

**Guidelines
for
IndiaSkills, Regional & State
Skills Competitions**

1. Context/ Background:

1.1 World Skill International (WSI) is a not-for-profit association set up in 1950 to promote Vocational Education and Training (VET) in countries across the globe. It aims to spread awareness about the essential contribution of skills and high standards of competence.

1.2 World Skills Competition is the largest skill competition in the world, held once every two years in one of the WSI member countries. These competitions provide both a benchmark for high performance and an objective way to assess vocational excellence. Objective is to promote world class standards in over 50 skills under six skill strands as under:

- Construction and Building Technology
- Transportation and Logistics
- Manufacturing and Engineering Technology
- Information and Communication Technology
- Creative Arts and Fashion
- Social and Personal Services.

1.3 More than 1000 contestants below the age of 23, compete over a span of four days working on test projects (16-22 hours) which are based on contemporary industry standards and infrastructure. The competition is equivalent of Olympic Games for skills amongst youth across the world. The World Skills competition was last held in Abu Dhabi in October 2017 and next is scheduled to be held at Kazan, Russia in 2019.

2. Problems to be addressed:

2.1 India's excellence in different artistic and culinary skill sets is described in our ancient and contemporary literature and it will not be an exaggeration to say that it is still ingrained in the soil of remotest part of the country. Further, after globalization India has also developed its niche particularly in IT related skill sets like web designing, graphic design technology, IT software solutions for business, mobile robotics etc. To make India the "Skill Capital" of the world, it is essentially required to showcase the country's excellence in different skill sets across the globe. To penetrate these competitions to the remotest part of the country and to encourage Indian youth to participate in these competitions, the guidelines for "IndiaSkills, Regional and State Skills Competitions" is being proposed.

3. Aims and objectives:

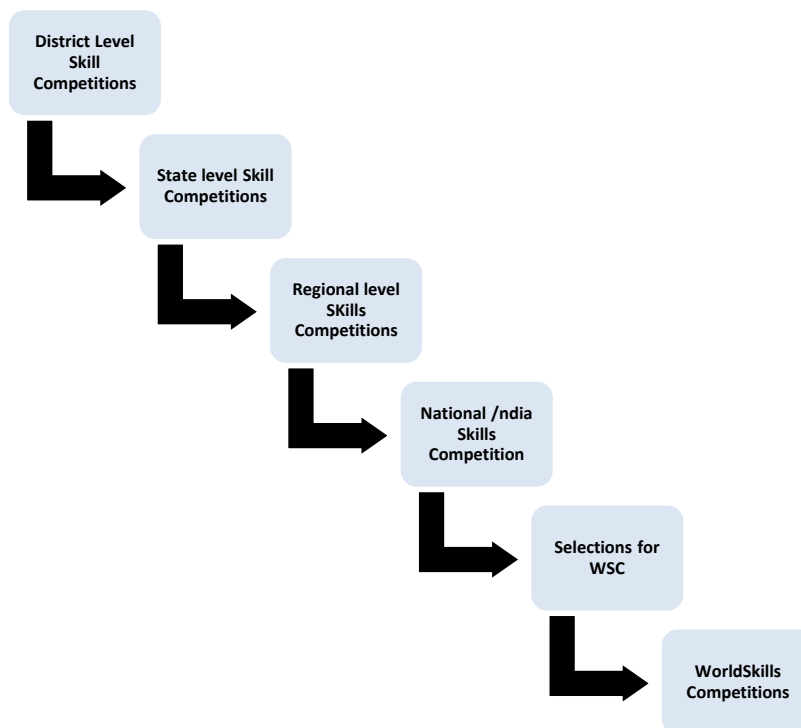
- a) To create a transparent and organized system for preparing India's talented youth for World Skills Competitions;
- b) Access of knowledge and awareness for India Skills and World Skills competitions to the remotest part of the country;
- c) To revive India's local/ domestic skill sets like pottery, chikankari, embroidery, painting and many others;

- d) To encourage Indian youth for harnessing their skills;
- e) To make skill aspirational and rewarding which can create a sense of proud and achievement in Indian youth;
- f) To decentralize the process of skill development by involving States in the process;
- g) To provide financial support to the States on the basis of Scheme/ project implementation plans;
- h) To create adequate infrastructure and capacity for organizing such competitions;
- i) To showcase India's skill sets to the world in a more systematic and organized manner.

4. Strategy:

4.1 The proposed initiative will have a pan India reach as Competitions among youth will be held at district/ State levels. The emerging winner will compete at regional level. It is proposed to hold competitions at 5 regions i.e. North, South, East, West and North East. Regional level winners will compete at National level and winners at National level will be given training in India as well as abroad. It is also proposed that those who are included in the Indian Contingent will be facilitated to participate in International events so as to get necessary exposure. In addition industry in all sectors will also be invited for participation under the proposed initiative for support in the form of sponsorships for candidates in their sector, their training, mentorship, support in conduct of competitions and selection process.

4.2 The flow of competition will be as under:



4.3 The key objective of the competitions is to create capacity including infrastructure and have a structured approach for preparing youth of the country for World Skills

competition and other International Skill Competitions that may be held from time to time. These competitions will delegate the task of identifying skill sets and conducting district and State level skill competitions while the Ministry of Skill Development & Entrepreneurship, Government of India will conduct regional and National level competitions through NSDC. For IndiaSkills 2018, Corporates / SSCs / Academic Institutions who have been conducting a process of screening and selecting competitors for previous competitions may do so, and two of their shortlisted candidates will participate at State level competitions. Such candidates will be considered as competitors from the State that they are participating.

Modalities alongwith frequency of holding District and State level Skill competitions will be decided by concerned States/UTs in consultation with NSDC. Regional level and National level Skill Competitions (known as India Skills) will be held every alternate year. The participants of India Skills will emerge from winners of State Level and subsequently Regional Level competitions. The winners of India Skills will, through a process of selection, represent India at WorldSkills and other international competitions. It will deepen and widen the talent pool which will lead to better performance in national and international skill competitions. States may derive their strategy for conducting these competitions. It is recommended that States invite following institutes to conduct screening/ internal competitions to select their candidates who can participate in District / State level competitions provided they meet the age criteria. An indicative list is as under

1. ITIs
2. Polytechnics
3. MSME Tool Rooms, CIPET
4. NIFT, NID, ATDC
5. IITs, Engineering Colleges, IIITs, RIT
6. IHM and other Hospitality institutes
7. Corporate technical training institutes

4.3 Calendar of competitions - Regional and National Skill Competitions will be held every alternate year. MSDE will publish a calendar for Regional and National Competitions which will be in sync with selections and training for WorldSkills Competitions held every alternate year. District and State level competitions are to be held in alignment with proposed dates of Regional and National competitions. The calendar for these competitions will be designed by NSDC every alternate year just after completion of WorldSkills Competitions.

5. Targeted beneficiaries:

5.1 The Competitions is meant for every youth of the country including SC/ ST, girls and physically challenged people. It is also proposed to ensure at least 30% participation of girls at every level.

6. Legal Framework:

6.1 State Governments along-with National Skill Development Corporation (NSDC) will be implementing the proposed initiative under the overall direction of the MSDE. In case of any conflict, the rules and regulations of the Government of India will prevail.

7. Technology:

7.1 The IndiaSkills website/portal will be hosting all Skill Competitions' details and the platform will be developed by NSDC as per requirement of States. The Competitions envisages penetrating technology advancement to State and District level. The latest technologies, tools and equipment are used in the competitions. These are to be replicated in the country preferably through creating centers of excellences. Each skill has different set of technological requirements; hence, various technological choices need to be made on regular basis.

8. Management:

8.1 The guidelines for the Competitions are conceptualized by the Ministry of Skill Development and Entrepreneurship, Government of India. The role of MSDE will be mainly related to policy design and overall supervision. The implementation of the guidelines will be done through State Governments and NSDC.

8.2 The State Governments will be delegated the task of identifying skill sets and conducting district and State level skill competitions while Government of India through NSDC will conduct regional and National level competitions (known as India Skills) to be held every alternate year. To monitor the implementation of the Competitions, following mechanism will be established:

8.2.1 **National Governing Council (NGC)** - to provide overall policy design, direction, guidance, course correction and review of the Skill competitions at all levels. The Council will also approve the annual calendar of activities and annual budget for this initiative. The Council will meet once in year to review the progress of the initiative. The constitution of the NGC will be as under:

- (i) Secretary, MSDE - Chairman
- (ii) Joint Secretary (India Skills/World Skills) - Member Secretary
- (iii) 3-4 Representative of States at the level of Administrative Secretaries.
- (iv) Director General, Directorate General of Training,
- (v) Director General, National Skill Development Agency,

- (vi) CEO, NSDC
- (vii) 3-4 Industry and academic representatives
- (viii) 2-3 Domain / WorldSkills India experts

8.2.2 The recommendations of the National Governing Council will be approved by Minister for Skill Development & Entrepreneurship.

8.3 **National Executive Committee** - To supervise the implementation of the Competitions, to provide financial approvals and to provide directions as may be required from time to time. The constitution of the Committee will be as under:

- (i) Joint Secretary (India Skills/World Skills) - Chairperson
- (ii) Representatives of DGT at DDG level;
- (iii) Representative of NSDA at DDG level;
- (iv) CEO, NSDC;
- (v) COO, NSDC;
- (vi) Director (India Skills/World Skills);
- (vii) Head India Skills & World Skills - NSDC - Convener.

8.3.1 The recommendations of the National Level Executive Committee will be approved by Secretary, Ministry of Skill Development & Entrepreneurship.

8.3.2 The roles and responsibilities of the National Executive Committee will be as under:

- (i) Overall operational guidelines for effective implementation of the initiative;
- (ii) Developing/ modification of guidelines;
- (iii) Assessment of State implementation plan for providing funds;
- (iv) Preparation of action plan and calendar of competitions in-line with Worldskills competitions;
- (v) Overall management and performance review of the Competitions;
- (vi) Ensure at least 5% of total expenditure in increasing awareness and advocacy;
- (vii) Ensure smooth coordination between States/ UTs and NSDC;
- (viii) to provide sign offs to the initiatives under the initiative;
- (ix) Any other activity assigned by the National Governing Council.

8.4 **State Level Executive Committee** - Policy design, providing direction, implementation and oversight of Skill Competitions at district and State level may be managed through an Executive Committee. The composition of the executive committee will be as under:

- (i) Secretary State Skill Development - Chairperson.
- (ii) JS Skill development / Technical education of the State;
- (iii) State Skill Mission Director;
- (iv) Industry and academic representatives;
- (v) Representatives of DGT, MSME, associations, training partners;

- (vi) Domain / India skills experts;
- (vii) NSDC representative.

8.4.1 Roles and responsibilities of the State Level Executive Committee will be as under:

- (i) Policy design including identification of State specific skill sets;
- (ii) Monitoring adherence of the guidelines;
- (iii) Preparation of implementation plan for seeking funding from GOI;
- (iv) Preparation of action plan and calendar of competitions inline with regional level, National level and Worldskills Competitions;
- (v) Overall management and performance review;
- (vi) Ensure at least 5% of total expenditure in increasing awareness and advocacy;
- (vii) Selection of experts and identification and onboarding of partners;
- (viii) Capacity building for the competitors;
- (ix) Coordination with MSDE

8.5 Role of NSDC:

8.5.1 NSDC will provide technical assistance to the Ministry and States/ UTs in implementation of the guidelines. The roles and responsibilities of NSDC will be as under:

- a) To establish norms/standards for conducting India skills competitions in-line with World Skills Competitions;
- b) To finalize guidelines for selection process of experts and competitors;
- c) To ensure equal opportunity to all and to ensure at least 30% women participation in skills competitions;
- d) To promote participation of differently abled youth of the country;
- e) To invite applications through National level Newspapers and other media for selection of experts;
- f) To promote Industry participation and support in Skill Competitions;
- g) To encourage industry for imparting training and providing other assistance to States/ UTs in this exercise;
- h) To organize regional and National India Skills competitions in coordination with States/ UTs and other stakeholders;
- i) To prepare team India for successful participation in World Skills Competitions including training, administrative requirements and other activities;
- j) Promote Centre of Excellence/Skill Academies in various sectors equipped to deliver training at WorldSkills benchmarks/ Standards.

8.5.2 **Advisory Committee:** To guide and supervise overall implementation of this programme, an Advisory Committee will be constituted as under;

- (i) CEO, NSDC - Chairperson.
- (ii) Director (WOrldSkills/IndiaSkills, MSDE)
- (iii) Head (WOrldSkills/IndiaSkills, NSDC)
- (iv) Industry and academic representatives;

- (v) Domain / India skills experts;
- (vi) PMU - NSDC.

9. Role of States/ UTs

9.1 To create an enabling environment and to develop capacity for organizing skills competitions which can match to the international standards, active involvement of State/ UT Governments is essentially required. The role of State/ UT Governments will be as under:

- a) To identify trades of interest from the master list of WorldSkills;
- b) To chalk out a detailed plan or strategy for organizing district level and State level skill competitions as per national norms/ standards;
- c) To create awareness on skill competitions for maximizing youth participation and to attract best talent;
- d) To promote industry network for effective mobilization and conduct of competitions in the State;
- e) To invite applications through State level Newspaper and other media for selection of experts based on the national guidelines;
- f) To ensure minimum 30% participation of women in the skills competitions;
- g) To conduct skill competitions for differently abled youth and create a friendly and conducive environment for them too;
- h) To make skill competitions a platform for advocacy for skill education;

10. Finance:

10.1 To encourage and support State governments to manage, organize and hold competitions at State and District level, funds will be provided by GOI through NSDC. Initially the funds will be provided to States on the basis of their size in terms of number of districts or youth population (i.e. population between 16-23 years old). Second tranche of funding assistance will be based on level of utilization by the States. Overall review of the expenditure and performance under the competitions will be reviewed by the National Executive Committee (NEC). The budgetary support for the "India Skills, Regional, State & World Skills Competitions" shall be made under the TA Head of Accounts of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) Scheme of MSDE.

10.2 The disbursement of financial assistance will be through NSDC after seeking approval of National Executive Committee. The initial disbursement to States is capped at a maximum of Rs. 50 lakh, with a minimum of Rs. 10 lakh, depending on size of the State and also the no. of trades in which State level Competitions are being organized. This quantum is for each financial year and likely to be increased depending on the utilization by States.

10.3 Skill competitions is a collaborative platform where Government, industry, academic institutes, industry associations, chambers come together and contribute in cash or kind. It is expected that each State will augment this financial assistance through its own funds as well as contributions from industry, sponsors etc. It is recommended that at least 5% of the financial assistance provided be used for Advocacy, Advertisement, and Promotion. Skill Academies should also be created across regions for having a sound infrastructure for training of experts and competitors.

11. Outcomes:

- Making nation ready for "WorldSkill Competitions";
- Creating awareness for Skill Olympics;
- Understand various skills set promoted in various countries;
- Understand Industry and Government;
- Understand level of skills in other countries and benchmark international skills with Indian Skills;
- Gain global experience;
- Making Skill aspirational;

The participants will be competing with champions from worldwide. Participation in events like World Skills results in skill advocacy and showcasing of Vocational Trades/ Training facilities available across the country. It attracts job opportunities/ internship. Conducting of events like India Skill Competition country wide also helps in advocacy as the winners of these events become role model for the youth/ aspirants.
