

## **11<sup>th</sup> Meeting of the National Skills Qualifications Committee (NSQC)**

Date: 19.02.2016 Time: (1430hrs-1600hrs)

Venue: NSDA, Kaushal Bhawan, B-2, Pusa Road, New Delhi - 110005

The 11<sup>th</sup> meeting of the National Skills Qualifications Committee (NSQC) was held on 19.02.2016 in New Delhi. Mr. S.Ramadorai, Chairman, NSDA chaired the meeting.

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

The presentations made at the meeting are available on the NSDA website ([www.nsd.gov.in](http://www.nsd.gov.in))

### **Agenda Item No. 1: Approval of Minutes of the 10<sup>th</sup> Meeting of NSQC**

There were no further comments on the minutes of the 10<sup>th</sup> NSQC meeting and the same were treated as approved.

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

DG, NSDA provided an update on the action taken by NSDA since the last NSQC Meeting held on 28.09.2015 and they are listed as under:

#### **2.1 Accreditation Norms for Training Providers**

DG, NSDA informed that a Manual on Accreditation of Training Providers as part of National Quality Assurance framework (NQAF) has been developed through a consultative process involving the key stakeholders namely Training Providers, SSCs, Auditors, QCI, DDUGKY representatives, Quality improvement team from SSCs and also incorporating the points from the draft report prepared by the Sub Committee on Accreditation norms. The draft manual has been uploaded on NSDA's website ([www.nsd.gov.in](http://www.nsd.gov.in)) and comments are invited within two weeks (24.02.2016). The manual after incorporating the received comments will be presented in the 12<sup>th</sup> NSQC meeting for approval. **(Action: NSDA)**

#### **2.2 RPL Policy**

DG, NSDA informed that the final RPL policy, which had to be tabled in March 2016 incorporating the learnings of various RPL exercises across the country including RPL initiatives under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), couldn't be tabled since not much of learnings could come from various RPL exercises under PMKVY. The need was felt that allowing flexibility in terms of how RPL is implemented, its certification and cost of assessment could lead to a practical solution towards RPL implementation. Further, it was discussed that a value proposition around RPL is required to be created. The NSQC was informed that a team from Ministry of Skill Development & Entrepreneurship (MSDE), NSDA, NSDC and NIESBUD will be visiting Uttarakhand and will meet representatives of different departments and NGOs to understand the possibilities of RPL certification and

supporting evidences. MD & CEO, IL&FS suggested that a broad framework of RPL defining systems and processes based on best practices should be adopted. However the committee was of the view that since different sectors will have different strategies/tools to implement RPL in their sectors, a national framework at this juncture will not be pragmatic.

### **2.3 Evaluation of Pradhan Mantri Kaushal Vikas Yojana (PMKVY)**

DG, NSDA informed that NSDA has been mandated by MSDE to undertake the evaluation of PMKVY scheme. In this regard, NSDA is preparing an execution plan to conduct PMKVY evaluation.

### **2.4 Sector-wise Workshops with Industry Representatives**

2.4.1 DG, NSDA informed that NSDC had shared the sector-wise contact details of the industry representatives from large, medium and small industries in a format provided by NSDA of fifteen sectors who can be invited for the workshop (as an action w.r.t Minutes under Agenda Item 2.3.1 of Minutes of 9<sup>th</sup> NSQC). Out of the provided list, NSDA has conducted meetings with seven sectors. The first meeting was organized on 08.01.2016 with the industry representatives of three selected sectors namely infrastructure, food processing, construction. The second meeting was organized on 25.01.2016 with security sector and the third meeting with life sciences, automobiles and logistics was organized on 08.02.2016. It was noted that the participation of industry representatives was low in the said meetings and the participants also raised some of the issues pertaining to the SSCs which was shared with the respective SSCs as part of the agenda items.

2.4.2 In this regard, the Chairman, NSDA emphasized that it is important to organize for cross checking relevant industry about their participation in the validation process of QP/NOS and such third party validation meetings should be a continuous process so as to build a full proof institutional mechanism of improvement. Chairman, NSDA stressed that feedback of third party validation needs to be taken up positively for bringing overall improvement in the system. **(Action: NSDA)**

### **2.5 National Quality Assurance Framework (NQAF)**

DG, NSDA informed the NSQC that under the Quality Assurance Framework, the first manual, i.e. the Overview Manual has been approved by the 10th NSQC. The first drafts of all the rest of the 7 Manuals have been completed, and in accordance with the directions of the 10th NSQC, a Working Group on NQAF was constituted on 13.10.2015, with the following members:

PS to Chairman – NSDA	Chairperson
Head, Standards and Quality Assurance – NSDC	Member

DDG (Training), Directorate General of Training (DGT)	Member
CEO, NABET – QCI	Member
CEO, Association of Skills Training Providers (ASTP)	Member

So far, the working group has held two meetings, on 26.10.2015 and 16.11.2015, and has discussed the draft of the Accreditation of Training/Education Institutions Manual. Consultation meeting with the Auditors/Monitoring evaluation experts of Quality Council of India (QCI), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDUGKY), SSCs were held on 14.01.2016 to discuss the quality criteria for the Manual. After incorporating comments/suggestions given during these consultative meetings the drafts were revised and has been posted on the NSDA website for public comments. DG, NSDA requested the participants to provide their suggestions on the drafts which are available for public comments on NSDA website ([www.nsd.gov.in](http://www.nsd.gov.in)) till 24.02.2016. **(Action: NSDA)**

## **2.6 NSQF Roll Out in States/Ministries**

DG, NSDA informed the various skill development initiatives undertaken by NSDA in the states and with the central ministries. The committee noted the same.

## **2.7 Proposal for setting up of three new SSCs**

DG, NSDA informed that NSQC had approved the proposal for setting up of three new SSCs namely Chemicals and Petrochemicals SSC, Green Jobs SSC and Paints & Coatings SSC on the conditions of fulfillment of some recommendations. Although the newly formed SSCs have addressed some of the recommendations but NSQC stressed upon the following action items which need to be addressed by the respective SSCs.

### **A. General conditions:**

Decision support matrix justifying need for formation of SSC should be prepared by NSDC and clear recommendation should be made by NSDC for each SSC. **(Action: NSDC)**

### **B. SSC Specific Conditions:**

#### **2.7.1 Paints and Coatings Skills Council (PCSC)**

In reference to the recommendations made by NSQC to the PCSC it was suggested that SSC should seek representation from formal as well as informal segment namely small retailers, retailer's association in paints and coatings segment. In this regard, it was stressed that NSDC should closely review the Governance of SSC so as to ensure a level playing ground for formal and informal segment's representation in the SSC and this should be informed

to NSDA within a period of three weeks from 03.02.2016 i.e; by 24.03.2016. **(Action: NSDA, NSDC & PCSC)**

### **2.7.2 Green Jobs SSC**

On the issue pertaining to renaming of Sector Council for Green Jobs (SCGJ) to Green Energy Skill Council, NSQC emphasized that SSC should focus to widen the representation of this newly formed SSC in order to encompass the wide array of job roles in addition to the green energy vertical which pertains to environmental products, services and green marketing including environmental impact and conservation of natural resources, climate change etc. It was suggested by the NSQC that a Committee should be appointed by NSDC to revamp this SSC to broaden the scope of industry/ stakeholder participation from relevant verticals involved in green jobs , that cater to very large segment. **(Action: NSDC & SCGJ)**

### **2.7.3 Chemicals and Petrochemicals SSC**

10<sup>th</sup> NSQC had recommended Chemicals and Petrochemicals SSC to take into consideration the applicable licensing norms for job roles requiring any license to operate and to work closely with agriculture SSC while developing qualifications which share a great extent of commonality among its products and services. In this regard, although SSC has identified some of the regulatory Acts and Rules relevant to the Chemical and Petrochemical SSC and is working closely with Agriculture SSC, it was suggested SSC should also work with other sectors to bring out the cross-sectoral integration of job roles existing in the purview of this SSC. **(Action: NSDC & Chemicals and Petrochemicals SSC)**

### **2.8 Development of Qualifications Register**

DG, NSDA informed that NSDA has developed an online platform ([www.nqr.gov.in](http://www.nqr.gov.in)) on Qualifications Register, which will be an official national database of all qualifications aligned to NSQF levels. Till 10<sup>th</sup> NSQC, 1460 Qualification files have been approved which are being uploaded in the Qualifications Register. Further, in order to make the portal live, NSDA has applied for registration of a domain name ([www.nqr.gov.in](http://www.nqr.gov.in)) for Qualification Register and it will be live by 31.03.2016. **(Action: NSDA)**

## **Agenda Item No. 3: Approval of Qualification Files (QFs)**

### **3.1 NCVT Qualifications by DGT**

DGT submitted 127 QFs for NSQC approval. In the process of scrutinizing the QFs, overlapping of job roles were found in the SSCs and NCVT Qualifications. In this regard need was strongly perceived by the Committee that the course curriculum of SSC and NCVT need one level of scrutiny on similar qualifications between SSCs and NCVT courses before

presenting it to NSQC. Hence, NSQC suggested to form a Committee with the representation of SSCs and DGT to have one level of scrutiny of qualifications prior presenting them before the NSQC. Further, presentation of QFs on NCVT qualifications required technical clarification on the questions asked by the Committee, which could not be provided for, as the domain expert was not present in the meeting. Owing to this, the qualifications submitted by the DGT was not approved by the NSQC. The Committee and the Chair suggested DGT officials to have representation of field experts in the next NSQC and to clear the overlapping of the job roles in SSC and NCVT qualifications and to seek approval in the next NSQC. **(Action: DGT & SSC)**

### 3.2 QFs submitted by various SSCs

3.2.1 A total of 158 Q Files were submitted to NSQC for approval. The Committee made the following sector wise observations for the SSCs which need to be completed within a period of 10 days from 03.02.2016 i.e, till 13.3.2016.

**3.2.2 Apparel SSC:** NSQC pointed out that the minimum age criteria mentioned in the Qualification files needs to be reworked as the high entry barrier for some of the qualifications can be lowered keeping in view the non hazardous nature of this sector and skills can be attained by candidates below the age of 18 years.

**3.2.3 Food Processing SSC:** The Committee suggested that the SSC need to relook into the qualifications in terms of the criteria of minimum experience required for higher level of job roles as some of the job roles may not need to have a prior experience. Further, it was suggested that in terms of international comparability, the submitting bodies need to establish some basis of comparison between related qualifications existing in the other countries.

3.2.4 A total of 60 Q Files were approved by the NSQC with the condition that the sector wise suggestions made by the NSQC would be incorporated in the provided time period provided in para 3.2.1. The sector wise list of QFs approved by NSQC, subject to the changes as recommended in para 3.2 above for different sectors, are as under;

S. No.	SSC	No. Of QFs
1	Food Processing	25
2	Textiles & Handloom	4
3	Logistics	14
4	Apparel	17
Total		60

Details of these QPs are at **Annexure II.**

3.2.5 Chairman, NSDA emphasized on some of the following crucial aspects pertaining to the NSQC approval as given below;

- a. Domain experts from the submitting body should be present in the NSQC to answer the technical queries.
- b. SSCs and NCVT must get together as all the stakeholders are working for commonality of purpose, hence, inconsistencies must be removed.
- c. Minimum age criteria to be seen practically so as to ensure right skills at right time
- d. SSC governance and representation of industries should be very strong
- e. Combinations of skills must converge, NSDC should look at different SSCs prior coming to NSQC in terms of rationalization and bring down the number of SSCs
- f. Feedback of independent third party validations conducted by NSDA should be taken in a positive sense for further improvement of the institutional mechanism.

**(Action: DGT,NSDC, Apparel SSC, Logistics SSC and Food Processing SSC)**

#### **Agenda Item No. 4: Compliance status of the minutes of the meeting with Secretary, MSDE**

DG, NSDA informed that meeting of NSDA and Secretary, MSDE was held on 04.09.2015 and the update on some of the salient action items of the meeting are given below:

**4.1 Analysis of NSDC Skill Gap Report:** NSDC Skill Gap Report is one of the major sources of data with regard to estimate of labour force requirements (sector and geography wise). In this regard current NSDC skill gap reports (released in April, 2015) had to be analyzed and compared against the last released reports to analyze the variations in the sectors and across the geographies. Hence, old and new versions of the skill gap reports were supposed to be compared. NSDA was unable to verify this fact as the older versions (2009-10) of the skill gap studies was not provided to NSDA by NSDC. On this, Chairman, NSDA directed NSDC to give the said reports within a period of three days. **(Action: NSDC & NSDA)**

**4.2 Study the licensing and certifying norms of various industries:** In accordance with the Minutes of the 10th NSQC, on identifying the licensing and certifying norms applicable to various Sector Skill Council job roles, 17 SSCs responded on the issue, and specific Licensing and Certification requirements for 37 job roles across 8 Sectors were identified. 9 SSCs have confirmed that there is no specific licensing or certification requirements for their job roles.

**4.3 Study the potential for trained people in international markets:** The NSQC was briefed about NSDA's initiatives on study the potential for trained people in international markets as per the agenda item.

The committee noted the same.

#### **Agenda Item No. 5: Setting up of National Skill Research Division (NSRD) within NSDA**

DG, NSDA informed that NSDA has initiated the setting up of NSRD. In this regard, concept note on setting up of NSRD has been prepared and approved by DG, NSDA. Key individuals

having expertise in relevant field have been identified and invitation letters were sent for the formation of an advisory panel for NSRD. The first meeting of this Advisory Panel will be called in the month of March 2016 to further accelerate the process of operationalizing NSRD. Further, NSDA is also exploring opportunities to initiate a research project under NSRD with IIT Delhi. **(Action: NSDA)**

**Agenda Item No. 6: Nominating State Skill Development Missions to NSQC**

As per the NSQF notification (Clause 14-i), Mission Directors from three State Skill Development Missions (*in rotation*) would be members of the NSQC. It was agreed during the 1<sup>st</sup> Meeting of the NSQC held on 09.01.2013, that the three State Skill Development Mission nominees would be nominated as NSQC Members for a period of one year, by rotation. Accordingly the term of the existing three State Skill Development Missions, viz., Bihar, Tamil Nadu and Assam, have ended.

**The Committee nominated the following States for FY2016-17:**

- Relatively socio-economically less advanced States: Jharkhand
- Relatively economically advanced State: Maharashtra
- One State from the North-Eastern Region or the hills: Nagaland

**Agenda Item No. 7: Any other matter with the approval of the Chair**

**Meeting ended with vote of thanks by the Chair.**

**Annexure I**

**List of Participants of the 11<sup>th</sup> NSQC Meeting  
19.02.2016 at 2:30 PM**

National Skill Development Agency (NSDA), B-2 Pusa Road, New Delhi

1. Shri S. Ramadorai, Chairman, NSDA
2. Ms Jyotsna Sitling, IFS, Joint Secretary, MSDE & DG, NSDA
3. Shri Anant Prakash Pandey, IFS, PS to the Chairman, NSDA
4. Mr. Deepankar Mallick, DDG (Training), Director General of Training, MSDE
5. Ms Sandhya Salwan, DT, Director General of Training, MSDE
6. Mr Amrit Pal Singh, DDT, DGT, MSDE
7. Mr Joji. P., Joint Director, Director General of Training, MSDE
8. Ms Sashi Kiran, Senior Consultant, National Skill Development Council
9. Ms Nidhi Trehan, AMHSSC, JD Projects
10. Mr G. Maheshwaran, AMHSSC, Operator
11. Mr Dhanasekar B. (Head Standard & Quality), Logistic Sector Skill Council (Standard & Quality)
12. Mr DD Maheshwari, FICCI (Chemical & Petrochemical Council)
13. Mr P.S. Singh (Head – Chemical), FICCI
14. Ms Sneha Fartyal, EY. Gurgaon
15. Ms Aditi Kapoor, EY, Gurgaon
16. Ms Mallika Verma, FICSI
17. Mr Subhojit Mukherjee (Manager), FICSI
18. Mr Ajay Negi (Director), Food Processing Industries
19. Mr RCM Reddy, IL&FS Skill
20. Ms A. Srija, (Director), NITI Aayog
21. Mr Dinesh Nijhawan, DGT, MSDE
22. Mr Pranav Chaudhary, DDT, DGT, MSDE
23. Mr P.P. Gupta, DS, MHRD
24. Ms Gauri Kalra (Consultant), VE & Skill Development RMSA, MHRD
25. Mr T.K. Rout, Textiles Committee, Ministry of Textiles
26. Dr. R.S. Rathore, AICTE
27. Mr Deepankar Mallick (DDG (T), DGT, MSDE
28. Ms Sandhya Salwan (Director (T), DGT, MSDE
29. Mr Amrit Pal Singh (Deputy Director (T), DGT, MSDE
30. Mr Joji. P. (Joint Director (T), DGT, MSDE
31. Mr Saurabh T., ASDC
32. Mr Pankaj Malik (T. Director), Textiles Committee
33. Ms Nidhi Gautam, Consultant, NSDA
34. Mr Prabal Bhardwaj, Consultant, NSDA
35. Ms Anupama Tripathi, Consultant, NSDA
36. Ms Yogita Daulatani, Consultant, NSDA
37. Ms Tuhina Chatterjee, Consultant, NSDA



## Annexure II

List of Qualifications approved at the 11<sup>th</sup> NSQC Meeting

Sl. No.	Qualification	QP Code	NSQF level
<b>1. Textiles Sector Skill Council</b>			
1.1	Cone winder cum Pirn winder	TSC/Q 7301	3
1.2	Hank Dyer	TSC/Q 7201	4
1.3	Two Shaft Handloom Weaver	TSC/Q 7303	4
1.4	Warper	TSC/Q 7302	3
<b>2. Logistics Sector Skill Council</b>			
2.1	Courier Delivery Executive	LSC/Q3023	3
2.2	Courier Pick-up Executive	LSC/Q3024	3
2.3	Mail Handler	LSC/Q3025	2
2.4	Courier Sorter	LSC/Q3026	3
2.5	Shipment Bagging Agent	LSC/Q3027	3
2.6	Shipment Classification Agent	LSC/Q3029	4
2.7	Clearance Support Agent	LSC/Q3030	4
2.8	Shipment Query Handler	LSC/Q3031	4
2.9	Delivery Management Cell Agent	LSC/Q3032	4
2.10	Courier Branch Sales Executive	LSC/Q3033	4
2.11	Courier Institutional Sales Executive	LSC/Q3034	4
2.12	Key Consignor Executive	LSC/Q3035	5
2.13	Courier Claims Processor	LSC/Q3036	5
2.14	Data Feeder - Warehouse	LSC/Q2306	3
<b>3. Apparel Made-Ups &amp; Home Furnishing Sector Skill Council</b>			
3.1	Assistant Fashion Designer	AMH/Q1210	4
3.2	Hand Embroiderer (Addawala)	AMH/Q1010	3
3.3	Record Keeper	AMH/Q1920	4
3.4	Merchandiser - Made-ups & Home Furnishing	AMH/Q0911	5
3.5	Cutting Supervisor	AMH/Q0610	5
3.6	Online Sample Designer	AMH/Q1215	7
3.7	Boutique Manager	AMH/Q1910	7
3.8	Store Keeper	AMH/Q0501	3
3.9	Sourcing Manager	AMH/Q0920	7
3.10	Finisher	AMH/Q2255	4
3.11	Fabric Cutter - Apparel, Made Ups & Home Furnishing	AMH/Q1510	4
3.12	Processing Supervisor -Dyeing and Printing	AMH/Q0615	5
3.13	Assistant Designer- Home Furnishing	AMH/Q1220	4
3.14	Assistant Designer- Made ups	AMH/Q1230	4
3.15	Line Supervisor Stitching	AMH/Q0601	5
3.16	Packer	AMH/Q1407	3
3.17	Sewing Machine Operator- Knits	AMH/Q0305	4
<b>4. Food Processing Sector Skill Council</b>			
4.1	Baking Technician	FIC/Q5005	4

4.2	Mixing Technician	FIC/Q5004	4
4.3	Plant Biscuit Production Specialist	FIC/Q5003	4
4.4	Butter and Ghee Processing Operator	FIC Q2003	4
4.5	Dairy Processing Equipment Operator	FIC Q2002	4
4.6	Dairy Products Processor	FIC Q2001	5
4.7	Ice Cream Processing Technician	FIC Q2004	4
4.8	Fish and Seafood Processing Technician	FIC Q4001	4
4.9	Chief Miller	FIC Q1001	6
4.10	Grain Mill Operator	FIC Q1003	4
4.11	Milling Technician	FIC Q1002	5
4.12	Pulse Processing Technician	FIC Q1004	4
4.13	Fruit Pulp Processing Technician	FIC/Q0106	4
4.14	Fruit Ripening Technician	FIC/Q0104	4
4.15	Fruits and Vegetables Canning Technician	FIC Q0107	4
4.16	Fruits and Vegetables Drying/Dehydration Technician	FIC/Q0105	4
4.17	Fruits and Vegetables Selection In Charge	FIC Q0108	3
4.18	Jam, Jelly and Ketchup Processing Technician	FIC/Q0103	4
4.19	Pickle Making Technician	FIC/Q0102	4
4.20	Squash and Juice Processing Technician	FIC/Q0101	4
4.21	Assistant Lab Technician- Food and Agricultural Commodities	FIC Q7006	4
4.22	Cold Storage Technician	FIC Q7004	4
4.23	Food Products Packaging Technician	FIC/Q7001	5
4.24	Modified Atmosphere Storage Technician	FIC /Q7003	4
4.25	Purchase Assistant-Food and Agricultural Commodities	FIC /Q7005	4