

Skill Times *from* NSN

India's first e-magazine dedicated to skills, education and employability

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- Skilled workforce for Cyber Security
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- Making ITI courses aspirational
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Editorial

Dr. Madhuri Dubey

Think agile, adopt technology! With this mantra, the Indian education and skilling sector have crossed several pathbreaking milestones in their journey so far. While technology has disrupted the reach and the scale, it has also provided fool-proof systems for assessments and certification. The use of Blockchain is a case in point!

Different emerging technologies in Data Science and Cyber Security are creating huge scope for training in relevant skills, providing various options to build a career. This is also true of the sunrise sector in Drone technology with opportunities for self-employment and entrepreneurship as well.

The focus on technology in this edition of Skill Times from NSN is well-timed as it captures recent trends and key developments. In addition, we also look into how the skilling and technical education ecosystem is being infused with new thought and action.



Thought leadership

Tim Miller

Certif-ID: A New Credentialing Ecosystem On Blockchain

Today, internet driven educational methods have changed the face of modern education. Educational institutions and training providers are realising that a contemporary performance-based approach is essential to truly showcase the skills of their students. The need of the hour for educators is to find ways to form reliable and mutually beneficial relationships with students, employers and the wider community, while protecting themselves from fraud and other online threats.

For this reason, Certif-ID is helping educational and training institutions to digitise their certification process on the blockchain. Why use blockchain? Blockchain technology provides traceability, security, decentralisation and creates immutability of data.

Additionally, we believe that Digital Badges and Digital Certificates issued on blockchain will play a critical role in harmonising educational standards and bringing equal opportunities to professionals around the world. It will break barriers to education and employment across local and global borders.

Trustworthy alternatives to conventional paper-based certificates and certification processes

Digital credentials issued on blockchain are increasingly being considered as the future of credentialing as they facilitate recognition, ownership or proof of achievement,

portability of credentials, remote access and immediate background checks.

Using Blockchain’s distributed database and decentralised architecture, digital credentials establish trust among all participants and is paving a path to a new era of digital trust and identity.

Digital credentials including Digital Badges and Digital Certificates have a QR code and a link that can be used to verify its authenticity immediately, making them tamper-proof. Only the institution issuing the digital certificate or badge has the authority to revoke or modify it. Another challenge that digital badges and certificates can tackle is background verification. Background verification checks can be a tricky affair.

ASDC Recognises Automotive Skills Achievement via Certif-ID

Automotive Skills Development Council (ASDC) established to develop skilled manpower in the automotive sector chose Certif-ID to issue digital certificates to its graduates.

ASDC embraced automation and blockchain-based digital certificates in response to the Automotive Mission Plan 2019-2026, which seeks to employ 36 million people by 2026—most in computer-enabled solutions rather than traditional manufacturing jobs.

“What’s nice is that the digital certificates that we issue now can be shared by students easily. Recruiters who have



There is always the issue of misrepresented credentials or those which are not verified at all. When an educational institution issues a digital certificate using blockchain technology, unalterable links and secure records are created between a candidate’s achievement and the credentials earned, thereby making it tamper-proof and impossible to counterfeit.

access to a digital certificate can verify an individual’s credentials instantly and make a proper hiring decision,” explains Arindam Lahiri, CEO of ASDC.

Partnering with Certif-ID, ASDC established a comprehensive online credentialing system accessible anytime, from anywhere, on any device to award digital certificates to graduates. The ability to connect the education and

and employment landscape was what made the project a success.

“Certif-ID exceeded our expectations. The platform provides full visibility and offers data analytics that provides us with insights such as popular courses and the number of certificates being verified,” said ASDC CEO, Arindam Lahiri. “Certif-ID has enhanced our brand reputation and has created a future-focused certification and record-keeping strategy.”

Digital credentials are not just for institutions or educators

Graduates who receive the digital certificates or badges which are information-rich records of professionally relevant achievements, skills and competencies, can confidently add them to their Certif-ID profile or SkillPass, share them with recruiters or on social media, showing off their skills in a credible manner.

“Certif-ID is unquestionably solving current challenges, from making it a possibility for educators to issue contactless digital certificates which can be verified instantly to providing a secure space for technical professionals to build a profile and gain visibility,” said Tim Miller, Co-Founder & CEO – Certif-ID.

Certif-ID employs the European Skills, Competences, Qualifications and Occupations (ESCO) framework as a guide to map skills and competencies to job roles.

Members can use the platform to build and share profiles, take skills assessments, use CV templates, record video CVs and receive job recommendations.

Digital credentials could be key in redefining the education certification and validation processes

The widening digital landscape demands educators to highlight their decades of experience and expertise – to build trust with students and potential employers so that they can trump the competition. Digital credentials are a way for educators to enhance brand trust, monitor the pulse of student learning, eliminate managing physical documents and mitigate risk of fraud.

Digital credentials undoubtedly offer a way for institutions to build trust with citizens. They have many uses today, and there are many exciting possibilities for their future growth. We hope you share our enthusiasm for the potential of such dynamic, verifiable credentials.



Tim Miller,
Co-Founder and
Managing Director,
Certif-ID



Career Vs Job: All you need to know about a career and ways to convert your job into a career

Pratyusha Tripathy

As many of us know, new-age technologies like Data Science, AI/ML and RPA are taking over all the typical job roles across industries. So, why not invest your time in one of these technologies to have a full-fledged career rather than just a job? In this article, we will address the long-debated Career Vs Job topic to help you plan a better future for yourself.

Did you know?

According to a recent report from the US Bureau of Labor Statistics, 11.5 million new jobs in the field of Data Science will be generated by 2026. Data Science is becoming increasingly prominent as a professional path. Learning Data Science today will assure a long-term and successful career, rather than just obtaining a job.

Now, we understand that there are a lot of options on the internet, and we understand your confusion. However, now is the time to set your worries aside because this article will show you where to start. You'll also have a clear grasp of how to shift from your current job to a career with room for long-term advancement.

However, before venturing into that realm, it is critical to understand the distinctions between a job and a career. Yes, a career differs greatly from a job. Let us now delve deeper into it to help you understand the key aspects of a career that distinguish it from a job.

5 key aspects that differentiate a career from a typical job

For most of us, our first job marks our first step in the world of work. Then, our career takes off depending on our choice, performance and dedication. **There are many differences between a job and a career. A job is something taken up to make ends meet, whereas a career is a long-term endeavour, something you build towards and work upon every day.**

Here are five key aspects that differentiate a career from a typical job,

- Careers are built over a period of time and may involve multiple jobs.
- A career is a long-term investment in education, skills, time, and effort while a job is a short-term contract between you and your employer.
- A career is like a journey; it could be adventurous and it involves deeper engagement with work and the right job is the starting point of your journey
- A career is selected based on your passion and purpose in life and a job, often if not always, is something taken up to make ends meet
- The long-term journey of your career might involve some risks depending on your dreams and goals. However, all the risks are worth taking as they will lead you to a fulfilled life.

Gone are those days when an average person with average skills was able to build a successful career. **If we see the example of IT, programming knowledge will not be sufficient to build a career anymore. While, you might get a job with basic programming knowledge,**

building a career will demand you to sharpen your deep tech expertise.

Among all the deep tech skills, Data Science skills will make you stand out. Today, with the intervention of technology and the massive production of data, many job roles are evolving. Data Science skills are required for many job roles today, regardless of industry.

Career Vs Job: Most commonly asked questions

Now that you have a clear idea about the key features of a career that make it different from a job, you might be having some queries regarding a future in your current job. In this section, we will look at a few most frequently asked queries regarding a job and a career.

Taking the right steps toward building your dream career will make all wrongs right. You might have to start at the bottom of the new career ladder if you are switching your career. However, in the long run, you will thank yourself for taking the first step.

Q. Will I be able to convert my job into a career?

A: Of course, you can. Provided, you follow all the below-mentioned steps:

- **Building the right skills, taking industry-relevant training, and upskilling yourself to align your expertise to the industry needs should always be on the top of your list.**
- **When talking about building the right skills for your career, continuous learning is the key.**



Q. Will a wrong job choice affect my career?

A: Yes, to some extent. When you make a wrong choice while going for a job, then it affects your career in the long term, unless you realize your mistake sooner. Let's say you had to pick up a job to address your financial situation. However, later you realized that this job is not aligned with your career goals as you wish to build a career in Data Science. What will you do?

- **Getting a mentor, who could help you with all your doubts and queries reading the career that you are interested in will ensure that you are learning the right skills.**
- **While building a career, networking is extremely crucial. So, you must attend webinars, masterclasses, workshops and virtual meets to meet like-minded professionals in your field.**
- **Building experience in your career field, even if it is an internship, can**

help you advance or break into that sector.

So, do you have just a job or is this creating a pathway to your career? If you have a job, are you working on your

long-term goals to turn it into a career? Make a conscious effort today to understand the key differences between the two and put forth the necessary effort to find a career that you are really passionate about.



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Skill development and training opportunities in the Drone industry

Pranathi Kolikapudi

Today, the drone industry is one of India's most thriving industries. The drone services market is expected to be worth USD 40.7 billion by 2026. There is a huge push from the government for the growth of the industry. Budget 2022 also placed a strong emphasis on the drone sector, launching a number of plans and measures to help the industry flourish.

With the rapid growth, the sunrise industry requires skilled professionals. There are various government and non-government organisations which are providing skill development training in drone technology.

To know more about the scope of skill development and training in the drone industry, Team NSN spoke with **Mr. Dinakar Devireddy, Head, Drone Pilot Trainings and Services, Telangana State Aviation Academy** who talks about various skill development initiatives by Telangana State Aviation Academy to produce an employable and future-ready workforce.

Dinakar Devireddy,
Head, Drone Pilot
Trainings and Services,
Telangana State
Aviation Academy



Q: What is the scope for drone training in today's scenario and how do you see drones picking up this industry?

A: Drone training is slightly different from other training as drones are related to the Aviation sector. A regulatory body, the Directorate General of Civil Aviation (DGCA) controls the air space and hence, controls drones too.

There is new civilian airspace for drones as space is needed for them to fly. The difference between drones and aircraft is that drones are unmanned and aircraft are manned equipment. Therefore, the rules that are prescribed for civilian aircraft, now apply to drones as well.

Drone training is not as simple as other training. Hence, DGCA has come up with a regulation where it has allowed certain companies like Flight Training Organisations (FTOs) to start training for drone pilots. All around India, around 30 FTOs have shown interest in providing training with permission from DGCA.

According to drone rules, 2021, non-FTOs have also started drone pilot training and there are already a few flight training schools in Remote Pilot Training Organisations (RPTOs) which started with eight in number and increased to 30-40 all over India.

Q: What is the fee structure, duration of the course and industries involved with drones?

A: FTOs have started drone pilot training approved by DGCA. The fee structure for drone training in India ranges from INR 48,000 to INR 65,000 as there are a few inherent costs related to infrastructure and equipment involved during the training process. However, Telangana State Aviation Academy has the lowest fee structure.

The duration of the pilot training course is five days. At the end of the fifth day, one can fly the drone without the help of an instructor. However, all the necessary skills needed to reach that level.

Currently, our academy is providing training to students in Visual Line of Sight (VLoS) flying and Beyond Visual Line of Sight (BVLoS) flying.

Use of drones in various industries:

- **Agriculture** – Farmers are using drones to spray pesticides. From a regulator point of view, Agro drones are risk-free as they are flown at four to five feet above the ground. So even if something happens, the risk of drones getting damaged is low.

- **Mining** – A regulatory body for mining, the Indian Bureau of Mines has mandated the use of drones in mines to get certain information like the amount of ore removed from the mine and any other analytics.
- **Construction** – In the construction industry, drones are being used for inspection and mapping. India has launched a project called 'SWAMITVA' (Survey of Villages Abadi and Mapping with Improved Technology in Village Areas) to establish clear ownership of the land in villages and provide proofs like Aadhar card.
- **Healthcare** – Drones are mostly used in remote areas to deliver emergency equipment/organs but the business model still needs to scale up.

Q: What is the future road map for a person after getting trained as a drone pilot?

A: There is a huge demand for drone pilots in various industry sectors. Drone technology is being used for Data Analytics, construction inspection, spraying pesticides and mine inspection to generate reports according to the insights taken through drones. Apart from ensuring employability, drone pilot training also creates entrepreneurship opportunities for the students. Most of our alumni are looking to start a service business, repair and service business, lease drones, get into Data Analytics and more.

Q: Considering the courses like Data Analytics existing in drone pilot training academy, who can benefit from the training?

A: Drone pilot, Data acquisition is a domain-based skill. A person who already has experience in mapping or surveys will benefit from drone training. Drone training is mostly related to

upskilling of already acquired skills. Domain drives the drone pilot career and enhances the level of skills.

Q: Is there training for analytical skills in drone technology?

A: Our academy is planning to start training in analytical skills in a month. After the training for the drone pilots, there are various photo geometric software for which domain experience is required. A person who already has experience in areas like civil engineering, and political civil engineering is the right person to get trained in drone pilot and Data Analytics as well.

Q: Do you think ITIs prosper in drone pilot training?

A: Drones are like any other equipment which will require maintenance and repair services when used continuously and in ITIs, the training involves repair and maintenance skills. After the training, the ITI students will be high in demand to repair the damaged drone.

Q: Do you wish to share anything else with our audience?

A: Drone technology is here to stay as the government is also pushing toward its growth. We have one of the most liberal uses of drones in the world. Most of the companies are also getting funded in the past years. The drone ecosystem partners are also being encouraged through generous funding. There is a lot of scope and opportunities in this industry.



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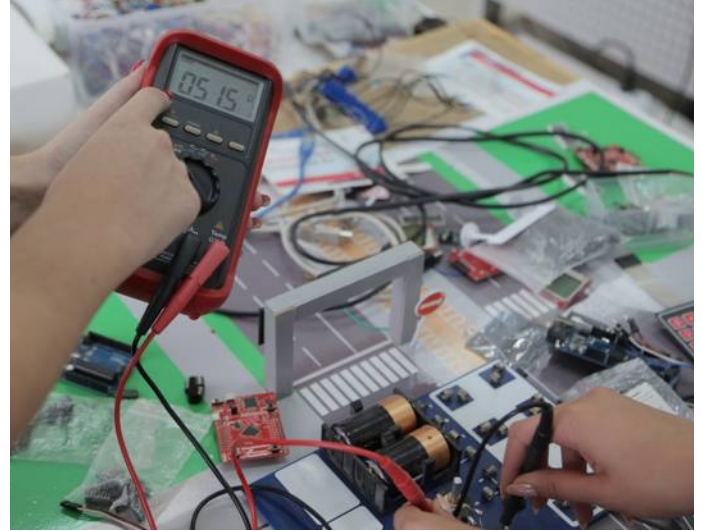
Recent initiatives, trends and more

5 Imperatives to make ITI courses aspirational

Ranjan Choudhury

Plumber, Fitter, Carpenter, Electrician – these are the courses that come to our mind when we think of ITIs. ITIs, however, have moved beyond the typical trades that prepare the youth to become semi-skilled or skilled workers in traditional job roles. Even though most courses under the Craftsman Training Scheme (CTS) cater to the services industry and there is a provision to include Industry 4.0 and Drone Technology, the general perception of ITIs is limited to a few trades.

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NSN launches the first workshop on skill development and vocational education in India

Pranathi Kolikapudi

An advertisement for an online interactive workshop. The background is yellow. At the top left is the 'NSN Catalyse' logo. At the top right is the 'NSN NATIONAL SKILLS NETWORK' logo with the tagline 'Making skills aspirational'. The main text in a blue box reads 'Online interactive workshop' and 'An orientation to skill development and vocational education in India'. Below this, it says 'April 9th, 2022' and '10.00 AM - 1.00 PM'. A red 'REGISTER NOW' button is on the left. In the center, it says 'Introductory Offer!' with a crossed-out '₹499' and 'Now ₹299!'. On the right, it says 'Facilitated by Dr. Madhuri Dubey, Founder - NSN' next to a circular portrait of Dr. Madhuri Dubey.

National Skills Network (NSN) is launching an interactive workshop series called the “NSN Catalyse”. The first workshop in this series is titled “**Skill development and vocational education in India: An orientation workshop**” which will be held on 9th April 2022. We are excited to share our experience and knowledge about the evolving skilling ecosystem in India through this workshop. [Read more](#)

How is multi-skilling beneficial in today's competitive world?

Pratyusha Tripathy



Rapid changes in the workplace are reflected in the changing expectations from the workforce. Today, multi-skilled employees are high in demand in the workplace across various industry segments. The need for multi-skilling was aptly emphasized in the recent CII Karnataka Skills Conclave webinar address delivered by Dr. N. Reguraj, Managing Director of Nettur Technical Training Foundation (NTTF).

[Read more](#)

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NSN Connect 2022 – Re-igniting the Skilling Landscape in India - Episode 4

Pranathi Kolikapudi



NSN Connect 2022 on Re-igniting the skilling landscape in India is an initiative by Team NSN to learn about these areas. The esteemed guest of the eight-episode series is Mr. Rajesh A R, CEO, LabourNet who is a thought leader and domain expert who will share his experience and expertise on various aspects that are crucial to re-ignite the skilling landscape in India. The fourth episode of the series broadly focused on ITIs and Technical education in India.

ITIs – image, branding and perceptions

The initial things that come to mind when asked about ITIs are that they are male-dominated, are of technical aspects...

[Read more](#)

Building a future-ready, skilled workforce for Cyber Security

Sahitya Karra

Over the past few years, there has been an increased use of digital solutions in various fields. This has also increased the scope for cyber attacks in the country. Every few hours a new malware is created and is intended at harming individuals, and organisations and leads to damage of some extent. Cyber attacks have called for an increased demand for a skilled workforce in Cyber Security.

[Read more](#)



Learn more about Tata STRIVE'S initiatives in Skill Development!



Hunar Haat Hyderabad 2022: The crafts marketplace promoting local talent and skills

Pranathi Kolikapudi



Today, many handicrafts are found languishing and the crafts persons are in need of support in many forms. There is a dire need to provide access to markets and this is where initiatives like Hunar Haat play a prominent role in being 'vocal for local'. "Hunar Haat" can be described as a market place for the display of talent, skills and crafts from various states in India. It's organized as a 'skill bazaar' where the local artisans of each state put up stalls and exhibit their crafts to be seen or bought.

[Read more](#)

Videos

NSN NATIONAL SKILLS NETWORK Connect 2022

Episode 1

Work, wages and skills

Dr Madhuri Dubey
Founder, NSN

Rajesh A R
CEO, LabourNet

www.nationalskillsnetwork.in

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Women in Manufacturing: Skills, jobs and careers #BreakTheBias #IWD2022

KEYNOTE SPEAKERS

Anita Sharma
Sr. Apprenticeship Officer, IIS, Delhi

Harini K P
Asst Director - IT Cell, DET, Tamil Nadu

P. V Rajalakshmi
Founder - Technical Head, Mantra Learning

Geeta Pandit
Dy. Manager, NTTF, Dharwad

Neha Singh
Sr. Training Officer, INTC, Jamshedpur

Mithila Mahato
Training Officer, INTC, Jamshedpur

Moderated by
Dr Madhuri Dubey
Founder - NSN

Please join us for the webinar on
YouTube Live Link:
<https://youtu.be/AGDHj1wbCP4>

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