

Skill Times *from* NSN

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

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Dr. Madhuri Dubey

Professional mentoring has a significant role to play in our careers. Though we're aware of it, often we find it difficult to find a mentor who can understand, empathise and empower us with clarity, confidence and courage to make decisions. In this edition, we focus on mentoring as one key area in professional development.

With a story on TITP presenting the details about the role of a Sending Organization, we also launch our series on Indo-Japan collaboration in skilling.

Another important topic is the need for awareness and communication about National Credit Framework (NCrF) and we're glad to keep you updated with the recent initiatives. With job-oriented higher education becoming crucial, we are also catching up with the trend by following latest developments in work-integrated higher education and the need for vocational teacher education.



Professional Mentorship Platform

How Intercell is pioneering mentoring through a virtual platform

Team NSN

With changing work environments, growing opportunities, and advancing technology, there is an increasing demand for skilled and knowledgeable young professionals. These young professionals are expected to manoeuvre the changing landscape with ease and skill right after they pass out of college or University. Therefore, it becomes crucial to have a mentor who would offer advice, guide and share their experiences to help the graduates/ professionals make the right choices that aid in their career growth and development.

With an aim to make mentorship accessible to everyone, especially to fresh graduates and young professionals, Mr. Arunabh Varma founded Intercell, a virtual platform for professional mentorship. To learn more about the need for professional mentorship, the role of a mentor, the benefits of mentorship, and the difference between counselling and mentoring, we conversed with Mr. Arunabh Varma, Founder and CEO, Intercell.

Q: Why did you think of building a professional mentorship platform like Intercell?

A. I come from a family of doctors. But unlike the convention, I chose to pursue an MBA and later worked with a few corporates. This was when I realised the value of a mentor and how she/he could have helped me make better career choices while I was venturing out into the corporate world. This gave me reasons to push beyond expectations to try and figure it out on my own. I was inspired by Mr. Vinod Bhat,

Co-founder of Saavn, about how he and his partner used technology to add value to the music industry.

I realised that there is a need for organising conversations as well as for building a professional mentorship platform like Intercell. Intercell was built to assist students who have different life goals and those who do not come from a family of multinational professionals or people with business backgrounds.

I have taken part in a few training programs and conducted some self-study in areas such as technology, marketing, sales, business planning, and others. This gave me the confidence to create a virtual mentorship platform.

We come across a lot of articles that quote “graduates are unemployed”. This could be because the graduates do not get the right opportunities or are not making the right



decisions for their careers. It is not because of a lack of talent but because of a lack of proper guidance. They need somebody to guide them in the initial years of their career. We aim to empower graduates and young professionals to take the right decisions in their careers.

Mr. Arunabh Varma
Founder and CEO
Intercell



Q: What is the role of a mentor? What are some of the characteristics a mentor should possess?

A. We believe that a mentor should have empathy for the mentee and believe in the fundamental concept of philanthropy. Mentoring is about giving and making someone else’s vision a reality. Mentorship takes a lot of effort and is not easy. It takes a lot of effort for a mentor to extract a suitable output from a mentee.

As this is a challenging task, we follow strict protocols while matching the profile

of a mentee with the mentor. We use the real-world, practical application rather than theory where the mentee is aware of their talents and interests and can follow careers based on those.

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TITP – An opportunity for Indian youth to get on-the-job training in Japan

Team NSN

According to Noruma Research Institute (the largest economic research and consulting firm in Japan), Japan will face a shortfall of 10.47 million workers, or 15% of the overall workforce, by 2030. To address the issue of labour shortage in the country, Japan has taken several initiatives and TITP is one among them.

Technical Intern Training Program (TITP) has been an ambitious joint program between the Governments of India and Japan for over four years now. The key objective of TITP is to develop and train the skilled workforce of developing nations through the transfer of skills, knowledge and technology.

Under this program, carefully selected suitable candidates are sent to Japan for on-the-job training, where they acquire new skills and experience. The program serves the dual purpose of training the skilled workforce of developing countries and also addressing the issue of labour shortage in Japan.

To learn more about the Indo-Japan collaboration in the Technical Intern Training Program (TITP), the role of NSDC, and priority areas for Sending Organisations, among others, we conversed with Mr. Vipindas D, AVP – International initiatives, Learnet Skills.

Q: What is TITP and what is the role of NSDC in it?

A. In 1993, the Technical Intern Training Program (TITP) was launched in Japan. Under the TITP program, 30+ countries participate and around four lakh interns work in various categories, job roles and sectors. In 2017, India signed an MoC with the Government of Japan through which



**Mr. Vipindas D, AVP –
International initiatives
Learnet Skills**

India began sending applicants under the TITP beginning in 2018. The Ministry of Skill Development and Entrepreneurship (MSDE) appointed NSDC to monitor the program.

As a result, NSDC issued a Request for Proposal (RFP) from Sending Organisations (SOs). Following the requirements, Learnet Skills was chosen as one of the 36 Sending Organizations (SOs) from India for the TITP program.

Our experience with NSDC has been great, they constantly advise, assist and keep track of everything we do. Organization for Technical Intern Training (OTIT) is a legal entity that is supervising the entire inflow of candidates in Japan and their well-being on behalf of the Government of Japan. The candidates are placed with various Supervising Organizations (SVOs) and these organizations in turn work with employers.

Q: Could you describe the role of Learnet Skills as a Sending Organization?

A. Learnet Skills started taking several initiatives to successfully implement the TITP program as soon as we were designated as a sending entity. As a Sending Organization (SO) with more than 10 years of experience in the field of vocational training and skill development, we play a variety of roles.



We have five established training centres in Kerala, Assam, Delhi, Uttarakhand, and West Bengal. Since we started the language training facilities, 30-35 candidates in various employment roles have already travelled to Japan and some of the candidates are now completing their training in our training centres.

Role of the Sending Organizations (SO) under the TITP program

1. Establishing TITP Internship linkages:

We, at Learnet Skills, have a virtual office and a staff available in Japan. The staff's responsibility is to network with new SVOs and SOs, learn about their needs in the relevant industries and based on that information, increase demand from employers and establish a contract with them.

As per Japanese regulations, companies can currently hire roughly 10% of Indians. Therefore, after we have a legal agreement in place, SVO should have a proven track record. We also do a background check on the SVO, before we get into a formal agreement. Once the verifications are clear, we formally agree with the SVO, where we deploy our Indian candidates.

Once the agreement is completed, we approach the community based on those demands, for in-demand job roles. Each job role has specific skill requirements, however, training in the Japanese language is a prerequisite for all jobs in any sector and then domain training is added.

2. Mobilising suitable candidates:

We have a team dispersed across India that reaches out to the community based on the requirements of the employers. In mobilisation, employers look for skilled people who meet their requirements, the candidate must be at least 18 years of age and have Indian citizenship. SVOs frequently do pre-screening and decide if the candidates are suitable for the training.

3. Actual training for various job roles:

There are two primary requirements for N4 and N5 levels in Japanese language training. When it comes to caregivers, Japan has a high demand due to the country's large elderly population. There are many facilities for caring for the elderly and they are constantly on the lookout for new caregivers to work in their facilities.

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Emerging Electric Vehicle industry in India: Need for workforce development

S. Divya Sree



Electric Vehicles (EVs) are the future of the automobile industry. India is initially nudging the adoption of electric vehicles due to numerous government incentives and supports, and it is on the verge of a ground-breaking electric mobility revolution. According to the Avendus Capital report, the market for electric vehicles will be valued at INR 475 billion by 2025.

To meet the growing demand of the industry, a strong future-ready workforce has become the need of the hour. A rightly skilled workforce will contribute to the creation of a sustainable and lucrative environment for the EV industry which can eventually grow strong fiscally.

With around 40 crore people in need of mobility solutions by the year 2030, India is currently the fifth-largest automotive industry in the world and has the potential to become one of the top three in the future. There is even a push from the industry to launch heavy electric vehicles soon. In this emerging industry, we will need people to maintain and service electric vehicles, such as electric cars and electric bikes. Let's take a look at

how the electric vehicle (EV) industry is growing.

Growth of EVs in India

According to IBEF, with 66,704 units sold across all categories in 2021, Uttar Pradesh led all Indian states in EV sales, followed by Karnataka with 33,302 units and Tamil Nadu with 30,036 units. While Karnataka and Maharashtra lead the two-wheeler and four-wheeler segments, respectively, Uttar Pradesh dominated the three-wheeler market. Making eco-friendly decisions and attempting to halt climate change is crucial in light of increasing global warming. The use of electric vehicles (EVs) is one environmentally responsible option. To make the switch to alternate, less energy-intensive choices, the global automotive industry is undergoing a paradigm shift right now.

Road transportation is important for a variety of reasons. It is a green industrial policy that aids in the rehabilitation of the economy. It intends to boost energy security and decrease oil imports.

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Top 10 in-demand skills and job roles in the Electric Vehicle (EV) industry

S. Divya Sree

Electric Vehicles are becoming more popular as people become more concerned about the environment. Not only that, but with emerging technology, people are gradually adopting the use of Electric Vehicles (EVs), from bikes to cars to heavy vehicles. New job opportunities are being created as the industry is developing and growing at a rapid pace. So, you see, there is a need for new skills as well as the necessity to upskill employees when they shift from old to new technology.

Read on if you're interested in pursuing a career in the EV industry.

According to data from the Ministry of Road Transport and Highways, there are 13 lakh Electric Vehicles (EVs) on Indian roads as of August 3rd, 2022. This number will soon double, and EVs will be commonplace on the roads. This could be the future of the automotive ecosystem.

The need for a skilled workforce in the EV industry

You need to learn new skills and get trained in different job roles if you are interested in making a career in the Electric Vehicle (EV) industry.

Along with an increase in the number of people adopting Electric Vehicles (EVs) and the growth of the EV industry, new job roles are emerging. So, can you imagine how many jobs will be created in this industry? So, for this, there will be a need to adopt new skills in the EV industry. Additionally, if you are employed in the automotive industry and interested in shifting to the EV industry, you must upskill yourselves.



Let's explore more about the jobs and skills that are in demand in the EV industry.

Top 10 in-demand skills and job roles in the Electric Vehicle (EV) industry

You will need to acquire new skills and qualifications if you are currently employed or seeking a job in the automotive industry. There will be many service centres in need of skilled people like you who can enter these job roles. This means the EV ecosystem needs advanced technology and a highly skilled workforce.

Must-have skills in the Electric Vehicle (EV) industry

In the next few years, various jobs are going to be in great demand. For that, you need demand-driven skills, and these are the skills the industry will be looking for. These skills include technical and non-technical skills.

- Thorough understanding of prototypes: hardware design, software development, EMC compliance, and functional testing

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Online Degree Program

Top 5 reasons to apply for the online B. Com program from SASTRA University (NAAC A++/NIRF Rank24)

Team NSN

Commerce has been one of the most popular career streams for many students in India since it opens up many lucrative careers. Pursuing a degree in commerce also advances their career prospects in one of the rapidly growing industry sectors – Banking, Financial Services, and Insurance (BFSI).

With the increased adoption of digitisation and new-age technologies in banking and allied services, the BFSI industry is looking for highly knowledgeable and skilled talent who are adept with new technologies in FinTech, analytical skills along with technical knowledge.

Pursuing an online degree in Bachelor of Commerce (B.Com) from SASTRA University could not only help students gain knowledge and skills in Accountancy, Business Administration, and Finance but also develop proficiency in Cybersecurity, Investment Banking along with key analytical skills. The online Bachelor of Commerce (B. Com) program from SASTRA University is digitally enabled by TCS iON. Check out the top 5 reasons why you must apply for the online B.Com program from SASTRA University.

Top 5 reasons to apply for the online B.Com program from SASTRA University

1. Educational outcomes – The online B.Com degree offered by SASTRA University trains

students in understanding and applying knowledge in core banking and financial processes.

Obtaining in-depth knowledge of the organizations and rules that govern the BFSI sector sectors, describing the main ERP-related tools and technology, and knowing the basic concepts behind the indirect tax system, gaining practical knowledge can help a student stand out among the crowd and be employable after the completion of the course.

2. Market potential and increasing job opportunities – India presently has more than 2,100 FinTech organisations and with the rapid growth of mobile and the internet, it has the potential to become one of the largest digital banking markets. The investment in the Indian insurance industry may also top \$1 trillion by 2025.

On various job portals, there are now more than two lakh potential job opportunities, with earnings ranging from 2.5 LPA to 3.2 LPA on average. Some of the sectors with employment include retail banking, insurance, broking, investment banking, and FinTech.

3. Digital learning resources – A variety of learning resources, including live and recorded lectures, quizzes, and hands-on experience through internships, will be used to deliver the program. [Read more](#)



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How to become 5G ready by building the right skills

Pratyusha Tripathy



According to a study conducted by the Telecom Sector Skill Council (TSSC), 22 million skilled professionals in 5G will be needed by 2025! Are you well equipped with the right skills for a rewarding career in 5G?

5G technology in 2022: Scope for employment and skill development
It is expected that the launch of 5G in India will attract almost 40 to 50 million consumers in the first year. Imagine the number of new jobs getting created and the scope for more jobs in the future.

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In India, manufacturing, energy, utilities, smart cities, public safety, and transportation would be the main industries during the early stages of 5G deployment. So, there will be an opportunity to choose from a wide range of industry sectors. However, a shortage of skilled workers could lead to a demand-supply mismatch in terms of finding the right skilled people for various job roles.

With partners and stakeholders, TSSC has solidified its plans to increase manpower and skill infrastructure in preparation for India's impending 5G rollout. In the following three years, it intends to train 100,000 individuals and establish 10 new Centers of Excellence across the nation.

Besides TSSC, major EdTech platform TalentSprint has also launched PG Level Advanced Certification Programme in 5G Technologies with AI and Cloud to embrace this disruption and help professionals gear up for this 5G transition.

So, what are the skills required to pursue a career in 5G technology?

To build a successful career in 5G technology, you must acquire a few skills and build your competency in the domain. Here are the skills that you will need to become 5G ready,

- Programming skills- Java, Python, MSSQL
- Security Architecture Design
- AI Algorithms and Machine Learning Algorithms
- Network Architecture Design
- Maintenance of Network Architecture
- Ability to deploy, maintain, troubleshoot, and upgrade the system
- Big Data Analytics
- Cloud computing
- IoT

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Highlights from the consultative meeting for validation of training curriculum for vocational educators of Indian Universities

Team NSN



The mandate for implementing work-integrated higher education courses in India heralds a new approach to teacher education in the vocational space. The fact that vocational higher education is different from general education is yet to gain ground since we are in the process of streamlining the curriculum and the pedagogy for HEI offering different types of short and long term courses that prepare students for the new world of work.

Today, vocational higher education courses such as B.Voc, M.Voc, BBA offered by many skill universities and other degree courses integrated with vocational components need teachers and trainers who are well-versed in vocational pedagogy and equipped with multiple competencies. This is imperative to bridge the gap between domain knowledge and expertise (pertaining to an industry segment) and pedagogical skills and appropriate teaching methodology to design and deliver the courses.

In the backdrop of the emerging changes and new opportunities in the Indian Universities offering vocational courses,

Bhartiya Skill Development University (BSDU) Jaipur in collaboration with Commonwealth Educational Media Centre for Asia (CEMCA), organized a 2-day consultative meeting at Jaipur on the 10th and 11th November 2022. The objective of the meeting was to validate and enhance the curriculum and pedagogy for vocational educators of higher education that could be developed an open courseware that prepares the teachers to make a transition to vocational education.

The proceedings were conducted by Dr. Rajdeep Deb, Principal, School of Entrepreneurship Skills, BSDU, and Mr. Saurabh Mishra, Programme Officer, CEMCA.

Dr B. Shadrach – Director CEMCA and Dr Sandeep Kumar Tomar – Registrar, BSDU initiated the discussions on various aspects of the curriculum and the need for an online learning module in vocational teacher education in Indian universities. The inaugural session was graced by Mr. Jayant Joshi, Chief Functionary, RUJCT, sponsoring body of BSDU Jaipur.

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Meet this NTTF B.Voc alumnus who embarked on a successful entrepreneurial journey

Pratyusha Tripathy



NTTF programmes are known for their industry-relevant practical training and well-balanced curriculum. For the past six decades, NTTF has been developing industry-ready individuals, and many students have benefited from it.

The NTTF B.Voc programme with dual benefits, in particular, is specifically designed to help students not only have a successful career as an employee but also to embark on an entrepreneurial journey and thus become job creators.

Let's look at how Mr. Piyush Bhardwaj realized his entrepreneurial dreams through B.Voc. Piyush is an NTTF alumnus who completed his B.Voc in 2022. He received his Diploma in Mechatronics and Smart Factory from NTTF along with a B.Voc degree from Dayananda Sagar University (DSU). And the training he underwent as a part of NTTF B.Voc with dual benefits helped Piyush build

a strong foundation with an ideal combination of knowledge and skills in the latest manufacturing technologies.

After the completion of the programme, Piyush embarked on an entrepreneurial journey and started his own venture known as TRISX Technologies Pvt. Ltd. in April 2022. The focus of his company is on Drone technology which is one of the emerging technologies in India.

Piyush's journey as an NTTF B.Voc alumnus. Reflecting on his journey as a part of the NTTF B.Voc programme, Piyush said, "The NTTF B.Voc programme helped me acquire all the industry-relevant skills and made me ready for the future of work. Today, all the skills, technical and non-technical, are helping me sail smoothly through all the challenges in my professional life."

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National Credit Framework (NCrF)

Stakeholder consultation on the draft National Credit Framework (NCrF)

Team NSN

Shri Dharmendra Pradhan, Union Minister for Education, Skill Development, and Entrepreneurship attended a stakeholder consultation on the draft National Credit Framework (NCrF) on November 21, 2022, at IIT Delhi.

Academics and numerous other esteemed dignitaries attended the event, along with the Chairperson of NCVET India, Dr. NS Kalsi, Director of IIT Delhi, Prof. Rangan Banerjee, Sh. Rakesh Ranjan, Additional Secretary, Ministry of Education, Government of India, and others.

Speaking at the event, Shri Dharmendra Pradhan stated that “NEP 2020 envisages the universalization of the credit framework by eliminating barriers between knowledge, skills, and employability. It also requires the establishment of a credit accumulation and transfer system for all forms of learning to guarantee seamless mobility between learning and skilling pathways”.



He added that to reap the benefits of the demographic dividend, we must provide everyone with equal opportunity and a level playing field. This can be achieved only through recognizing, accounting for, and formalizing all types of conventional, unconventional, and experiential knowledge repositories.

NCrF will provide an opportunity to recognize the practical value of our knowledge and skills. It will also open up new opportunities for skilling and lifelong learning.

[Read more](#)



Kaushal Mahotsav in Dhenkanal provides 1200 job offers to youth in Odisha in a day



The National Skill Development Corporation (NSDC), organised a “Kaushal Mahotsav” on 6th November 2022, at Sarangadhar Stadium, Kamakhyanagar Stadium in Dhenkanal.

The program witnessed an incredible response to Prime Minister Shri Narendra Modi’s call to focus on connecting opportunities with the skills of our youth and making India the **skill capital** of the world. Several apprenticeships and job opportunities were provided for the youth of Odisha by more than 70 dream companies in more than 20 different sectors.

[Read more](#)

CII announces the 10th CII Global Summit on Skill Development and Livelihood



10th CII Global Summit on Skill Development & Livelihood *Forging Agile & Flexible Workforces: Bolstering Global Mobility of Skilled Talent*

13 December 2022 | New Delhi (hybrid)

The Confederation of Indian Industry (CII) is organizing its 10th Global Summit on Skill Development and Livelihood on 13th December 2022, at The Lalit, New Delhi.

The CII Global Summit on Skill Development and Livelihood’s theme for this year is “Forging Agile and Flexible Workforces: Bolstering Global Mobility of Skilled Talent.”

The summit aims to identify the **emerging needs for new-age skill sets**, examine the challenges associated with the workforce globally, and recognise international best practices, policy innovations, and replicable models that ethically support the global mobility of skilled talents.

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Videos

How Intercell is pioneering mentoring through a virtual platform

Mr. Arunabh Varma
Founder and CEO - Intercell



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