



“We need to bring momentum to Skill India campaign and I would encourage more and more youth to come forward and participate in these opportunities being extended to them”

Shri. Dharmendra Pradhan,
Hon'ble Minister, Ministry of Skill
Development & Entrepreneurship (MSDE)



“We need alternative to conventional education models. That is why we are focusing on different verticals like entrepreneurship and skill development”

Shri. Anantkumar Hegde,
Hon'ble Minister of State, Ministry of Skill
Development & Entrepreneurship (MSDE)



*“Sowing skills...
...harvesting opportunities”*

Agriculture Skill Council awarded as Best Sector Skill Council for 3rd Consecutive Year



CEO ASCI received the award

Agriculture Skill Council of India (ASCI) was awarded the Best Sector Skill Council Award for 3rd consecutive year at the 4th ASSOCHAM Skills Summit on 1st Nov 2018 held in New Delhi. The award was instituted by the ASSOCHAM to acknowledge the Indian Sector Skill Councils who have demonstrated an outstanding commitment to the skills agenda in India - one of the most important challenges the country is facing today.

The award was conferred at the opening ceremony of the Summit by Mr. Anant Kumar Hegde, Hon'ble Minister of State, Ministry of Skill Development and Entrepreneurship. Dr. Satender Arya, CEO received the award on behalf of ASCI.

National Apprenticeship Promotion Scheme: A Game Changer for Agriculture Industries



Mr. Surajit Roy
Sr. Head-Apprenticeship Division
NSDC

The apprenticeship program in India formally started with the promulgation of the Apprentices Act 1961. The Government of India has brought about comprehensive reforms in the Apprenticeship Act in 2014 (& the Apprenticeship Rules in 2015) to make apprenticeship extremely industry friendly and self-regulated. Some of key reforms include:

- Removal of prescriptive, quota-based apprenticeship norms and the introduction of a flexible need-based band of 2.5% to 10% of total manpower
- Introduction of Optional Trades under the apprenticeship program, enabling industry to design their own courses
- The service industry has been brought under the apprenticeship umbrella
- Graduates, Youth who have passed NSQF aligned Short Term Training (STT) courses, and even class VIII unemployed youth are eligible to undergo the Apprenticeship Program.

Difference between Apprenticeship and Skilling in General

While Skill Development is essentially a supply driven program being run through Training partners, the Apprenticeship program is essentially a demand driven program to meet specific needs of the industry Apprenticeship moreover, is mandated by law.

What is Apprenticeship?

The Apprenticeship Program consists of Basic Training and On-the-Job-Training(OJT)/Practical Training at workplace in the industry. The basic training is an essential component of apprenticeship training for those who have not undergone any institutional training/skill training before taking up OJT/practical training. Apart from basic training, there is a component of OJT which is performed in the establishments and undertaken by the establishment itself. Basic Training usually accounts for 20-25% of the duration of overall apprenticeship program but can vary depending on specific requirement of the curriculum.

The basic training and OJT component can run simultaneously or sequentially one after the other, in accordance with the arrangement between employer and SSC/ training partner. In the case of sequential mode, basic training will precede OJT.

National Apprenticeship Promotion Scheme (NAPS)

The Government of India, launched NAPS in August 2016, to promote the apprenticeship program in India by introducing a package of financial incentive to establishments engaging apprentices. This package is specially intended to support and promote apprenticeship in the MSME segment for enhancing its productivity and competitiveness as well as capacity building.

The financial benefit has two components:

- I. Reimbursement of 25% of prescribed stipend, subject to a maximum of INR 1,500 per month per apprentice.
- II. Reimbursement for cost of basic training, up to INR 7,500 per apprentice for a maximum period of 3 months/500hours.

Establishments required to engage Apprentices

Employee Strength	Eligibility	Apprenticeship Band	Apprenticeship Duration
0 - 5	Not Eligible	Not Eligible	Not Eligible
6 - 40	Optional	2.5% -10% of Employee strength including contractual workers	6-24 months
> 40	Mandatory	2.5%-10% of Employee strength including contractual workers	6-24 months

The establishments have the flexibility to choose the trades/job roles as per their specific requirements. The flexibility to an establishment allows them to even design their own courses and take on apprentices on stipend of 70% of the state minimum wage for semi-skilled workers.

What are the possible benefits of Apprenticeship for establishment?

- Freedom to design an industry specific course
- It is a well-established way to make potentially employable people industry-ready
- Reduces attrition-studies conducted by ILO reveal that employees who have come through an apprenticeship program tend to stick to stay on longer in an establishment from where they have undergone an apprenticeship course.
- Hedges the training cost/recruitment costs.

Courses under Apprenticeship

As per the amendments under the updated Apprentices Act, 1961/ Apprenticeship Rules 1992, an establishment has full discretion to design & run an Optional Trade Apprenticeship Program; It needs to only upload the syllabus and duration on the portal. In case an establishment opts for financial support under NAPS it needs to have these course National Skill Qualification Framework (NSQF) aligned as public funding has NSQF alignment as a pre-requisite.

To facilitate establishments to design their own "optional courses" & frame requisite entry qualifications and curricula under them, a template has been designed to standardize this process. A standardized template makes it easy for all stakeholders to understand the process and the different pathways available to the youth for apprenticeship.

ASCI had prepared and uploaded 2 QP based Job Roles under 'optional trades' on the NAPS portal. Job Roles are 'Gardener' and 'Tractor Mechanic'.

Portal

The registration of Establishments as well as Candidates has been detailed on the portal www.apprenticeshipindia.org. All contracts of apprentices are generated on the portal; the BTPs and TPAs registration is on the portal as well.

Conclusion

The Ministry of Skill Development and Entrepreneurship has left no stone unturned to incorporate the industry feedback and create reforms based on real time challenges. With the help of the government as well as the private sector, we can enhance the future of jobs and take on Apprenticeship. The Apprenticeship Program is thus far, the game changer in the skill ecosystem to bring India to the International Standards as a World Skill Hub with industries as the biggest beneficiaries.

ASCI is reaching out to various segments viz. Farm Mechanization, Dairy, Poultry and Agri Warehousing to promote and felicitate Apprenticeship.

State Engagement

- Participated in workshop organized by BAMETI on Skill Development in Agri and allied sectors on 14th Dec'18 at Patna. Dr. Prem Kumar, Hon'ble Agriculture Minister, Govt. of Bihar emphasised the need of the skill training and also praised the efforts done by the Department in promoting and conducting the skill training in their KVKs and ATMA. Participants from different ATMA, KVKs were present along with farmers who have taken skill training across the states at different ATMA/ KVKs in different job roles.
- ASCI participated in 31st Industrial India Trade Fair, Kolkata organized from 21st- 31st Dec wherein it displayed the career progression, NSQF certification benefits, availability of job roles in Agri and allied sector and training through Training Partners.
- ASCI participated in National Consultation on Agri Start-ups for Smart Farming from 11th-12th Oct'18 and apprised participants about Capacity Developments and Skill Development Needs.



Agriculture workshop at Patna



Trade Fair at Kolkata

New Partnerships

ASCI has been taking many proactive steps in aligning the goals of skill development with several academic initiatives in India. The objective is to bring various institutes of higher learning and advanced research into the skilling ecosystem to create new job roles and curriculum that are relevant to the industry

- ASCI has exchanged MoU with Society for Employment Generation and Enterprise Development in Andhra Pradesh (SEEDAP) for skilling initiatives in Agriculture Domain. A workshop was organized under the chairmanship of Shri J S V Prasad, IAS, Special Chief Secretary, Government of Andhra Pradesh on 12th Dec'18 which was also attended by representatives of the 3 Agriculture Universities in state.



MoU between ASCI & SEEDAP, Andhra Pradesh

Key Initiatives

- ASCI organized a Subject Matter Experts' meet focused on Horticulture & Farm Management segments at its office on 31st Oct'18 wherein experts from the industry and Government participated and contributed in identifying the skills, knowledge & competencies required for the 6 new Horticulture Job Roles under development viz. Garden Supervisor, Orchard / Plantation Worker, Temperate Fruit Grower, Farm Worker, Farm Supervisor and Farm Manager.



Horticulture SME Workshop, Gurugram



Exposure Visit at ESCORTS Centre, Bengaluru

- ASCI organized a 3 days exposure visit & Training programme for farmers of Karnataka on Farm Machineries in collaboration with ESCORTS Training and Development Centre Bengaluru from 22nd-24th Oct'18. This visit was organized to benefit the farmers by getting them exposure on various aspects of Farm Machines and mechanized farming in India, advantages of mechanized farming, brief display of tractors, its main parts and connected implements viz. seed drill, operations in field for different crops, safety precautions while using tractors, practical exposure, basics of repair and maintenance of tractors.

- ASCI organized a 3 days exposure visit & Training programme for fishermen of Karnataka to get exposure on Fishing techniques and post-harvest technologies in collaboration with Central Institute of Fisheries Technology (CIFT), Kochi. Fishermen got benefitted by getting exposures on fishing techniques, net mending, fish products, storage methods, post harvesting technologies.



Fishermen Exposure Visit, Kochi

Engagement with Ministry of Agriculture

▲ Skilling under Rashtriya Krishi Vokas Yojana (RKVY)

A number of new Institutes got affiliated with ASCI. We now have 368 Krishi Vigyan Kendra (KVK), 26 ICAR Institutes and 32 State Agricultural Universities affiliated under the scheme. Simultaneously, 24 DAC&FW institutes were also selected to give necessary impetus to the skill building work. It is proposed to train 17,560 candidates across 51 job roles.

To streamline this training under RKVY and aligning with NSQF, ASCI conducted various Training of Trainer (ToT) program across India to conduct assessment and certification of trainers. A total of 747 trainers got certified in 11 ToTs under RKVY.



RKVY Training

▲ Skilling under Mission of Integrated Development of Horticulture (MIDH)

The Centrally Sponsored Scheme of MIDH which integrates the ongoing schemes of National Horticulture Mission, Horticulture Mission for North East & Himalayan States, National Bamboo Mission, National Horticulture Board, Coconut Development Board and Central Institute for Horticulture, Nagaland also joined the skill ecosystem. In this fiscal, over 1,893 candidates have been trained and certified across the country under Amenity and Production Horticulture.

Events

Krishi Kumbh, Lucknow

Government of Uttar Pradesh in association with the Union Ministry of Agriculture organized a mega Agriculture Expo, Krishi Kumbh 2018, from 26th-28th Oct'18 at IISR Lucknow. Hon'ble Prime Minister Shri Narendra Modi inaugurated the event through video conferencing. The event was also graced by Shri Yogi Adityanath, Hon'ble Chief Minister Uttar Pradesh & Shri Radha Mohan Singh, Hon'ble Minister, Ministry of Agriculture & Farmers' Welfare. ASCI participated and interacted with local people and organizations and apprised them about initiatives taken in Agriculture & Allied segments at different locations.



Participation at Krishi Kumbh, Lucknow



Participation at CII Agro Tech, Chandigarh

CII Agro Tech, Chandigarh

Agriculture SSC participated in CII Agro Tech 2018, CII's flagship initiative in the field of agro technology & food processing, and showcased various skilling initiatives to companies and local people from 1st-4th Dec'18. Shri Ram Nath Kovind, Hon'ble President of India inaugurated the event along with Shri Radha Mohan Singh, Hon'ble Minister, Ministry of Agriculture & Farmers' Welfare & Smt. Harsimrat Kaur Badal, Hon'ble Minister, Ministry of Food Processing Industries.

Rozgar Melas / Job Fairs

ASCI organized Job Melas at 6 locations

- ▲ Nawada (3rd - 5th Nov'18): More than 450 candidates registered for the employers in Agri input sector. Shri Giriraj Singh, Hon'ble Minister of State for Micro, Small and Medium Enterprises attended the event. Agriculture companies viz. Nava Bharath Fertilizers & Shivashakti Biotechnologies Pvt. Ltd. participated for recruitment.
- ▲ Amethi (19th - 21st Nov'18.): Smt. Smriti Zubin Irani, Hon'ble Minister, Ministry of Textiles inaugurated the event. Agriculture companies like Vinutha Fertilizers, Shivashakti Biotechnologies & Glocal Skill Management participated.
- ▲ Keonjhar (21st - 23rd Nov'18): Shri Kanak Vardhan Singhdeo, Hon'ble MLA, Patnagardh, Odisha was the chief guest and addressed people to come forward and join Skilling initiatives. Agriculture companies Annapurna Finance, WOSCA, IDA and KIRDITI participated for recruitment.
- ▲ Ghazipur (22nd - 25th Nov'18): Nearly 200 openings were there in Agri input sales division for which total of 140 candidates registered for the vacancies. Shri Giriraj Singh, Hon'ble Minister of State for Micro, Small and Medium Enterprises attended the event.
- ▲ Patna (4th - 6th Dec'18): ASCI explained the career progression in different job roles to the aspirant candidates. Sector specific jobs roles under Agri and allied were explained considering the market demand and state specific need. During interaction, skill training of the farm machineries operation, maintenance, services were explained through product display at stall. ASCI mobilized employers from Agri based companies who did their screening process for their placement.
- ▲ Bhagalpur (14th - 16th Dec'18): Employers like Jay Kisan Horticulture Pvt Ltd, Nava Bharath Fertilizers, Shivashakti Biotechnologies participated for recruitment. During exhibition, awareness on different job roles, employment opportunities (self as well as wage employment) after skill training and skill ecosystem was highlighted to the farmers, entrepreneurs, students. ASCI also provided skill orientation and explained benefits of skill training and opportunities for employment to the aspirated candidates at our stall.



Rozgar Mela at Patna



Rozgar Mela at Mumbai



Rozgar Mela at Keonjhar



Rozgar Mela at Amethi

Capacity building through Training of Trainer & Master Trainer

A record number of 40 ToT/ToMT Programs got conducted wherein 1109 Trainers & Master Trainers were trained from Oct-Dec'18

- ▲ Central Institute of Freshwater Aquaculture(CIFA), Bhubneswar on 10th Oct
- ▲ Banda University of Agriculture and Technology (BUAT), Banda, UP on 15th Oct
- ▲ Yuva Vikas Society Ganga Centre, Itanagar on 22nd Oct
- ▲ Gram Tarang Employability Training Services, Paralakhemundi, Odisha on 26th Oct
- ▲ Asirbadh Hospitality Private Limited, Ranchi on 28th Oct
- ▲ Directorate of Extension, Kerala Agricultural University, Kerala on 9th Nov
- ▲ Directorate of Extension, Kerala Agricultural University, Kerala on 9th Nov
- ▲ Indian Institute of Farming Systems Research Modipuram, Meerut on 13th Nov
- ▲ Bharat Swabhiman Rajya Karyalaya, Patna on 16th Nov
- ▲ Water and Land Management Training and Research Institute(WALAMTARI), Himayatsagar on 12th Nov
- ▲ UAS, Dharwad, Karnataka on 12th Nov
- ▲ Patanjali Yogpeeth Phase 2, Haridwar on 12th Nov
- ▲ Bundelkhand University, Jhansi on 12th Nov
- ▲ National Rice Research Institute (NRRI), Cuttack on 12th Nov
- ▲ ICAR-ATARI, Punjab Agricultural University, Ludhiana on 12th Nov
- ▲ Water Technology Centre, Professor Jayashankar Telangana State Agricultural University, Telangana on 12th Nov
- ▲ Krishi Vistar Sadan, Directorate of Extension, PUSA, New Delhi on 26th Nov
- ▲ Krishi Gram Vikas Kendra, Ranchi on 27th Nov
- ▲ Extension Training Centre, DRDA, Odisha on 26th Nov
- ▲ Gram Tarang Employability Training Services, Paralakhemundi on 1st Dec
- ▲ Sakal International Learning Centre, Pune on 28th Dec
- ▲ Directorate of Extension Services, Jawaharlal Nehru Krishi Vishwa Vidyalaya, Jabalpur on 30th Dec
- ▲ Patanjali Yogpeeth Howrah, West Bengal on 6th Dec
- ▲ Neseed Foundation, Manipur on 7th Dec
- ▲ Agriculture College, Pune, Maharashtra on 11th Dec
- ▲ Krishi Vigyan Kendra, Madhopur, Bihar on 11th Dec
- ▲ Bundelkhand University, Kanpur Road, Jhansi on 11th Dec
- ▲ UAS, Dharwad, Karnataka on 11th Dec
- ▲ ICAR-ATARI, Punjab Agricultural University, Ludhiana on 11th Dec
- ▲ Shradhyalam, Haridwar, Uttarakhand on 11th Dec
- ▲ Patanjali Yogpeeth, Haridwar, Uttarakhand on 11th Dec
- ▲ Riangdo Veneers Pvt Ltd., Ulubari on 12th Dec
- ▲ ICAR-CSSRI, Central Soil Research Institute, Karnal on 15th Dec
- ▲ ICAR-ATARI, Kanpur on 17th Dec
- ▲ Gram Tarang Employability Training Services, Paralakhemundi on 17th Dec
- ▲ Gram Tarang Employability Training Services, Paralakhemundi on 19th Dec
- ▲ Lalitha Academy, Rajendra Nagar on 22nd Dec
- ▲ Dr. Rajendra Prasad Central Agricultural University, PUSA, Samastipur on 22nd Dec
- ▲ Dr. Rajendra Prasad Central Agricultural University, PUSA, Samastipur on 22nd Dec
- ▲ Gram Tarang Employability Training Services, Paralakhemundi on 22nd Dec



ToT at BUAT Banda



ToT at KAU Kerala

Engagement at School Level

ASCI's 7 Qualification Packs have been accepted and introduced for school students from class 9th to 12th in collaboration with State Government under Samagra Shiksha Abhiyan. ASCI in collaboration with state education boards conducts assessments and certification of students in addition to extending other related supports.

State	No. of Schools	State	No. of Schools
Himachal Pradesh	163	Andhra Pradesh	9
Haryana	115	Rajasthan	50
Punjab	108	Goa	15
Maharashtra	258	Uttarakhand	10
Chhattisgarh	31	Odisha	55
Mizoram	1	Jammu & Kashmir	23
Assam	78	Gujarat Private School	10
West Bengal	28	Maharashtra Private School	11
Telangana	12	Total	977

QP & Curriculum Development

ASCI got 1 new QP approved in the QRC, i.e. Deep Sea Fisher (L4). This QP has been developed on special demand from Sagarmala Programme launched by the Ministry of Shipping in association with the Department of Animal Husbandry, Dairying & Fisheries (DAHDF).

25 more Q-Files got approved in the 22nd NSQC Meeting dated 19th Dec 2018 primarily of Dairy and Amenity Horticulture segment.

To promote apprenticeship program in agriculture sector, ASCI has developed the Apprenticeship Curriculum for the 'Gardener' Job Role in discussion with the industry.



Governing Council Meeting

The 23rd Meeting of the Board of Governing Council was held on 20th Dec'18. The Governing Council members were apprised about the new initiatives and collaborations viz. Maharashtra State Council of Vocational Training (MSCVT); SEEDAP Andhra Pradesh; Patanjali; Exposure Visit & Training Programs for Famers of Karnataka at ESCORTS Training & Development Centre, Bengaluru & for Fishermen training at CIFT, Kochi.



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