Note on SANKALP

Introduction

Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) project aims to implement the mandate of the National Skill Development Mission (NSDM), which was launched on 15th July by Ministry of Skill Development & Entrepreneurship, through its core sub-missions. The project will be implemented in mission mode through World Bank support and is aligned with the overall objectives of the NSDM. The main objectives of the project include strengthening institutional mechanisms at both national and state levels, building a pool of quality trainers and assessors, creating convergence among all skill training activities at the state level, establishing robust monitoring and evaluation system for skill training programs, providing access to skill training opportunities to the disadvantaged sections and most importantly supplement the Make in India initiative by catering to the skill requirements in relevant manufacturing sectors.

SANKALP is an outcome oriented project supported by World Bank. The project will focus on the overall skilling ecosystem covering both Central (MSDE, NSDA and NSDC) and State agencies, and outcomes will be measured through Disbursement Linked Indicators (DLIs) agreed between MSDE and the Bank. A DLI verification protocol has also been established to measure DLIs on a periodic basis.

Funding

Under SANKALP four key result areas have been identified viz: (i) Institutional Strengthening; (ii) Quality Assurance; (iii) Inclusion; and (iv) Expanding Skills through PPPs. The results shall be achieved in time bound manner by utilizing the project funding of $675 Mn (Rs. 4455 crore).

The project is funded by three major parts: (i) World Bank loan assistance of $ 500Mn (Rs. 3300 crore) under Program for Results (PforR) instrument which includes Program funding and Technical Assistance (TA); (ii) States' contribution $100 Million (Rs. 660 crore); and (iii) Industry contribution of $75 Million (Rs. 495 crore). Project funding in nutshell is as under:

1	World Bank Loan	$500 Million(Rs. 3300 crore)
2	States leverage	$100 Million (Rs. 660 crore)
3	Industry leverage	$75 Million (Rs. 495 crore)
	Total	**$675 Million**(Rs. 4455 crore)

Project Components:

SANKALP has been designed to operationalize the sub-missions under the National Mission. The SANKALP program consists of four objectives: (i) Strengthened institutional mechanisms at National and State levels to guide planning, delivery and monitoring of market relevant training; (ii) Improved Quality and Market Relevance of SD programs; (iii) Improved access to and completion of skills training for female trainees and other disadvantaged groups; and (iv) Expanding skills training through private-public partnerships (PPPs).

SANKALP project has two broad components (1) National and (2) State component.

1. <u>National Component: Outlay, Activities and Outcomes</u>

A). Institutional development & Strengthening

Development of national architecture with robust supporting, regulatory and monitoring mechanisms is the need of the hour. The entire skill ecosystem shall benefit from investment in such architecture. The key component of this architecture and the provisions thereof in SANKALP are as under:

i) Setting up National Skill Certification Body

To put in place a mechanism for independent , standardized and credible skills assessment, a body for regulating skill assessment and certification system shall be set up (in all likelihood under some existing institution) . The Body shall:

- Set standards for examinations, assessments, and certifications.
- Empanel awarding and assessing bodies for assessment and certification of all training courses
- Manage a repository of skill certificates

ii) Set up unified National Accreditation board within NSDA

- Standardize registration and accreditation criteria for training providers & training centres for both long term and short term skill ecosystem.
- Quality differentiation through grading and progression pathways for institutes/ centres.

iii)   Setting up National Skill Research Division within NSDA

To be established as an independent think tank to in the skills domain. Its key function will be to

- Analyze the labour market trends and inform policy action;

- Undertake impact evaluation of skill development programs,

- Provide policy inputs to the MSDE, NSDA, and other related bodies in skill development

iv) Strengthening NSDA

NSDA shall be strengthened for:

- Universalization of National Skills Qualification Framework (NSQF)

- Operationalize credit framework for horizontal and vertical mobility of skilled candidates

- Strengthening of quality assurance process through operationalizing NQAF

- House the Accreditation and Certification Boards.

v)Development of Labour Market Information System (LMIS):

LMIS shall be developed as repository of all related data from central and state skill development programs.

Current LMIS has been developed as a single window displaying data repositories for 4 central ministries data on skill development. LMIS Phase II under SANKALP shall be built as an integrated platform with skill development data of **20+ ministries and all states.** In addition it shall be a service platform offering a variety of services to the job seekers, employers, policy makers and researchers thereby matching spatial and temporal matching of demand and supply.

vi) Skill Development Management System (SDMS)

Meant for managing the Skill Eco-system of Skill India with respect to Schemes, target for every sector for every scheme, candidate lifecycle and scheme related disbursements. SDMS strengthening under SANKLP shall enable it to manage targets for the schemes, training types such as Short term training, RPL, Special projects, Creation and Management of Projects, SSC data smoothly for all short term skill development activities in the country. **RFP already floated and is in finalisation stage.**

vii) Kaushal Mart

Ensuring that skilling resources and reference material are readily to available skill seekers through verified content providers has been a persistent challenge in India's skill Ecosystem.

Kaushal Mart shall be developed as a Skilling Resource Marketplace offering a credible platform for exchange of skilling resources of different kinds. They include Participant Handbooks, Facilitator Guides, Presentations, Videos, amongst others. NSDC is creating an enabling environment for all its stakeholders, by acting as a content aggregator, through this Skilling Resource Marketplace.

Content and resource material for over 1400 QPs shall be developed over 6 years.

viii) Takshila: **National Portal for trainers**

Is being developed as National Portal for Trainers and Assessors, that shall manage the database and life-cycle of trainers and assessors. The platform would function as the central repository of information concerning skill development of Trainers and Assessors in the country. The portal shall provide varied information about training programs planned for trainers and assessors, including knowledge resources.

B). Entrepreneurship Development

Entrepreneurship can serve as both growth and employment engine. Bulk of current employment is being generated in small and nano enterprises and a bulk of them are in **informal sector**. About 50 percent of the GDP was contributed by the informal sector providing livelihoods to 86 percent of the 470 million workers in the country[1].) Many programs are run by multiple ministries and departments to support entrepreneurship, however, entrepreneurship still fails to happen in rural and urban poor regions largely due to their incapability to access these programs[2].

Under SANKALP special emphasis is being laid on handholding through skill development, mentoring support infrastructure development so as to enable them to move towards formal sector and contribute positively towards India's

SANKALP aims at landscape mapping of informal sector and the enterprises therein. Training of **over 2, 00,000 people on entrepreneurship** and helping over **4000 such enterprises** to scale up has also been planned under SANKALP.

C). Capacity Creation:

i) Skills Fund

A Skills Fund has been provisioned under SANKALP with an aim to set up industry lead and job oriented skill training institutions. It shall be set up as **competitive challenge fund** that shall provide verifiable and reliable use of grants (subject to maximum ceiling per project) for a long term, sustainable, impact at a local community/ province/ national level. Institutions thus set up shall help making skill training truly aspirational by focusing on **"careers"** in vocational space.

With a total outlay of $ 75 Mn (as a matching industry leverage) over **700 small and large format institutions** in the category Multi skilling centres, Centre of Excellence, livelihood promotion centers are being planned. Over **5 lakh trainees** are expected to get trained.

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[1]Working Paper 2, 'Contribution of the Unorganized sector to GDP report of the Sub Committee of a NCEUS Task Force', June 2008

[2] The current government has taken multiple initiatives in this direction, with several departments supporting entrepreneurship through one or the other scheme. However, entrepreneurship still fails to happen in rural and urban poor regions largely due to their incapability to access these schemes

The funding will focus on using idle land and building infrastructure in both public and private space for utilisation. The guidelines for funding and governance mechanism of the fund are at final stage. The fund will be housed within NSDF and implementation of projects will be through the NSDC.

ii) Trainer & Assessor Academies

The current scenario of trainers and assessors in skilling eco-system falls significantly short of the growing demand for skills training and assessment. Over 1.7 **lakhs trainers** are required by 2022[3].

SANKALP in addition to leveraging institutes for trainers in vocational education ecosystem such as CTIs, ATIs etc. shall set up, **40-50 Trainer academies** for priority sectors. The academies shall be operationalized by Sector Skill Councils (SSCs). These academies shall produce about 30,000 **trainers** and **6000 assessors** over next 6 years.

iii) India International Skill Centers (IISC):

IISCs are being set up to train for overseas placements. India by tapping into its demographic can leverage global skill manpower shortage to its advantage. Till date **16 IISCs** have been established. Few of the candidates from these IISCs have been placed abroad.

Under SANKALP a minimum of **66** IISCs are expected to be established in identified geographies in phase II with an initial target of successfully training and placing abroad approximately 30000 candidates. **82** job roles have been identified for the purpose and the qualification packs have been benchmarked against international standards and transnational standards developed. An International Awarding Body **(IAB)** has already been empanelled for assessment and certification of candidates as per international standards. More such awarding bodies are also going to be empanelled soon. A scheme to incentivize training for overseas placement through outcome linked funding is also being drafted, which will promote these IISCs as per market requirement in Phase II.

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[3] working group report estimate released by National Skill Development Agency (NSDA)

Details on National Component
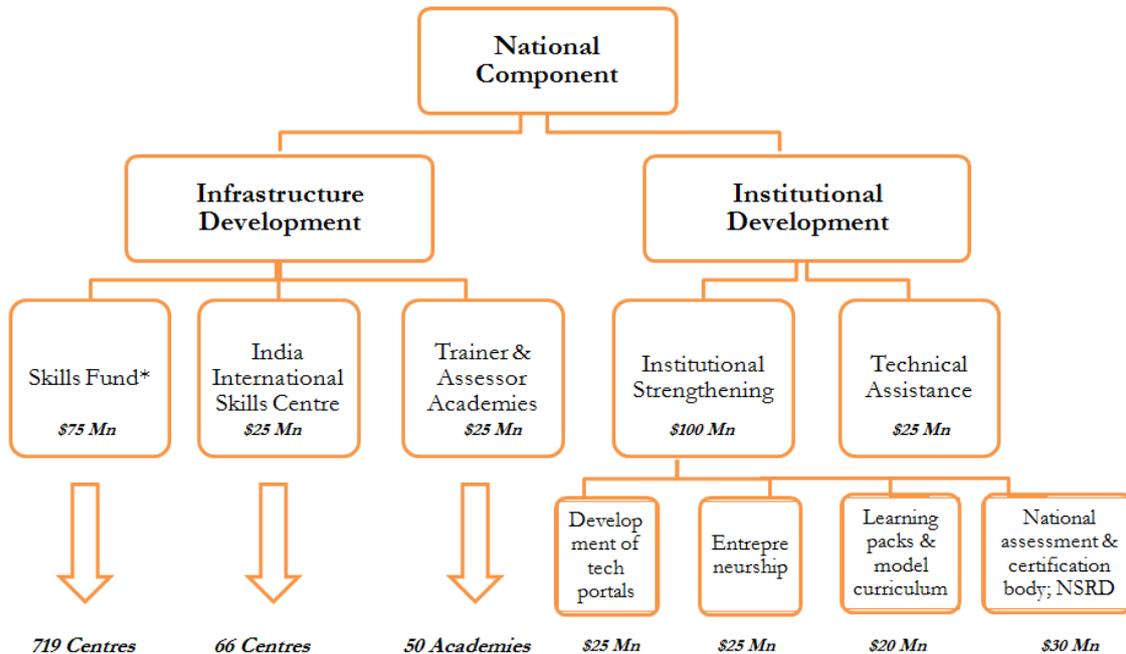
2. States component: Activities & Outcomes

The objective of the State level support is to encourage Indian states to:
- -Strengthen systems and increase their capacity for skill development
- -Align the States with the National Skill ecosystem being dev. & strengthened under SANKALP.
- -Incentivize innovations to enhance access for socially excluded groups.
- -Plug geographical and sectoral skill gaps through decentralized skill planning
- -Move towards demand led skill development though district level demand aggregation

Support will be provided through Systems Strengthening Grants (SIGs) and Inclusion grants.

Objective of System Strengthening
- -Set up SSDMs and strengthen them to ensure convergence
- -Develop district and state level skill development plans
- -Design and implement skill developed programs as per the local needs

Objectives of Inclusion
- -Innovations for enhancing participation of disadvantaged groups: these can include skills vouchers, soft skills/counselling, mobile skills training, flexi timing, etc
- -Creation of disabled friendly infrastructure

Implementing multiple different pilots to promote the interests of disadvantaged groups. Under SANKALP, we are designing programs to promote the interests of disadvantaged groups and help in their inclusion.

Process

The States will get grants linked to reform and capacity building agenda based on an annual scorecard. However, utilization of the grants will be as per priorities of the States which they will finalize under the State skill plan and submit to Project Steering Committee for approval.

Institutional and Implementation Arrangements

SANKALP is a national Program, with a multi-level implementation structure. The overall Program responsibility rests with the MSDE, with individual sub-pillars executed through the NSDC, NSDA, NSDF, SSDMs and other Program Implementation Agencies (PIAs)

At the national level, the MSDE will be the nodal agency for supporting the Operation. Program implementation will be supported by NSDA, NSDC, SSDMs, other PIAs and a PMU. The NSDA will also be strengthened through setup of the NSRD.

The NSDC, which already has experience in managing large-scale programs and working in partnership with the private sector, will be given the added responsibility of supporting the management of the CSR Skills Fund through the NSDF, with the support of a dedicated Skills Fund management team.

At the state level, primary responsibility for Program delivery lies with the state governments. The SSDM is housed in the nodal department implementing the program in the state. The state mission supervises implementation of the Program at the district level, facilitates convergence with other departments, ensures preparation of the DSDP for each district, and monitors state performance against SIG criteria.
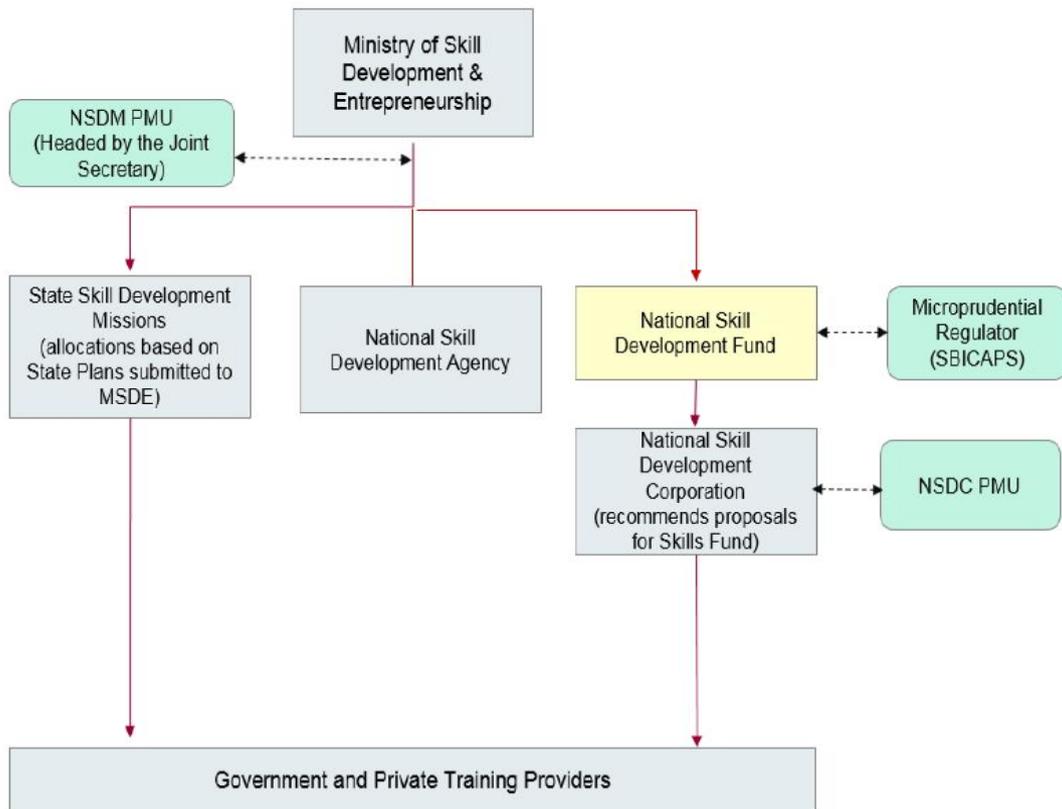
Disbursement Linked Indicators (DLIs)

SANKALP has been designed to use the Program for Results (PforR) instrument of the World Bank and funds will be disbursed based on achievement of results based objectives for improvement in the system and institutions. The Disbursement Linked Indicators and allocated amount for funding from the World Bank is given below.

The DLIs are supplemented with a Verification protocol that define how achievement of each DLI will be measured. The disbursement from World Bank to Government of India will be based on the DLIs achievements. The program funds that will be disbursed by MSDE will strictly adhere to procedures required as per GFR. Moreover, the program funds within the allocation and DLIs achievements ceiling, will be disbursed based on projects submitted by the implementing organizations and duly approved by the project steering committee (PSC) which will be chaired by Secretary MSDE cum member secretary NSDM. The DLIs for the project are listed below:

1	Trainees who have successfully completed the NSQF-aligned market-relevant short-term SD programs and were certified
2	Percentage of graduates who are wage employed or self-employed within six months of completion of short-term SD programs
3	NSQF aligned QPs translated into model curriculum, trainers guide, and teaching learning resource packs
4	Number of trainers and assessors trained/retrained with the new CPD modules
5	A system in place to undertake M&E of SD programs at the national and state level
6	Improved performance of states on institutional strengthening, market relevance of SD programs and access to and completion of training by marginalized populations
7	Increase in percentage of women, SC and ST, and PWD participating in SD programs
8	Joint public and private sector funding successfully channelized and utilized into priority SD Initiatives