

7. NATIONAL POLICY ON SKILL DEVELOPMENT

A National Policy on Skill Development has been formulated by the Ministry of Labour & Employment and which has been approved by the Cabinet in its meeting held on 23rd February, 2009.

The objective is to create a workforce empowered with improved skills, knowledge and internationally recognized qualifications to gain access to decent employment and ensure India's competitiveness in the dynamic Global Labour market. It aims at increase in productivity of workforce both in the organized and the unorganized sectors, seeking increased participation of youth, women, disabled and other disadvantaged sections and to synergize efforts of various sectors and reform the present system. The salient features of the Policy are :

- (a) Demand driven system guided by labour market signals thereby reducing skills mismatch.
- (b) Expansion of outreach using established as well as innovative approaches.
- (c) National Vocational Qualifications Framework which will inter-alia include opportunities for horizontal and vertical mobility between general and technical education, recognition and certification of competencies irrespective of mode of learning.
- (d) System to deliver 'competencies' in line with nationally and internationally recognized standards.
- (e) Focus on new emerging occupations.
- (f) Focus on pre-employment training and Life long learning
- (g) Equity consideration – adequate participation of women, disabled persons and disadvantaged groups including economically backward & minorities – enhancing their access to training; improving employability and increasing employment opportunities.
- (h) Stress on research, planning and monitoring
- (i) Involvement of social partners – responsibility for management and financing of the system would be shared with all

stakeholders and provide greater space for Public Private Partnership.

- (j) Promoting excellence.
- (k) Use of modern training technologies including distance learning, e-learning, web based learning, etc.
- (l) Skill upgradation of trainers, their quality assurance, and improvement of status.