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Ministry of Communications & IT  
Department of Telecommunications

New Delhi, the 30 Sep 2013

Minutes of 2<sup>nd</sup> meeting  
of Advisory Groups on Skill Development in Telecom Sector

The second meeting of the Advisory Groups on 'Capacity Building' and 'Content, Quality and Examination framework' was held jointly in the Committee Room of Sanchar Bhawan on 24<sup>th</sup> Sep 2013. The list of participants is at Annex-A.

2. Advisor (O) reiterated that to achieve 100% rural tele-density and 600 million broadband connections by 2020, skilled workforce in rural areas will be a priority. This target has been incorporated in the National Telecom Policy which has been discussed at the highest levels and approved by the Union Cabinet. Mr Basab Banerjee from NSDC indicated that since such projections would be used as benchmarks for Skill Gap Study, an expert group in the ministry may confirm these and similar other projections. Advisor (O) advised that an expert group may be constituted in the Ministry to provide authentic data to the Agency conducting the Skill Gap study.
3. **Skill Gap Study:** The communication from National Skill Development Corporation (NSDC) dated 6<sup>th</sup> Sep 2013 regarding Skill Gap Study for the Telecom Sector was discussed in the meeting. While confirming the initiation of Skill Gap Study for Telecom Sector, NSDC had indicated in the said communication that Telecom Sector is being treated as a sub-sector for the purpose of Skill Gap Study.
  - 3.1 Advisor (O) said that India is one of the fastest growing telecom markets in the world today. Besides contributing about 3% to the country's GDP, the Telecom Sector has a multiplier effect on the economy, and has greatly accelerated the growth of the economic and social sectors. The Sector is unique due to fast changing technology and ecosystem. It has distinctly identifiable sub-sectors like Landline Services, Mobile, Broadband, Handsets, Managed services, Manufacturing and Passive-infra. In view of these, it will be desirable that the Skill Gap Study be conducted treating Telecom as an independent Sector.
  - 3.2 Director General, National Skill Development Agency (NSDA) agreed that clubbing them all as a sub-sector under some other sector may not address all the potential issues in the Skill Gap Study, and NSDC may re-examine and if any approvals are required, these may be obtained.
  - 3.3 Mr Basab Banerjee intimated that NSDC Board itself can take a decision in this regard, and he agreed to revisit the issue. He added that a communication from DoT in this regard will be helpful. Advisor (O) desired DDG (Skill Development) to send the note on Immediate Priority. He agreed with the suggestion of NSDC to form a core group in DoT to provide necessary domain expertise for the study.



#### 4. Scope of Skill Gap Study

Scope of study and the expected outcomes from the study prepared by an internal group of DoT were discussed in detail. Mr Basab Banerjee informed that to bring more granularity in the Terms of Reference, they may organise a half-day workshop, and the expert group from DOT will be requested to participate in such deliberations. Advisor (O) agreed that such brain-storming on the Scope of Study deliberations would bring more quality to the study.

#### 5. National Occupation Standards and Capacity Building

- 5.1 CEO, Telecom Sector Skill Council (TSSC) intimated that they have identified 150 job roles for the Telecom Sector, and they plan to complete the National Occupation Standards (NOS) for all the job roles by 31<sup>st</sup> Dec 2013. He intimated that TSSC does not plan any capacity building on its own, and their role would be accreditation of Institutes based on the NOS developed by them.
- 5.2 All India Council of Technical Education, AICTE, intimated that they are developing standard modules in collaboration with BSNL as per National Vocational Education Qualification Framework, NVEQF. There have been continuous deliberations with BSNL for more than a year now, and they are in advanced stages to arrive at a common understanding for all such courses. Meanwhile, BSNL has prepared and launched some certificate programmes to provide hands-on experience to the trainees at regional and district training centres of BSNL.
- 5.3 NSDC intimated that National Skill Qualification Framework, NSQF, is also likely to be notified soon, and our efforts should focus for integrated National Occupation Standards.
- 5.4 Director General, NSDA agreed that the acceptance of the Skill-certificates issued by the different agencies will be solely driven by quality. He advised that there is a need to ensure appropriate quality checks to have wider acceptance for the evolution of standards and certification processes, and it should reflect the combined wisdom of the entire industry.
- 5.5 Adviser (T) said that while Occupation Standards will evolve, we should not lose sight of capacity building. He added that in view of availability of well-equipped and capital-intensive infrastructure for Training available with the Government and its PSUs, they will need to play a major role in catering to the higher skill levels where exposure to the back-end equipment will be a must, and National Telecom Institute for Policy Research, innovation and Training (NTIPRIT) will need to gear up for that.

#### 6. Knowledge Repository

As per the mandate of National Telecom Policy - 2012, a Comprehensive Knowledge Repository for Telecom Sector is to be set up at NTIPRIT. NTIPRIT made a presentation on the basic concept of Knowledge Repository with focus on Telecom Sector. A committee on finalising the technical framework has already been constituted. Advisor (T) advised that the committee should expedite and submit its report by 15<sup>th</sup> Oct 2013. Meanwhile, budgetary provisions in this regard may be made without any delay.



7. **Role of NTIPRIT as per National Telecom Policy 2012**

A presentation on the mandate as per National Telecom Policy, and the groundwork done till now by NTIPRIT was made by the NTIPRIT team enlisting their short-term and medium-term agenda. The role of NTIPRIT and achievements so far were elaborated and taken on record.

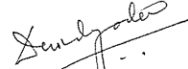
The following points have been identified for actions in the short to medium term:

- 7.1 Setting up a Knowledge Repository.
- 7.2 To advise and assist Ministry of Human Resource Development (MHRD) for periodic upgradation of academic curriculum of telecom courses: Standing core groups to be constituted at NTIPRIT to review and make recommendations for upgrading the academic curriculum.
- 7.3 Developing curriculum for new Modular Employable Skill (MES) modules of National Council for Vocational Training (NCVT) with inputs from Industry and other stakeholders including National Occupation Standards.
- 7.4 Capacity Building: Formulation of framework including terms & conditions and eligibility conditions, for accreditation of the institutions and organizations as partners for the skill building exercise for the Sector. This will include a framework for certification through National level Exams.
- 7.5 To develop other training institutes as National Level Telecom Schools of excellence for imparting training to Govt/ PSU officials and other stakeholders.
- 7.6 To promote and augment vocational and non-formal training: To setup core groups to study and propose content development framework. It will collaborate with BSNL to strengthen its training delivery, improve certification and course content. It will work for alliances with suitable institutions and organizations in the country. In the medium to long-term, they would setup framework for content development & formatting, interactive content generation, development of simulation cases for skill building and hosting platform.
- 7.7 To act as a driving force for skill development initiatives in New Technologies/ services.
- 7.8 To encourage collaboration with premier institutes like IITs and telecom research organisations of excellence for directing research and development to field problems: NTIPRIT will extend its expertise for R&D support.
- 7.9 Presently, NTIPRIT is sharing resources and infrastructure of ALTTC, Ghaziabad. As envisaged in para 8.2 of National Telecom Policy, NTIPRIT is to be developed and strengthened as an institute of International repute.

Adviser (T) advised NTIPRIT to start making necessary Budgetary provisions in this regard.

**8. Concluding remarks**

Adviser (T) said that sufficient inputs have been received from all the stakeholders and enough brain-storming done in the Advisory Groups. Based on these inputs, we should now prepare a brief for the Apex Committee, which may hold its meeting at the earliest possible. He asked DDG (Skill Development) and the NTIPRIT team to jointly finalise the report and other necessary inputs by 15<sup>th</sup> Oct.



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To

All participants/ members of Advisory Groups:

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6. Shri Dilip Chenoy, MD and CEO, NSDC
7. Sr DDG (TEC)/ Sr DDG (NTI)
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10. CEO, TSSC, CDOT Campus, Mandi Road, Mehrauli, ND-30
11. Director General, COAI/ AUSPI/ TEMA/ICA/TAIPA

Copy to:

Member (S) for information, please.

**List of participants***(2<sup>nd</sup> meeting of Advisory Groups on Skill Development in Telecom Sector on 24<sup>th</sup> Sep 2013)*

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