

Skill Times *from* NSN

India's first e-magazine dedicated to skills, education and employability

Issue 8 | September 2022

- 70 years of Central Bharat Sevak Samaj (CBSS)
- Medhavi Skills University – Empowering youth through skill-based higher education
- E-book on Vocational Teachers and Trainers
- Sector Skill Councils in focus



75 years of vocational education and skill development in India



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Editorial

Dr. Madhuri Dubey

On 12th August I participated in the 70th Anniversary celebrations of CBSS which was attended by hundreds of their representatives from different skills and work-integrated learning centres in India. Soon after my presentation, few participants met me and said, 'we're just not aware of so many developments and opportunities in the vocational space, your presentation was an eye-opener!'

This constant concern reaffirms the need for sustained strategic advocacy, it also goes to show that we haven't been able to communicate and convey the impact of new policy level recommendations. Many aren't aware of the evolving credit framework or multiple pathways, the dual degree that provides an option to choose a vocational degree and more.

Most importantly, the need for preparing teachers and trainers to appreciate the changes and equip themselves with new knowledge and skills should be high priority.



Thought leadership

Celebrating 70 years of Central Bharat Sevak Samaj (CBSS): Impacting youth with skills and livelihoods

S. Divya Sree

"We are currently in the year 2022, the 70th year of Central Bharat Sevak Samaj (CBSS) and by the time the organization reaches a century, we should be able to declare that 10 crores people were reached, and trained improving their quality of life and providing them with a light of hope", Dr. Darlie Koshy, Chief Mentor, CBSS.

On the occasion of the Central Bharat Sevak Samaj's 70th anniversary on 12th August, Dr. Madhuri Dubey, Founder of NSN, spoke with Shri. B. S. Balachandran, the Chairman, CBSS and Dr. Darlie Koshy, Chief Mentor, CBSS, who shared with us the history and evolution of this 70-year-old organization that has made significant contributions to the nation's development in various spheres including vocational education and skill development.

Dr Madhuri Dubey: I'm sure the audience would be curious to learn more about CBSS, particularly on the occasion of reaching 70 years, which is a significant milestone as we celebrate 75 years of Indian independence and Aazadi ka Amrit Mahotsav.

Could you tell us more about CBSS, an organization that has helped India develop from a social and economic perspective through multiple developmental initiatives, since it received recognition from the Planning Commission and Shri. Pandit Jawaharlal Nehru, the country's first Prime Minister?

Shri. B.S Balachandran: As we were celebrating Azadi Ka Amrit Mahotsav and coincidentally, Dr. Darlie Koshy mentioned the need for the Antyodaya concept in skill

education to me during a meeting of the Bharat Sevak Samaj.

The truth is that when it comes to the rural areas of the nation, many of the people there haven't even finished high school or the fifth grade, and are untrained.

If we can teach them new skills, India might change. Even though we are currently celebrating Azadi Ka Amrit Mahotsav there are more than 30-40 Crore people who have no skills. As the organization's chairman, I would like to briefly discuss the history of CBSS, which began with India's independence and was established in 1952, when our founders brought their concerns to the attention of the nation's leaders. It was decided that we wanted to create a group where the public could participate.

During our freedom movement, Shri. Gopal Krishna Gokhale founded an organization called "Servants of India Society" in 1905. At that time, we could observe that there were many conflicts around the world.

As a result, our leaders decided that the "Servants of India" Society could be renamed the "Bharat Sevak Samaj", with "Servants" denoting "Sevak", "India" denoting "Bharat", and "Society" denoting "Samaj". The history of Bharat Sevak Samaj now called Central Bharat Sevak Samaj (CBSS) or Central BSS, which encourages public participation, dates back 117 years, although Central BSS has only been in existence for 70 years.

When Shri. Pandit Jawaharlal Nehru became India's first Prime Minister, and the Planning Commissions Chairman was Shri. Gulzarilal Nanda, a Professor of Economics, was Gulzarilal Nanda Ji who suggested this to the country's leaders. As a result, the Planning Commission decided to build a new organization like BSS which was formed with the unanimous resolution of the Parliament. The strength of central BSS is that it provides a single platform for Indians without any politics, religion, caste or creed.



However, in India, the struggle for freedom is linked to constructive activities. During the Hindi, Khadi, and Harijan movements, Bharat Sevak Samaj was established, and it adopted the spirit of the Servants of India society.

CBSS, in its early years, built many roads, dams, schools, and housing among other developmental projects. But given the demands of the time, vocational training and skill education are now given more priority, which is why we have been

focusing on a vocational education program for the past three or four decades.

Now that we are commemorating our 70th anniversary, we are considering how to implement new skill education policies. We should focus on providing the youth with skill training because there are people in the villages who are untrained and unskilled; as a result, our chief mentor Dr. Darlie Koshy raised this project in discussion and emphasized a new approach to introducing the program “Bharat Antyodaya Skill Education” (BASE), saying that we are only addressing the schools, including those who have completed their 10th, 11th, and 12th standard and graduates. We are now considering the BASE program to be a mission, a challenge and a slogan of freedom for the nation’s downtrodden citizens and for that reason we are adopting it as the primary slogan of the nation.

Dr. Madhuri Dubey: Very interesting indeed! You have traced the entire development of CBSS and have also made excellent connections with vocational education and training, which is actually a part of the overall development of the country in terms of the numerous beneficial projects that the organization undertook. Now that we are looking at and re-imagining the entire contribution in the backdrop of technology, National Education Policy 2020, and many other changes that are happening in the ecosystem, I would like to ask Dr. Darlie Koshy more about his perspective. What are your views and plans regarding this program?

Dr. Darlie Koshy: Since Shri. B.S Balachandran has worked with literary and non-formal education movements and, I believe that the plans are influenced by the context in which they are implemented. As a result, I believe that the CBSS is unique among the organizations I have encountered so far in my career. Most of them are organizations, where we operate

as technocrats or bureaucrats and work to meet certain performance standards.

But, when you consider the bigger picture in a nation like India, where there are 130 crore people, you realize how diverse our population is. Without people’s participation, what we refer to as participative democracy, where people have a say in what they want to do with their lives and are in the spotlight as it is a learner-centric approach when we think about it who are the most disadvantaged, we are looking at out of 100 people how many of them go to college. It is a fundamental question. Only 25–26 people, or 25% according to statistics, get admission at the college level. It is a well-acknowledged truth that 80% of people do not attend college since, when you subtract the influence of correspondence sources and evening classes, the true college education rate is only around 20–21%.

Next, we look at how many students actually drop out of school. At every grade level 5th standard, 9th standard, and 10th standard the dropout rates are very high. According to several figures, the overall dropout rate is as high as 14%- 24%. So, the issue in rural areas is no longer access to schools, but rather that the education received in school will not be sufficient for them to effectively manage their lives.

Because their entry levels for doing something by particularly matching in skills is not taking place, there is also a group of individuals who leave because there is a lack of job for their parents and the school education is becoming out of their reach in terms of accessible private schools and government schools. Therefore, skilling needs to look at what is the entry-level concentrating on different skills and what are the tools and techniques in the pedagogy and so on.

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Medhavi Skills University – Empowering youth through skill-based higher education

Team NSN

The North-Eastern region in India is fast emerging as a leading destination for higher education in the country. Several universities coming up in the region are offering inclusive and equitable higher education and preparing youth to not only cater to the needs of the country but also compete globally.

One such university offering skill-based higher education, work-integrated learning and industry-relevant courses in the North-East region of India is Medhavi Skills University in Sikkim.

To learn more about the developments in the field of higher education in the North-Eastern region, setting up of Medhavi Skills University, and taking steps towards implementing NEP 2020, among others, we conversed with Mr. Pravesh Dudani, Founder and Chancellor, Medhavi Skills University (Sikkim).

Medhavi Skills University (MSU) is a government notified and UGC, DGT & NSDC recognised Skills University of North East India, which has been established with the passage of the Medhavi Skills University Act 2021 by the Sikkim State Government. MSU is promoted by a group of IIT Alumni with a vision to bring convergence of the skilling ecosystem with the higher education tracks by promoting in-demand skill integrated higher education linked to employability and career progression. MSU is the first of its kind pioneering university model where corporates/ industries are the stakeholders and influencers in curriculum design, programme delivery and providing practical skills training via on-the-job training opportunities.

**Mr. Pravesh Dudani,
Founder and
Chancellor, Medhavi
Skills University
(Sikkim)**



Q: What is your vision behind setting up Medhavi Skills University? What are some of the issues you are trying to address through the programmes being offered by Medhavi Skills University?

A: The critical issue in the current skills ecosystem is the low social value of the skills certificate. Our Indian society has a decades-old mindset that a degree holder, a graduate, is a “pada likha” (well qualified) person and the society attaches an inherent value to the graduate qualification. The short-term skills certification has struggled to build that level of credibility in the eyes of the consumer (students/parents) as well as in the Industries.

Furthermore, the Industries still value an entry-level resource with an ITI certification / Ploy-technique Diploma qualification much more than a short-term skilled candidate, even if the latter candidate possesses better hands-on skills. Also, the formally qualified candidates get better remuneration and appraisal prospects in the long term.

As a 10-year-old Skilling and Education organisation, we were doing about 20,000+ short-term skilling in a year and placing about 60-70% of such candidates in Industries.

Most of such students were school dropouts or, at maximum 12th Pass. We saw that more than 50% of the skill-trained candidates returned to their home location within six months of joining the industries. We did a survey and found out that the most significant reason for candidates returning back was their want to complete their post-school education (ITI / Diploma or graduation) to increase their social status. Youth from tier two and three towns don't want to be left behind and are aspirational.

Entrepreneurship, leading to a dignified career and life.

Our approach is that any short-term or long-term courses we would develop and offer should be able to provide Industry relevant skills and knowledge leading to higher employability linking to assured employment through OJT embedded Degree / Diploma qualifications.

Q: With NEP 2020 proposing many changes in higher education, how do you



We saw an opportunity in this, a clear need for a platform which could enable us to design and offer demand-driven formal qualifications (Degree/ Diploma/ Certifications) with embedded skills and holistic education, which can empower youth with jobs with assured career progression. Hence, the genesis of the Medhavi Skills University.

The biggest issue we are trying to solve through MSU is taking affordable higher education to the masses. Through its work integrated the "Learn while Earn" model, candidates from disadvantaged backgrounds can afford higher education who otherwise would have been at risk of a dropout. Our vision is to empower the youth of India with Skill-integrated Higher Education linked to Employability and

plan to implement industry-integrated courses by partnering with various industries?

A: In line with the mandate of implementing the provisions of NEP 2020, all the higher education regulatory bodies, including UGC, AICTE, and NCVET, have rolled out new guidelines which form the underlying principles of industry-integrated learning and education. For Example, the AEDP (Apprenticeship embedded Degree programmes) guidelines talk about embedding formal apprenticeships as an integral component of the curriculum with credit weightage. Universities can sign MoUs with Industries to provide on-the-job training (OJT) with defined learning and skilling outcomes for candidates.

As per NEP 2020 and the proposed National Credit Framework, the hours spent on on-the-job training can lead to the accumulation of University credits.

At MSU, we are partnering with industries across various sectors to launch fully work-integrated courses, Degree / Diploma courses where about 50% of the credits are assigned towards OJT and are earned on-site working as a trainee while working with practical machines and real work environments where candidates also contribute to the production or service outputs as well as earn handsome stipends.

Q: What are some of the popular courses at Medhavi Skills University and what has been the response of the parents and students?

A: Some of our popular courses are **B.Sc in Hospitality in Hotel Management**, which is an apprenticeship-embedded Degree Programme launched in partnership with the IHG group of hotels (Crown Plaza and Holiday Inn 5-star hotel chain). The candidate joins the Industry from day 1 of the University course. Practical training is taken care of by the IHG corporate trainers and supervisors, and the fundamental and theoretical training is conducted by the University faculties in a blended learning approach. The response of the students and parents is excellent as the students get three years of work experience along with a UGC recognised Degree and confirmed employment post completion of the programme. The challenge for us is to promote the programme to the masses so that more and more students get to benefit from this arrangement with the industry.

Another popular course is the **Flexi ITI courses** under the Flexi MoU scheme of DGT, under which we are placing candidates as trainees in reputed manufacturing Industries. Candidates work in a practical production environment and get monthly stipends. University takes care

of the theoretical subjects in a blended learning approach.

Q: How does a skill university distinguish itself from other training organizations and academic institutions that offer skill-based courses?

A: As per our mission, we focus on creating courses / Qualification Packs/assessment standards which are level 6 and above as per NSQF and target particular geography or demography along with niche areas and industries. For example, we recently partnered with a Music Production house to create high-quality skill-based courses in Audiography and Sound Engineering, which can only be done through industry collaborations. Our goal is to develop such standards, and the training partners can benefit from such industry-vetted curriculum and content. In addition, we are embedding such Qualification Packs, and Occupational Standards as embedded components of our Degree/Diploma courses to make them outcome-oriented and competency benchmarked, which differentiates us from a traditional University approach.

Q: What is your plan for hiring the faculty at the university level? How do you address the challenge of attracting faculty who have prior industry experience?

A: We are hiring Master Skill Instructors to take care of the skills component of the curriculum and full-time adjunct faculties for the academic and domain knowledge delivery part of the curriculum as per the UGC guidelines. For the Industry oriented courses, trainers must have the relevant industry experience to qualify as Master Skill Instructors.

[Watch the video conversation here](#)

Krishi se Atmanirbharta: First Agri Skills Conclave 2022 by ASCI

Team NSN

With the help of the Ministries of Skill Development and Entrepreneurship (MSDE) and Agriculture & Farmers' Welfare (MoA&FW), the Agriculture Skill Council of India (ASCI), the Sector Skill Council on Agriculture, conducted the inaugural Agri Skills Conclave following the epidemic on the theme of "Krishi se Atmanirbharta" on August 26, 2022. The conclave focused on several important issues regarding the development of new career opportunities and the strengthening of the skill process in the agricultural industry.



[Read more](#)

TSSC organises Telecom Manthan 2022 – Changing Skill Ecosystem and Role of Key Stakeholders

Sahitya Karra

Telecom Sector Skill Council (TSSC) organised "Telecom Manthan 2022 – Changing Skill Ecosystem and Role of Key Stakeholders" on 17th August 2022, at T-Hub Hyderabad. This year's Telecom Manthan focussed on discussing offerings of new changes like the NEP 2020, National Credit Framework, PMKVY 4.0, etc., in charting a path for the youth of India in the telecom sector. The event was attended by representatives from the government, industry, academia, training partners, and others.



The Chief Guest was Dr. Jayesh Ranjan, IAS, Secretary of Information Technology (IT), Telangana. The keynote address was presented by Mr. Koduru Ajay Reddy, Chairman, APSSDC.

[Read more](#)

Vocational Degree Programs

Why choose a vocational course in your dual degree program?

S. Divya Sree

Did you know that you can now simultaneously enrol in two full-time degree programs? Yes, you read that right. A student can now pursue two degree programs at the same time, either from the same university or two different universities or one degree program from India and the other from a foreign university. The two degrees can be in different fields of study or in the same field.

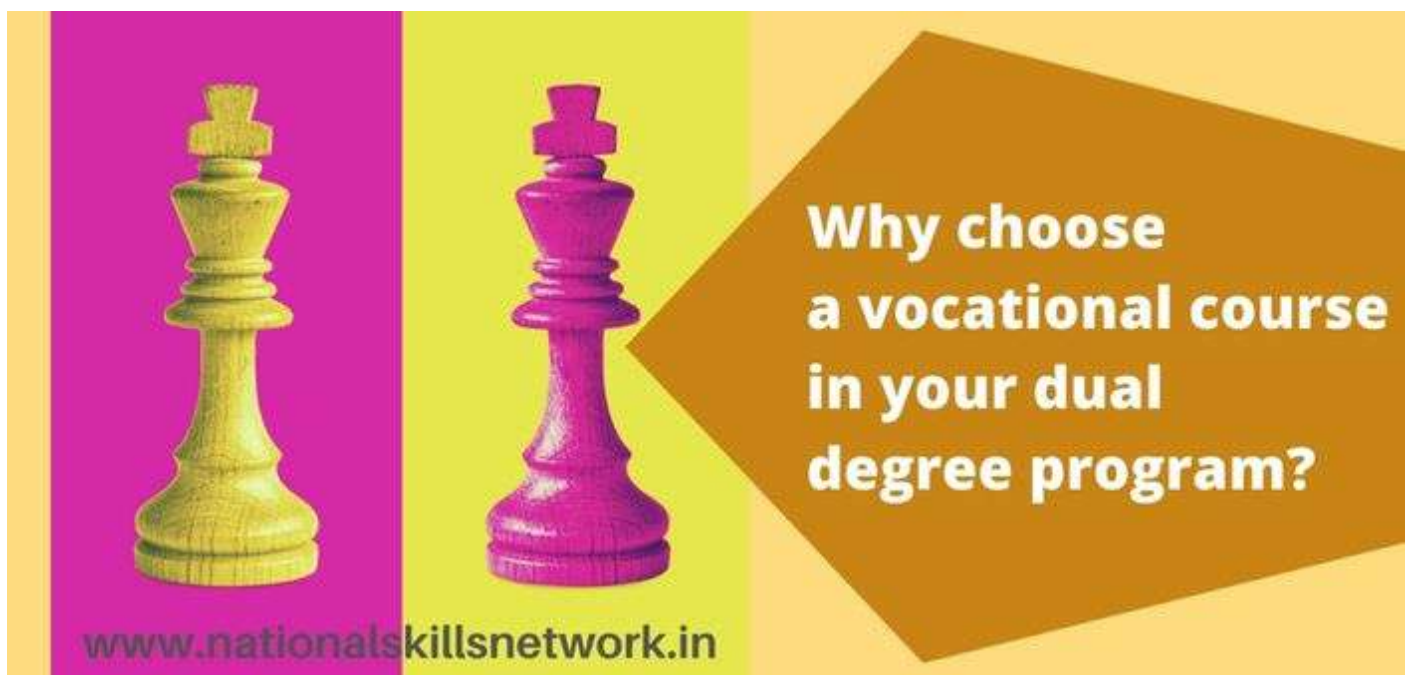
The University Grants Commission (UGC) advised starting a physical dual degree program from the academic year 2022–23 and allowed academic partnerships between Indian and foreign colleges to make it easier for Indian students to study

academic qualifications.

When we talk about Vocational Degrees, there are many different degree programs under the Bachelor of Vocation (B.Voc), in various streams that are offered by several institutions and skill universities.

Why you must choose a vocational course as one of your degrees?

- B.Voc course and curriculum are industry and work-integrated and often include a short internship or apprenticeship



at foreign universities and earn a degree.

Now, as the UGC approved the option to pursue two degrees simultaneously, why not choose a vocational degree as one of the two degrees? This is a great opportunity to ensure you are employable through work-integrated learning as well as acquire

- B.Voc degree programs are offered in over 200 colleges and skill universities across the country
- This is a 3-year degree program after higher secondary or intermediate with multiple entry and exit points

[Read more](#)

Recent initiatives, trends and more

The need for an industry-integrated curriculum in nursing education in India

Sahitya Karra

"There is an urgent need to bridge the gap between theory and practice in nursing education in India. We must create opportunities for the nursing students to learn by doing", said Prof. Rafat Razia, Rtd. Deputy Director Nursing, Government College of Nursing, Hyderabad, while emphasising the importance of an industry-integrated curriculum in nursing.

The alignment of the nursing curriculum with that of industry requirements is no longer an option, but a necessity.



[Read more](#)

An advertisement banner for NTTF (National Training Foundation) in association with TCS iON. The text reads: "Future ready programmes now accessible anywhere across India through phygital model". A "Know More" button is visible. The background shows a hand holding a tablet displaying a "WIRELESS MANAGEMENT SYSTEM" interface with charts and graphs, set against a blurred industrial or laboratory background.

Vocational Teachers and Trainers - The Pillars of Skilled India

Team NSN

On the occasion of Teacher's Day 2022, Team NSN is happy to share the e-book "Vocational Teachers and Trainers - The Pillars of Skilled India" - A Collection of articles, interviews and resources published on the National Skills Network - NSN.

[Download the PDF](#)

The cover of the e-book "Vocational Teachers and Trainers: The Pillars of Skilled India". It features a collage of photos of various individuals, likely the authors and contributors. The text on the cover includes: "Vocational Teachers and Trainers - The Pillars of Skilled India", "A Collection of Articles, Interviews and Resources published on National Skills Network - NSN", "Perspectives, Leadership, Success Stories", and the website "www.nationalskillsnetwork.in". The NSN logo is also present at the bottom right.

Here's how the Advanced Programme in FinTech and Financial Blockchain by IIM Calcutta opens doors to new opportunities in the fintech industry

Pratyusha Tripathy



According to a Boston Consulting Group (BCG) study conducted in collaboration with the Federation of Indian Chambers of Commerce and Business (FICCI), India's FinTech industry will potentially reach USD150 billion by 2025. The market size and need for experienced professionals are projected to rise further as new businesses emerge and foreign investors stream in.

However, the focus of this rapid transition has been the widening gaps between academic knowledge and the practical skills needed today. [Read more...](#)



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Recent updates from the Ministry of Education and Ministry of Skill Development and Entrepreneurship



www.nationalskillsnetwork.in

[Watch the video here](#)

Diploma In Tool Engineering and Digital Manufacturing programme by NTTF



Are you looking to build a career in the Tool Engineering and Digital Manufacturing industry in India? The government's PLI scheme, which was launched to encourage manufacturing, is expected to create over 3 million jobs in India. However, to advance in the industry, you must possess the necessary skills. [Watch the video here](#)

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Top 5 Handloom Development Schemes from the Government of India

S. Divya Sree



India's handloom heritage has a long history of exceptional craftsmanship that embodies and protects the colourful Indian culture. The distinctive hand spinning, weaving, and printing techniques of India's loom weavers are renowned across the world. They operate out of rural towns and villages where skills are passed down from one generation to the next.

In rural and semi-rural areas of our country, the handloom industry is a significant source of livelihood and a representation of the diverse and rich cultural history of our nation.

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Videos



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News and updates

- [Krishi se Atmanirbharta: First Agri Skills Conclave 2022 by ASCI](#)
- ["Making India a Global Drone Hub", two-day conference by FICCI](#)
- [MSDE revamps the employability skills curriculum to prepare students for the 21st century](#)
- [NSN weekly newsbytes on skills, education and training- 06092022](#)
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