



Skill India
कौशल भारत - कुशल भारत

NATIONAL SKILLS QUALIFICATION FRAMEWORK

National Skill Development Agency (NSDA)

National Skills Qualification Framework

- In order to have a unified qualification framework, the Cabinet Committee on Skill Development notified the ***National Skills Qualification Framework (NSQF) on 27th Dec 2013.***
- ***The National Skill Development Agency(NSDA)*** was notified in June 2013 and is mandated to anchor and operationalize the NSQF.

National Skills Qualification Framework: What?

- A nationally integrated education and competency based skill **framework** that will provide for multiple pathways, horizontal and vertical, both within vocational training and vocational education and among vocational training, vocational education general education and technical education, thus linking one level of learning to another higher level
- Framework that **organizes qualifications according to series of levels of skills, aptitude and knowledge**
- Levels defined in terms of learning outcomes acquired by learner through formal, informal, non formal learning

National Skill Qualification Framework: Introduction

- National Skill Qualification Framework is a competency-based framework that organizes qualifications into **10 levels**.
- Level one of the framework represents the lowest complexity while level ten represents the highest complexity.
- Levels defined in terms of **learning outcomes** acquired by learner through formal, informal, non formal learning.
- ***NSQF Levels are not related directly to years of study*** but defined by criteria expressed as learning outcomes.

Why is NSQF important?

A nationally integrated education and competency based skill framework that will provide for :

- Move away from input based learning system to an **output based system**.
- facilitate **mobility** from vocational to general education
- support **skills development** and promote **lifelong learning**
- establish qualifications based on **national standards**
- To make **progression pathways** transparent **establishing equivalence** of certificates/diplomas/degrees in different parts of the country
- support **credit accumulation** and transfer
- increase the **recognition of prior learning**
- facilitate mobility from **vocational to general** education, and vice-versa
- make it easier to **compare qualifications** and understand how they relate to each other.
- organizes qualifications according to series of levels of skills, aptitude and knowledge
- **horizontal and vertical mobility**, thus linking one level of learning to another higher level
- Alignment of **Indian Qualifications to International Qualifications** in accordance with relevant bilateral and multi lateral agreements

NSQF: Level Descriptors

- Each level of the NSQF is described by a statement of ***learning outcomes in five domains***, known as level descriptors.

Process	Process is a general summary of the other four domains corresponding to the level.
Professional knowledge	what that person must know at that level
Professional skills	what the person should be able to do at that level
Core skills	which include soft and interpersonal skills
Responsibility	the degree of supervision that needs to be exercised over the person while doing the job or the degree of supervision that person is capable of exercising over others

National Skill Qualification Framework: A Paradigm Shift

Without NSQF	With NSQF implementation
Focus of Education and Training on Inputs	Outcomes based approach
Unclear or absent pathways	Transparent progression pathways
Lack of uniformity in the outcomes associated with different qualifications.	Establishing equivalence of certificates/diplomas/degrees
Negative perception associated with vocational education and training	Development of quality qualification with formal certification that also permit acquisition of higher qualifications
Lack of certification of skills acquired through experiential prior learning	Recognition of prior learning
Absence of international recognition of qualification	Alignment of Indian qualifications to international qualifications to promote international mobility
Inflexibility in terms of course duration and absence of multiple entry and exits	Credit accumulation and transfer system

National Skill Qualification Framework: Key Elements



NSQF: Timelines

Immediately after NSQF notification

- All other Frameworks (NVEQF by MHRD in 2012 and NVQF by MOLE in 2013) is superseded by NSQF.
- NSQF compliant courses will receive Govt. funding on preferential basis.

After the 3rd anniversary date of NSQF notification: 27th Dec 2016

- Central Govt. funding –only for NSQF- compliant courses.
- All Govt. funded training & educational institutions shall define eligibility criteria for admission to various courses in terms of NSQF levels.
- Recruitment rules of the GOI & PSUs of the Central Govt. shall define eligibility criteria for all positions in terms of NSQF levels.
- State Govts. shall be encouraged to amend recruitment rules as well as those of their PSUs to define eligibility criteria for all positions in terms of NSQF levels.

After the 5th anniversary date of the notification of the NSQF: 27th Dec 2018

- Mandatory for all training/educational programmes/courses to be NSQF-compliant
- All training & educational institutions shall define eligibility criteria for admission to various courses in terms of NSQF levels.

NSQF- Main Stakeholders

NSDA

- Anchor and operationalize NSQF
- Ensure quality and standards meet sector specific requirements
- Ensure NSQF act like quality assurance framework and facilitate capacity building

Central Ministries

- Provide leadership to ensure that all stakeholders align the programs being offered by institutions/bodies under their aegis to NSQF

State Governments

- Encourage the institutions/bodies under the state to align to NSQF
- Ensure that the quality assurance associated with NSQF is intact while regional variations prevail

Regulatory Institutions)

- (eg. UGC, AICTE, NCVT, Technical and school boards
- Define their entry and exit competencies and qualifications in terms of NSQF levels for provision of vertical progression in both general and vocational education

Sector skill Councils (SSCs)

- Industry led national partnership organisations
- Developing QPs and NOSs for various job roles in the sector
- Capacity building of institutes and training providers, assessment and certification of skills
- Licensed and regulated by NSQF

Training Providers/Institutes/Institutions

- Organise their courses/programmes to ensure alignment with NSQF levels

NSQF: Implementation

- The NSQF is anchored in the National Skill Development Agency, and will be implemented through the National Skills Qualification Committee (NSQC). NSQC approves the Qualifications submitted by various agencies like NCVT, SSC or any other awarding body. Approved Qualifications become part of the Qualification Register.



NSQF: Implementation Process

- **Sector Skill Councils**
- **NCVT**
- **States** being sensitized towards NSQF and encouraged for NSQF compliance of their courses
- **Central Ministries** running skill development initiatives being sensitized about the need of NSQF compliance and provided support for the same
- **Research and dialogue** to bridge vocational and general streams of education with the NSQF

NSQF: Implementation at the State

	Steps	Responsibility
1	Preliminary Introduction of Concept of NSQF by Sharing E-Kit	NSDA
2	Identification of stakeholders for NSQF implementation	State
3	Workshops and meetings to build detailed understanding of NSQF and guide towards implementation	State and NSDA
4	Formation of core group for Implementation of NSQF	State
5	Workshops and meetings with the core group to train the core team towards alignment of qualification	NSDA and core group from the state
6	Handholding support to other stakeholders for NSQF alignment	Core group from State and NSDA
7	Submission of Qualifications for approval	State
8	Reviewing the Qualification	NSDA
9	Approval of Qualification	NSQC
10	Approved Qualification enters Qualification Register	NSDA

Qualification File

The Qualification file is the tool to facilitate for approval of a qualification to form a part of the Qualification Register and it consist of the following:-

- ❑ **Qualification Title**
- ❑ **Body which has developed the qualification**
- ❑ **Body which will award the qualification**
- ❑ **Body which will accredit providers to offer the qualification**
- ❑ **Occupation(s) to which the qualification gives access**
- ❑ **Proposed level of the qualification in the NSQF**
- ❑ **Notional Hours of training required to complete the qualification**
- ❑ **Entry requirement/recommendation**
- ❑ **Planned progression from the qualification**
- ❑ **International equivalency where known**

QUALIFICATION FILE SUMMARY

Qualification Title	Travel Consultant (THC/ Q4404)		
Body/bodies which will assess candidates	Tourism and Hospitality Skill Council Affiliated Assessment partners		
Body/bodies which will award the certificate for the qualification.	Tourism and Hospitality Skill Council		
Body which will accredit providers to offer the qualification.	Tourism and Hospitality Skill Council		
Occupation(s) to which the qualification gives access	Travel Agency Operations		
Proposed level of the qualification in the NSQF.	Level 4		
Anticipated volume of training/learning required to complete the qualification.	220 hours		
Entry requirements / recommendations.	Diploma Post Graduate		
Maximum Qualifications			
International Comparability	Not yet established		
Progression from the qualification.	Travel Consultant has clear pathway to progress to the role of Meeting, Conference and Event Planner Level 5		
Planned arrangements for RPL.	RPL policy will be described as and when available		
Formal structure of the qualification			
Title of unit or other component (include any identification code used)	Mandatory/ Optional	Estimated size (learning hours)	Level

NATIONAL SKILL DEVELOPMENT AGENCY

National Skill Development Agency (NSDA)

Autonomous Body of the Ministry of Skill Development and Entrepreneurship, to coordinate and harmonize the skilling efforts of the Government and the private sector, and to achieve the skilling targets of the 12th Plan and beyond, and endeavour to bridge the social, regional, gender and economic divide

NSDA Functions

- Take all possible steps **to meet skilling targets as envisaged in the 12th Five Year Plan** and beyond
- **Coordinate and harmonize** the approach to skill development **among various Central Ministries/Departments, State Governments, NSDC and the private sector;**
- **Anchor and operationalize the NSQF** to ensure that quality and standards meet sector specific requirements;
- Be the **nodal agency for State Skill Development Missions;**
- **Evaluate existing skill development schemes** with a view to **assessing their efficacy** and suggest corrective action to **make them more effective;**
- Create and maintain a national data base related to skill development including **development of a dynamic Labour Market Information System (LMIS);**
- Take affirmative **action for advocacy;**
- Ensure that **the skilling needs of the disadvantaged and the marginalized groups** like SCs, STs, OBCs, Minorities, Women and differently-abled persons are taken care of; and
- Discharge any other function as may be assigned to it by the Government of India.

NSDA Activities towards NSQF Implementation

- 1226 qualifications of SSCs and 93 NCVT qualifications have been approved so far by the NSQC
- NSQF Workshops have been conducted with States (Uttarakhand, West Bengal, Tamil Nadu, Goa, Karnataka)
- Regular support to SSDMs
- Study visits organized at national and international levels
- NSDA has entered into an agreement with EU in 2013 and with ADB in 2014. Both the projects complement each other in building capacity of SSDMs and NSDA for their strategic structuring, NSQF & LMIS implementation.
- MoU has been signed between CNCP (commission Nationale de la Certification Professionnelle), Government of France and NSDA to work out methods of cooperation in the area of Qualifications Register between India and France.

S. No.	SSC	Total QFs	Total QFs Approved
1	Agriculture	53	53
2	Apparel	25	25
3	Automotive	190	189
4	Beauty and Wellness	3	3
5	BFSI	10	10
6	Capital Goods	56	56
7	Construction	24	24
8	Electronics	139	124
9	Gems and Jewellery	86	86
10	Healthcare	27	27
11	Handicraft	24	24
12	Iron and Steel	42	42
13	IT/ITeS	79	76
14	Infrastructure	19	19
15	Leather	50	50
16	Logistics	19	19
17	Life Sciences	61	61
18	Media and Entertainment	51	0
19	Mining	40	40
20	Plumbing	25	25
21	Power	11	11
22	Retail	11	11
23	Rubber	149	126
24	Sports	4	4
25	Security	9	9
26	Telecom	36	36
27	Textile	56	56
28	Tourism and Hospitality	20	20
Total		1319	1226

NSDA

Other initiatives

RPL

NQAF

Accreditation

LMIS

Recognition of Prior Learning (RPL)

- RPL is defined as **‘the process of recognizing previous learning, often experiential, towards gaining a Qualification’**
- RPL is of particular significance in India because most of the skill acquisition of the workforce takes place through informal channel
- NSDA has initiated the process of rolling out initiatives for RPL after its mandate under the NSQF
- NSDA has been continually organizing workshops with varied stakeholders to contextualize and implement RPL in India
- This has culminated **pilot RPL studies and a preliminary draft of RPL guidelines**
- Pilot studies have been launched in four sectors namely Healthcare, agriculture, domestic Help & Gems and Jewelry.

National Quality Assurance Framework

- NSDA to act as **the Quality Assurance and Monitoring body for NSQF** implementation in the country
- National Quality Assurance Framework (NQAF) is being developed for **evaluation and improvement of outcomes** in the skill development space and promote lifelong learning
- To be used **across all stakeholders** of the NSQF : the states, ministries, Government agencies, sector skill councils etc, for quality assurance of processes.
- 8 manuals are being developed under the framework which will target various aspects of quality assurance in NSQF

Eight Manuals of NQAF are as follows:

1. **NQAF Overview Manual**
2. **Registration of NSQF Qualifications and Supporting Materials Manual**
3. **Accreditation of Training Institutions Manual**
4. **Accreditation of Assessment Bodies Manual**
5. **NQAF Auditor's Manual**
6. **Risk Assessment Framework Manual**
7. **QA of SSCs Manual**
8. **QA for National and State Level Bodies Manual**

Accreditation Norms for training providers

- Various institutions and bodies in the country have different norms in place when it comes to empanelment of the training providers and their subsequent accreditation
- In order to **streamline the accreditation process and to ensure the quality and standards across the nation**, there was a need to devise a common set of accreditation norms
- NSDA has come up with a draft of **common norms for Accreditation** of training providers to avoid implementation and quality issues that arise due to multiplicity of accreditation norms by various entities.
- Part of Quality Assurance

Labour Market Information System (LMIS)

- Development of LMIS as a National portal is underway in NSDA, which would **aggregate, analyse and manage the information and databases on Skill Development activities/ programmes** of GoI Ministries/Dept, state Governments, NSDC, SSCs, Training Providers, Assessment Agencies, Placement Agencies etc
- The exercise on LMIS has been initiated adopting modular approach with the stakeholders and two modules have been developed namely self-Registration of Training Providers and registration of individuals interested in getting skill training and collaboration with UIDAI and CSC

Way Forward

- Formation of a core team In the state.
- NCVT and MES courses adopted under various schemes of the mission are being aligned to the NSQF by DGT
- All other courses offered by the state need to be NSQF aligned
- Universities, educational institutes under the State Government need to review their courses in the light of assessable outcomes
- NSQF compliance needs to be ensured while regional variances of Qualifications prevail

THANK YOU!

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