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Transforming the skill landscape

# SKILL MINING

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## SKILL COUNCIL FOR MINING SECTOR

(Promoted by Federation of Indian Mineral Industries)  
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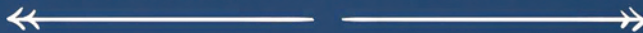
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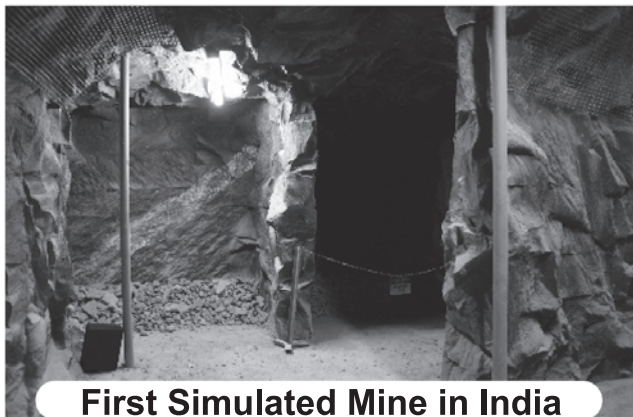
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## MINING & EXPLORATION

### Foundation driving youth participation in mining industry

Although the mining industry has not appealed to many young people for quite a while, this is starting to change through initiatives such as the Young Leaders Career Development Programme, says nonprofit organisation Learn and Give Education Foundation (LGEF) cofounder and chairperson Teboho Maphakisa.

LGEF – an official partner of the 2019 Investing in African Mining Indaba’s Young Leaders Career Development Programme, which was held in Cape Town last month – was responsible for promoting and marketing the programme to prospective participants through online campaigns and print material.

“Participants included university students and recent graduates, not only in traditional mining career fields but across the whole value chain,” he says, adding that participation in this year’s programme had increased.

This year, the organisers of the Indaba also launched the Leaders of Tomorrow Competition, where young people were invited to submit innovative proposals in the fields of safety, water, exploration and mineral recovery. This strategy also roused significant interest from young people, says Maphakisa.

“It is not every day that you get direct access to the C-Level executives, entrepreneurs and human resource practitioners from various companies all in one room. As an organisation, we always try to establish partnerships for the benefit of the youth in our country, particularly the previously marginalised.”

### Young Leaders Career Development Programme

Moreover, Maphakisa – a former participant of the programme – believes that the main benefit of attending the programme is the opportunity to listen to the industry captains and, most importantly, to build relationships. It is also a platform that affords the youth who are interested in a career in mining a chance to meet with and learn from a variety of other top executives representing some of the world’s most successful mining companies.

LGEF is grateful for having been entrusted with the responsibility of marketing and promoting the Young Leaders Programme. The organisation believes that future workplaces will need adaptable and flexible critical thinkers, and it is through such programmes that future industry captains are created.

**(MiningWeekly.com – 1 March, 2019)**

### Zinc demand and production to increase over the next four years

Data and analytics company Global Data has forecast that worldwide zinc production will grow at a compound annual growth rate of 3.8% between this year and 2022. This growth will be underpinned by production increases and the opening of new mines in Canada, China, India, Kazakhstan and Mexico, and will result in total global production of 15.7-million tons in 2022.

“After declining substantially in 2016, global zinc mine production increased in both 2017 and 2018, reaching 13.2-million tons and 13.4-million tons respectively,” pointed out Global Data senior mining analyst Vinneth Bajaj. The 2018 production increase was driven by a 9.9% increase in Australian production, an 8.5% increase in Peruvian output, a 7.9% rise in Indian production and a 5.9% increase in the US.

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The rise in production in Australia was the result of increased output from MMG's Dugald River project (MMG was previously the Minerals and Metals Group and is a subsidiary of China Minmetals Corporation, which holds some 74% of the company) and from the commissioning of two other projects. These were the New Century mine (belonging to Australian miner New Century Resources) and the Hellyer Tailings project (which belongs to Australia-based, but London NEX Exchange listed, NQ Minerals).

“However, the market has remained in a severe deficit, impacted by several mine closures and production cuts over price concerns,” he observed. Production of zinc in China was believed to have fallen, although only slightly (by 1%), as a result of environmental measures. China is the world's largest zinc producer. The consequence was that total production was still 1.1-million tons below the global demand, which had reached 14.5-million tons. Demand for zinc has been growing in Belgium, China, Germany and the US.

“Looking ahead, there are almost 100 zinc projects expected to commence operations between 2019 and 2022, of which around 24 are currently under construction, while the remainder are under various stages of development,” reported Bajaj. “Of these projects, around 15 are located in Australia, 11 in Canada, eight in Mexico, six in Peru, five in the US and four each in Kazakhstan, Russia and China.” With the forecast increase in production, the currently rising zinc prices should stabilise around 2022.

**(MiningWeekly.com – 1 March, 2019)**

## GENERAL

### Welcome switch to vouchers for skilling

The government reportedly wants to offer vouchers for youth to take up skilling programmes of their choice. This is welcome. Instead of foisting irrelevant skills on job seekers in the current supply-push model, these vouchers have the potential to create a demand-pull model of skilling, in which aspirants seek out the skills in demand and get trained. Placements are likely to get a lift.

The Parliamentary Standing Committee on Labour has expressed concern over the low skilling-to-placement ratio in the flagship Pradhan Mantri Kaushal Vikas Yojana that aims to train about one crore youth by 2020.

Less than 40 lakh people have been trained so far, and even fewer have landed up with jobs. So, the need is to vastly improve outcomes in developing skills among the country's youth. Incentivising students to take informed decisions for the course they should take up will help them build meaningful careers through skill development.

Once their fees come not from greasable palms of civil servants but from young people seeking relevant skilling, training institutes too will improve their quality of training and widen the course base. Mixed funding models — full or partial funding — make eminent sense. Industry has skin in the game, true, but spending money on training does not guarantee that those trained would stay put. Paying higher wages for trained personnel makes more sense than spending money on training workers for others to hire.

However, sectoral skill councils must play their regulatory role. Technological advances will make some skills redundant and throw up new ones. Upgrading skills calls for sound basic education that teaches

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children to learn. The ability to learn and unlearn would make them employable in future and bring many of them into the formal economy. **(The Economic Times, New Delhi – 5 March, 2019)**

### **Can job skills be readied in schools? Start with transversal skills**

India is a young nation, with 54% of the population below 25 years of age, according to the ministry of skill development and entrepreneurship (MSDE). By 2020, the average age in India is estimated to be 29 years, as against 40 years in the US, 46 years in Europe and 47 years in Japan.

Over the next 20 years, labour force in the industrialised world will decline by 4%, while in India it will increase by 32%. To reap this demographic dividend, India needs to equip its workforce with employable skills, particularly transversal skills and knowledge.

Currently, however, while there are millions of workers willing to fill positions, they lack the skills to do so. It's largely due to the old-fashioned education system that is focused on 'book learning'.

By focusing on skill building, institutions can start preparing students for jobs right from the outset of their education journey. But when is the right time to begin preparing schoolchildren?

To answer this, we first need to look at the definition of 'transversal skills'. The UNESCO International Bureau of Education describes these as skills not related to a particular job, task, academic discipline or area of knowledge, but as skills that can be used in a variety of situations and work settings. These skills are becoming important for learners to successfully adapt to changes, and lead to productive employment. The examples include:

- Critical and innovative thinking;
- Interpersonal skills (presentation and communication skills, organizational skills, teamwork);
- Intrapersonal skills (self-discipline, perseverance, motivation, adaptability);
- Global citizenship (tolerance, respect for diversity);
- Media and information literacy (the ability to locate and access information, as well as to analyse and evaluate content);
- Collaboration across networks and leading by influence;
- Initiative and entrepreneurialism;
- Curiosity and imagination.

In primary school, children are exposed to diversity in terms of multiple cultures from which students come. By interacting with teachers/classmates, they develop communication and interpersonal skills, and learn about ethics and tolerance, besides realising that others may differ in their opinions. However, these very basic skills (which comprise soft skills) need to be taught in a more structured manner.

Secondary education should focus on building advanced transversal skills. Through outcome-based learning, schools can impart confidence and competency in students, making them more 'employable'.

The MSDE was set up in November 2014 to give a fresh impetus to Skill India. Under it, skilling is being integrated into formal education by introducing vocational training linked to the local economy from class 9 onwards, in at least 25% of the schools.

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Entrepreneurship education is to be introduced as part of existing modules at all levels, including primary, secondary, vocational and higher education, along with more awareness on the positive aspects of entrepreneurship as a career option, with awards for young achievers.

Another challenge is in designing an appropriate curriculum for students in primary and secondary schools, so that the introduction of skill-based education is not merely an academic (hard skills) burden, but adds to their aptitude and personality development (soft skills). This calls for more academic and administrative involvement, discussion among scholars and policymakers, and a pilot project for introduction and evaluation of skill-based/vocational courses in schools. **(Financial Express, New Delhi – 18 March, 2019)**

## FLASHES FROM OVERSEAS

### BI to expand offering in mining sector

Bearings, power transmission and chain products distributor Bearings International (BI) hopes to increase its offering to the mining sector by providing various chain products to original-equipment manufacturers (OEMs) that supply equipment to this sector, says BI mining business development leader Shaun Combrinck.

“We are currently setting up an action plan to hit the ground running from April 2019. For 2019, we are looking at growing our market share in the sector by around 30% and to sustain this over the coming years,” he states.

Much of the equipment supplied by OEMs to the mining sector, such as tipper cars, continuous miners, roof bolters and drills, use and have BI chain products installed, he says. “The OEMs are responsible for maintaining a machine provided to a mine for the first two years when it’s new. Once a chain on one of those machines breaks, they need to replace it. They bought the original chain from BI and, at that stage, they will order from us again. After that period has lapsed, the mine will be able to buy it from us if they wish,” he points out.

These chain products include products from German chains and sprockets producer KÖBO. Since becoming the exclusive distributor of KÖBO in Southern Africa in 2017, BI has become a prominent supplier for these chain products to the Southern Africa cement, agriculture, and food and beverage sectors.

While the company also hopes to become a prominent supplier of these products in the mining sector, Combrinck emphasises the challenge in spreading brand awareness. “You’ll have to have a three- to six-month test set up as a trial period in which the products are used on a mine, and only thereafter will it be approved on the mine. Now you need to start selling it to the mine. It’s approved, but that’s not to say that you can supply to the miners all of a sudden.”

Combrinck states that BI started off by supplying chain products, such as KÖBO products, to companies involved in quarrying projects. These products include hot pan conveyor chains, bucket elevator chains and feeder breaker chains. BI has also secured contracts to supply such chain products to cement producers in the Western Cape and North West.

BI hopes that these contracts, as well as the sector-specific managers that BI has employed to focus on providing products for different sectors of the economy, will assist the company in building a good relationship



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with mining sector clients. BI branch managers are visiting the clients, while the company is also providing training on maintaining and changing the chains, and what to look for in terms of mine-specific products. This will include the drills, stacker reclaimers, and all the chains used in opencast and underground mining, Combrinck explains.

### **Mining Chains**

While chains in the cement and mining sectors have similar applications, Combrinck highlights how chains used in mining, such as drum chains and scraper chains, are generally larger and made from different materials. These materials include mild steel, which vary in hardness depending on the application and can range from three-quarters of an inch to six inches style. The application can affect the material used. For example, in salt and heavy minerals plants, the salt and minerals corrode the chains.

Certain chains used in mining are also required to have sprockets that have hardened teeth to ensure the longevity of the chain, owing to the harsh conditions, particularly when compared with chain products used in the agriculture, and food and beverage, sectors, explains Combrinck. The food and beverage sector uses smaller and more intricate chains than those used in the mining sector, and those chains are changed quite often every year, he says.

He also emphasises that chains used without lubrication are more appropriate for the mining sector, and will result in the longevity of the chain product used, as opposed to chains that do use lubrication. He explains that because of the lubrication of a chain used in mining applications, dust becomes attached to the chain and creates a grinding paste, which wears out and reduces the quality of a chain.

Combrinck states that the most significant opportunity for BI to expand into the mining sector lies in its chain offering, and particularly in providing convenient stock holding options for mining companies.

Last year BI expanded its agricultural products portfolio by signing a deal with agricultural group OVK to place consignment stock at OVK branches in 2019. Combrinck states that BI hopes to pursue similar endeavours in the mining sector.

“Our product range, as well as the stockholding in the agricultural sector, is quite good. We’re also bringing that offering to the mining side – get the right stock in, have it at the branches at the right time, at the right place.”

He explains that BI focuses extensively on customer service and regular follow-ups in terms of service provision, such as setting up new contracts and new consignment warehouses for outlying clients that could be in more isolated and remote areas.

“The companies are biting for this, they want that type of service,” concludes Combrinck.

**(MiningWeekly.com – 22 March, 2019)**

### **Canavan calls industry roundtable on skills**

The federal government has called a roundtable with industry bodies, miners and tertiary institutions to discuss skills in the sector. Resources Minister Matt Canavan will lead discussions around meeting

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emerging challenges in the sector as well as enhancing, expanding and advancing the skills of workers to underpin the sector's future prosperity.

“To ensure our resources industry and national economy flourishes into the future we must ensure the mining sector's skills base stays sharp with a talented, well-trained and capable workforce. We need to make sure our educational institutions and workplaces are producing the right people with the right skills to meet the future needs of the sector, making it an employer of choice,” Canavan said.

“Our mining equipment, technology and skills (METS) sector has grown significantly since the mining boom, with many of our mining services companies exporting their expertise overseas. It contributes more than A\$90-billion to our economy each year, more than two-thirds of METS companies are exporters, with those exports worth more than A\$27-billion a year.”

Canavan noted that the resources sector also employs more than one-million Australians, or one in every ten jobs, and is a major employer in regional communities and capital cities alike. “Our resource and energy export earnings are also expected to reach a record high of A\$278-billion this financial year - an increase of more than A\$50-billion in value on 2017/18 figures, on the back of strong demand and prices for our iron-ore and natural gas.

“These are impressive figures and we need to build on that success through a well-trained, world class workforce. We are in poll position here and must grab the opportunities in front of us right now by creating the best possible educational and training opportunities for Australians.”

The roundtable discussion will focus on recommendations from the Resources 2030 Taskforce Report and a report by the Minerals Council of Australia on workforce skills. Outcomes will be considered as part of a reform agenda for the sector being developed by the Council of Australian Governments Energy Council.

**(MiningWeekly.com – 29 March, 2019)**

## **GLEANINGS FROM**

### **MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP**

#### **Women get a special focus under Skill India Mission, female enrollments increased significantly**

Since its inception, Ministry of Skill Development and Entrepreneurship has undertaken several initiatives to achieve women empowerment through skill development. Increase of women participation in workforce can give further boost to our economy and Skill India mission is committed to facilitate this through equipping women with market relevant skills and lead them to a path of self-sufficiency through entrepreneurship.

**Following initiatives have been undertaken to facilitate skill development among women and spur entrepreneurship.**

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## **1. Long Term Skill Development Training via Industrial Training Institutes (ITIs)**

Through a wide network of 15,042 ITIs, spanning the country, over 22.82 lakh candidates have been enrolled (in the trades of one year and two-year duration) and special focus is laid on enrolment of women. There is nearly 97% increase in admissions in 2018 as compared to 2014 to reach 173,105 women trainees from 87,799.

## **2. Short Term Skill Development Training**

The flagship program of the Ministry, Pradhan Mantri Kaushal Vikas Yojana strives to promote increased participation of women in the workforce through appropriate skilling and gender mainstreaming of skills. Close to 50% of the candidates enrolled and trained under PMKVY are women; out of the total 56 lakh candidates who have benefited from the scheme. The efforts are made to continually revise job roles taking into account market demand and are cognizant of industry requirements for female professionals. Skill India has partnered with Government Initiatives like Ayushman Bharat, Swachh Bharat Mission, Smart City Mission etc. to align skill development efforts to these national missions by ensuring a steady flow of skilled workforce.

## **3. Recognition of Prior Learning (RPL)**

Under the Recognition of Prior Learning (RPL), more than 4 lakh women candidates have been oriented in different skill areas, recognizing their existing skills through a formal certificate and giving them a means to earn better livelihood.

## **4. Apprenticeship Training**

The comprehensive reforms that have been made to the Apprenticeship Act 1961 has opened up opportunities for apprentices in the service sector. Skill India, through NSDC, is conducting focused pilot program with UNDP and Society of Development Alternatives (DA), to benefit more than 50,000 women in 7 states/UTs over a duration of 15 months.

## **5. Policy Interventions**

The National Skill Development Policy focuses on inclusive skill development, with the objective of increased women participation for better economic productivity. To achieve this, emphasis has been laid on creating additional infrastructure both for training and apprenticeship for women; flexible training delivery mechanisms such as mobile training units, flexible afternoon batches along with on local need-based training to accommodate women; and ensuring safe and gender sensitive training environment, employment of women trainers, equity in remuneration, and complaint redressal mechanism. Besides these, the Common Norms approved by Ministry for various skill development programs provide special support for women candidates such as provision of boarding and lodging facilities.

## **6. Special Women-Centric Projects**

NSDC, through its training partners such as Mann Deshi Foundation, Shri Mahila Sewa Sahkari Bank Limited and Sri Sarada Math Rasik Bhita are working exclusively on skill development of women,

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especially in rural areas. The training constitutes imparting digital, accounting and entrepreneurial skills so as to facilitate the possibility of setting up their own business. NSDC in collaboration with the Ministry of Drinking Water and Sanitation is also driving skill development of workers for Swachh Bharat Mission.

## **7. Partnerships with Private & Non-Government Organizations to boost skill development**

Some of the collaborative efforts with private players include organizations such as Airbnb to support homestay services by providing training in hospitality and tourism sectors. Under a PMKVY project, Amrita Vishwa Vidyapeetham is targeting remote villages to foster women empowerment through skill development and creation of occupational opportunities.

The project is focused towards vulnerable and marginalized groups and tribal population. With over 50% participation from women, the project has been implemented in Chhattisgarh, Odisha, Jharkhand, Kerala and Tamil Nadu.

Partnership with HumaraBachpan Trust in Odisha aims to give employment & entrepreneurship opportunities to about 1500 women belonging to the economically disadvantaged sections. Partnership with Industree Crafts Foundation, a formation of producer group companies, is helping in training and supporting women targeted to benefit 1500 women in Karnataka. Partnership with Youthnet Home Stay Project in North East (Nagaland and Arunachal Pradesh) is improving the quality of homestays and providing a source of income to 200 residents.

## **8. Projects in Pradhan Mantri Mahila Kaushal Kendra (PMMKK)**

Recently, more than 6000 training targets have been allocated to train women in 4 PMMKs. The crèche facility is also available at these centers so as to facilitate the new mothers to take up skill training. Trainings are being conducted for Self Employed Tailor, Beauty Therapist, Customer Care Executive, Hair Stylist, Yoga Trainer, etc.

## **9. Future jobs and industry-oriented courses**

Aligned to NSQF, there are nearly 450 job roles which are concentrated towards skill training of women. Skill India is encouraging participation of women in new-age job roles aligned to Industry such as Artificial Intelligence, 3D printing, Data Analytics etc. and has witnessed increased participation of women in hard skills like welding, automobile mechanics etc. Skill India has also partnered with global industry leaders like SAP, Adobe, IBM to create skill development programs aligned to the needs of Industry.

## **10. Entrepreneurial Initiatives**

MSDE is committed to facilitate growth of women entrepreneurs in the country. NIESBUD under the MSDE has designed Entrepreneurship Development Programs for the rural women, with the objective to inculcate entrepreneurial values, attitude and motivation among the Rural women to take up challenges to set up an enterprise/Group Enterprises. The Livelihood Business Incubation (LBI) approach is also used to promote woman entrepreneurs by the Institute.

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National Entrepreneurship Awards, recognized entrepreneurial journeys of women at them. Out of 33 companies which received awards, 12 were solely owned by women and in another two, a woman was a co-founder. Linkage of Skill India and Mudra Yojana has been achieved. Since, women comprise about 78% of the beneficiaries of Mudra Yojana, this linkage will further give boost to aspiring women entrepreneurs.

(Skill Reporter, New Delhi – 8 March, 2019)

## SCMS IN ACTION

### Workshop on NexGen SDMS at NSDC

Skill Council for Mining Sector (SCMS) participated in a workshop organised by National Skill Development Corporation (NSDC) on 18<sup>th</sup> March, 2019 at NSDC, on the key thematic modules in NexGen SDMS (New SDMS Portal). The session was organised to clarify and explain the use of new portal in terms of SSC Batch Creation, SSC Batch Assignment to Training Centre, SSC Applicants and Batch Approval, SSC Reschedule and Cancellation Request Approval, Training Request, SSC Mark Sheet Approval, SSC Certificate Generation & Certificate Approval Process, Batch Assignment to Assessment Agency, Result Validation & Cancellation, Rescheduling, Change request of Assessment Date and Assessment Agency and Affiliation & Accreditation of Training Centre. The workshop was attended by representatives from a number of SSCs

Ms. Silky Sharma, Head – SDMS, Assessment & Certifications SCMS participated in the workshop.

### 2<sup>nd</sup> meeting of the Expert Committee for Geospatial Sector

To discuss the skilling opportunities in Geospatial sector an Expert Committee has been set up by the Ministry of Skill Development and Entrepreneurship (MSDE), under the Chairmanship of Surveyor General of India wherein CEO SCMS has been invited to be a part of this Committee. The Second meeting of the Expert Committee was held on 25<sup>th</sup> March, 2019 at the office of Surveyor General of India, Dehradun.

Surveyor General of India on records appreciated the support extended by SCMS to Survey of India (SOI) on development of their QP/ NOS. The committee deliberated on the NOSs developed by the Association of Geospatial Industries. NSDC Standards Team represented by Ms. Rakhee Gorewal shared the technical inputs that go into creation of QP/NOS for a particular Job Role.

### Khetri Copper Complex - Selection process for Winding Engine Driver/Operator trainee

Going forward to start first batch of “Winding Engine Driver training” at KCC, the selection process was initiated through the advertisement in newspaper and local Mobilization. The selection process consists of three layer comprising a written test followed by personal interview and medical examination.

Selection process was conducted at Central Academy Senior Secondary School, Khetri Nagar in two phase due to huge number of applicants.



Total 498 candidates appeared for selection process. Finally, 30 candidates were shortlisted for the first batch.

### **Khetri Copper Complex Inauguration of Winding Engine Driver Program**

Khetri Copper Complex (KCC) is now planning to train candidates in the Trade of Winding Engine Drivers at Khetri Copper Complex under their CSR Initiatives. Towards this, a MOU was signed on 29<sup>th</sup> January, 2019 between HCL, Khetri Copper Complex and Skill Council for Mining. The training of a batch of 30 candidates was inaugurated by Mr. Smarajit Dey, GM KCC and by Mr. Ravindra Singh, COO, SCMS in presence of Mr. S K Mishra, AGM, Hrd, K P Bisoi, AGM, HR and other Senior Officers of KCC on 26<sup>th</sup> March, 2019.

The proposed duration of training program is 14 months comprising of theory and on-the-job training (12 months) at Khetri Copper Complex. The candidates successfully completing the training program will be able to appear for the statutory DGMS Winding Engine Driver examination. This program will help create a pool of Winding Engine Drivers for the mining industry and is a much sought after resource.





**Glimpses of Inauguration of Winding Engine Driver Program at Khetri Copper Complex**

### **Training of Assessors (TOA) Program**

A TOA program for 15 job roles was organised by SCMS in the month of March, 2019 as per the published calendar. The program was conducted at RK Sharma Auditorium, FIMI House, New Delhi from 25<sup>th</sup> March, 2019 to 30<sup>th</sup> March, 2019. The program included 2 days of Domain Orientation and 3 days of Platform Training. Platform and Domain Assessments were carried out on the last day of the program. A total number of 13 candidates from different Assessment Agencies participated in the program.



**VIVA Panel at TOA**



**Participant at TOA**



**VIVA Panel at TOA**



**TOA Participants**

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The assessment panel comprised of two domain experts, one industry representative from Tata Steel and one representative from SCMS.

## **SPECIAL FEATURE**

### **Skill Vouchers in the Works to Attract Youth**

The government is considering issuing skill vouchers or skill wallets to incentivise youths to undertake skilling programme of their own choice. The vouchers can be used to pay for skill training at any of the approved skill providers, a senior government official told ET. “The redeemable value of these vouchers/wallets will depend on the courses opted,” the official said. This is against the existing system where trainers and employers are subsidised to impart skills training and apprenticeship. The move is in line with the government’s plan to shift from subsidy-based system to incentive-based Skill India mission.

The official said the ministry of skill development and entrepreneurship is deliberating on ways to incentivise India’s youth to take on skilling programmes and one of the ways of doing this is to issue vouchers/wallets that can be redeemed by students after the skills training is imparted. It is expected to empower the youth to opt for courses of their choices besides ensuring trainers impart quality training.

The plan is to issue 100% redeemable wallets/vouchers for skills training in sectors like construction as the starting salary earned in these sectors is generally not enough for the youth to bear the cost of training. However, for courses like those of beautician or fashion designing where the starting salary is good, the vouchers will be partly redeemable and the remaining cost will have to be borne by the candidate.

“This will empower the youth to undertake courses of their choice and training institutes will be compelled to improve their quality of training and widen their course base to attract more youth,” the official said.

The Ministry of Skill Development and Entrepreneurship (MSDE) is of the view that enough consolidation and upgradation has happened in the last four years under the Skill India Mission, but it is now time to experiment with an altogether new model to making skilling aspirational for India’s youth. Less than 5% of India’s workforce is formally skilled, compared to South Korea (96%), Japan (80%), Germany (75%), United Kingdom (68%) and the United States (52%), according to MSDE’s annual report for 2015-16.

**(The Economic Times, New Delhi – 4 March, 2019)**

### **NITI Aayog suggests raising monthly training stipend to Rs 5,000**

NITI Aayog has suggested more than threefold increase in the cap on reimbursement of the cost of training candidates under a revamped version of the government’s National Apprenticeship Promotion Scheme (NAPS), a measure which will bring down the liability of companies and give a fillip to the programme which has not found many takers so far. The Aayog has proposed that the government reimburse the companies up to Rs 5,000 or 50% of the cost per candidate per month as stipend for apprenticeship training under NAPS instead of a maximum of Rs 1,500 or 25%, whichever is higher, at present, a senior government official told ET.



“The proposal is under consideration of the finance ministry and may get the green signal after the general election when Skill India Mission 2.0 gets rolled out,” the official said on condition of anonymity. Officials in the skill development and entrepreneurship ministry confirmed that a proposal in this regard has been sent to the finance ministry for approval “The government has to decide on its priorities and money can be found,” said the senior official. “Apprenticeship training is a must, but with the current rate of reimbursement not too many employers are coming forward to provide apprenticeship training as it calls for additional financial burden on them.”

The BJP-led NDA government had launched NAPS in 2016 to promote apprenticeship training in the country and to incentivise employers who wished to engage apprentices. The programme aims to increase the engagement of apprentices to five million by 2020 from just around 230,000 now. The government allocated Rs 10,000 crore to bear the cost of reimbursements, but in the absence of active participation from industry players, not much of the amount has been utilised. Initially, the programme was run by the director general of training under the skill development and entrepreneurship ministry.

However, owing to the poor response from private players, it is now being operated partly by the National Skill Development Corporation and the Sector Skills Councils in its fold so as to increase the role of private players in imparting apprenticeship training to the youth. **(Financial Express, New Delhi – 18 March, 2019)**



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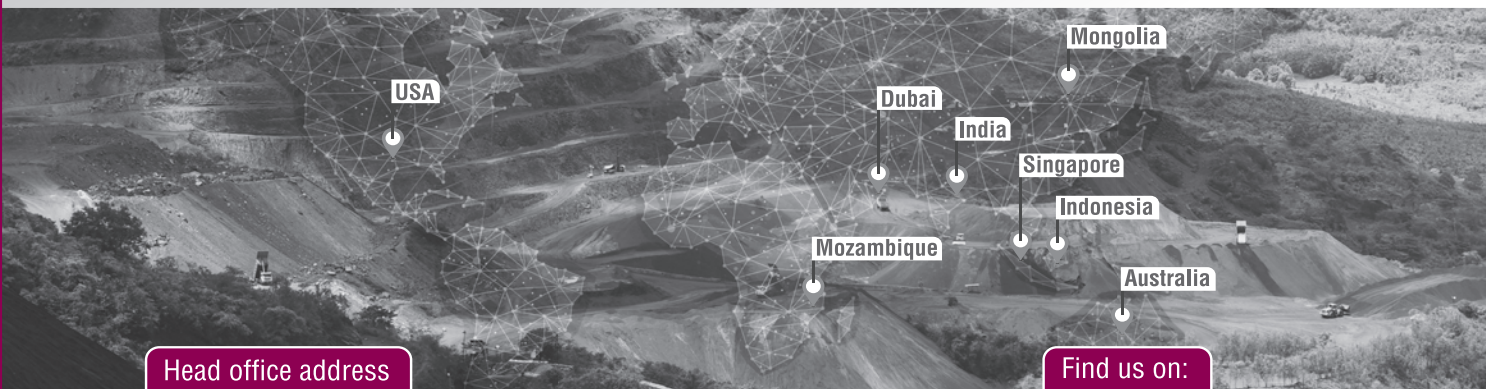
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