built mechanism for all programs to have post placement tracking. This will help in enhancing the sustainability of employment.

## **13. Monitoring System**

Effective monitoring of the training will be through DPMUs/ SPMU or through Govt. Polytechnics or any other agency designated by the Mission.

**14. Creating Pool of Trainers:** HSDM will create pool of trainers by providing training to the teachers/ workshop instructors/ trainers already enrolled in existing technical institutions in association with industries/ institutions such

as MSIL Gurgaon, NSDA, NITTTR Chandigarh, UNDP, NSDC, CSIO, CIPET, NIFTEM, NTTTF, SSCs etc.

**15. Centre of Excellence:** CoE will be established adjoining to the industrial growth center for live industrial linkages and to meet the demand of skilled manpower in existing and upcoming manufacturing units.

**16. Recognition of Prior Learning (RPL):** Under the scheme, RPL centre will be established which will facilitate persons who have gained learning informally, such as through life, work and voluntary activities to have this learning recognized. This will include knowledge and skills gained:

- a) Outside of formal training situations.
- b) Through informal learning and training in the workplace, the community and/ or the voluntary sector.
- c) From continuing professional development activities.
- d) From independent learning.

#### **D - Implementation Mode:**

##### **a) Self Financing Institutions**

- i) AICTE vide notification No. 7-6/DD Admn./NSQF-2014 dated 01.08.2014 has mandated every AICTE approved technical institution to offer NSQF compliant courses. HSDM in association with NSDC will provide NSQF compliant intertwined training to atleast 50-100 students per year by utilizing their existing infrastructure along with regular programmes.
- ii) The average duration of the training will be 3-4 months accordingly the institutes can charge fee from the students as per the norms set by NSDC or in PMKVY Scheme of GoI or commensurate to the fee of the institute



fixed by State Fee Committee for the regular diploma courses. These courses will be self financed by the institute.

- iii) Institutions shall offer
  - Industry aligned courses
  - NSQF Compliant Syllabus
  - Third party assessment & certification
- iv) Fee shall be charged as per NSDC/ PMKVY scheme.
- v) Aadhar based registration of candidates by the institutions.
- vi) Institution shall submit quarterly return to HSDM.
- vii) No financial assistance of any sort will be given by the State Govt.

**b) Government/ Aided Institutions**

- i) All Government/ Aided Polytechnics will offer NSQF compliant courses of short term duration not exceeding 3-4 months to atleast 50-100 students from the community per year by utilizing their existing infrastructure along with regular programmes.
- ii) Training cost @ Rs. 7500/- per trainee may be borne by the State Government/ HSDM.

**c) Skill Training by the Mission to the community:** Mission has a mandate to provide skill training to 10,000 youth every year for which State Government will provide funds @ 15000/- per trainee. During the year 2015-16 budget of Rs. 900 lakh has been allocated to train 5000 persons including recurring administrative expenses.

Skill training will be provided by the mission across the State in various sectors based on:

- i) Skill Gap Survey conducted by the NSDC/ local industry requirements, potential in the candidates for entrepreneurship development and alignment with the demand from Central Government Flagship Programmes such as Swachh Bharat Abhiyan, Made in India, Digital India, National Solar Mission etc.
- ii) Training will be NSQF compliant of level 1 to 4 in various sectors
- iii) Aadhar linked training will be encouraged.
- iv) For mobilization of candidates adequate publicity by the mission.
- v) Monitoring will be through biometric attendance (in & out) of the trainees and by the officers designated by the Mission for this purpose.
- vi) Training will be provided through the skill training providers empanelled with NSDC/ SSC.
- vii) Assessment & certification will be by 3<sup>rd</sup> party preferably by Sector Skill Councils (SSCs).
- viii) 70% placement is mandatory.
- ix) Level wise training cost per trainee and minimum duration of training will be as under:

NSQF Levels	Skill Training Cost per Trainee		Minimum Duration of Training
	Manufacturing Sectors	Service Sectors	
Level 1	Rs. 7500/-	Rs. 5000/-	300 hours to be completed in minimum two months (including 30 hours of soft skills)
Level 2	Rs. 10000/-	Rs. 7500/-	
Level 3	Rs. 12500/-	Rs.10000/-	400 hours to be completed in minimum three months (including 30 hours of soft skills)
Level 4	Rs. 15000/-	Rs.12500/-	

- Training cost per trainee will include publicity, mobilization, raw material, trainer cost, training providing cost etc., certification & assessment cost and placement & post-placement charges.
- x) Training will be provided by the training providers empanelled with NSDC/ SSC.
  - xi) Initially NSQF compliant skill training at level 1 to 4 in IT and ITES, Agriculture, Security, Automotive, Electronics, Beauty & Wellness, Health Care, Capital Goods sectors as per local industry demand and Skill Gap Survey by NSDC will be provided. These sectors are tentative and may change as per industry demand from time to time.