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(National Council for Vocational Education & Training)

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Subject: Guidelines on Creditisation of Skilling & Training Courses & Qualifications of Multinational Companies (MNCs) and Leading Indian Enterprises

1. The Multinational Companies (MNCs) contribute significantly to country's economy by catering to both local and global requirements of skilled workforce. The MNCs are known to hire the best talent globally, skill and train them in best technical knowledge and innovative thinking. The participation of the MNCs, including the leading Indian Enterprises in the skilling ecosystem is imperative as they are not only the final consumers of the products and services in the form of skilled workforce but also torch bearers in the future of work through world class skilling on their products, processes and services.
2. The National Education Policy (NEP) and National Credit Framework (NCrF), enable recognition of all types of learning and provide for multiple pathways for learners to move from skilling to education and vice-versa. Accordingly, to facilitate recognition and formalisation of MNC qualifications, the "*Guidelines for Creditisation of Training courses and Qualifications of Multinational Companies (MNCs) and Leading Indian Enterprises, including, Original Equipment Manufacturer (OEM), Original Design Manufacturer (ODM), and Value Added Reseller (VAR)*", have been formulated by NCVET. These guidelines aim to recognise, formalise and creditise the skill training being carried out by these entities.
3. The Guidelines were approved in the 9th Council meeting of NCVET held on 17th August, 2023 and are being notified herewith. These guidelines may be further amended/updated from time to time with the approval of the NCVET based on the feedback and requirements received during the implementation of these guidelines.


Col Gunjan Chowdhary
Director, NCVET



Guidelines for Creditisation of Skilling & Training Courses & Qualifications of Multinational Companies (MNCs) and Leading Indian Enterprises



*Including Original Equipment Manufacturer (OEM),
Original Design Manufacturer (ODM) and Value-Added
Reseller (VAR)*

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Foreword

Continuous deepening of 'industry connect' is critical for the growth and sustenance of a dynamic and sensitive skill ecosystem. MSDE is continuously striving to enhance the industry connect of skilling through enabling policies and programs, including the framework of Sector Skill Councils, innovative programs like Dual System of Training (DST) and Flexi MoUs at ITIs and Apprenticeship promotion schemes. Enterprises in general and Multinational Corporations (MNCs) in particular, have shaped their in-house trainings for enhancing worker productivity over a period, and it is imperative that we harness their capabilities to bridge the overall skills gap in the country.

The "Guidelines for Creditisation of Skilling & Training Courses & Qualifications of Multinational Companies (MNCs) and Leading Indian Enterprises including Original Equipment Manufacturer (OEM), Original Design Manufacturer (ODM) and Value-Added Reseller (VAR)" are a step towards further deepening the industry connect and relevance of skilling across the skill ecosystem. These guidelines shall enable MNCs to actively participate in addressing the demand-supply gap in skills. Through formalisation of their qualifications, MNCs can not only enhance the skills of their in-house workforce but also reap a multitude of allied benefits.

The guidelines shall enable alignment with existing recognised frameworks like, the National Credit Framework (NCrF), along with international recognition, and enhanced employability. These guidelines provide MNCs with multiple avenues to align their qualifications, whether through recognized Awarding Bodies (ABs), seeking recognition as an AB themselves, or aligning qualifications as MNC/Leading Indian Enterprises. This enabling framework can be a win-win for all stakeholders- learners, MNCs, OEMs, and the Government. The guidelines are a gateway to formal recognition of Qualifications by the Government, enhanced credibility, streamlined processes, uniform certificates, alignment with NCrF and NSQF, increased employability, reduced training costs, access to a skilled workforce, and a meaningful contribution to economic development.

These guidelines underscore the importance of industry involvement in skill training initiatives and ensure that learners are equipped with the necessary skills for the current and future industry demands. I hope these guidelines will serve as another milestone in the journey towards developing a highly skilled and globally competitive workforce.


Atul Kumar Tiwari

PREFACE

MNCs contribute significantly to country's economy by catering to both local and global markets. To remain leaders in today's competitive business environment, the Multinational Companies (MNCs) work on the cutting-edge, emerging and future technologies requiring high quality skilled and trained workforce. With the technology evolving at an accelerated pace, the skill requirements also changing rapidly, creating an urgent need for constant ab-initio skilling of new workforce while upskilling, and re-skilling of the existing workforce to remain relevant in the job market.



The MNCs are known to hire the best talent globally, skill and train them, enabling these companies to provide the best technical know-how, knowledge, innovative thinking and technology on their products, processes and services. These MNCs skill and train manpower for their own internal deployment as well as for their customers. The training and skilling courses designed by the MNCs are well recognised in the industry, truly reflecting the requirements of the global job markets. Therefore, such skilling and training courses/qualifications add significant value to the students and learners thereby making them employable and job ready for the Indian as well as the global markets.

It is in this context, the 'Guidelines for Creditisation of Skilling & Training Courses and Qualifications of Multinational Companies (MNCs) and Leading Indian Enterprises have been formulated by NCVET in consultation with stakeholders. These Guidelines enable multiple pathways for students and learners to move from education to skilling and again to education as the National Education Policy 2020 & National Credit Framework (NCrF) enable recognition of all types of learning and utilization of credits earned for getting into multiple streams including general education. The credits earned by a student/ learner shall be deposited against a uniquely registered APAAR (Automated Permanent Academic Account Registry) ID and stored in Academic Bank of Credits (ABC).

The Guidelines provide for alignment of qualifications of MNCs and Leading Indian Enterprises through an already NCVET recognized Awarding Body (AB), seek recognition as an AB themselves, or simply align their training and skilling as MNC / Leading Indian Enterprise without becoming an awarding body or without going through the other awarding body. The guidelines have defined various types of MNCs/Leading Indian Enterprises and some basic applicable parameters especially in terms of capacity and scale of operations. The recognition and alignment process has been designed in a flexible, user friendly and fast tracked manner for the MNCs/ Leading Indian Enterprises for creditising the learning as per the provisions of NCrF.

My heartfelt gratitude extends to all stakeholders whose active participation has contributed significantly to shape these comprehensive guidelines especially the inputs provided by Ministry of Skill Development & Entrepreneurship (MSDE) under the able guidance of Shri Atul Kumar Tiwari, Secretary, MSDE. I am also thankful for the work done at NCVET under the leadership of Executive Members, Dr. Neena Pahuja and Dr. Vinita Aggarwal with Col Santosh Kumar, Director NCVET and team comprising Shri Shourya Sangam, Shri Pradeep Thota, Shri Balaji Baskaran, and Ms Srishti Jha.

In a world of Gig economy and future of work, I am sure that these Guidelines will enable creation of a pool of world class workforce with readily available future skill sets and help in to realize the vision of Honorable Prime Minister for making India the Skill Capital of the World.



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1. INTRODUCTION

1.1. Background and Need

To remain competitive in today's environment, most of the Multinational companies (MNCs) deploy and work on the cutting-edge, emerging and future technologies requiring a high quality skilled and trained workforce at all levels, including operators, technicians, executives, engineers, specialists, and other professionals. These companies contribute significantly to country's economy by catering to both local and global requirements. The quest for skills has further been fuelled by the challenges posed by a fast and dynamic globalising world economy. With the technology evolving at an accelerated pace, the skill development requirements also change rapidly and frequently, thereby creating a need for constantly upgrading the training programs and skill sets of learners to remain relevant and up-to-date in the job market.

The MNCs are known to hire the best talent globally, skill and train them, which allows these companies to provide the best technical knowledge and innovative thinking to its products, processes and services. This also enables the learners the base knowledge of similar products, processes and services available with the other companies. Most of these companies are able to create, through their skilling and training programs, a globally competitive pool of manpower knowledgeable about the global best practices and technologies. These MNCs skill and train manpower for their own internal deployment as well as for their customers. The training and skilling courses designed by the MNCs, including the leading Indian enterprises, are well recognised in the industry, truly reflecting the requirements of the global job market. Therefore, such skilling and training courses/ qualifications add significant value to the students and learners thereby making them employable and job ready for the Indian as well as the global market.

It is in this context that the role of MNCs including leading Indian enterprises in skill education and training initiatives assumes special significance. This will enable development of a world-class pool of skilled manpower in India. Therefore, it is important to associate them with the formal training and skilling ecosystem, by recognising the training courses conducted by them including Creditisation under the National Credit Framework (NCrF), in the interest of the students, learners, the educational institutions, industry and the National skilling ecosystem at large.

Thus, the participation of the MNCs, including the leading Indian Enterprises in the skilling ecosystem is imperative as they are the final consumers of the products and services in the form of skilled manpower. These companies are well placed to gauge the skill requirements, foresee the future trends, and adopt the technological advancements and develop the qualifications/ job roles accordingly, skill the students/ learners for the current requirements, while also make them future ready. Hence, these companies need to encourage and lead the Vocational Education and Training (VET) and skilling efforts to realise the Hon'ble PM's vision of making India 'The Skill Capital of the World'.

1.2. Policy Initiatives in Education and Skilling

The **Skill India Mission** of the Government aims at closing the gap between skills required by the industries and the skills the workforce possess for employment generation thereby increasing the competitiveness of Indian businesses. One of the main objectives of the **National Policy for Skill Development & Entrepreneurship 2015** is *'to address human resource needs by aligning supply of skilled workers with sectoral requirements of industry and the country's strategic priorities including flagship programmes like 'Make in India'*. The Policy also aims to increase industry participation and development of market-led training standards and curriculum.

The **National Education Policy (NEP) 2020** lays emphasis on making the education more holistic and effective by integration of general (academic) and vocational education, while ensuring the vertical and horizontal mobility of students and learners. It provides for imaginative and flexible curricular structures that will enable creative combinations of disciplines for study, and would offer multiple entry and exit options, thus, removing rigid boundaries and creating new possibilities for

life-long learning. This would also provide opportunities for multidisciplinary learning and work options in academia, government, and industry.

The National Credit Framework (NCrF) provides for broad-based, multi-disciplinary, holistic education, and Creditisation of all types of learning, enabling integration of credits from academic domain, vocational domain and experiential learning, including internship, apprenticeship, on the job training & work experience.

The NCrF also provides for imaginative and need-based curricular structures, assignment, accumulation, storage, transfer and redemption of credits, subject to assessment, including Credits for online, digital and blended learning. It establishes academic equivalence between vocational and general education, provides Multiple Entry and Multiple Exit (ME-ME) options, ensuring horizontal and vertical mobility and its operationalization through the Academic Bank of Credits (ABC). It also has provision for Recognition of Prior Learning (RPL), with or without upskilling and NCrF credit levels and credit assignment for the same for mainstreaming the learners who are out of formal education and skilling ecosystem.

Thus, NCrF encourages lifelong learning with multiple entry and exit options whereby a learner not only easily switch between work and learning, but also work while learning.

1.3. National Council for Vocational Education and Training (NCVET)

The National Council for Vocational Education and Training (NCVET) has been notified as an overarching umbrella regulator establishing regulations and standards to ensure quality in the TVET space, on 5th December 2018, vide Notification no. No. SD-17/113/2017-E&PW, subsuming the erstwhile National Skill Development Agency (NSDA) and the National Council for Vocational Training (NCVT).

The National Council for Vocational Education and Training has been entrusted with the development, qualitative improvement and regulation of vocational education and training, for granting recognition to and monitoring the functioning of awarding bodies, assessment agencies, skill information providers and training bodies, and to perform other incidental functions as specified in the notification. The establishment of NCVET has also consolidated the fragmented regulatory framework in the Vocational Education and Training (VET) and skill ecosystem.

The major functions of NCVET are recognition regulation and monitoring of Awarding Bodies (ABs), Assessment Agencies (AAs), approval of qualifications as per the NSQF (National Skills Qualification Framework) and monitoring, evaluation and supervision of recognized entities.

1.4. National Skills Qualification Framework (NSQF)

The National Skills Qualification Framework (NSQF) was introduced in 2013 through a Cabinet notification, as a single unified framework for all qualifications. It is nationally integrated education and competency based framework that enables persons to acquire desired competency levels, transit to the job market and, at an opportune time, return for acquiring additional skills as required to further upgrade their competencies.

The NSQF is now anchored in NCVET is operationalised and its implementation is ensured through, inter-alia, the National Skills Qualification Committee (NSQC), which has been re-constituted, with representation from Central Ministries concerned, NITI Aayog, regulators of higher and technical education University Grants Commission (UGC), All India Council for Technical Education (AICTE), Central Board of School Education (CBSE), select State Skill Development Missions, Awarding Bodies including Directorate General of Training (DGT), Sector Skill Councils (SSCs) and select industry bodies.

The National Council for Vocational Education and Training (NCVET) by virtue of the provisions of para 16(f) of the Notification no. No. SD-17/113/2017-E&PW, dated 5th December 2018 enabling NCVET to frame the guidelines 'for the approval of qualification packages, and approve qualification packages in the manner set out in such guidelines' and subsequent approval of

National Credit Framework by the Government and notification of the same by University Grants Commission (UGC) dated 10th April 2023 and public notice issued vide No.F. No 2-3/2022 (QIP) dated April 21, 2023, the rationalized and revised National Skills Qualification Framework (NSQF) has been notified vide No: 22001/01/2023/NCVET, dated 6th June 2023, in supersession of the earlier notification dated 13th December 2013.

Since, the NSQF is based on an outcome-based approach, participation of the industry and employers is a critical prerequisite for the success of NSQF. NSQF norms enables identification of job roles as per the job market and the designing qualifications as per the industry standards in consultation and concurrence of industry. Industry is also expected to extend its hand further to play active role in training and assessment activities as well.

The detailed National Skills Qualification Framework (NSQF) Notification along with the Level Descriptors is available at <https://ncvet.gov.in/wp-content/uploads/2023/07/National-Skills-Qualification-Framework-notification-June-2023.pdf>

2. OBJECTIVES AND SCOPE OF GUIDELINES

2.1. Objectives

With the implementation of National Education Policy (NEP) and National Credit Framework (NCrF), the pathways to multiple horizons of both vocational and general education have opened. The credits have become an important instrument in achieving the same amongst many other benefits. However, to be able to creditise a skill qualification its recognition and formalization through NSQF alignment, approval and assessment is required. Therefore, to facilitate recognition and formalization of MNC qualifications (including OEMs), these guidelines have been issued.

The Draft Guidelines for Creditisation of Training courses and Qualifications of Multinational Companies (MNCs) and Leading Indian Enterprises, including, Original Equipment Manufacturer (OEM), Original Design Manufacturer (ODM), and Value-Added Reseller (VAR), aim to recognise, formalize and creditise the skill training being carried out by them. Also, these companies are the torch bearers in the future of work and do not have training/skilling as their core business of their operations, instead they have skilling on their products, processes and services.

Many of the skill trainings/courses and training material/ resources of these MNCs, and Leading Indian Enterprises, including, OEMs, ODMs, and VARs are also available free of cost. Such companies issue certifications which have a global recognition, reputation and acceptability in the job market and industry, which would provide for multifold enhancement of employability of students and learners. Therefore, these Guidelines pave way for the training courses of the MNCs which are internationally recognized and standardized, to get associated with the formal skill ecosystem of India, thereby recognizing them for the creditisation.

These Guidelines will enable multiple pathways for learners to move from skilling to education and vice-versa as the NEP & NCrF enable recognition of all types of learning and utilization of earned credits for getting into multiple streams including higher education. The credits earned by a candidate shall be uniquely registered against the APAAR (Automated Permanent Academic Account Registry) id and stored in Academic Bank of Credits (ABC). This shall enable not just the recognition of learning and storage as credits but also options of multidisciplinary & lifelong learning through mobility, redemption, and utilization of such credits.

This shall also enable the creation of a pool of world class workforce which is skilled and certified on globally recognised skill trainings/courses by the globally reputed MNCs including, OEMs, ODMs, and VARs, and Leading Indian Enterprises. In a world of Gig economy and future of work, such pool of workforce with readily available future skill sets shall surely help in making India the Skill Capital of the World.

2.2. Scope

These guidelines shall generally apply to globally reputed Multinational Companies (MNCs) and the Leading Indian Enterprises, including, Original Equipment Manufacturer (OEM), Original Design Manufacturer (ODM) & Value Added Reseller (VAR) as defined in Section 3 of these guidelines.

3. DEFINITIONS

3.1. Multi National Company

The terms Multinational company (MNC), multinational enterprise and transnational corporation are widely and often interchangeably used in International Business (IB). Multinational Corporations or Multinational Companies are enterprises that operate in one or more countries other than their native country. MNCs are globally reputed successful firms that have grown over many years into large corporations that are international in their vision, strategies, and operations including development, manufacturing, deployment, hiring, and marketing, etc. They usually have a large employee base of their own as well as a large user base with footprints across the globe.

Recent technological innovations, particularly the advent of the internet has further supported the growth of multinational companies. The emergence of 'International New Venture' (INV) firms is testament to this phenomenon. Therefore, in simple words a multinational company is a company which is headquartered in one country with business and operations in at least one foreign country. For the purpose of skilling/ training initiative, the definition would also cover the skilling/ training arm/ division of the MNCs, and Leading Indian Enterprises, including, OEMs, ODMs, and VARs.

3.1.1. Original Equipment Manufacturer (OEM) including Electronic Manufacturing Services (EMS)

An Original Equipment Manufacturer (OEM) makes systems or components that are used in another company's end product. Computer manufacturers, for example, commonly bundle or integrate OEM parts, such as processors and software, into the products/solutions they sell. In today's context, an OEM can also mean any original creator of technology - hardware or software, provided on-premises or off-premises (often as a service model), either bundled or as stand-alone, or a combination thereof. The Electronic Manufacturing Services (EMS) are also taken as part of the Original Equipment Manufacturer (OEM).

Examples: Apple, Toyota Motor Corporation, Samsung Electronics, Foxconn, Intel, etc.

3.1.2. Original Design Manufacturer (ODM)

The Original Design Manufacturers (ODMs) operate differently from OEMs. They ideate, design and manufacture, including development of products in-house which are subsequently purchased by diverse clientele. Businesses tend to leverage ODMs to translate an idea into a marketable product without much of R&D costs.

Examples: Flex Ltd, Quanta Computer Inc, Pegatron Corporation, Wistron Corporation, Celestica Inc, Sanmina Corporation, etc.

3.1.3. Value-Added Reseller (VAR)

A value-added reseller (VAR) is an organization that is usually part of a sales channel for an original equipment manufacturer (OEM). OEMs make their goods and services available to VARs at a discount, and the VAR helps to facilitate product sales on behalf of the OEMs by adding pre sales value to the end user (such as facilitating proof of concepts and providing pre sales engineering and sales support). For these services, the VAR adds a mark-up to the final sale price of the product.

Examples: Velosio, Sirius Computer Solutions, ProServe Solutions, Aktion Associates, Tata Technologies, etc

3.1.4. Examples of Major Globally Reputed MNCs

Companies like Microsoft, Saudi Aramco, Alphabet (Google), Amazon, NVIDIA, Nestlé, Roche, etc.

3.2. Other Leading Indian Enterprises

There are other classifications of the leading Indian Enterprises of national importance based on their size, turnover, employment potential, export potential, operations, strategic importance, manufacturing, contract manufacturers (CMs), aftermarkets, operating in services and education, etc. Many of these leading Indian Enterprises are reputed MNCs as well. The major Enterprises in the Indian Economy include Iron & Steel, Textiles, Pharmaceuticals, Software and Services, Telecommunications, FMCG, Construction & Engineering, Chemicals and petrochemicals, Automobiles and Auto Components, Information Technology (IT), Jute, Sugar, Cement, Paper, Food and Beverages, Financial Services, Banking & Insurance, etc.

The indicative list of Leading India Enterprises may include Reliance Industries, Infosys, Bharti Airtel, Tata Steel Ltd, Mahendra Group, JSW Steel Ltd, etc

3.3. Recognized Awarding Body

An entity which enters into an agreement for the grant of recognition with NCVET as per the provisions contained therein, and which is permitted to award certification to the trainee/ student/ learners for an approved qualification or a skill by accrediting/ affiliating training bodies and for regulating their conduct, and by ensuring quality training, and gets the trainees assessed through a recognised Assessment Agency (AA).

3.4. Recognized Assessment Agency

An entity which enters into an agreement for the grant of recognition with NCVET as per the provisions contained therein, and which is permitted to test or conduct examinations/ assessments to assess whether a trainee/ student/ learner has attained the required competencies/learning outcomes with respect to an approved skill or qualification by a recognized awarding body.

4. NSQF ALIGNMENT & APPROVAL OF SKILLING AND TRAINING COURSES/ QUALIFICATIONS

4.1. National Skills Qualification Framework (NSQF) aligned and approved “Qualification”.

A National Skills Qualification Framework (NSQF) aligned and approved “qualification” or “skill” means a qualification or skill in respect of which NCVET has approved a qualification package as per the provisions and processes contained in the National Skills Qualification Framework (NSQF).

4.2. Criteria for getting their Skilling and Training Courses/ Qualifications Recognised

4.2.1. For MNCs

The following criteria shall be applicable to qualify as a Multinational Companies (MNCs), including, Original Equipment Manufacturer (OEM), Original Design Manufacturer (ODM), and Value-Added Reseller (VAR) for getting their skilling and training courses/ qualifications recognised for the purpose of these guidelines:

- (i). **Financial Criteria:** The MNCs with headquarter outside India must have operations in at least five (5) countries including India with a minimum **annual turnover of US\$ 2 Billion (two billion dollar)** in each of the last three years.
- (ii). **Prior Experience:** The company must have conducted skill training and assessments for at least **2,50,000 students/ learners/ employees globally** including their own employees in **the last three (3) years**, out of which **at least 10,000 should be in India**.
- (iii). The NCVET may modify the above said criteria, in the public interest, for companies working in niche areas, emerging/ futuristic technology areas, new age/ future skills areas or strategic areas, on a case-to-case basis.

4.2.2. For the Leading Indian Enterprises

- (i). **Financial Criteria:** For an Indian company, registered under the Companies Act with Registrar of Companies in India, the **annual turnover should be atleast Rs. 8,000 crore** in each of the last three years.

(ii). **Prior Experience:** The company must have conducted skill training or training and assessments for at least **10,000 students/ learners/ employees including their own employees** in last three (3) years.

(iii). NCVET may modify the above said criteria, in the public interest, for companies working in niche areas, emerging/ futuristic technology areas, new age/ future skills areas or strategic areas, on a case-to-case basis. **The courses/ qualifications offered should be relevant to their own products, services or technologies in high demand.**

To enable creditisation (under (NCrF)) of skilling and training courses/ qualifications offered by the MNCs including, OEMs, ODMs, and VARs, or the Leading Indian Enterprises should be relevant to their own products, services or technologies, which are in high demand in the industry/ market, and have created substantial number of jobs globally, leading to substantial enhancement in the employability of the students/ learners/ employees.

4.2.3. Legal Status of the Company and other conditions:

The entity should be registered as company and should have a valid legal existence with all required permissions to operate in India as per the applicable laws.

The MNCs including, OEMs, ODMs, and VARs, or the Leading Indian Enterprises, which satisfies the above mentioned criteria may not be a section 8 company registered under the Indian Companies Act 2013 in India unlike the other NCVET recognised Awarding Bodies.

4.2.4. Online teaching-learning platforms and EduTech/ EdTech companies are not eligible to be considered under these guidelines

Pure educational technology companies (abbreviated as EduTech, or EdTech companies) only offering online teaching-learning platforms/ courses, a webspace or portal, are not covered under these guidelines.

4.2.5. Modification of the Criteria

Any of the above listed criteria may be further modified by NCVET in the overall interest of the students, learners and workforce, subject to maintaining the quality of skilling and training through the courses/ qualifications and the commitment of the company towards VET & skilling objectives of India.

4.3. Process of NSQF Alignment & Approval of Skilling and Training Courses/ Qualifications of MNCs and Leading Indian Enterprises

The MNCs including, OEMs, ODMs, and VARs, or a Leading Indian Enterprises fulfilling the above mentioned criteria for getting their skilling and training courses/ qualifications recognised, are eligible to align their qualifications with National Skills Qualification Framework (NSQF) by following the NSQC approval process in any of the following manner:

4.3.1. Submit the Skilling and Training Courses/ Qualifications for NSQF Alignment as an AB after getting the NCVET recognition as an Awarding body (Standard/ Dual)

NCVET recognition as an AB also makes an entity eligible for getting its skilling and training courses/ qualifications NSQF aligned and approved on its own which shall enable creditisation of the learning of the trainee/ student/ learners and issuance of NCVET certificate to them. This process also enables a trainee/ student/ learners to accumulate credits to ABC as per NCrF along with a government approved certificate amongst other benefits.

However, for grant of NCVET certification and creditisation for the skilling and training courses/ qualifications, an AB must ensure that the assessment is done either by a NCVET recognised Assessment Agency in case of standard category AB or by the Awarding body (AB) itself, if it is a dual category AB as prescribed under the NCVET guidelines.

The MNC concerned will be required to submit its qualifications/courses to NCVET in the qualification templates/format as per the standard norms for NSQF alignment and approval by the NSQC.

4.3.2. Submit the Skilling and Training Courses/ Qualifications for NSQF Alignment through an already NCVET recognised AB in the sector concerned:

In this case, the MNCs, including, OEMs, ODMs, and VARs or the Leading Indian Enterprises, may submit their skilling and training courses/ qualifications to NCVET for NSQF alignment through an existing NCVET recognised Awarding Body (AB) in the sector and geography in which the company wants to implement such skilling and training courses/ qualifications. The MNC concerned will be required to submit its qualifications/courses to NCVET through the AB in the qualification templates/format as per the standard NSQF norms through the concerned recognised AB.

Once the skilling and training course/ qualification is approved by NSQC, the responsibility of coordinating the training and the assessment shall be that of the concerned recognised AB which shall ensure adherence to the NCVET guidelines during implementation of these skilling and training courses/ qualification.

4.3.3. Submit the Skilling and Training Courses/ Qualifications for NSQF Alignment as an MNC / Leading Indian Enterprise:

The MNCs, including, OEMs, ODMs, and VARs or the Leading Indian Enterprise also have the option of submitting its qualifications to NCVET in capacity of a reputed industry without either getting recognised as an AB or submitting through an already recognised AB. In this case, NCVET shall be the custodian of such qualifications and may authorise an already recognised AB in the sector with proven capacity, credibility and credentials to implement these qualifications. NCVET shall also provide option of joint certification to learners by AB and MNC as per NCVET certification norms & guidelines. For this type of NSQF alignment & approval, an MNC may submit its qualifications/courses to NCVET in the qualification templates/format as per standard NSQF norms. (<https://ncvet.gov.in/qualification-related/>)

Nomenclature of the qualifications so submitted may be subject to change, based on the prevailing norms of the job. However, the name of the qualification submitted by such reputed industry will also continue to be reflected as submitted by any such body under this provision. Detailed provisions related to NSQF alignment of qualifications as reputed industry are attached as Annexure 1.

4.4. The Process of Getting the NCVET recognition as an Awarding body (Standard/ Dual)

The MNCs, including, OEMs, ODMs, and VARs or the Leading Indian Enterprise as defined in Section 3 of these guidelines, may also seek NCVET recognition as an Awarding body (AB) to align their Skilling and Training Courses/ Qualifications to NSQF, implement training, get the assessments done as per NCVET guidelines in the following ways:

4.4.1. As Standard Category AB:

The MNC/Leading Indian Enterprise recognised under this category of Awarding body gets the skilling and training courses/ qualifications NSQF aligned and approved by NCVET, gets the training conducted either itself or through its accrediting/ affiliating training bodies, gets the trainee/ student/ learners assessed through a NCVET recognised Assessment Agency (AA), and certifies them with respect to an approved skill or qualification. However, a standard recognized awarding body does not conduct assessment of the trainee/ student/ learners by itself. In this case MNC shall onboard the NCVET recognised AAs in the approved sector & geography as per NCVET guidelines and may not develop & demonstrate separate assessment infrastructure and resources.

4.4.2. As Dual Category AB:

The MNC/ Leading Indian Enterprise recognised under this category of Awarding body performs all functions of a standard recognized awarding body and in addition, performs the role of an Assessment Agency (AA) with respect to the qualifications developed by it and approved by NSQC. Thus, a standard recognized awarding body also conducts the examinations/ assessments of the trainee/ student/ learners by itself. However, it shall develop and demonstrate adequate assessment capacity and infrastructure along with separation of assessment activities from training activities, including the resource allocation.

4.4.3. Application format for recognition as an AB (Standard or Dual)

For recognition as an AB (Standard or Dual), the MNC or the Leading Indian Enterprise may submit the proposal in the format attached as **Annexure 2**

The Guidelines provide for creditisation of the Skilling and Training Courses/ Qualifications conducted by MNCs and Leading Indian Enterprise by getting their qualifications NSQF aligned and approved by National Skills Qualification Committee (NSQC). The existing AB mechanism and alignment routes shall remain unaffected.

4.5. Approval of Skilling and training courses/ qualifications:

The MNCs, including OEMs, ODMs, and VARs, or the Leading Indian Enterprise fulfilling the criteria listed above may submit their skilling and training courses/ qualifications in the NSQF qualification template/ format especially prescribed for MNCs. (The template is available at <https://ncvet.gov.in/qualification-related/>)

As per the format the following NSQF norms/ parameters may not apply to such skilling and training courses/ qualifications due to their global reputation and market demand:

- (i). **Evidence of Need** as these skilling and training courses/ qualifications are already globally recognised and accepted.
- (ii). **Industry validation** as the skilling and training courses/ qualifications are being brought by the industry leaders themselves.
- (iii). **Line Ministry concurrence** as these are purely the MNCs and Leading Indian Enterprises related skilling and training courses/ qualifications with excellent job potentials.

The Skilling and Training Courses/ Qualifications of the MNCs, including OEMs, ODMs, and VARs, or the Leading Indian Enterprise along with the model curriculum as approved by NCVET shall be uploaded on the National Qualification Register (NQR) as per standard NSQF norms. The skilling and training courses/ qualifications with basic content so uploaded shall be made accessible to the students/ learners free of cost. An MNC or the Leading Indian Enterprises may also make the detailed learning material/ content related to the approved skilling and training courses/ qualifications available free of cost. However, an assessment fee could be prescribed for the purpose of certifications in respect of some of the skilling and training courses/ qualifications.

4.6. The Nature of Skilling and Training Courses/ Qualifications of MNCs or the Leading Indian Enterprise

The MNCs and Leading Indian Enterprise' NSQF aligned & approved qualifications will be offered as optional programs in the school education, higher education or skill education programs like degree, diploma or certificate etc. Such MNC or the Leading Indian Enterprise specific courses/ qualifications will not be insisted upon or made mandatory/ compulsory courses/ qualifications for any degree, diploma or certificate by the concerned regulators/ HEI.

However, any student/ learner may take these courses/qualifications in addition to the prescribed higher education programs and the credits so earned by a learner may be considered by the AB for award of their degree, diploma or certificate.

4.7. Creditisation and Certification of Skilling and Training Courses/ Qualifications

4.7.1. Creditisation and Certification

The creditisation of the learning shall be awarded and mentioned in the certificate as per the provisions of National Credit Framework (NCrF) in the NCVET approved certificate format for skilling and training course/ qualification of MNCs, the Leading Indian Enterprise. The students/ learners/ workforce personnel should be able to store their credits in the Academic Bank of Credits (ABC) to be operated through their APAAR registration.

4.7.2. Certificate Formats

The certification of the student/ learner/ workforce personnel for such skilling and training course/ qualification shall be as per NCVET approved certificate formats as applicable to MNC/ Leading Indian Enterprises. The certificate shall also provide for joint certification on behalf of NCVET by the concerned Awarding body (AB) or Higher Education Institution (HEI), and MNC/ Leading Indian Enterprises. MNC may also issue an additional certificate of its own to the candidate. Under special circumstances, so as to maintain the reputation and credibility of the MNC/ Leading Indian Enterprises certification in line with the global practices, the certificate format may be allowed to be suitably modified by NCVET.

4.7.3. Skill India Branding

All skilling and training conducted on the NSQF aligned and approved courses/ qualification of MNCs/ Leading Indian Enterprises will also carry Skill India logo and branding.

4.8. Data Sharing:

Since the certification based on skilling and training course/ qualification shall be creditised as per the provisions of NCrF, it is desirable that the verifiable student/ learner/ workman's data is shared, with the consent of the students/ learners/ workforce personnel concerned.

Such data shall be shared with the NCVET or with any agency authorised by it, including the stakeholders of skilling ecosystem concerned.

However, such data sharing shall be subject to the provisions of the "The Digital Personal Data Protection Act, 2023".

The training and assessment data of the students/ learners/ workforce personnel will be required to be shared by the MNC, including OEM, ODM, and VAR or the Leading Indian Enterprise in the specified format/ through APIs for creditisation of the learning and to enable assignment, storage, transfer and redemption of credits as per the provisions of NCrF with the following recognised bodies of NCVET / Government agencies:

- i. The Awarding body (AB) concerned for managing the skilling/ training and issuing the certificate. The Awarding Body recognized as per the provisions of these guidelines shall share the training batch and other requisite details with the concerned Assessment Agencies for smooth implementation of training, assessment, certification of learners and transfer of credits to ABC.
- ii. The Assessment Agency (AA) for assessing the students/ learners/ workforce personnel. An Assessment Agency recognized as per the provisions of these guidelines shall also share the assessment data with the concerned Awarding Body.
- iii. The Skill India Digital (SID).
- iv. DigiLocker and Academic Bank of Credits (ABC) Platforms.

In case the students/ learners/ workforce personnel does not give her consent for sharing of data with the necessary stakeholders, no credits would be given to him/ her for such skilling and training courses/ qualifications of the MNC/Leading Industry.

The data sharing shall be undertaken in adherence to "The Digital Personal Data Protection Act, 2023", which provide for the processing of digital personal data in a manner that recognises both

the right of individuals to protect their personal data and the need to process such personal data for lawful purposes and for matters connected therewith or incidental thereto.

Clause 4, 6 & 11 of the “The Digital Personal Data Protection Act, 2023” with specific provisions related to legitimate use of data, consent, rights and duties of data provider must strictly apply to all data sharing activities undertaken by the MNCs, including, OEMs, ODMs, and VARs or the Leading Indian Enterprises for all purposes as mentioned under these guidelines including obtaining consent from the concerned learner(s) and/or organization to this effect.

4.9. Other Applicable NCVET Guidelines:

The provisions contained in the “Guidelines for Recognition & Regulation of Awarding Bodies and Guidelines for Recognition & Regulation of Assessment Agencies” (<https://ncvet.gov.in/guidelines/>) however, would stand modified to extent mentioned in these “Guidelines for Creditisation of Training and Qualifications of Multinational Companies (MNCs) and Leading Indian Enterprise”.

The following other NCVET Guidelines shall also be applicable to MNCs, including OEMs, ODMs, and VARs, or the Leading Indian Enterprise recognised by NCVET to ensure their seamless integration with National Education Policy (NEP), National Credit Framework (NCrF) and skilling ecosystem:

- i. Guidelines for Multi-Skilling & Cross-Sectoral Skilling
- ii. Guidelines for Blended Learning for Vocational Education, Training & Skilling
- iii. Guidelines for Development, Approval & Usage of National Occupational Standards (NOS) & Micro Credentials (MC)

However, the application of any regulation shall only be with respect to the vocational education, training & skilling operations including skilling and training courses/ qualifications implemented by such companies.

5. ADVANTAGES AND BENEFITS FOR THE STAKEHOLDERS

Students/ Learners	Employers	MNCs including OEMs	Government
<p>Industry led, industry vetted and industry implemented qualifications</p> <p>Accumulation of credits as per the NCrF by learner</p> <p>Storage of accumulated certificates and credits electronically in DigiLocker and Academic Bank of Credits (ABC)</p> <p>Enhanced mobility between vocational and academic streams through redemption of credits</p> <p>Enhanced employability and market recognition both nationally and internationally</p> <p>Government recognized certification mapped with NSQF level and NCO code</p> <p>Reduced cost for training and certification</p> <p>Qualification/s so earned by a learner formally become a part of his/her account/wallet/any other such arrangement as provided under National Skills Repository/ Digi Locker/ ABC</p> <p>Increased value/return on skills, contributing to economic progress.</p>	<p>Access to industry ready and skilled workforce in the required domains</p> <p>Effective and efficient recruitment with reduced cost of hiring and training</p> <p>Reduced cost of operations</p> <p>Enhanced productivity</p> <p>Reduced attrition and retrenchment rate.</p> <p>Verification of certificates and credits through DigiLocker and ABC</p>	<p>Recognition by GoI</p> <p>Enhanced Credibility and Acceptability</p> <p>Enhanced quality outcomes through standardized procedures and parameters</p> <p>Uniform certificate with NCVET logo</p> <p>Alignment of Qualifications with the National Credit Framework (NCrF), National Skills Qualification Framework (NSQF) and National Classification of Occupations (NCO)</p> <p>Eligible for government funding</p> <p>Mapping of qualifications with International and regional frameworks</p> <p>Larger volume of formal certifications because of the accrued benefits</p> <p>Creation/availability of a large talent pool skilled on MNC/OEMs technology for global needs</p>	<p>Reduction of unemployment in the country</p> <p>Increase in industrial productivity leading to overall economic development of the country</p> <p>Creation of a pool of skilled workforce</p> <p>Recognition of high quality national and international certifications</p> <p>Alignment of various models of training and certification with National Policy Initiatives like NEP 2020 and NCrF.</p> <p>Strengthened database of skilled employees.</p>

Provisions for Approval of Qualifications submitted by MNCs/Leading Indian Enterprises other than a Recognised Awarding Body

1. MNCs/Leading Indian Enterprises (other than the recognized Awarding Bodies) who have developed market relevant qualifications and have been implementing the same and/or have expressed their interest to develop and implement the skill qualifications with demonstrable capabilities have been approaching NCVET for NSQF alignment and approval of such qualifications without having a requirement to be recognised as an Awarding Body.
2. Apropos, such quality assured and market relevant qualifications of MNCs/Leading Indian Enterprises (other than the recognized Awarding Bodies) may be considered for NSQF alignment and be presented before NSQF for approval, subject to fulfillment of the standard NSQF norms and the following additional conditions:
 - a) The qualifications should be submitted by an MNC/Leading Indian Enterprises which could either be a Government or a private sector organization;
 - b) The qualification should be well-designed & developed, with high quality curriculum & content customised to the industry requirements;
 - c) The qualification should be relating to the skills which are in high demand in the market, the future skills required by the industry having bright employment prospects or entrepreneurship/ self-employment opportunities;
 - d) NCVET shall be the custodian of such qualifications and may authorise an already recognised AB in the sector with proven capacity, credibility and credentials to implement such qualifications;
 - e) Qualifications approved in this category would become part of the National Qualification Register (NQR) housed at NCVET and shall be available to all recognised Awarding Bodies for adoption as per Adoption Guidelines;
 - f) The validity of such qualifications shall be as per standard NSQF norms and the revision of the qualifications shall be undertaken by the Leading Indian Enterprises concerned or any other entity authorized by NCVET to do so;
 - g) NCVET shall provide option of joint certification of learners by AB and MNC as per NCVET certification norms & guidelines;
3. The above-mentioned provisions for approval of qualifications submitted by Leading Indian Enterprises other than a Recognised Awarding Body shall only be applicable to the entities fulfilling the criteria as defined in section 4.2 of the “Guidelines for Creditisation of Training and Qualifications of Multinational Companies (MNCs) and Leading Indian Enterprises”. Accordingly, all such entities shall provide the requisite information in Annexure 2 (Information for Part A, B & C and serial no. 21 & 22 of Part D to be provided only).

APPLICATION FORM

Recognition for Creditisation of Skilling & Training Courses & Qualifications of Multinational Companies (MNCs) and Leading Indian Enterprises

S. No.	Criteria	Please specify and/ or submit the relevant documents
1.	Category: a. Standard Awarding Body (AB) Recognition or b. Dual Awarding Body (AB) Recognition or c. MNCs/Leading Indian Enterprises (other than recognised ABs)	
Part A.	Basic Information	
2.	Name of the Company	
3.	Name of the Parent Company (If applicable)	
4.	Date and place of Establishment of Company	
5.	Date and place of Establishment of Parent Company (If applicable)	
6.	Complete Address and contact information	
7.	Website URL of the company	
8.	Name & designation of Head and SPOC (CEO/ Education and Skilling Head)	
9.	Mobile Phone/ Phone Number & email id of SPOC	
Part B.	Legal Status of the Company	
10.	For Indian Company: Certificate of Registration as per Registrar of Companies	
11.	For Foreign Company: Any of the following (As applicable) a. For Subsidiaries in India - Certificate of Registration as per Registrar of Companies b. For Joint Ventures – Memorandum of Understanding / Agreement	
12.	Number of employees in the company a. Globally b. In India (In case furnishing the exact requisite figure is not possible due to valid reasons like any legal conditions, the same may be provided in an approximation for example, Greater than 30000 employees.)	
13.	Approximate/ indicative size of the user community of products and services of the company a. Globally b. In India (In case the furnishing the same quantitatively is not possible, the response to this question may be provided in a Qualitative way, explaining the business form and the kind of customer base.)	

Part C.		Scale of Operations			
14.	Revenue of the organization (Last 03 years)				
	Year 1	Year 2	Year 3	TOTAL	
15.	Years of operations				
	<ul style="list-style-type: none"> a. Globally b. In India 				
Part D.		Training Experience: Skilling & Training Courses & Qualifications			
16.	Number of courses/ skill trainings/ qualifications developed and being offered in (Please attach the list of top 50 to 100 Skilling & Training Courses & Qualifications)				
	<ul style="list-style-type: none"> a. Online b. Offline c. Blended mode 				
17.	Please indicate the number of (in India)				
	<ul style="list-style-type: none"> a. Company's own training centers b. Authorised Training Partners of the Company c. Affiliated Training Centers run by training partners 				
18.	Please indicate the approximate classification of the number of Skilling & Training Courses & Qualifications as				
	<ul style="list-style-type: none"> a. Generic Soft skills/ life b. Employability skills c. Generic Technical skills d. Specialised Technical skills e. Specialised Executive Managerial skills f. Others- please specify 				
	(Regarding type of courses, if the segregation as suggested is not possible, same may be provided as per the internal segregation of the Organisation.)				
19.	How many of these courses/ skill trainings/ qualifications clearly state/ cover the following aspects required for alignment with National Credit Framework (NCrF) and National Skills Qualification Framework (NSQF): (Please attached the list)				
	<ul style="list-style-type: none"> a. learning outcomes, b. competency levels achieved. c. the assessment method to be used d. progression pathways 				
20.	Total years of operations in skilling and training				
21.	Globally	Approximate No. of students/ learners/ workforce personal offered Skilling & Training Courses & Qualifications *			
		Year 1	Year 2	Year 3	
	*(In case furnishing the exact requisite figure is not possible, the same may be provided in an approximation for example, greater than 50000 learners.)				
22.	In India	Approximate No. of students/ learners/ workforce personal offered Skilling & Training Courses & Qualifications*			

		Year 1	Year 2	Year 3	
	*(In case furnishing the exact requisite figure is not possible, the same may be provided in an approximation for example, greater than 50000 learners.)				
23.	Number of trainers available in a. India b. Globally				
Part E.	Experience of conducting Assessments (Applicable only to Dual Category AB applicant)				
24.	Country Name	No. of assessments conducted for their own Skilling & Training Courses & Qualifications conducted			
		Year 1	Year 2	Year 3	
25.	Process of Assessment planning and delivery for testing the learning outcomes e.g. a. Formative assessments, b. Summative assessment c. Norm referenced assessments d. Criterion referenced assessments e. Industry Validation assessment f. AI based assessment g. Diagnostic assessments h. Peer to Peer randomised Assessment i. Ipsative or self- referenced assessments j. Self-assessment after self-learning				
26.	Number of assessors available a. nationally b. internationally				
27.	How do you conduct the assessments? a. In-person/ physical b. Online Proctored c. Online AI Proctored d. Mixed mode e. Video Capturing f. Any others: Please specify				
28.	Are proper Question Banks & Questions for testing the learning outcomes, And competency levels achieved are in place (Courses/Qualifications wise)				
29.	Assessment tools being used or proposed to used (Please list)				
30.	Feedback Mechanism on Skilling & Training Courses & Qualifications and its analysis (both training and assessments)				
Part F.	Use of Technology and Platforms				
31.	Main features of the Courses & Qualifications Skilling & Training platform				
32.	Training portal URL				
33.	Main features of the Courses & Qualifications Assessment Engine				
34.	Assessment portal URL, if any				

35.	Compatibility & capability w.r.t. adoption & alignment of Training/Assessment engine with blended learning tools (Please refer to https://ncvet.gov.in/wp-content/uploads/2023/01/Guidelines-for-Blended-Learning-for-Vocational-Education-Training-Skilling.pdf)	
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Note:

Multinational corporations (MNCs) operate in different countries through a variety of strategies and structures, adapting to the unique challenges and opportunities presented by each country.

- i. MNCs may establish subsidiaries or branches in foreign countries, making direct investments in local operations.
- ii. MNCs may form partnerships with local companies through joint ventures or strategic alliances. This is common in industries where local expertise is essential.
- iii. The structure and the way any MNC operates is also necessitated because MNCs must navigate diverse legal, regulatory, and tax environments. This requires understanding and compliance with local laws related to labor, environment, intellectual property, and taxation.

Therefore, such Multinational Companies (MNCs), including, Original Equipment Manufacturer (OEM), Original Design Manufacturer (ODM), and Value-Added Reseller (VAR) while providing as mentioned in Sections of Part D and Part E of the Application Form may also provide the details of skilling and training courses and training experience of their Subsidiaries, Parent Company & local joint ventures. However, such details must be clearly mentioned with corresponding company name & its relationship with the applicant company. NCVET may consider the same based on the merit of the case.

Major Companies significantly involved in the areas of Education and/or Skill Development

1. **Infosys Limited** 
2. **Microsoft India** 
3. **Google India** 
4. **HCL Software** 
5. **TCS Mumbai** 
6. **Microsoft** 
7. **Auto Desk** 
8. **Red Hat** 
9. **Amazon Web Services** 
10. **Service Now** 