



**PROPOSED MODEL FOR**  
**THE US COMMUNITY COLLEGES**  
**TO BUILD STRATEGIC PARTNERSHIP IN THE**  
**FIELD OF SKILL DEVELOPMENT IN INDIA**

## **Preamble**

It is estimated that in 2022, when India turns 75 years, 50% of the Indian population estimated at 700 M will be below 30 years – thereby making India as the youngest nation in the world.

India gave large emphasis on Education since independence – therefore Indian youth are educated but not appropriately skilled. The current estimate puts mere 3% of our youth as skilled.

A conservative estimated figure put up by the Ministry of Skill Development and Entrepreneurship in India is to skill and train about 50 Million persons in various basic skills and vocational occupations by 2017 and about 250 M to 300 M by 2022.

To skill such large numbers the basic premise is that India should have quality trainers and assessors who could train and assesses trainees respectively matching International levels.

## **Objective of Associating with International Partners**

To set up Academies of Excellence in collaboration with US Community Colleges creating pool of Vocational Trainers and Assessors matching International levels.

The following sets of activities are envisioned under the proposed association:

- a) Providing expertise in leadership skill based education programs in the sector in focus
- b) Providing expertise in vocational and technical teacher and assessor training – target to create a minimum of 50,000 trainers and assessors of International quality over 10 years timeframe
- c) Developing expertise in areas of curriculum development, teaching and learning resources development, occupational standards, testing and certification; labour market information system, etc.

- d) Exploring through participation in joint working groups the development of transnational standards & mutual recognition of accreditations to enhance the mobility of labour between India and the United States as well as to a third country.
- e) Exploring the offering of skill development programs in India through articulated arrangements or joint programming either on-site or through an e-learning platform.
- f) Providing consultancy to Academic Institutions/Corporate in conduct of Customized Corporate Skill based Training Programs.
- g) Work with an Indian partner as a consortium for on ground implementation of the skilling initiatives envisioned.
- h) To enable the proposed Academy of Excellence to also be a harbinger in creating skilled and certified youth having qualifications that would be acceptable globally.

### **Broad Model**

- a) Under the proposed model, the proposed contribution from various stakeholders would be:
  - **Ministry of Skill Development and Entrepreneurship** – creating an over-arching umbrella by providing framework and relevant policy guidelines for supporting the proposed Academy of Excellence. In addition, the ministry also issues necessary guidelines for supply of skilled manpower through vocational and technical training, skill up-gradation, building of new skills & their certification and facilitator for skill development programs and infrastructure across the country.
  - **US Community Colleges** – provide technical know-how and deploy a pool of qualified trainers in the proposed Academy of Excellence. Investment by the participating colleges is limited to providing salaries to the trainers deployed on the project.

- **Indian Partner** – invest in land and building and 25% of the total project cost, business development and operations of the proposed Academy of Excellence.
  - **NSDC** – Provide a soft loan covering 75% of the total project cost (covering both Capex and Opex) and nurturing the relationship with the participating US Community College.
  - **Sector Skill Councils** – Work with US Community Colleges in creating Transnational Occupational Standards and insight into Indian skill space. Also work towards joint certification of the trainees under the project
- b) Each of the US Community College along with an identified Indian Partner will submit a proposal to NSDC to take 75% of loan-funding at 6% interest rate for 10 years and initial 3 years moratorium on the loan amount. The entity will commit a minimum of 50,000 quality trainers and assessors produced in the sector in 10 years which would be deployed by all VET providers both in Government and Private space.
- c) Indian Partner will invest 25% money and also in land and building. The Centre will be equipped with the equipment from the NSDC loan money under the expertise and technical know-how of the US Community College experts. The equipment would be identical or better than what is available in US Community Colleges.
- d) The investment of the US Community College will be that in the Salary that they will give to their deployed personnel. Salary component of the US Community Colleges will not be out of Indian partner investment or from the NSDC loan funds.
- e) The Indian Partner and US Community College will enter into a business proposal to service this partnership and will be linked to the term of the loan-funding from NSDC. All expenses related to the project shall be part of the business proposal.

- f) The Master trainers and other experts will be sourced from the participating US Community College on an on-going basis who will conduct the Training of Trainers matching International Standards. The travel to and fro from India - US and the boarding & lodging of the Master Trainers from the US Community College will be taken care by Indian Entity. The US Community College personnel will be provided the economy fare for travel to and fro and will be housed in high quality guest houses out of the funds drawn from the Operational Cost of the project by the Indian partner. The number of personnel, the visits that will be required and days will be estimated in the business model that will be drawn jointly by Indian partner and US Community College.
- g) It is expected that the US Community College will enter into an understanding with Indian counterpart to repatriate their share of profit after 3 years of moratorium from the date of operationalization of the proposed Academy of Excellence.
- h) These Academies will be work in close coordination with the corresponding Sector Skill Council (SSC) and function as their delivery arm. Each SSC is mandated to create pool of trainers and assessors in their respective sectors. Each trainer will be certified jointly by Sector Skill Council and the corresponding participating US Community College – a certificate which will have an International recognition.
- i) The academy will also function as finishing school for international job mobility of the trainees undergoing vocational trainings at these academies.
- It is expected that the training quality and assessment standards would be of the same level as in the US.
  - US Community Colleges could work out credits that a trainee would accumulate after undergoing training at the proposed finishing school under the Academy of Excellence so as to

facilitate a smooth continuation of his/her education in the corresponding US Community College.

## **Board Role and Responsibilities of the Stakeholders**

Not limited to, the broad roles and responsibilities of various stakeholders are listed below:

### **– Ministry of Skill Development and Entrepreneurship:**

- Guidelines and policy framework for smooth function of the proposed Academy of Excellence.

### **– US Community College:**

- Finalising Indian Partner for implementation – on its own or with assistance from NSDC
- Identifying common job roles
- Make available model curriculum and content for identified courses
- Providing master trainers and the relevant Technical Expertise
- Appointing resource at the Academy of Excellence for quality control
- Providing Skill Certificates along with Indian Sector Skill Councils to the qualified candidates.

### **– NSDC:**

- Identifying and handholding US colleges with Indian partners
- Fast track loan approval process – up to 75% of funding via soft loan at 6% - 3 years of moratorium and tenure of 10 years
- Inputs for in-demand job roles
- Work with entity to conceptualize and operationalize the project
- Setting Standards & Quality Processes, MIS and Monitoring, Management Review

– **Sector Skill Councils:**

- Identification of Trades
- Accrediting curriculum
- Quality Control of Training
- Joint Assessment and Certification and
- Facilitating Industry Interface.

– **Indian Partner:**

- Identifying location for establishing the Academy of Excellence
- Investing in land and building for establishing the academy
- Partnering with US colleges - developing a business model jointly with US Community College
- Preparation and submission of proposal to NSDC
- Curriculum development aligned to Standards set by the SSCs and US Community Colleges
- Setting up of the facility on the parameters and the equipment laid out by the US Community College at identified location
- Development and Printing of Courseware
- Providing support in organizing for international travel, lodging and boarding of US Master Trainers in India
- MIS & reporting
- Interfacing with all Stakeholders and sharing of profits with the US Community Colleges after a moratorium of 3 years and payback the loan amount to NSDC in the designated time period.

**Current engagement on similar model with Community Colleges in Canada and the United States**

- NSDC is working with Community Colleges of Canada and the United States to seek convergence to set up Academies of Excellence (AoE), mainly in

Capacity Building of the type and quality matching International Standards in various sectors, to address the acute shortage of trainers, assessors and other expertise in vocational training space in our country.

- NSDC led the Indian Skills Mission Delegation to Canada, for the high level trade discussions and signing of the MOUs in areas of collaboration for skill development during the visit of Hon'ble Prime Minister of India, Shri Narendra Modi.
- Total of Fourteen (14) Memorandum of Understanding (MoUs) were signed during the visit by NSDC with various community colleges and Canadian Sector Skill Councils in presence of the political dignitaries of both the countries across Hydrocarbons, Water, Sports, Automotive, Aviation – Technical and Aviation – Non-Technical sectors and with Eco-Canada for assisting Green Jobs SSC and ICTC for assisting IT, Telecom & Electronics SSCs. They are in various stages of getting operationalized.
- NSDC has also entered into similar alignment with US Community Colleges and has already tied up with Houston Community College, Alamo Community College and Lone Star Community Colleges for collaboration across various sectors. Meeting with the Chancellors of these colleges is proposed in July 2015 in India on closure steps.

### **Suggested Sectors, but limited to**

- Electronics
- Civil Aviation
- Aerospace
- Water and Sanitation
- Agriculture, Cold Chain and Food Security
- Sports
- Hospitality
- Banking, Financial, Securities and Insurance
- Renewable Energy
- Defence Production
- Cyber Security
- Healthcare
- Automotive
- Life Sciences
- Retail



## **Way Forward**

US Community Colleges can inform NSDC regarding their interest to explore opportunities in India identifying their area of interest. Workshop could be organised for the interested colleges at an early date.

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