

New Delhi, the 28 Feb 2014

**Minutes of meeting of Advisory Groups
on Skill Development in Telecom Sector**

A joint meeting of the Advisory Groups on 'Capacity Building' and 'Content Quality & Examination Framework' was held in the 13th floor Conference Room of Sanchar Bhawan on 5th Feb 2014. The List of Participants is placed at Annex 'A'.

2. In his opening remarks, Adviser (O) intimated the members about the meeting of the Apex Body held on 30 Oct 2013. The deliberations in the Apex Body were based on the recommendations of Advisory Groups formulated during the meetings held on 7th Aug and 24th Sep 2013. The minutes of the Apex Body meeting were issued on 14th Nov 2013, and were also forwarded to all the Advisory Group members for information and necessary follow-up as required. Indicating Skill Gap Study as the immediate priority for the Sector, he informed about decision of the Apex Body to entrust the Study to NSDC with domain expertise by DOT. He expressed his apprehensions about slow progress in the Study.

Shri A K Purwar - in his capacity as Adviser (T) - had taken over as Chairman of Advisory Group on 'Content, Quality and Examination Framework' on the previous day, and he was given a warm welcome by all the participants.

3. **Action on the decisions of Apex Body**

The proceedings started with the review of the decisions taken by the Apex Body, and action thereon.

- 3.1 Skill Gap Study:

The Advisory Groups were informed about the decision of Apex Body entrusting the skill gap study to NSDC. NSDC has initiated the Skill Gap Study for the Telecom Sector with DOT providing the necessary domain inputs; and have forwarded a copy of Agreement signed with KPMG. Some relevant observations of the Apex Body recorded at para 3.1 and 3.2 of the minutes were forwarded to NSDC on 19th Nov 2013. No further inputs have been received from other stakeholders.

It was reported that M/s KPMG had a preliminary meeting with the expert Group in DOT on 20th Nov, 2013. M/s KPMG were requested to update on the progress of the Study. They intimated that they had sent a questionnaire to the various stakeholders in the Industry, and are yet to receive the feedback. On being informed by Shri Pankaj Mohindroo from ICA that they have not received any such questionnaire, M/s KPMG were asked to share the list of the stakeholders. It was emphasised that the Study will form the core for all future Skill-development initiatives in the Sector, and hence, M/s KPMG were advised to interact with all the stakeholders after due diligence. Shri Pankaj Mohindroo from ICA and Shri D P Nair from TSSC requested for a separate meeting to devote more time to details. This was endorsed by all participants, and it was agreed to hold a meeting during the following week. Meanwhile DOT will reiterate the decisions and guidelines of Apex Body and write to NSDC with copy to KPMG.

- 3.2 The Apex Body had decided that Skill development initiatives need to target all levels of the skill pyramid. BSNL/ MTNL will have to play a pivotal role in catering to the higher skill levels where exposure to the back-end equipment will be a must, and Skill Councils can play a

pivotal role in development of skill sets in handsets, CRM and similar verticals where the private industry has better core competence.

It was informed in the meeting that subsequent to the Apex Body meeting, standards developed jointly by AICTE and BSNL had been released on 26th Nov 2013 jointly by Hon'ble MOC&IT and Minister of HRD.

During the Apex Body meeting, TSSC had intimated that they have set a target of 80,000 trainees under the STAR scheme of NSDC. They indicated that initial batch of trainees have been given certificates by Hon'ble FM, and they expect better progress in the coming days.

Regarding the need of increased involvement of the private sector in skill development, participants were requested to forward their suggestions for a frame work in this regard. The advice of Apex Body for developing transparent affiliation criteria and to welcome any player meeting the prescribed affiliation criteria was also informed in the meeting.

The other issues related to employability perspective, standardization and certification framework so that the certificates have proper recognition, and developing a bank of independent assessors to overcome the capacity and capability constraints could not be discussed in this meeting because of paucity of time.

In view of the decision of the Apex Body as at first para, it was agreed that the any possible overlap between efforts of Government and private initiatives need to be avoided, and hence there is a need for segmentation of verticals. It was decided to set up a committee under DDG (Skill Development) with representatives from NTIPRIT, TSSC and BSNL as members for segmentation of verticals.

3.3 Putting in place an institutional mechanism for regular review of telecom course contents of engineering colleges and polytechnics in sync with industry requirements:

As decided in the Apex Body, Core groups for regular review of telecom course contents of engineering colleges and polytechnics in sync with industry requirements are to be set up at NTIPRIT with industry/ TSSC participation. Mechanism will also involve dove-tailing the recommendations of these core groups with framework of MHRD and other involved Government Agencies. NTIPRIT is to take further action for constitution of the core groups.

3.4.1 Comprehensive Repository at NTIPRIT

It was informed in the meeting that the committee under the chairmanship of Sr. DDG (TEC) has submitted a framework for technical details and contents for the repository, and the recommendations of the committee are under approval.

3.5 Addressing the bottom of the pyramid

It had been decided that to ensure proliferation of Telecom Technologies and services up to the bottom of the pyramid, content in the local languages is required on a much larger scale. As CDAC is pioneer in working on local languages, CDAC was to be made a permanent invitee in the Advisory Groups.

Necessary communication in this regard was subsequently done by DOT, and DG, CDAC has nominated Shri Kulkarni in the Advisory Groups. CDAC informed that they had made customized Tools in 12 languages for Technology Transfer. CDAC has 300 centers all over India, where a 10th pass student can attend the courses. It was agreed to explore if these centers can be utilized in furthering the Skill Development initiatives for the Telecom Sector.

3.6 Strengthening and developing National Telecom Institute for Policy Research, Innovation and Training

National Telecom Policy - 2012 has mandated to strengthen and develop NTIPRIT as an institute of international repute, for capacity building and enabling research in India centric

technologies and policies in telecom domain. Presently, NTIPRIT is sharing resources and infrastructure of ALTTC, Ghaziabad.

A presentation was made by NTIPRIT in this regard. They intimated that the process to register training institutes to launch DoT recognized skill building courses has been initiated. In the first phase, BSNL & MTNL centres are being taken up for enlistment. A mechanism is also being evolved for standardisation of curriculum, and dialogue has been initiated with AICTE.

Expert committees at NTIPRIT have taken up ground work for continual review of the syllabus. A study is envisaged to assess the gaps in academic curriculum and industry needs

They intimated that NTIPRIT has been designated as IPv6 certification body and action is under way for early launch of certificate courses. Cyber Security has been identified as a focus area for capacity building. A policy is being worked out for a special ICT training package for Central/State employees.

In view of the directions of the Apex Body, NTIPRIT was asked to prepare a detailed roadmap as per above mandate of National Telecom Policy.

- 3.7** DGET may initiate development of MES modules for Telecom Sector with inputs from industry and other stakeholders. TSSC intimated that they are willing to adopt few ITIs for delivery of curriculum. It was agreed that this initiative may be taken up as a pilot project, and to ensure geographical spread in this learning process, one ITI in each of the four regions may be taken up. DDG (Skill Development) will facilitate a meeting next week between DGET and TSSC

4. Aligning Skill Development initiatives with NSQF

The Advisory Groups were intimated about the recent notification of NSQF by Ministry of Finance, and its salient features.

It was highlighted that the concerned central ministries will have to provide the leadership to ensure that all stakeholders align the programs being offered by institutions/ bodies under their aegis to the NSQF. NSQF will be implemented through the National Skills qualification Committee (NSQC). The committee will include Secretaries from MHRD, Ministry of Labor, Planning Commission and concerned Administrative Ministry. Identification, registration and accreditation of the institutes/ training providers would be done through a mechanism determined by the concerned Ministry and regulators in consultation with SSCs/ Industry.

(Devinder Yadav)
Director(Skill Development)
dirsd-dot@nic.in
+919868135007

To

All participants /members of Advisory Groups :

1. Adviser (T)/ Adviser (O), DoT
2. Addl Secretary (Technical Education), Deptt of Higher Education, MHRD
3. DG, National Skill Development Agency, NDMC building – II, Sansad Marg, ND-1
4. Chairman, AICTE, 7th floor, Chanderlok building, Janpath, ND-1
5. DGET, Shram Shakti Bhawan, Rafi Marg, ND-1
6. Shri Dilip Chenoy, MD and CEO, NSDC
7. Sr DDG (TEC)/ Sr DDG (NTI)
8. ED(CDOT), CDOT Campus, Mandi Road, Mehrauli, ND-30
9. DDG (Skill Development)/DDG NICF/ GM Trg, BSNL/ Dir(HR) MTNL
10. CEO, TSSC, CDOT Campus, Mandi Road, Mehrauli, ND-30
11. Director General, COAI/ AUSPI/ TEMA/ICA/TAIPA

List of participants*(3rd meeting of Advisory Groups on Skill Development in Telecom Sector on 5 Feb 2014)*

S No.	Designation	Name	Email
1	Adviser O	Ram Yagya	ram.yagya@nic.in
2	Adviser T	A K Purwar	adv-t-dot@nic.in
3	Sr DDG TEC	A K Mittal	akmittal77@gmail.com
4	DDG(Skill Development)	S K Jain	ddgsd-dot@nic.in
5	DDG Trg	Saurabh Gupta	ddgtrg-dot@nic.in
6	DDG (T&A) NTIPRIT	Arun Gupta	arunguptaindia@yahoo.com
7	DDG (SW), TEC	Sunil Purohit	ddgstec@gov.in
8	GM NWP GSM, BSNL CO	A V Chaturvedi	avchaturvedi@bsnl.co.in
9	GM(HR) , MTNL	Deepak Chanduka	gmhrco@gmail.com
10	Director(WT), DGET	Sandhaya Salwan	sandhaya.salwan@nic.in
11	C-DOT	Mini Bhambri	minnib@cdot.in
12	NSDA, Consultant	Deepti Morang	cnslt-aa-nsda@gov.in
13	CDAC New Delhi	Suneet Bhatia	suneetb@cdac.in
14	TSSC	Kartik Neti	kneti@tsscindia.com
15	KPMG	Shuchi Soni	shuchis@kpmg.com
16	TSSC	D P Nair	dpnair@tsscindia.com
17	AUSPI	Chandra Kak	ckak@auspi.in
18	ICA	Pankaj Mohindroo	pankajm@ica-ind.org
19	Director Skill Dev - I	Devinder Yadav	dirsd-dot@nic.in