

Brief Report

Ministry of Skill Development and Entrepreneurship and UKIERI Consultation Workshop *Developing a framework for UK India Collaboration on Skill Development* Friday - 17 July 2015

UKIERI in partnership with Ministry of Skill Development and Entrepreneurship Development (MSDE) organised a one day workshop on developing a framework for UK India Collaboration on Skill Development. The workshop brought together relevant stakeholders from the UK and India to deliberate on activities that can be taken up jointly over the next year and develop a framework for collaboration over the next phase of UKIERI.

Rob Lynes, UKIERI Board member and Director British Council India in his welcome speech emphasized on importance of Skills Development for both countries and congratulated India on the successful launch of the National Skill Mission on 15th July.



Session 1 provided an overview of the Indian and the UK system. Mr. Pawan Agrawal, Joint Secretary, MSDE in his address mentioned that this is the Ministry's first engagement with any country after launch of the National Skill Mission by the Hon. Prime Minister of India. He appreciated the engagement of the UK with NSDC since 2009 and further partnership on Skills through UKIERI and reiterated that more opportunities can be created jointly. He emphasized on the need to prepare the skilling ecosystem and benchmark it to the best in the world. He mentioned that a critical part of the challenge is to train people outside the formal education system and increase the current capacity.

Jeremy Horton and Alastair McGhee provided an overview of the skills system in the UK and Scotland. They made presentations on the structure and delivery of skills policy and programmes, links between government, skills agencies, education providers and businesses. Further deliberation in session focussed on importance of apprenticeships which should be introduced at school level to create a strong foundation. Some of the other aspects highlighted in the session were adaptation of digital methodology for maximum reach, giving maximum importance to training and development, autonomy to SSC's to decide on content and assessment criteria. Claire Tynte Irvine stressed on the UK government commitment to



work with India on skills development.

Session 2 provided an overview of the National Skills Academy model in the UK and its relevance to India. Mr Atul Bhatnagar from NSDC discussed the feasibility of existing models of National skills academies to be the basis to create centres of excellences in India for identified sectors. There was a discussion around creating an army of 'skill cadets' to support the top tier of the skilled workforce. The discussion further led to the role of industry in skill development. Mr James Raphael from the Retailers Association's SSC stressed on the need for training providers to ensure delivery standards that meet industry needs and a trusted accreditation framework with industry assessors.



Session 3 focused on new priority areas and key initiatives taken by two newly created cross sectoral SSCs in India. Overview of the SSC for Persons with Disabilities (PwD) and Green Jobs were shared by Ms Archana Singh and Ms Geetika Chauhan. It was mentioned that there is a need to prioritise niche job roles to meet the challenge and technology is the basis for bridging the gap.

Session 4 reviewed the development of National Occupational Standards (NOS), its validation and industry perspective. Mr Rajiv Mathur from NSDC discussed the mechanism for regulation and assessment for effectiveness. UKIERI Case study on developing NOS on dental nursing was shared by Dr Shubnum Singh. Key points emerging out of the discussion were importance of NOS to help cross boundary mobility and benchmarking of standards.

Session 5 discussed apprenticeship frameworks and its efficacy in development of employability skills in young people. The unique foundation apprenticeships in Scotland were mentioned by Alastair McGhee and Mr Sunil Chaturvedi from the Automotive Skill Development Council emphasized on the role of industry in scaling up apprenticeship training. The need for advocacy for apprenticeships was also stressed upon.

Session 6 provided an opportunity to discuss scaling up of entrepreneurship. Mr Ajay Mohan Goel from Wadhvani foundation spoke about PREETI, the Ministry's flagship scheme to encourage entrepreneurs. The scheme has four areas viz educate and equip potential and early stage entrepreneurs across India; Connect entrepreneurs to peers, ideas, mentors, incubators and funding; Support entrepreneurs through a national network of Entrepreneurship Hubs (E-Hubs); Catalyse a culture shift to encourage entrepreneurship. Ms Lakshmi Venkatesan shared the BYST experience and the need for mentorship for youth.

Session 7 was focussed on way forward for UK-India partnerships. The following ten areas of potential collaboration were jointly identified:



1. Sector specific collaboration:
 - a. Construction Sector: creating new Centres for Excellence in collaboration with the Construction Industry Training Board (CITB), along the lines of National Skills Academy Training Model.
 - b. Persons with Disability: Connections with Gazelle Group and Kelvin College, Scotland, for PwD SSC. Leverage technology. Develop robust assessment and certification frameworks.
 - c. Green Jobs: Assistance on the development of QP/NOSs for this sector.
2. Developing Leveraging technology for skill training across sectors: eg PwD/ green jobs/ training delivery and assessment.
3. Ensuring International Equivalence of Standards to ensure cross country mobility. Exploring the possibility of Joint Certification between Indian and UK organizations?
4. Communication Skills/ Soft Skills Training in Collaboration with UK Organizations: (eg. English language skills/ communication skills (eg the importance of communication in the health care sector)
5. Development of NOS / QPs – making them more relevant to meet the needs of employers. Simplifying QPs and NOSs – making them easy to read and interpret.
6. Training Trainers – 75 trainers (Dieticians)/ Healthcare SSC have been trained as a part of UKIERI. Training needs to be contextualized in Indian context – pedagogy must be vernacular. Collaboration between UK institutions and CSTARI.
7. Sharing best practices: in areas on regulations and skills assessments and industry engagement
8. Scaling up Apprenticeship Training – Working with the UK on Integrating apprenticeships into school education system; how to incentivize industry to take up apprenticeships.
9. Vocationalisation of Education: Introducing apprenticeship training in schools, like the UK.
10. Scaling up Entrepreneurship: Mentorship

The identified areas will be jointly taken forward by UKIERI and MSDE.

