



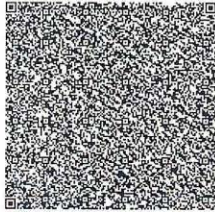
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## INDIA NON JUDICIAL

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#### STRATEGIC PARTNERSHIP

BETWEEN

THE DEPARTMENT OF TELECOMMUNICATIONS (DOT)

AND

MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP (MSDE)

## AGREEMENT

This Agreement has been made and agreed upon between the parties mentioned below, signed on this 22<sup>nd</sup> day of January 2016.

### BETWEEN

**Department of Telecommunications (DOT)**, which is a Department under Ministry of Communications & IT, Government of India, is the nodal department for development and growth of Telecom Sector in the Country and has PSUs under its charge with office at Sanchar Bhawan, Ashoka Road, New Delhi (hereinafter referred to as "DOT"), and the party of the first part.

### AND

**Ministry of Skill Development & Entrepreneurship (MSDE)**, Government of India, is the umbrella ministry for skill development and entrepreneurship promotion in the country with a specific mandate of skilling the youth at a scale with quality outcomes having its office at Shivaji Stadium Annexe, Shaheed Bhagat Singh Marg, New Delhi- 110001, (hereinafter referred to as "MSDE"), and the party of the second part.

MSDE would primarily discharge its responsibilities through Directorate General of Training (DGT), National Skill Development Corporation (NSDC) and related Sector Skill Councils (SSCs). DGT is responsible for Industrial Training Institutes (ITIs), Advanced Training Institutes (ATIs), Regional Vocational Training Institutes (RVTIs) and Apprenticeship Training (AT). NSDC aims to promote and provide funding for skill development by catalyzing creation of large, quality, for-profit private skill training institutions. Sector Skill Councils (SSCs) set up through NSDC are responsible for standards, quality assurance, training the trainers either directly or through partnerships.

### WHEREAS

The two parties have after detailed consultations decided to develop and implement National Action Plan for Skill Development in Telecom Sector, utilizing PSUs under DOT with common objective of fulfilling skill needs of the Sector and at the same time providing quality opportunities for employment / entrepreneurship under the following background.

#### 2.0 BACKGROUND

2.1 Indian Telecommunications Sector is a fast growing technological sector having manpower needs right from high school to graduates and post graduates and people with different areas of Telecommunications and Information Technology Skills. The Indian Telecommunications alone contributed 3% to national GDP in financial year 2013 as per a report.

As per the Skill Gap Study the Telecommunications Sector in India is expected to show a strong growth of around 15% between 2013 to 2017. The workforce of around 2.08 million in 2013 is expected to increase to 4.16 million by 2022. As per the report, Telecommunications Industry is expected to generate significant number of new Jobs primarily in supervisory and managerial profiles in following broad categories:

- Retail and distribution,
- Service Operations
- Network and IT roles (Managed Services)

In addition to above categories, Telecom Manufacturing would also create new Job roles at all levels.

## 2.2 Challenges to Skill Requirements for Employment

- Candidates lack exposure / technical depth, analytical and logical reasoning.
- There are less institutes imparting core Telecommunications Education and to develop skill set required for the Telecommunications sector.
- Candidates fail to develop combination of skills, resourcefulness and Entrepreneurial abilities.
- Candidates opt for high attrition at Entry Level roles posing significant challenge to their Employers.
- Fresher's possess theoretical but lack Training required to fit the role.
- Disconnect between education imparted & Industry Requirements.

### Major Skill Gaps

- The Telecommunication sector has experienced rapid changes in Technologies creating need for new Skill Sets that are not immediately available.
- Older Organizations face challenge in terms of obsolete Specialist Skills and need for suitable up gradation.

2.3 In view of the above background, it is felt by both the parties that there is an imminent need for scaling up the skill development efforts for manufacturing, network operations, network management, marketing and sales, IT etc in Telecommunications Sector. This would require large scale capacity building by providing for infrastructure and facilities, improving training content, curriculum and methodology and use of latest technologies. Synergistic participation of the private sector in the training, placement and New Entrepreneurship would also be necessary. There is need to leverage global partnerships with a view to benchmark skilling efforts to global standards. By doing so, India could potentially become the 'Telecom Skill Capital' of the World.

### 3. Joint Activities

3.1 Under the above background both the parties have agreed to make concerted joint efforts towards skill development and are in agreement to work together to undertake the following activities:

- Create jointly a '*National Ecosystem for Development of Skills for the Telecom Sector as a whole*'.
- Support Telecom Sector Skill Council (TSSC) and such other entities deemed appropriate to meet the skilling needs through creation of specialized mechanisms for each of the core components;
- Facilitate to mobilize financial support for various activities under the National Ecosystem for Development of Telecom Skills by suggesting PSUs under DOT to utilize at least 20 percent of their CSR funds for skilling purposes.
- Develop '*National Institute for Policy Research Innovation and Training (NTIPRT)*' for training and skill upgradation in Telecom Sector by leveraging the infrastructure and facilities and upgrade the same on need basis. This will primarily be used to train the trainers and assessors.
- Make coordinated efforts to create '*Centres of Excellence*' in different categories by utilizing / up-grading / refurbishing the existing training facilities and utilize the spare training capacities of the PSUs under DOT, as illustrated below, in close coordination with NSDC / TSSC and / or DGT.  
Also to make coordinated efforts to utilize old telephone exchanges of PSUs under DOT which are no longer in use or exchanges which have ceased to occupy major space in telecom sector, for skill development initiatives and upgrade the same on need basis.
- Facilitate bring in the internationally known best practices in the field of skill development and entrepreneurship for telecom sector and for that purpose get the services of internationally renowned experts and to leverage global partnerships and technical cooperation and funding in the process of skill development.
- Leverage private partnerships in the entire value chain of skilling through targeted skill development and entrepreneurship development programmes through PSUs under DOT and NSDC / TSSC.
- Support awareness activities organized by various stakeholders with a view to develop telecom skills popular amongst youths, unemployed and policy makers etc.
- Facilitate alignment of courses with QP / NOS (National Occupational Standards) in the Ministry affiliated Training Institutes as well as training institutes operated by PSUs.
- Promote and facilitate Recognition of Prior Learning (RPL) for existing and potential workforce of PSUs and those of the contractors / outsourced workforce in the PSUs under DOT.
- Promote and scale up apprenticeship training in PSUs in coordination with DGT under the amended Apprentices Act 1961.

- PSUs under DOT should adopt at least one ITI from each State to ensure skilled manpower supply to the industry. Also, trainees of ITIs may be provided on the job training as per PSU curriculum.
- Raising the quality of workforce in PSUs under DOT through skill development training programmes and advising PSUs to ensure that their contractors hire 10-15 % NCVT certified workforce.
- Introduce vocational courses aligned with NSQF in schools run by PSUs under DOT.
- Explore the possibility of utilization of existing / retired workforce of DOT PSUs as master trainers / assessors.
- PSUs under DOT may enter into a separate MOU with NSDC / DGT to promote skill development programmes at large.

3.2 There would be top-level institutional arrangement for the monitoring of this initiative so that it is properly implemented and monitored on a regular basis. This would include a ministerial level Advisory Committee for policy direction which meets twice in a year and a Secretary-level Steering Committee for implementation and oversight which meets once in three months.

**(1) Advisory Committee (AC)**

The top level institutional arrangement for this initiative would comprise of a Ministerial Level Advisory Committee for policy direction which meets twice in a year. The Advisory Committee will be chaired by the Hon'ble Minister of Communications & IT and Co- Chaired by Hon'ble Minister of Skill Development and Entrepreneurship with members nominated by DOT and MSDE.

Advisory Committee shall be constituted within one month of signing of MOU. First meeting of the Advisory Committee will be convened within two months wherein major work-plan will be presented. The roles and responsibility of the Advisory Committee will mainly be to review the progress of the activities envisioned in the MOU and may include:

- a) Providing advice and guidance on overall direction for activities to be taken up under this partnership;
- b) Addressing major policy issues arising from implementation of various activities concerning the functioning of the project.

**(2) Monitoring Committee**

Secretary Telecom will chair the Monitoring Committee and Secretary, Ministry of Skill Development and Entrepreneurship will be the co-chair. Other members will be nominated by the chairs within a month of signing the MoU. Monitoring Committee will meet quarterly and also work in close coordination to oversee the

smooth roll out of the clauses of the MoU. Primary responsibilities of the Monitoring Committee would include:

- a) Ensure implementation of the programme as per the directions by the Advisory Committee;
- b) Monitor physical and financial progress of the programme against the deliverables and ensure its quality assurance;

**4. Commencement and Termination of the Agreement**





This agreement shall commence on the date of its signing and shall remain in effect for a period of five years subject to the reviews at regular intervals. The Parties by mutual agreement in writing may extend the duration of the Agreement. Any and all amendments must be made in writing and must be agreed to and executed by the parties before agreement becomes effective.

**5. Other Covenants**

This Agreement will come into effect on date of signature by both the parties. This Agreement may be amended at any time by mutual agreement of the parties in writing. It shall be reviewed three months before the end of contract date or at a time mutually agreed by the parties for possible renewal.

Nothing in above precludes both the parties to pursue their skill objectives on their own or in collaborations with others.

Both the parties have set their hands in presence of the witness on the date as mentioned above.

<p>Secretary Department of Telecom</p> 	<p>Secretary Ministry of Skill Development &amp; Entrepreneurship</p> 
<p>Witnessed by: Name: DEEPAK SINHA Address: DDO Skill Dev Room 1315, Concha Blowson, N-Delhi Signature: </p>	<p>Witnessed by: Name: ISHITA JOSHI Address: 2nd floor, Shivaji Stadium Annex New Delhi - 110001 Signature: </p>