

3rd Meeting of the National Skills Qualifications Committee 17th December 2014

The third meeting of the National Skills Qualifications Committee was held on 17th December 2014 in New Delhi. Mr. S. Ramadorai, Chairman, NSDA, chaired the meeting, which was attended by senior officers from various ministries and departments, State representatives, International experts on NSQF and other stakeholders.

The list of participants is at **Annexure I**.

The presentations made at the meeting are available on the NSDA website.

Agenda Item No. 1: Opening Remarks

There were no comments on the minutes of the 2nd Meeting of the NSQC, and the minutes were treated as approved. It was stated that the objective of the meeting was to update the Committee members about the various developments that have taken place on implementation of the NSQF and address and approve some of the ongoing developments regarding the same.

Agenda Item No. 2: NSDA's update on NSQF related activities

DG, NSDA provided a summary of activities undertaken by the NSDA towards implementation of the NSQF that included the following:

- The study visit to Germany and France that took place on 12th-19th November 2014
- Capacity Building for NSQF Implementation under India-EU project
- Recognition of Prior Learning (RPL) pilots in Agriculture, Gems & Jewellery, Healthcare and Domestic Workers sectors being done by NSDA, and that for the Construction Sector being done by DGET
- Engagement with the India-EU team on populating the Qualifications Register as per the framework
- Other engagements with the Healthcare Sector Skill Council on progression pathways and engagements with academic institutions in defining competency standards

Issues discussed:

- a. *The Secretary, Ministry of Labour and Employment suggested that the training on Capacity Building for NSQF implementation, being done by the India-EU team should be completed by May 2014. This was approved and the India-EU team was requested to amend the schedule accordingly.*

- b. On the RPL pilot, it was suggested that while assessing the RPL pilots, the concept of last mile employability should be looked into.*
- c. The proposed MOU between the NSDA and the CNCP (National Commission for Professional Certification, a statutory body of France that performs the functions of the NSQC) that was an outcome of the India-EU study tour would go a long way to help the NSDA set up a proper mechanism for the NSQC secretariat.*
- d. There should be uniform benchmarks across Ministries in defining 'employment'.*
- e. Academic institutions have come forward to accept a choice based credit framework. This will also facilitate higher academic levels of learning for vocational education. It was highlighted that under the credits framework, competencies should not be equated with the time/duration of learning but with outcomes. Even the NSQF recognizes 'notional learning hours' that a normal person exercising reasonable effort should take, but if anyone acquires the competencies in more or less time, the same would not be a factor in certifying the level of competency achieved.*
- f. The Ministry of HRD pointed out that they are accepting the NOS/QPs being developed by the Sector Skill Councils, and will conduct assessment in two parts, with Testing of knowledge being done by the regulatory bodies under the Ministry of Human Resource Development, while testing of skills could be done by SSCs. It was pointed out that this approach assumes that there are two disparate sets of competencies to be tested, and is not conducive to mobility between vocational and general education, and there is need to ensure proper integration of the two.*
- g. It was also highlighted that NSQF levels have to be merged with the formal education system. For this, competencies, in terms of the NSQF level descriptors, need to be developed for degrees and diplomas of higher learning as well.*

Agenda Item No. 3: Presentation by India-EU

Mr John Hart, the NSQF expert from the India-EU project, made a presentation on the principles of a Qualifications Register, and explained that NSQF compliance would have to be measured against objective criteria. The way most countries with national frameworks do it is to scrutinize every qualification against pre-determined criteria, and enter the compliant ones in a National Register that is available to every citizen. Mr Hart presented a three-stage process to include NSQF compliant courses into the proposed Qualifications Register, which is mandated under the NSQF notification.

In doing this, the NSQC would also have to perform one of its core functions – to approve and notify the NOSs and the QPs prepared by the Sector Skills Councils. The NSQC would not be expected to do a detailed check of the technical inputs that go into each NOS/QP, but there were checks as to *prima facie* reasonableness, evidence of 'Industry Engagement', 'Horizontal and Vertical Progression' and 'International Comparability' of these qualifications that needed to be looked into. Some of the NOSs/QPs relating to various roles were shown to highlight the apparent contradictions and overlaps within sectors and across sectors.

Issues Discussed and Decisions Taken:

- 1. The EU expert suggested that if the Committee agreed, the EU team would create a detailed plan for the same. This was approved by the NSQC.*
- 2. The process of NSQF compliance must engage the formal system of certification from the very beginning. Regulatory bodies such as AICTE, UGC, CBSE are members of the NSQC and Ministry of Human Resource Development was requested to advise the leadership of these organisations to participate in the meetings of the NSQC.*
- 3. The issues identified as part of the *prima-facie* reasonableness test would be sent to the concerned SSCs for their review and comments.*

Agenda Item No. 4: Presentation by Ministry of Labour and Employment

Ministry of Labour and Employment have started the process of aligning the NCVT courses to the NSQF by populating the Qualifications Register as per the NSQF and a presentation was made by the Ministry to apprise the Committee members about the status of the same. The Ministry updated the Committee that a working group for the same has been constituted and Working Group will complete, within three months, the work of mapping of curricula for the three trades – Fitter, Turner and Electrician under Craftsmen Training Scheme (CTS), and Craft Instructor Training Scheme (CITS).

Issues discussed and Decisions Taken:

- a. The DGET pointed out during his presentation that while the level descriptors are correct, at one place in the NSQF notification, "professional skills" and "professional knowledge" seem to have been inadvertently been exchanged. It was agreed that this would be examined and changes made if necessary.*
- b. The Secretary, Ministry of Labour and Employment, pointed out that the implementation schedule of the NSQF would have milestones falling on the 27th Dec 2016 and 27th Dec 2018. Since this would fall in the middle of the academic/technical year, it was important to clarify that the*

implementation schedule implications would apply from the academic/technical sessions commencing in June 2017 and June 2019 respectively. This was agreed to by the NSQC

Agenda Item No. 5: Presentation on NSQF compliance by selected institutions of higher learning

Centurion University from Odisha made a presentation about their approach of trying to define competency standards for the various diplomas and degrees of higher learning. Along with other institutions of higher learning, Centurion University is trying to define the competencies in terms of professional skills, professional knowledge, core skills and responsibility levels that should be associated with each such degree and diploma. This will be a paradigm shift in the way outcomes of higher learning are evaluated and assessed.

Agenda Item No. 6: Presentation by Healthcare Sector Skill Council on Progression Pathways

The Healthcare Sector Skill Council (HSSC) also made a presentation on the progression pathways they are developing for persons engaged in various unregulated job roles in the healthcare industry. This would ensure that persons engaged in such jobs would have the opportunity to grow in their careers. The presentation included the career pathways for job roles in the Diagnostic sector for approval by the NSQC.

Issues discussed:

- a. Subjective indicators under CPD (Continuing Professional Development), such as seminars and short term training courses, or the numbers of years of work experience may not indicate the competencies acquired by a candidate. Hence, the process of including CPD credits must be broadened by including more objective indicators of competencies acquired*
- b. The technical expertise from the EU team would be engaged in drafting the progression pathways by the HSSC.*

Agenda Item No. 7: Presentation regarding proposed Hydrocarbons Sector Skill Council

The proponents of the Hydrocarbons Sector Skill Council were informed that the formation of the Council has been approved by the NSQC.

Annexure I

List of Participants at the 3rd NSQC Meeting
17th December 2014, New Delhi

1. Mr. S. Ramadorai, Chairman, NSDA
2. Ms. Gauri Kumar, Secretary, Ministry of Labour and Employment
3. Mr. Amarjeet Sinha, Additional Secretary, Department of Higher Education, Ministry of Human Resource Development
4. Mr. J.P. Rai, Director General, NSDA
5. Ms. Radha Chauhan, Joint Secretary, Department of School Education and Literacy, Ministry of Human Resource Development
6. Mr. Alok Kumar, Director General/Joint Secretary, Directorate General of Employment and Training, Ministry of Labour and Employment
7. Ms. Jyotsna Sitling, Joint Secretary, Ministry of Skill Development and Entrepreneurship
8. Ms. Ritu Maheshwari, Mission Director, Uttar Pradesh Skill Development Mission
9. Dr. C.M. Thyagaraja, Executive Director, Karnataka Vocational Training and Skill Development
10. Dr. Naresh Trehan, Chairman, Healthcare Sector Skill Council
11. Dr. A.K. Sood, Dean, National Institute of Health and Family Welfare, Ministry of Health and Family Welfare
12. Ms. Kavita Narayanan, Director, National Initiative for Allied Health Sciences, Ministry of Health and Family Welfare
13. Mr. L.N. Gupta, Secretary, Oil Industry Development Board (OIDB)
14. Mr. R.L. Singh, Consultant, DGET, Ministry of Labour and Employment
15. Ms. Kanika Aggarwal, Consultant, Planning Commission
16. Mr. Amrit Pal Singh, Deputy Director, DGET, Ministry of Labour and Employment
17. Mr. Ashish Jain, CEO, Healthcare Sector Skill Council
18. Mr. John Hart, Expert, India-EU Skills Project
19. Mr. Vaclav Klenha, Team Leader, India-EU Skills Project
20. Ms. Madhusree Banerjee, Consultant, ADB
21. Ms. Sanjogita Mishra, Dean, Centurion University
22. Mr. Aditya Saikia, Director, Centurion University
23. Ms. Orlanda Ruthven, Director, Centurion University
24. Mr. Amitabh Dwivedi, DC/F&AO, Oil Industry Development Board
25. Mr. Rajesh Saini, Manager (P&A), Oil Industry Development Board
26. Mr. Biswajit Roy, ED (HR), Indian Oil Corporation Limited
27. Mr. Shailesh Tiwari, CM (HRD), Indian Oil Corporation Limited
28. Mr. O.P. Thukral, Joint Director, Petrofed
29. Ms. Anupama Tripathi, Consultant, NSDA
30. Ms. Deepti Morang, Consultant, NSDA
31. Ms. Vishishta Sam, Consultant, NSDA
32. Ms. Meghna Sharma, Consultant, NSDA