MINUTES OF THE 31st MEETING OF NATIONAL SKILLS QUALIFICATIONS COMMITTEE (NSQC) HELD ON 31st AUGUST 2023

1. The **31st meeting** of the National Skills Qualifications Committee (NSQC) was held on 31st August 2023, through Video conferencing, under the Chairpersonship of Dr. Nirmaljeet Singh Kalsi, Chairperson, National Council of Vocational Education and Training (NCVET). The list of participants is at **Annexure- I.**

2. The decisions taken by the Committee, w.r.t agenda items, in the meeting are given in the succeeding paras.

AGENDA ITEM 01: Confirmation of the Minutes of the 30th Meeting of NSQC held on 23rd June 2023

3. The Committee **confirmed the Minutes** of the 30th meeting of the NSQC held on 23rd June 2023.

AGENDA ITEM 02: Action Taken Report on the Decisions Taken in the 30th Meeting of the NSQC

4. The detailed account of the **action taken** was presented before the Committee on the Minutes of the 30th NSQC meeting. The Committee took note of the action taken and **approved** the same and further emphasized the following:

4.1. **Selection of Active Qualifications for Trainings by SSDMs/SCVT and Uploading TOT & TOA calendars by the Awarding Bodies on SIP and their respective portal**: The Committee reiterated that as per the communication dated 20th August 2023 to the concerned State Skill Development Missions (SSDMs)/State Council for Vocational Training (SCVTs), all concerned states and Awarding Bodies have to upload their Training of Trainers (ToT) & Training of Assessors (ToA) calendars on the SIP portal and on their respective websites as well as co-ordinate with the DGT (under MSDE) run Government Training Centers for implementing their TOT & TOA programs and **send confirmation** to the NCVET **by 15 September 2023**.

AGENDA ITEM 03: Grant of 'On File' Approval to 06 Qualifications to the Awarding Bodies, Skill Council for Green Jobs (SCGJ) and 02 Qualifications & 1 NOS of Hydrocarbon Sector Skill Council

5. Awarding Body- Green Jobs Sector Skill Council

5.1. The Committee was apprised that the Government of India has approved the Central Sector Scheme, National Action for Mechanised Sanitation Ecosystem (**NAMASTE)** with the objective of ensuring zero sanitation deaths. National Safai Karmacharis Finance and Development Corporation (NSKFDC) is the implementing agency for Self-employment Scheme for Rehabilitation of Manual Scavengers (SRMS)/NAMASTE under MoSJE.

5.2. The Secretary, MSDE and Secretary, Ministry of Social Justice and Empowerment (MoSJE) had held a meeting and subsequently directed the awarding body, SCGJ to get the requisite qualifications approved and NSQF aligned on urgent basis. Accordingly, two new qualifications namely **"Junior Technician-Sewer Mechanized Cleaning"** and **"Sewer Entry Professional"** relating to Sewerage, Waste management and remediation activities have been developed by the SCGJ.

5.3. These two qualifications would ensure safety and dignity of sanitation workers through complete mechanization of sanitation ecosystem, training of workers, provision of PPR kits, health insurance and IEC (Information Education and Communication).

5.4. Keeping in view of the urgent need to commence the training of personnel on the above mentioned two qualifications, the entire process of NSQF alignment of these two qualifications was carried out in an expeditious manner. The qualifications were granted approval **'on file' on 8th August 2023**. The details of the qualification are as follows:

S. No	Qualification Name	Notional Hours	NSQF level
1	Junior Technician-Sewer Mechanized Cleaning	**Total- 330 Hrs.** **Theory-**90 **Hrs.** **Practical-** 120 Hrs. **OJT** -90 Hrs. **ES** -30 Hrs.	3

2	Sewer Entry Professional	**Total-330 Hrs.** **Theory-** 80 Hrs. **Practical-** 130 Hrs. **OJT-** 90 Hrs. **ES-** 30 Hrs.	3

The committee took note of the same and ratified the qualifications 'Junior Technician-Sewer Mechanized Cleaning' and 'Sewer Entry Professionals'.

5.5. The Committee was also apprised of the **National Green Hydrogen Mission (NGHM)** launched by GoI. The scheme aims to make India energy independent and de-carbonize major sectors of the economy. The overarching objective of the Mission is to make India a global hub for production, usage and export of Green Hydrogen and its derivatives. The mission aims to generate 6 lakh jobs.

5.6. The Skill Council for Green Jobs (SCGJ) had submitted four Green Hydrogen Qualifications, which were to be urgently implemented in the Green Hydrogen sector. The qualification has been granted approval **'on file on 21st August 2023**'. The details of the qualifications are as follows:

S. No	Qualification Name	Notional Hours	NSQF level
1	Green Hydrogen Plant Junior Technician- Power Sources	**Total- 360 Hrs.** **Theory-**170 Hrs. **Practical-**100 Hrs. **ES-** 30 Hrs. **OJT-** 60 Hrs.	3
2	Green Hydrogen Plant Junior Technician- Electrolyzer	**Total- 330 Hrs.** **Theory-**130 Hrs. **Practical-**110 Hrs. **ES-** 30 Hrs. **OJT-** 60 Hrs.	3
3	Green Hydrogen Plant Junior Technician- Desalination	**Total- 360 Hrs.** **Theory-**170 Hrs. **Practical-**100 Hrs. **ES-** 30 Hrs. **OJT-** 60 Hrs.	3

4	Green Hydrogen Plant Junior Technician- Storage	**Total- 360 Hrs.** **Theory-**170 Hrs. **Practical-**100 Hrs. **ES-** 30 Hrs. **OJT-** 60 Hrs.	3

The committee took note of the same and ratified the qualifications.

6. Awarding Body- Hydrocarbon Sector Skill Council

6.1. In addition, to the 4 new qualifications developed under the National Green Hydrogen Mission, 2 additional qualifications and 1 NOS have also been developed by the awarding body, Hydrocarbon Sector Skill Council (HSSC) for Upskilling, Reskilling and Fresh skilling of manpower engaged at various levels and process of value chain in green hydrogen production process by Oil and Gas CPSEs. Training in these two qualifications and one NOS were to commence urgently.

6.2. Keeping in view the urgency to commence training (Upskilling, Reskilling and Fresh skilling of workforce) these qualifications and NOS were accorded approval **'on file' on 21st August 2023**. The details are given below:

S. No	Name of Qualification/NOS	Notional Hours	Level
1	Green Hydrogen Plant Operator	**Total- 510 Hrs.** **Theory-**120 Hrs., **Practical-** 300 Hrs. **ES-**60 Hrs. **OJT-**90 Hrs.	4.5
2.	Compressed Biogas Plant Operator	**Total- 420 Hrs.** **Theory-** 90 Hrs.; **Practical-** 240 Hrs. **ES-**30 Hrs.: **OJT-** 60 Hrs.	3.5
1.	NOS- HYC/N3112: Conduct Electric Vehicle Charging and battery swapping activities at Retail Outlet (Fuel Station)	**Total-120 Hrs.** **Theory-** 30 Hrs. **Practical-** 75 Hrs. **OJT-**15 Hrs.	3

The committee took note of the same and ratified the two qualifications and one NOS as above.

AGENDA ITEM 04: Revision of the Defense Qualifications Approved in 30th meeting of the NSQC.

7. One (1) qualification of Corps of Electronics and Mechanical Engineer (EME)

7.1. The Committee was apprised that the qualification 'Technician Electrician (Vehicle)', submitted by Corps of Electronics and Mechanical Engineer (EME), was approved in the 30th NSQC meeting. EME has thereafter rationalized the qualification by consolidating various job roles that require similar knowledge of Repair and Maintenance of electrical component in Armored, light and heavy vehicles by including as optional electives, tailored to suit the needs of other recognized Defense ABs as well as to make it more industry relevant.

7.2. The revised qualification details are as below:

S. No	Name of qualification	Notional Hours	NSQF Level
1.	Technician Electrician (Automobile) **ELECTIVES** **(a)** Technician Electrician (Heavy and Tracked Vehicle) **(b)** Technician Electrician (Heavy and Light Vehicle)	**Total** - 450 Hrs. Theory- 53 Hrs. Practical- 92 Hrs. OJT (M)- 185 Hrs. ES- 120 Hrs. **ELECTIVES** **(a)** Total - 870 Hrs. Theory- 117 Hrs. Practical- 538 Hrs. OJT (M)- 215 Hrs. **(b)** Total - 810 Hrs. Theory- 120 Hrs. Practical- 450 Hrs. OJT (M)- 240 Hrs.	4.5

The Committee approved the revised qualification.

8. Two (02) qualifications of Awarding Body, Army Physical Training Corps (APTC)

8.1. The Committee was apprised that the Awarding Body, APTC is responsible for development of qualifications related to physical fitness of soldiers, conduct and execution of training activities in Indian Army. Once the soldier has attained Level 4.5 in a qualification and has been retained as regular soldier after 3 years of soldiering, he is selected to undergo rigorous selection process **at Army Institute of Physical Training** before being inducted in the APTC.

8.2. Keeping in view the intensity of the training, the two qualifications **'Physical Fitness Trainer (Advance)' & 'Personal Gym Trainer (Advance)'**, of **APTC earlier** approved in 30th NSQC meeting at NSQF level 4.5 was proposed to be upgraded to NSQF level 5.

8.3. Details are given as under:

S. No	Name of Qualification	Notional Hours	NSQF Level
1	Physical Fitness Trainer- (Advance)	**Total- 1200 Hrs.** **Theory**- 150 Hrs.; Practical- 285 Hrs. **OJT**- 645 Hrs.; **ES**- 120 Hrs.	5
2	Personal & Gym Trainer (Advance)	**Total- 1200 Hrs.** **Theory-**150 Hrs**.** **Practical-** 285 Hrs. **OJT- 645 Hrs.; ES- 120 Hrs.**	5

The Committee approved the revised Qualification.

9. Two (02) qualifications of Directorate of Military Intelligence

9.1. The Committee was apprised that the qualifications of 'Field Investigator' and 'Private Detective' submitted by Military Intelligence Corps were approved in 30th NSQC held on 23rd June 2023. The Awarding Body has thereafter changed the progression of the two qualifications in view of both the qualifications being from the same occupation.

9.2. The revised Progression details are as below:

S. No	Name of qualification	Notional Hours	NSQF Level	Progression
1	Field Investigator	**Total - 1230 Hrs** **Theory**- 240 Hrs **Practical** - 420Hrs **OJT (R/M)**-570Hrs	4.5	VERTICAL Private Detective
2	Private Detective	**TOTAL - 1290 Hrs.** **Theory**- 300 Hrs. **Practical** - 510Hrs **OJT(R/M)**-480Hrs	5	VERTICAL- Corporate Investigator

*The Committee accorded **conditional approval** to the qualification subject to addition of NOS on Legal aspects.*

AGENDA ITEM 05: Adoption of Qualifications by Defense Forces (Indian Army)

10. The Committee was apprised that 17 Awarding Bodies of Indian Army comprising of fighting arms, support arms and services and 02 Awarding Bodies one each from Indian Air Force (IAF) and Indian Navy (IN) have been formally affiliated to the skill ecosystem of NCVET by giving them recognition as an Awarding Body (dual category) which enables them to align their existing qualifications with NSQF for facilitating ease of absorption of highly trained Defense Forces as per industry need. Accordingly, Defense Awarding Bodies have mapped there existing qualifications with the various sectors as applicable and either developed their own qualifications by giving suitable nomenclature to the qualifications as per the industry norms or adopted all such NSQF aligned and approved qualifications as per the Guidelines on 'adoption of qualifications' to obviate duplication of the effort. The provision has also been made allows changes up to 20% to suit their own training requirements as well as industry needs.

11. Accordingly, the defense awarding bodies have already aligned a significant number of their qualifications with NSQF. Further, a considerable number of NSQF aligned and approved qualifications are common across defense forces with or without minor modifications. Therefore, to obviate the duplication of efforts and wastage of resources, they were advised to adopt all such qualifications in line with the provisions given in Guidelines for Adoption of Qualifications by Awarding Bodies.

12. However, for better co-ordination & record keeping, effective execution & implementation, it was proposed that list of all such qualifications being proposed for adoption by the Indian Army ABs be sent to Army Training Command (ARTRAC) and a consolidated list duly vetted by ARTRAC be submitted before NSQC for considering grant of approval. Modifications, if required, may also be undertaken in the adopted qualifications subject to adherence to the parameters as per the Guidelines for Adoption of Qualifications.

The Committee approved the proposal and advised NCVET to communicate to the army training command accordingly.

AGENDA ITEM 06: Status of 10 NSQF Aligned and Approved Foreign Language Qualifications Submitted by English and Foreign Languages University, Hyderabad (EFLU) duly Recommended By UGC

13. The Committee was apprised that in the 19th Meeting of the NSQC held on 26th May 2022, ten (10) Foreign Language qualifications/courses namely Italian, German, Spanish, Japanese, French, Russian, Persian, Arabic, Chinese, Korean, submitted by EFLU were accorded approval. The qualifications were approved at NSQF level 1 with the training duration from 90 to 120 hrs. The **validity of all the ten qualifications was for a period of one year until June 2023,** with instructions to review the training numbers and responses from learners before considering their extension.

14. The Committee was further informed that the UGC had intimated that these courses will be implemented by selected universities who will also be conducting training and assessment on the aforementioned Foreign Language qualifications/courses and also prepare the detailed syllabus, instructional material, Training of Trainers (TOT) and Training of Assessors (TOA) norms in consultation with EFLU. The 6 selected Institutions by the UGC were:

14.1. Manipur University, Canchipur, Manipur.
14.2. Goa University, Taleigao Plateau, Goa.
14.3. Jagan Nath University, Bahadurgarh, Haryana.
14.4. Sathyabama Institute of Science and Technology, Tamil Nadu.
14.5. GSMS, Gujarat Technological University, Ahmedabad.
14.6. Chaudhary Charan Singh University, Meerut.

15. Additionally, EFLU was also requested to create more qualifications at NCrF level 2 and level 3 along with the detailed model curricula to introduce these courses in universities and other institutions.

16. NCVET has neither received any formal communication nor has received any documents, i.e training numbers, model curricula, ToA, ToT etc from any of the above-mentioned Universities as of date. UGC and EFLU have been sent a communication through mail drawing their attention to the aforementioned matter so that the ten NSQF aligned and approved qualifications can be taken up for further extension.

17. The Committee recalled that these 10 NSQF aligned and approved foreign languages were given approval to be run under the **Skill Hub Initiative** of Ministry of Skill Development and Entrepreneurship. The committee further advised that **MSDE and UGC** may be requested to expedite the progress of training as also development of similar qualifications at NSQF level 2 and 3, specially keeping in view the need for these foreign language courses with regard to international mobility of the skilled workforce. An update on the same be given to the committee in the next NSQC.

AGENDA ITEM 07: Submission of the Report on Mapping of Qualifications with National Classification of Occupation (NCO) Codes

18. The Committee was given an account of status of the completion of the report on mapping of qualifications with NCO codes by the committee constituted as per the advice of the National Skills Qualification Committee (NSQC) in the 26th meeting held on 31st January 2023.

19. The committee appreciated the effort of all the members of the NCO Committee and remarked that this detailed report would assist all the Awarding Bodies to assign the NCO code with ease while developing new qualifications. The committee also appreciated the effort taken by DGE Ministry of Labour and employment (MoLE) for having organized the capacity building workshops for all the recognised Awarding Bodies in developing their understanding on the NCO codes.

20. The Chairperson NSQC also lauded the handbook prepared by the members of the committee for ease of assigning the NCO codes. As granting recognition of status of Awarding Bodies to various entities is an ongoing process, he advised NCVET to undertake such workshops periodically for the new recognised Awarding Bodies.

A detailed Report on mapping of qualifications along with the Handbook with detailed instructions is attached as **Annexure II.**

The Committee endorsed and approved the same.

AGENDA ITEM 08: Assessment of Training Batches for Prisoners conducted in offline mode by Uttar Pradesh Skill Development Mission (UPSDM).

21. The Committee was apprised that the UPSDM has requested CSDCI for the assessment of the batches formed for the prisoners' training, in offline mode. Further, it was apprised that as these batches were not available on Skill India Portal (SIP), the 'NCVET approved certificates' for the candidates cannot be generated automatically/ digitally.

22. Keeping in view that these batches were commissioned to address the social concern to assist the hapless group of prisoners, detained juvenile reformatories or inmates of women shelter homes etc. to enable them to pursue an avocation as per their skill to economically sustain themselves after they are released from the four walls of prison, the committee accorded approval to the proposal of CSDCI to conduct assessment of the batches and issue certificates to the trainees in offline mode, ***as a special dispensation.***

AGENDA ITEM 09: Submission of Qualifications for NSQF Alignment & Approval

23. The Committee was given an account of 243 qualifications (173 New and 70 revised) and one (01) standalone NOS received till 30th June 2023 for NSQF alignment and approval and were being placed before the Committee. The decision of the committee on all the 243 qualifications is given in succeeding paras. The detailed status of approval and decision of the committee is at **Annexure III**

Defense Forces

24. Regiment of Artillery: One (01) new qualification presented before the Committee were **approved.**

25. Indian Navy: Seven (07) new qualifications presented before the Committee were **approved.**

26. Army Education Corps: Two (02) new qualifications presented before the Committee were **approved.**

27. Directorate General of Armoured Corps: Four (04) new qualifications presented before the Committee were **approved.**

28. The Corps of Electronics and Mechanical Engineers: Ten (10) new qualifications presented before the Committee were **approved.**

29. Corps of Signals: Nine (9) new qualifications presented before the Committee were **approved.**

30. Army Physical Training Corps: Three (3) new qualifications presented before the Committee were **approved.**

31. Corps of Engineers: Four (4) new qualifications presented before the Committee were **approved.**

32. Remount Veterinary Corps (RVC): One (01) new qualification presented before the Committee was **approved.**

Awarding Bodies (Central Ministries/State Bodies/SSCs/Other Govt & Pvt Bodies)

33. Broadcast Engineering Consultants India Limited (BECIL): One (01) new qualification presented before the Committee was **approved**.

34. Indian Institute of Technology (IIT), Guwahati: One (01) new qualification presented before the Committee was **approved.**

35. Gujarat Council of Vocational Training (GCVT): One (01) new qualification presented before the Committee was **approved**.

36. Uttar Pradesh Skill Development Mission (UPSDM): One (01) new qualification presented before the Committee was **conditionally approved** subject to submitting requisite industry validation.

37. West Bengal State Council for Technical and Vocational Education and Skill Development (WBSCTVESD): One (1) revised qualification presented before the Committee was **approved**.

38. Agriculture Skill Council of India (ASCI): One (01) new qualification presented before the

Committee was **approved.**

39. Beauty and Wellness Sector Skill Council (BWSSC): One (01) new qualification presented before the Committee was **approved.**

40. Construction Skill Development Council of India (CSDC): Thirty-eight qualifications (10 new and 28 revised) presented before the Committee were approved as under:

40.1. **10 new qualifications** and **18 revised qualifications** were accorded **approval for 3 years.**
40.2. **10 revised qualifications** in which the training numbers were **'NIL' or less than 100**, the **approval was given for validity of 06 months.**

41. Electronics Sector Skills Council of India (ESSC): Two (02) new qualifications were presented before the Committee. One qualification 'Semiconductor Process Technology Engineer – Upskilling' was **approved**. The qualification 'Assistant Technician – Weighing & Measuring Machine' was given **conditional approval** subject to submission of prescribed number of industry validations.

42. Furniture and Fitting Sector Skill Council (FFSSC): Six (06) new qualifications and seven (07) revised qualifications presented before the Committee were **approved**. The committee also advised the AB to add a component of use of composite material, fiberglass iron and steel ferrocement as a part of NOS in the learning outcome of the qualification 'Assistant Wooden Boat Maker'.

43. Gem and Jewellery Skill Council of India (GJSCI): Three (03) revised qualifications presented before the Committee were **approved**.

44. Handicrafts and Carpet Sector Skill Council (HCSSC): Twenty-six (26) revised qualifications were presented before the Committee of these 23 qualifications were **accorded approval,** one qualification was **withdrawn** by the AB. Two qualifications were granted **approval subject to changes in the nomenclature and NSQF level** which was agreed to by the CEO, Handicrafts and Carpet Sector Skill Council. Details of the three qualifications are given as under:

Sl. No.	Proposed Nomenclature of Qualification with NSQF Level	Changed and agreed Nomenclature of approved Qualifications with NSQF Level
1.	'Paper Mache Art Designer' NSQF Level 3	'Paper Mache Art Maker' NSQF level 3

2.	'Paper Mache Craft Specialist' NSQF Level 4	**Craft master- 'Paper Mache '** NSQF Level 4
3.	Quality supervisor Carpet	**Withdrawn**

45. Instrumentation Automation Surveillance & Communication Sector Skill Council (IASCSSC): Four (04) new qualifications were presented before the Committee. **02 qualifications were approved. Two (02) qualifications** pertaining to coding were **not approved**. The committee advised that the entry criterion may be reviewed and re-submitted.

46. Logistics Sector Skill Council (LSSC): Four (04) new qualifications presented before the Committee were **approved**.

47. Power Sector Skill Council (PSSC): Four (04) new qualifications were presented before the Committee. The three (03) **qualifications were approved**. One (01) qualification i.e '**Industrial Electrician**' **was approved subject to the condition that duration of ES is increased to 60 hours and practical could be of 270** hours, which was **agreed to by the CEO, PSSC.**

48. Rubber, Chemicals and Petrochemicals Skill Development Council (RCPSDC): One (01) new qualification presented before the committee was **approved**.

49. Sector Council for Persons with Disability (SCPwD): 34 qualifications (29 new and 05 revised) qualifications were presented before the committee. The committee approved 30 qualifications. 3 qualifications were **approved** subject to change in the nomenclature of the qualification which was agreed to by the CEO. One qualification of Trainer - Persons with Disability (PwD) was **not approved**. The Committee advised resubmitting it as an upskilling NOS of 120 Hours at NSQF level 5. Details of the 03 qualifications where nomenclature and NSQF level changes were suggested are given below:

Sl. No	**Existing Name**	**Approved Name**	**Existing Level**	**Approved Level**
1	CCTV Supervisor (Divyangjan) - LD	CCTV Monitoring Executive (Divyangjan) - LD	No change	No change
2	Carpet Weaver (Divyangjan) – LD	No change	NSQF level 3	NSQF level 3.5

3	Carpet Weaver (Divyangjan) – SHI	No change	NSQF Level 3	NSQF Level 3.5

49.1. Further, the committee also recommended that for the five (05) New qualifications for Intellectual Disability (ID) and Multiple Disability (MD), a basic module of literacy and numeracy may be incorporated as part of the qualification and qualification may then be pegged at level 2.5 instead of 2. The committee advised formulating this module through either NIOS or any other designated agency, which was agreed to by the CEO SCPwD.

50. Skill Council for Green Jobs (SCGJ): Nine (09) new qualifications were presented before the committee. **Five qualifications were approved**. **Four (04) qualifications were accorded approval** subject to **change in nomenclature and progression** which was agreed to by the CEO SCGJ. The details are as follows:

S. No.	Existing Name	Suggested Name	Existing Progression	Suggested Progression
a)	Bio-Energy Entrepreneur (level 4)	Bio-Energy **Micro** Entrepreneur (level 4)	Biomass Pellet/Briquette Manufacturing Supervisor (level 5)	Biomass Pellet/Briquette **Entrepreneur** (level 5)
b)	Material Recovery Facility Entrepreneur (level 4)	Material Recovery Facility **Micro**-Entrepreneur (level 4)	Waste Collection Supervisor (Level 5)	Waste Collection **Entrepreneur** (Level 5)
c)	Plastic Recycling Operator (level 3)	No Change	Plastic Recycling Entrepreneur (level 4)	Plastic Recycling **Micro-Entrepreneur** (Leve 4)
d)	Plastic Recycling Entrepreneur (Level 4)	Plastic Recycling **Micro** Entrepreneur (Level 4)	Waste Collection Supervisor (Level 5)	Waste Collection **Entrepreneur** (Level 5)

50.1. **Sports, Physical Education, Fitness and Leisure Skills Council (SPEFLSC)**: Thirteen (13) new qualifications were presented before the committee. **Seven (07) qualifications were approved.** five (05) qualifications were approved subject to change in the nomenclature, which was also agreed to by the CEO, **SPEFLSC.** The details are as below. One qualification

50.2. It was also advised by the committee to add electives in the qualification 'Sports Goods Craftsperson' and re-submit to the NSQC.

S. No.	Existing Name	Suggested Name
a)	Sports Yoga Assistant	Yoga Assistant- Sports
b)	Sports Yoga Trainer	Yoga Trainer- Sports
c)	Advance Sports Yoga Instructor	Yoga Instructor- Sports
d)	Sports Store Sales Executive	Store Sales Executive- Sports
e)	Sports Store Manager	Store Manager- Sports

51. Telecom Sector Skill Council (TSSC): Two (02) new qualifications presented before the Committee were approved.

52. Medhavi Skills University (MSU): Two (02) new qualifications presented before the Committee were approved.

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53. Mewar University: One (01) new qualification presented before the Committee was approved.

54. Nettur Technical Training Foundation (NTTF): One (01) new qualification presented before the Committee was approved.

NOS

55. National Institute of Electronics & Information Technology (NIELIT): One (01) new NOS presented before the Committee was approved.

The detailed status of all the qualifications presented in the Agenda Item 9 is attached as Annexure IV

AGENDA ITEM 10: Additional Agenda/Any Other Matter with the Permission of the Chair

10.1 PM Vishwakarma Scheme being launched by MSME & MSDE.

56. The Committee was given a detailed account of the '**PM Vishwakarma'** scheme being launched under the aegis of MSME & MSDE. The committee lauded the noble efforts to honor the traditional

skills of artisans and crafts personnel working with hands and tools, thereby making such traditional skills aspirational. The salient features for proposed mapping of qualifications for PM Vishwakarma to be kept in mind by the concerned recognised Awarding Bodies, are given below:

56.1. Basic module of 40 hrs. (in addition,10 hrs. of learning materials through digital and video to be given advance to the perspective Vishwakarma's). Advanced module of 120 hours.

56.2. Basic module of 40 hours includes Introduction to the PM Vishwakarma Scheme, Upskilling of Vishwakarma's on Utilization of Toolkits (trade specific), Digital skills, financial literacy, marketing literacy, self-employment, and utilization of the loan amount.

56.3. The standard Qualification file templates may not be used for submission of PM Vishwakarma qualifications.

56.4. The development of Training of Trainers (ToT) and Training of Assessors (ToA) modules for these qualifications shall be the responsibility of the concerned Awarding Bodies.

56.5. The Scheme Implementing Agency, National Skill Development Corporation (NSDC) would be coordination in-charge of other than domain content (e-content, video clips etc.) in consultation with nominated Subject matter experts/agencies and the respective Awarding Bodies.

56.6. NSDC may be requested to submit the list of identified training centers (including Government ITIs, RSETI institutes, JSS Centers, MSME Tool rooms etc.) to the NCVET for information of the NSQC committee in the next meeting.

57. The Committee accorded '**In-principle' approval** to to all the 18 trades including the methodology deployed for the NSQF alignment of the PM Vishwakarma qualifications. The committee further advised that as these qualifications are being given approval for special projects hence a **separate section be created on NQR for "PM Vishwakarma Scheme Qualifications**".

10.2 Restructuring of Crafts Instructor Training Scheme CITS Qualification

58. The Committee was apprised that NSQC in its 16th NSQC meeting held on 24.02.2022 had accorded "in-principle" approval to the proposal of the DGT for restructuring and rationalizing CITS and CTS Courses. It was directed that all CITS courses be revised from 1600 Hours to 1200 Hours of Trade, Theory and Practical (including WCS, ED for Engineering Trade, Soft Skills for non-engineering trades) and Training Methodology (Theory & Practical) with a mandatory 150 hours of OJT/Group Project with option for an additional training up to 240 hours on short-term courses including language subjects.

59. DGT has submitted restructured 55 CITS Qualifications for NSQF alignment and approval. The committee was informed that these are long term training qualifications and scrutiny of these qualifications is under process. However, as the older version of all the 55 CITS qualifications are already NSQF aligned and approved and these are only being revised & restructured, grant of 'In Principle' approval to all 55 CITS Qualifications was proposed proposed.

The Committee took note of the same and accorded 'In Principle' approval to 55 CITS Qualifications subject to completion of these qualifications on NQR portal by 15th September 2023. The Committee further advised the Directorate General of Training (DGT) to submit the subject files duly updated to NCVET in a time bound manner.

The Meeting ended with a Vote of Thanks to the Chair.

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Annexure I

List of Participants

National Skills Qualifications Committee (NSQC) Members

1. Dr Nirmaljeet Singh Kalsi, Chairperson, NCVET
2. Dr Vinita Aggarwal, Executive Member, NCVET
3. Dr Neena Pahuja, Executive Member, NCVET
4. Mr. Nilambuj Sharan, Sr. Economic Adviser, MSDE
5. Mr. Sanjeev Chawla, Director, MSME
6. Dr. Shikha Anand, DGE, MoLE
7. Dr. IBS Yadav, DD, Skill Dev. Dept. Sikkim
8. Mr. Rajender Waldia, UKSDM
9. Ms Deepti Saxena, NSDC
10. Mr. Rajesh Pankaj, FICCI
11. Shalini S Sharma, PHDCCI

NCVET Officials

1. Col. Santosh Kumar, Director
2. Lt. Col Gunjan Chowdhary, Director
3. Dr. Suhas Deshmukh, Director
4. Mr Purnendu Kant, Director
5. Mr. Harish Chander, Deputy Director
6. Mr. Pradeep Thota, Deputy Director
7. Mr. Milan Sahu, Deputy Director
8. Mr. Shourya Sangam, Consultant Grade 2
9. Ms. Sarika Dixit, Consultant Grade 2
10. Mr Amit Sharma, Consultant Grade 2
11. Ms. Ojasvi Goyal, Consultant Grade 1
12. Mr. Amir Waheed, Consultant Grade 1
13. Mr. Balaji Baskaran, Consultant Grade 1
14. Ms. Vandana Purohit, Consultant Grade 1
15. Ms. Sheetal Bhandari, Consultant Grade 1
16. Mr. Amresh Kumar, Consultant, Grade 1
17. Mr. Abhinav Mishra, Consultant, Grade 1
18. Ms. Nidhi Trehan, Consultant, Grade 1
19. Ms. Srishti Jha, Young Professional
20. Ms. Ratna Priya Kanchan, Young Professional
21. Mr. Parkishit Yadav, Young Professional
22. Ms. Pragya, Young Professional
23. Mr. Baiju Balan, Young Professional

Representatives from sectoral stakeholders

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19. Mr. Krishan Kumar (CEO- Handicrafts & Carpet SSC)
20. Mr. Narendra Deshpande, CEO, CSDCI
21. Mr. Rajeev Garg, GJSCI
22. Mr. Brajesh Kumar, CEO IASC
23. Mr. Ravindra Singh, CEO SCPwD
24. Mr. Sanjay Bhardwaj, CGSC
25. Mr. Sunil Marwah (FICSI)
26. Mr. Tahsin Zahid Sports and Fitness Sector Council
27. Mr. Abhisek Mishra (WMPSC)
28. Mr. Aman, HCSSC
29. Dr. Roopak Vashistha, Apparel SSC
30. Mr. Amit Singh, SSCAMH
31. Mr. Ankur (FICSI)
32. Ms. Deepti Singh, FICCI
33. Mr. Apoorv -SCMS
34. Mr. Arjun Singh, Handicrafts SSC
35. Mr. Ashish Anand, SCPwD
36. Mr. Bhuvnesh Kr. Verma, SSDF

37. Col A.K. Singh
38. Col A. Sharma
39. Mr. Alok Tripathi Director NIELIT
40. Mr. Koushik Dutta, EME SCHOOL
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43. Bharti FFSC
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48. Ms. Priyanka Pandey (DWSSC)
49. Ms. Priya-Sports SSC
50. Mr. Rajesh Deswal, Hartron
51. Ms. Reena LSC
52. Mr. Atul Madan, Apparel SSC
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55. Mr. Dharm, BECIL
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57. Ms. Shalini Singh -CGSSC
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59. Ms. Sunita Verma SCPwD
60. Dr. Himanshu, NIELIT
61. Mr. AR Yadav, Mewar University
62. Mr. Sher Singh Yadav, Corps of Signals
63. Mr. Satheesh, ASC
64. Ms. Anjali S Nair, ASAP
65. Mr. Aditya Katoch, INS
66. Mr. S. Ramachandran, NTTF
67. Mr. Chandrajet, AAD
68. Mr. Deepak Singh, RCPSDC
69. Mr. Deepak Rai, SSCGI
70. Mr. Pachmarhi, AEC
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72. Dr. SK Tewari, NBRI
73. Dr. Sunita Badhwar, THSC
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97. Col. Lakshmi Narayanan, RVC
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99. Mr. Rajagopalan, NTTF
100. Mr. Rajesh Deswal
101. Mr. Ravindra Singh, SCPwD
102. Ms. Reena, LSC
103. Mr. Ripunjay Singh, NIELIT
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107. Mr. Sadhanandham, Leather SSC
108. Ms. Samriti Takiar LifeSciences SSC
109. Mr. Santosh Saha, MEPSC
110. Mr. Shailendra K Agarwal, NTTF
111. Mr. Shankar, NTTF
112. Ms. Shefali Parab, GJSSC

113. Ms. Shivi Chaudhary, LSSSDC
114. Mr. Siddharth, MSU
115. Ms. Sneha, MEPSC
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118. Mr. Sudhir Kr. Jain, TSSC
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136. Ms. Priyanka
137. Col. Lakshmi Narayanan, RVC
138. Ms. Radha Gautam_HCSSC
139. Mr. Rajagopalan
140. Mr. Rajender Waldia
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150. Ms. Samriti Takiar LifeSciences

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166. Mr. Sukhjeet
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168. Mr. Vijay Chatterjee
169. Mr. W B PRASAD
170. Mr. Y K Sharma, BECIL
171. Mr. Yogesh Patil, Director, MSBSVET
172. Mr. Gaurav Trivedi, IIT Guwahati
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174. Mr. Karan Chhikara
175. Mr. Koushik
176. Mr. Nimesh Pandey
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178. Ms. Priyanka Pandey
179. Ramella Chaitra
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182. Mr. Vijay Kumar

Annexure-II

सत्यमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP

NCVET
कौशल गुणवत्ता प्रगति

Report on Mapping of Qualifications with National Classification of Occupations (NCO) Codes

22nd August 2023

National Council for Vocational Education and Training (NCVET)

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1. Introduction

1.1 The concept of *occupation* is defined as a "set of jobs whose main tasks and duties are characterized by a high degree of similarity". A person may be associated with an occupation through the main job currently held, a second job, a future job or a job previously held. Occupational classification plays an important role in addressing the issues of the working population. Worldwide industrialization and globalization have increased the demand for a new international standard for occupations to facilitate the collection and reporting of related data. Classification of Occupations is intended both for use in compiling statistics and for client-oriented uses such as the recruitment of workers through employment offices, the management of migration of workers between countries and the development of Vocational Education & Training (VET) courses and guidance.

1.2 The VET & Skilling ecosystem has evolved rapidly in India in the past with policy impetuses like the National Skill Development Policy and Skill India. The focus is on to create a workforce empowered with the necessary and continuously upgraded skills, knowledge and internationally recognized qualifications in order to gain access to decent employment and ensure India's competitiveness in the dynamic global market.

1.3 India's working-age population is rising and stood at 68% compared with 67.3% in 2020 and 66% in 2015, according to the UNFPA's State of World Population Report 2023. India will have the youngest workforce in the world with a median age much lower than other countries. The other countries will have a higher proportion of the population which is not in the working-age group which will result in a shortage of manpower to the tune of 56 million. Indian workforce can fill this gap in India and abroad and result in greater economic growth as envisioned by the Hon'ble PM to make India Skill Capital of the World by creating a pool of world class skilled human resource in the country.

1.4 For development of a VET & Skill course/qualification which is internationally mapped and recognised, classification of the occupations in the country and their further mapping with international classifications becomes a prerequisite. Based on such classification each job in the country could be mapped to jobs of similar nature across countries providing necessary policy inputs for development of qualifications along with the enhanced international mobility for the learners.

2. Background

2.1. International Classification of Occupations

2.1.1. The International standard classification of occupations, abbreviated as ISCO, is an international classification under the responsibility of the International Labour Organization

(ILO) for organising jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job.

2.1.2. The first ISCO version, known as ISCO-58, was adopted in 1957 by the Ninth International Conference of Labour Statisticians; subsequent versions were ISCO-68 (Eleventh International Conference of Labour Statisticians, 1966), ISCO-88 (Fourteenth International Conference of Labour Statisticians, 1987) and the fairly recent ISCO-08, adopted in December 2007. ISCO-08 is a four-level hierarchically structured classification that allows all jobs in the world to be classified into 436-unit groups. The framework used for the design and construction of ISCO-08 is based on two main concepts: the concept of job, and the concept of skill.

2.1.3. A job is a "set of tasks and duties performed, or meant to be performed, by one person, including for an employer or in self-employment".

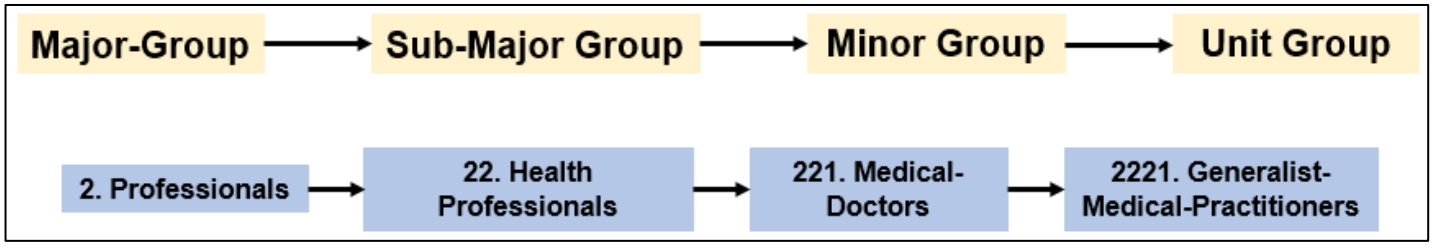
2.1.4. Skill is defined as the ability to carry out the tasks and duties of a given job.

2.1.5. ISCO 08 has a four-digit coding structure with a single digit representation for Major Groups, Sub-Major Groups, Minor Groups, and Unit Groups. This classification system contains the following categories:

a. 10 - Major Groups
b. Sub-Major Groups
c. Minor Groups
d. Unit Groups

2.1.6. Each group in the classification is designated by a title and code number and is associated with a description that specifies the scope of the group as follows:

a. Major Group is denoted by a 1-digit code, example 2 Professionals.
b. Sub-Major Group is denoted by a 2-digit codes, example 22 Health Professionals
c. Minor Groups are denoted by 3-digit codes, example 221 Medical doctors.
d. Unit Groups are denoted by 4-digit codes, example 2211 General Medical Practitioners



2.2. National Classification of Occupations

2.2.1. NCO is a classification of occupations, which describes and assigns codes to the various occupations in the country and aligns it with the ISCO. The classification of occupation is a categorization of individual occupations on the kind of work and skill-level involved in that particular occupation. It is intended that all the job titles in the nation can be assigned to one (and only one) of these categories or codes.

2.2.2. The first effort in the direction of preparing an occupational classification system in India was made by the then Directorate General of Resettlement and Employment, DGRE [later called the Directorate General of Employment and Training (DGE&T) and now referred to as Directorate General of Employment (DGE)] in 1946 in bringing out a publication titled "Guide to Occupational Classification" primarily to be used by employment service for day-to-day work at the Employment Exchanges such as registration of applicants, documentation of vacancies, compilation of statistical data, etc. It was an industrial-based classification and was framed after the British pattern.

2.2.3. International Labour Organization (ILO) brought out the first International Standard Classification of Occupations (ISCO) in 1958 with a view to bring out a complete occupational classification system, which could help in promoting international comparability of statistical data relating to occupations. The then DGE&T accordingly took up the work of preparing a National Classification of Occupations (NCO) on the lines of ISCO and brought out "National Classifications of Occupations – 1958". NCO – 1958 contained detailed information about 1990 occupations.

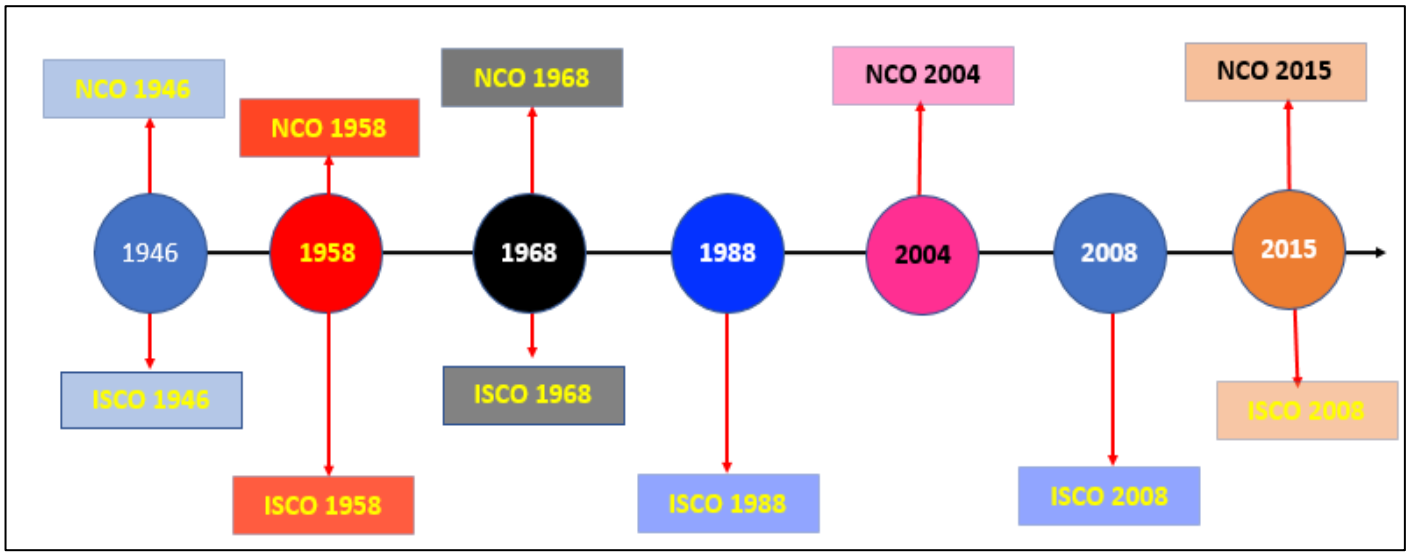
2.2.4. The ILO introduced a number of changes in the ISCO – 58, namely called it ISCO – 66, applied the principle of 'type of work performed' more rigidly, and revised the Major, Minor, and Unit Groups (corresponding to NCO Divisions, Groups, and Families) of the classification. In order to ensure that NCO – 68 is compatible with ISCO – 66, DGE&T revised the code structure so that the new NCO, called NCO – 68, would be patterned after the ISCO – 66. While adopting the ISCO – 66 code structure, deviations were made, wherever necessary, to suit the Indian conditions and settings.

2.2.5. After a gap of about 3 decades the NCO – 2004 was brought out. During this period, the economic, social, industrial and agrarian fields underwent drastic changes. Globalization and economic liberalization had infused competitiveness amongst various industries. This led to changes in the work process and skill level of the workers. This also brought in a totally new class of jobs and functions. The ILO came out with a new version wherein not only the work performed, but also the skill level required was considered in the codification of occupations. This classification of skill levels was more or less based on the educational categories and levels, which appear in the International Standard Classification of Education (ISCED). The revision of NCO – 2004 was carried out in line with the approach

adopted by ILO in its ISCO – 88. As such, all the Unit Groups in ISCO – 88 were adopted as Families at 4-digit level, even though in some cases no Occupations at the specified skill level were identified so far. This was done to accommodate Occupations, which may become available in the near future. Owing to introduction of the concept of skill level and new aggregation at six-digit level in the NCO – 2004 classification, the code structure was radically changed. This resulted into breaking up and/or merger of some Divisions, Groups, and Families of the 1968 version. Due to this, exact equivalents of all the codes in the 68 version may not be available.

2.2.6. To map the job roles with the revised ISCO -2008 and to cater to dynamic requirements of job market the revision of NCO was undertaken and revised NCO was published in 2015. ISCO – 2008 and NCO 2015 are currently in use.

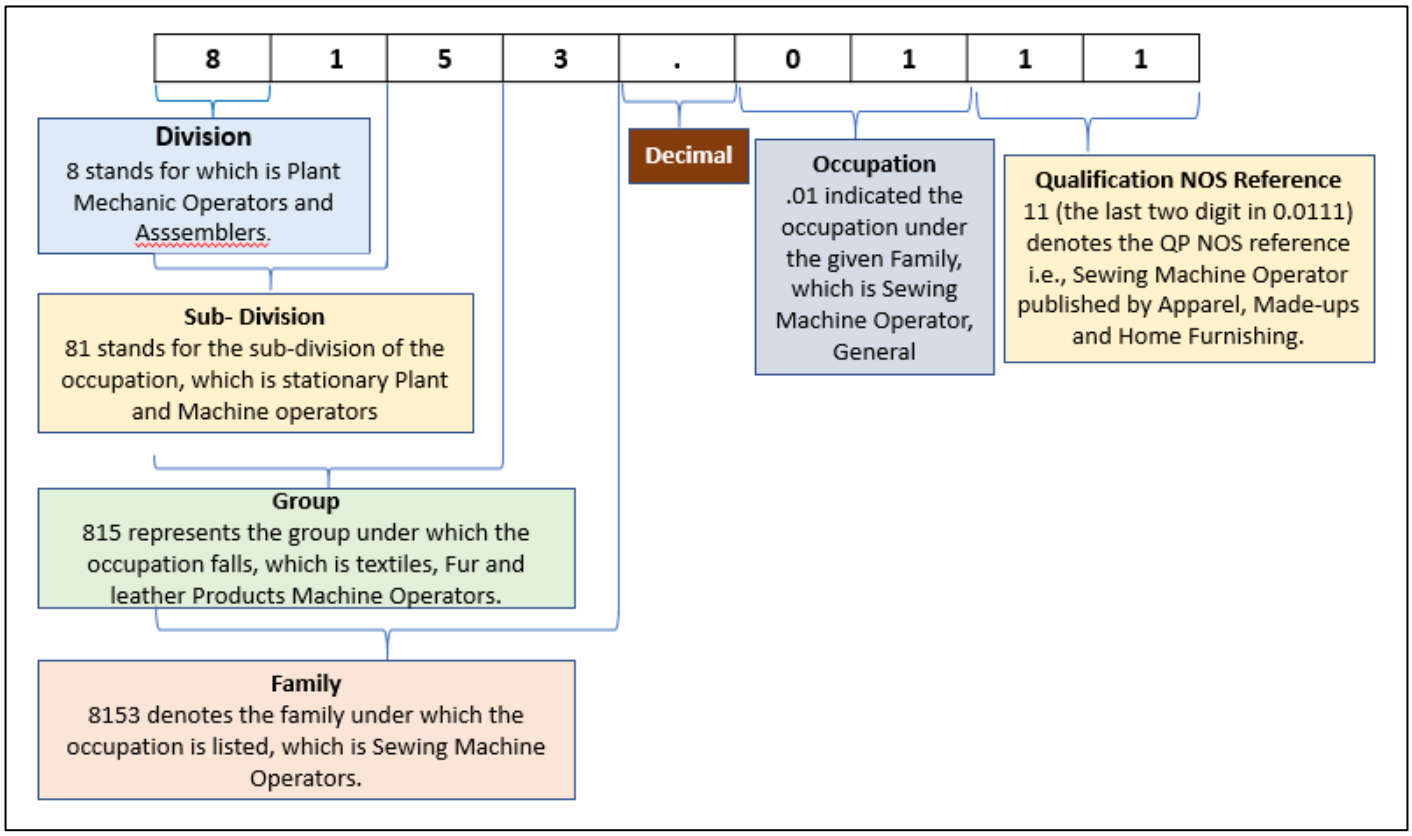
2.2.7. The evolution of ISCO and NCO is depicted in the diagram below:



2.2.8. The National Classification of Occupation – 2015 is an 8-digit coding structure which was mapped and aligned to ISCO – 08 with an addition of 2 digits. The coding structure of NCO – 2015 is as follows:

a. Before Decimal:
   i. The first digit will represent the Division (Major Group in ISCO)
   ii. The first two digits will represent the Sub-Division (Sub-Major Group in ISCO)
   iii. The first three digits will represent the Group (Minor Group in ISCO)
   iv. The first four digits will represent the Family (Unit Group in ISCO)
   (A decimal is introduced after the first four digits in order to create a distinction between the Families and individual Occupations)

b. After Decimal:
   i. The first two digits will represent the different occupations that can be combined under the given Family.
   ii. The last two digits shall represent the availability of a NSQF aligned Qualification for the job role.
   For example: 8153.0111 Code for Sewing Machine Operator.



c. The value of the last two digits would depend on two scenarios:

1.1.1 If Qualification is available, then the value of the last 2 digits after the decimal will be between1-99 (arranged sequentially).

1.1.2 If Qualification is unavailable, then the value of the last two digits after the decimal will remain 00.

2.3. Skill Levels & NCO

2.3.1. NCO 2015 maps occupations with 4 levels of skills as prescribed by ISCO. These skill levels largely map occupations with the years of formal educational requirements. However, to suit the Indian requirements the cognizance of informal skill has been taken and the same has been incorporated in Skill Level I of NCO 2015. NCO 2015 has designed 9 divisions starting from serial no 1 to 9 in a manner that each division represents a particular skill level required to perform the corresponding jobs e.g., NCO 2015 division no 4 – 'Clerks' are mapped to Skill Level II which means any occupation falling under this division shall require secondary education level (11 to 13 years of education). *Detailed tables and explanation regarding the Skill Levels & corresponding NCO Divisions are placed as* ***Annexure A****.*

3. Vocational Education & Training (VET)

3.1 The National Council for Vocational Education & Training (NCVET)

3.1.1 The National Council for Vocational Education and Training (NCVET) was notified by the Government of India vide gazette notification no. SD17/113/2017-E&PW dated 05th December 2018. NCVET as an overarching skills regulator regulates the functioning of bodies engaged in vocational education and training, both long and short-term, and lays down minimum standards for the functioning of such bodies. NCVET strives to integrate fragmented regulatory systems involving multiple stakeholders and infuse quality assurance across the entire vocational training value chain, leading to strengthened outcomes.

3.1.2 As per Para 16, Point (f) of Chapter III (Functions and Powers of the Council) of the NCVET Gazette Notification, one of the important functions of NCVET is to frame guidelines for approval of qualifications & approve qualifications in the manner set out in such guidelines. NCVET approves qualification through the National Skills Qualification Committee (NSQC) which is housed in NCVET. Constituted by the Council, the NSQC comprises, amongst others, of the representatives from the select Central Ministries, the regulatory bodies of education and skilling ecosystem namely University Grants Commission (UGC) and All India Council for Technical Education (AICTE), Director General Training (DGT), Central Board of School Education (CBSE), select SSDMs (by rotation), select Industry Associations, the Awarding Bodies, and sectoral representatives. NSQC is the apex committee for approval of qualifications in order to align them with the National Skills Qualification Framework (NSQF).

3.2 The National Skills Qualification Framework (NSQF)

3.2.1 The National Skills Qualification Framework (NSQF) is an outcome and competency-based framework which organizes qualifications according to a series of levels of knowledge, skills, aptitude, and responsibility levels defined in terms of learning outcomes which the learner must acquire through formal, non-formal or informal learning which may comprise of academics, vocational education, training & skilling and experiential learning including relevant experience and proficiency/ professional levels acquired, subject to assessment. Thus, the NSQF is a skills' quality assurance framework.

3.2.2 The National Skills Qualification Framework (NSQF), which is an outcome and competency-based framework is composed of levels 1 (one) to eight (8). Each NSQF level is defined and described by a set of level descriptors expressed in terms of learning outcomes in five domains, which describe in general terms, the minimum knowledge, skills, and attributes that a learner needs to acquire in order to be certified for that level. The five domains are (1) professional theoretical knowledge, (2) professional and technical skills/ expertise, (3) aptitude, mind-set, soft skills, employment readiness & entrepreneurship skills, (4) broad learning outcomes and (5) level of responsibility.

3.2.3 The revised NSQF now provides for not only qualifications but also the smaller units of competencies like the National Occupational Standards (NOS) and Micro Credentials (MC) to be approved and aligned with the framework.

3.2.4 Every qualification defines and provides for the Occupational Maps and Progression Pathways to enable both horizontal and vertical mobility of students/ learners. The progression pathways shall be defined in each qualification to facilitate such vertical and horizontal mobility. For this, Awarding Bodies shall develop clearly defined Occupational Maps (OMs) of the sector concerned. Such OMs may show pathways within the same sector or across sectors.

3.2.5 The National Credit Framework (NCrF) enables creditisation of every learning hour subject to its assessment. The Credit levels to be assigned are based on the cumulative numbers of years of learning with assessment. "Credit" is recognition that a learner has successfully completed a prior course of learning, corresponding to a qualification at a given NSQF/ NCrF level. For each such approved qualification, the student/ learner would have put in such number of hours of learning (academic, vocational education & skill and experiential learning) or workplace experiential learning including relevant proficiency and professional levels acquired, so as to achieve the pre-defined and approved learning outcomes as part of the qualification, subject to valid, reliable assessment by a duly recognized assessment agency. NSQF aligned qualifications enable creditisation, Recognition of Prior Learning (RPL), extended, enhanced and improved mobility for the learner amongst other benefits.

4. Mapping of Qualifications with NCO

4.1 Introduction

One of the main objectives of any classification of occupations is to identify the occupations and jobs existing in the economy so that the gaps between the demand and supply of the skilled manpower may be ascertained. Based on such data, policy to address skill gaps which includes designing required VET & skilling programs is drafted and implemented. Classification of occupations also helps in mapping of domestic job roles of any country with corresponding international job roles classified under similar nature enhancing the international mobility of learners. Therefore, classification of occupations plays a major role in VET & Skill Development policy of any nation.

4.2 Relevance (Benefits of Mapping of Qualifications with right NCO codes)

4.2.1 Data generation with respect to existing job roles in the economy could further benefit in the following:

a. Identification of existing job roles
b. Identification of redundant job roles
c. Identification of development in technology and other skills over a period of time i.e., Trend Analysis
d. Identification of future job roles based on trends.
e. Identification of skill gaps & skill mismatch
f. Growth Analysis and predictions related to sectors/subsectors and job roles.

4.2.2 Based on the data analysis, develop VET & skilling Qualifications/NOS/MC for skilling, reskilling & upskilling (Need based development)

4.2.3 Mapping of Qualifications with international job roles; identification of gaps and developing training standards catering to international requirements

4.2.4 Designing & developing customised bridge courses for filling skill gaps both nationally & internationally

4.2.5 Equitable & efficient allocation of resources to VET & skilling initiatives based on actual & verified requirements.

4.2.6 Harmonised VET & skilling policy development and implementation

4.2.7 Facilitate international mobility with relevant skill development initiatives.

4.2.8 Development of authentic & market validated occupational maps providing for verified vertical & horizontal progression avenues to a learner.

4.2.9 Identify duplication of efforts or over emphasis in one occupation or job role

4.3 **Current Mechanism of NCO Mapping**

As a standard practice of NSQF alignment, all Qualifications are required to be mapped to a NCO code. All the Qualifications being submitted for NSQF alignment are required to be submitted in a template called 'Qualification File'. Qualification File serves as a standard template of bringing together the major parameters of a skill curriculum with its strategy of assessment, evidence of need, training requirements, credit values, etc. among others around a job role. Serial No. 14 of the Standard Qualification File Template requires information regarding the NCO Code of the proposed qualification (job role) to be submitted. All the Awarding Bodies are required to submit the complete Qualification File Template along with curriculum & other required annexures to NCVET for NSQF alignment. Accordingly, all Qualifications have the corresponding NCO Codes mapped and recorded in Q File template. In case an AB cannot find any matching NCO for the proposed Qualification, the same has to be communicated to NCVET.

4.4 **Challenges**

4.4.1 As explained above, mapping of NCO with Qualifications is a standard exercise. However, during the implementation certain anomalies in assignment of NCO codes to the Qualifications were observed as follows:

a. **Non-Assignment of Code:** Some existing NSQF aligned & approved qualifications have not been assigned/ mapped to any NCO Codes.

b. **Incorrect Assignment:** Some NSQF aligned & approved qualifications have been assigned wrong NCO Codes. When the learning outcomes & curriculum of the qualification do not match with the description of the mapped NCO occupation it amounts to a mismatch. Generally, the mismatch is reflected through the nomenclature contradictions. However, there could be cases where there could be different nomenclature of the qualification than that of the corresponding NCO occupation but the learning outcomes match.

c. **Non-Availability of Codes:** For some qualifications no matching NCO codes are available e.g., futuristic job roles, Industry 4.0 etc.

d. **Multiple Codes mapped to a single Qualification:** Some qualifications have been assigned multiple codes of different groups and families and sometimes even of different divisions.

e. **New Skilling Areas:** Further, with an objective to recognise all types of VET & Skill learning across various types of institutions & systems both formal & informal, various types of qualifications are being aligned to NSQF e.g., Indian Knowledge System (IKS). All such qualifications shall also require relevant NCO Codes which currently are unavailable. With the integration of skilling in the Defence Forces with the VET & Skilling ecosystem, there are number of qualifications relevant to both industries and Armed Forces for which new NCO codes may have to be assigned in consonance with the ISCED/ISCO.

f. **Assigning Codes to New Age Qualifications:** To cater to the dynamic requirements of the job market NCVET promotes and approves Multiskilling & Cross sectoral Qualifications. Smaller competencies units in terms of National Occupational Standards (NOSs) & Micro Credentials are also being approved and aligned to NSQF. However, assigning NCO codes to such new age qualifications & smaller units of competencies requires clarity and guidelines.

g. **Assigning Codes to Rationalised Qualifications with Electives:** The code assignment to a qualification where choice of an elective is provided to learner also needs clarity since the competencies based on the elective a learner chooses will alter. Therefore, a single occupation with multiple electives might lead to different job roles and might map with multiple NCO codes.

h. **Lack of Clarity amongst Awarding Bodies:** It was also observed that the ABs lacked clarity about the concept of NCO Codes, its importance & relevance and its overall application. Therefore, the ABs lacked the required motivation with respect to NCO codes assignment which often led to non-assignment or mismatch between NCO codes & qualifications.

5. Committee on Mapping of Qualifications with NCO Codes

5.1 Composition

To address the issues listed above, the National Skills Qualification Committee (NSQC) in its 26th meeting held on 31st January 2023 proposed to form a committee on mapping of qualifications with NCO codes under the chairpersonship of Executive Member, NCVET with members from Ministry of Labour & Employment (MoLE), MSDE, UGC, AICTE, NCVET, DGT, NSDC and select Awarding Bodies. Accordingly, the 'Committee on Mapping of Qualifications with NCO Codes' was notified on 14th February 2023 vide an Order No. 32001/12/2023/NCVET. The detailed Order containing composition of the Committee is placed as **Annexure B**.

5.2 Terms of Reference

5.2.1 Develop draft instructions/ Guidelines for reference by various ABs and stakeholders with respect to usage and mapping of NCO codes to qualifications/ job roles.

5.2.2 Propose an action plan for the mapping of VET qualifications including in the future/emerging skills and Industry 4.0 qualifications with NCO codes across sectors/ subsectors/ job roles etc., in line with the sectoral occupational maps prepared by the respective Awarding Bodies.

5.2.3 Review and analyse the status of NCO mapping across all the existing NSQF aligned

and approved qualifications along with their occupational maps to identify the gaps for taking appropriate actions for bridging the same.

5.2.4 Identify and list job roles that have not been assigned NCO codes:
   a. Assign existing NCO codes to the qualifications.
   b. Identify a list of qualifications for which NCO codes are not available.

5.2.5 Devise process for identification and rectification of the misalignment of NCO codes with the VET qualifications.

5.2.6 Devise process for mapping/ revising of nomenclature of the occupations as per NCO/ evolved market requirements.

5.2.7 Review and realign (if required) the NCO coding & nomenclature of occupations for high international mobility with the international nomenclature (ISCO). A capacity building plan may be created for various stakeholders.

5.3 Major Findings

5.3.1. The 09 sub-groups with CEOs of select Sector Skill Councils as lead members submitted their respective reports about mapping of their qualifications with NCO codes. The following were the main inferences attained from the exercise:

a) 156 qualifications out of 2157 qualifications had been incorrectly mapped to the NCO codes.
b) 256 qualifications could not be aligned with any NCO codes.
c) Non availability of codes for Future skill/industry 4.0 qualifications.

5.3.2. Detailed findings of the Awarding Body wise qualification analysis undertaken is as below:

Total number of qualifications	2157
No. of job roles that have not been assigned NCO codes	256
Qualification with no NCO code where NCO code has been proposed	236
Qualifications for which NCO codes are wrongly mapped	156

Note: The qualifications which have been archived are not considered for the exercise. The qualifications which were active as of February 2023 have been considered for the exercise. Accordingly, 2157 qualifications of 45 ABs have been considered under this exercise.
*The details of the Exercise undertaken by the subgroups is attached as **Annexure C**.*

5.4 Capacity Building

As per the decision of the committee all the NCVET recognised Awarding Bodies were divided in three different groups and capacity building workshops were held by MoLE for these groups. These groups also comprised NCVET officials. The details of the workshops held are as below:

Group Name	Date	Time	Venue
Group 1	28/04/2023	11:30 AM – 01:00 PM	NICS, Noida
Group 2	04/05/2023	02:30 PM – 04:00 PM	
Group 3	11/05/2023	11:30 AM – 01:00 PM	Video conferencing

5.5 Development of Handbook

As decided by the committee an exercise to develop user Handbook/SoP having guidelines/instructions for correct and easy mapping of qualifications with qualifications across sectors was undertaken. The existing NCO codes document is exhaustive but needed more simplification and granularity for awareness purposes. As a result, DGE and NCVET developed indicative guidelines/instruction on the use of NCO codes and their mapping to qualifications/job roles for use by various ABs and stakeholders. These guidelines/instructions are attached as **Annexure D**.

5.6 Recommendations

5.6.1 The Committee observed that NCO codes branch out in a highly standardized way, resulting in an accurate depiction of the kinds and types of job roles present in that occupation. These are also in line with international standards, which will create opportunities towards international equivalence and mobility of the learner's undertaking skilling and TVET qualifications and curriculum.

5.6.2 The Committee seeks to address the pertinent factors mentioned in the Issues and Observations sections and map all NSQF aligned and approved qualifications with National Classification of Occupations (NCO) Codes. One of the ways to effectively identify, analyse, and resolve the problems encountered so far while mapping the qualifications to the NCO Codes was to diligently carry out a thorough exercise of removing the anomalies in the currently mapped NCO codes. Based on major findings of this exercise, following is recommended by the Committee:

a. Standing Committee on NCO: Since VET & Skilling is a dynamic ecosystem with evolving requirements and trends, the qualification development & alignment of qualifications to NCO codes is also a dynamic activity. Also, with expanding scope and operations of VET & Skilling in the country, new stakeholders in the form of ABs will keep entering the ecosystem. In addition, NCO codes are framed for long intervals as its revision is undertaken after years. Therefore, to address the day-to-day operational issues, interpretational matters and for conflict resolution with respect to mapping of qualifications with NCO codes, a standing committee may be formed. This committee must have representatives from NCVET and

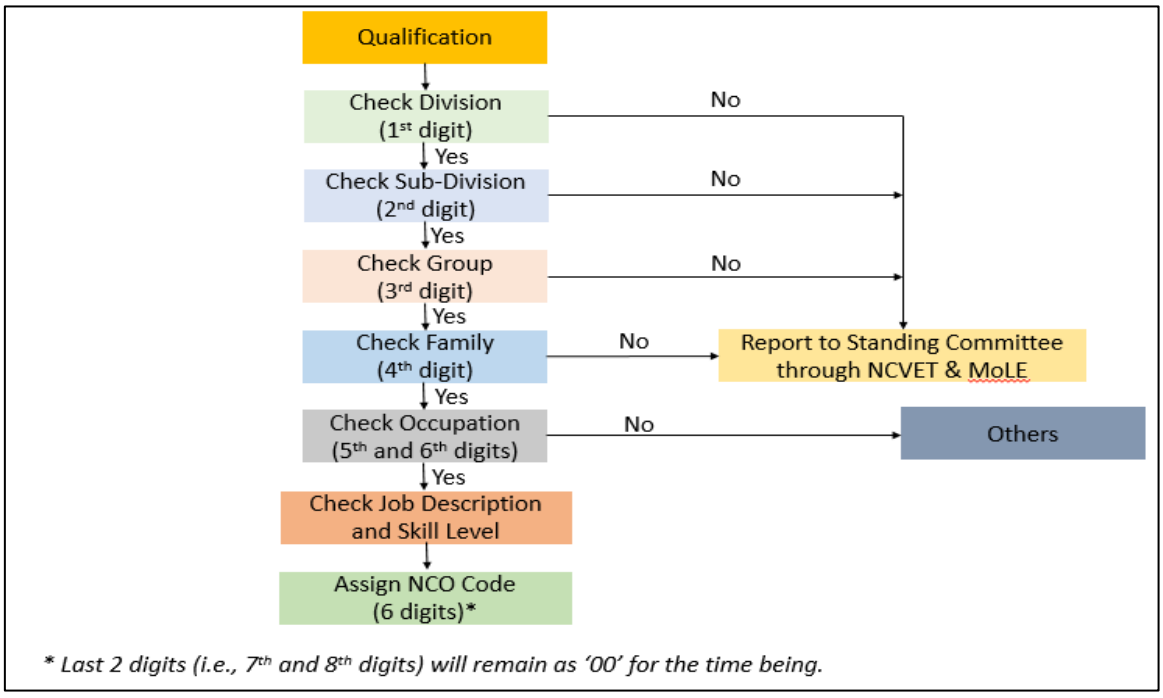
MoLE respectively amongst others and be jointly chaired by EM, NCVET and DDG, MoLE. This committee shall be housed at NCVET and shall hold meetings as and when required depending on the matters to be addressed. Additionally, it is also recommended that the nodal officers from both NCVET and MoLE with respect to assignment of NCO Codes to qualifications may be nominated, who shall serve as a single point of contact with respect to all code assignment matters.

b. **Development of Online Solution for Authentic Assignment of NCO Codes:** Committee recommends that an online solution which works on Artificial Intelligence and Machine Learning to map various parameters of a qualification with the listed occupations under NCO may be developed. Such solutions should be able to map the qualifications with the most suitable and relevant NCO Codes on the click of a button. Such solutions shall also be able to find out discrepancies and non-availability of codes.

c. **Assigning Codes to Qualification:** Assignment of relevant codes to qualifications requires understanding of the NCO concepts and classification. ABs generally find it difficult to identify the relevant occupations under which the qualification shall lie. To make assignment of codes easy and swift:

i. Two process flow charts have been designed. The flow charts with use cases are explained as follows:

A. Downward Assignment



USE CASE

Engraver- NCO 2015\ 7313.1900

The methods outlined in the flow chart above can be used to determine the appropriate NCO code for a qualification called 'Engraver' produced by HCSSC.

Step 1: Determine the relevant Division, i.e., 7, under which the qualification falls, is the 'craft and related trades workers category'.

Step 2: The suitable sub-division for the qualification is now identified as 73, which is handicraft and printing workers.

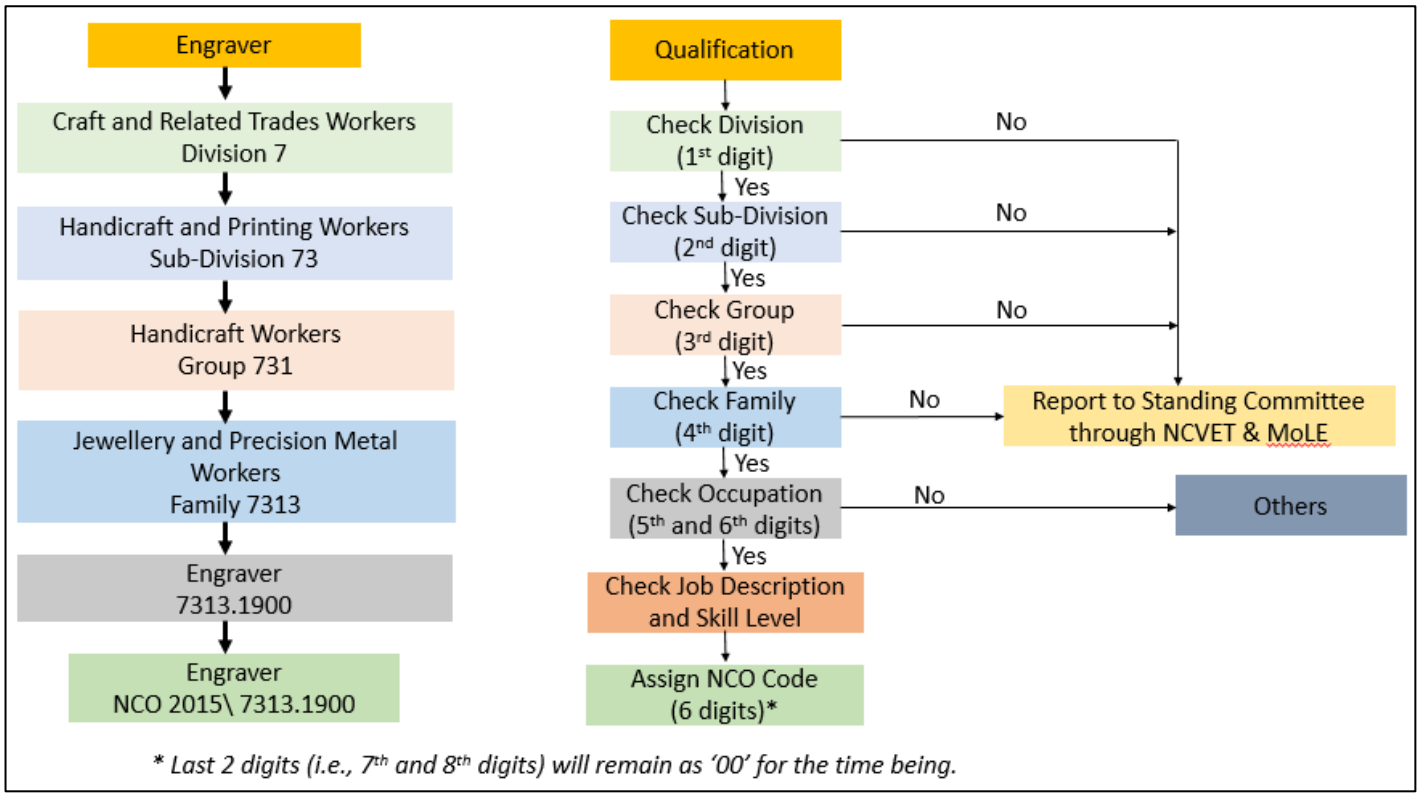
Step 3: The Group is now found to be 731, which is handicraft workers.

Step 4: Next, look in the Family for the qualification 7313 under jewellery and precision metal workers.

Step 5: When reviewing the job description and the skill level for the qualification, the 5th and 6th numbers for the code are recorded as 19.

Step 6: As a result, the qualification's NCO Code is 7313.1900.

Note: The last two digits (i.e., the 7th and the 8th digits) will remain as 00 for the time being. Please refer to recommendation no. 'vii' for details.



Drone Developer (Software) – NCO 2015\ 2512

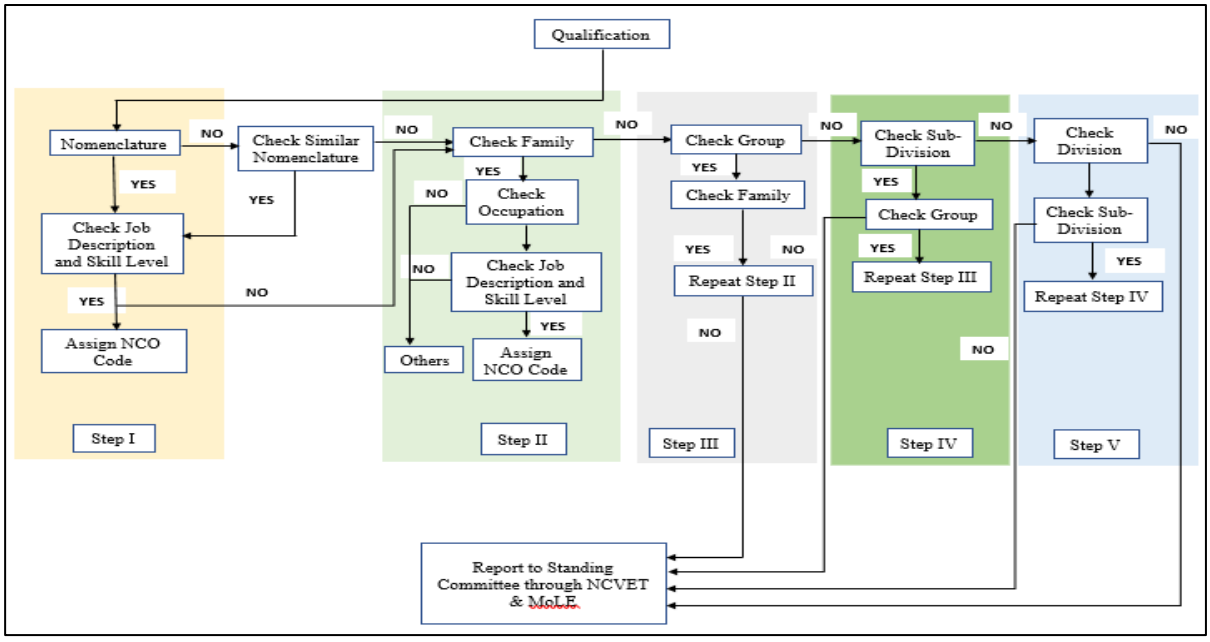
To determine the relevant NCO code for the 'Drone Developer (Software)' qualification developed by IT-ITeS SSC, complete the steps outlined in the flow chart above:

Step 1: Determine the relevant Division, i.e., 2, under which the qualification falls, is the 'Professionals'.

Step 2: The suitable sub-division for the qualification is now identified as 25, which is 'Information and Communication Technology Professionals'.
Step 3: The Group is now found to be 251, which is 'Software and Application develops, and Analysts'.
Step 4: Next, look in the Family for the qualification 2512 under Software Developers.
Step 5: When reviewing the job description and the skill level for the qualification, there are 8 occupations which are listed under the family. However, an exact match for the qualification 'Drone Developer (Software)' cannot be found.
Step 6: If the AB feels that the Job Description of the Qualification File doesn't match with any of the 8 occupations listed then a code till first four digits that is upto family level can be assigned which in this case is 2512, and the same maybe communicated to the Standing Committee.

Assistant Yoga Instructor - NCO 2015\ NIL
By following the steps specified in the flow chart provided, one can ensure correctness in providing the correct code for the certification 'Assistant Yoga Instructor' created by Healthcare SSC:
Step 1: It can fall under Division 2 and 3, but while going the detailed description of both the divisions, it was found that it is best suited under Division 3, under which is the 'Technicians and Associate Professionals'.
Step 2: The suitable sub-division for the qualification is now identified as 34, which is 'Legal, Social, Cultural and related Associated Professionals'.
Step 3: However, after this sub-division, no further Group can be mapped to the qualification. Therefore, no code can be assigned for the abovesaid qualification and the representatives of the Standing Committee, MoLE, or NCVET must be notified.

B. Upward Assignment



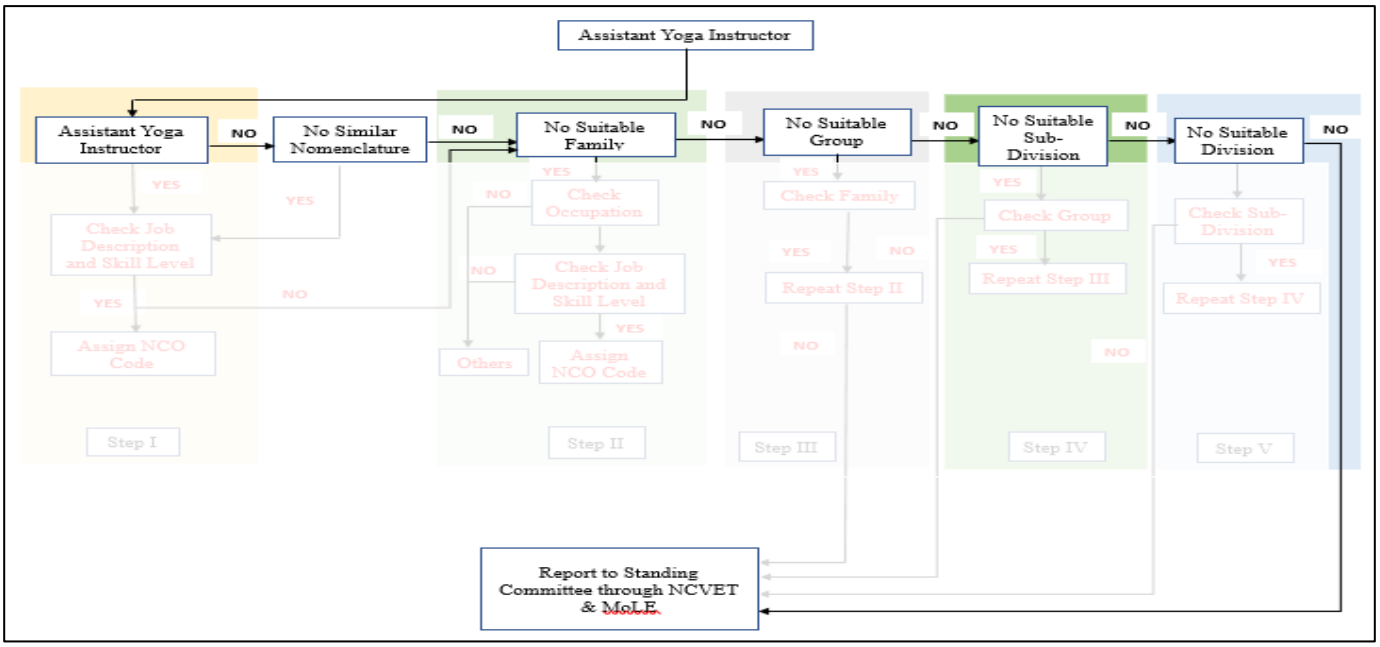
USE CASE:
Engraver- NCO 2015\ 7313.1900

The methods outlined in the flow chart above can be used to determine the appropriate NCO code for a qualification called 'Engraver' produced by HCSSC.
Step 1: The precise nomenclature is confirmed and easily located.
Step 2: The job description and skill level as defined by the qualification are now mapped, if they are deemed to be relevant to the qualification.
Step 3: The NCO Code 7313.1900 is therefore mapped and assigned to the 'Engraver' qualification.

Drone Developer (Software) – NCO 2015\ 2512
To determine the relevant NCO code for the 'Drone Developer (Software)' qualification developed by IT-ITeS SSC, complete the steps outlined in the flow chart above:
Step 1: The exact name of the qualification is sought in the concordance table, but it is not found. As a result, proceed to check the qualification using the same nomenclature as shown in the flowchart.
Step 2: When checking for same nomenclature in the table, it is discovered that 8 occupations exist, so we check the Job description and the Skill Level.
Step 3: The exact job description cannot be mapped and thus we will look for the family that the qualification may come under. It is found that the qualification can be mapped under family 2, and thus proceed to the next step.
Step 4: The exact occupation cannot be found and thus we find the relevant Group, Sub-division and Division which is found to be 2512. However, an exact match for the qualification 'Drone Developer (Software)' cannot be found.
Step 5: If the AB feels that the Job Description of the Qualification File doesn't match with any of the 8 occupations listed then a code till first four digits that is upto family level can be assigned which in this case is 2512, and the same maybe communicated to the Standing Committee.

Assistant Yoga Instructor - NCO 2015\NIL
By following the steps specified in the flow chart supplied, one can ensure correctness in providing the correct code for the certification 'Assistant Yoga Instructor' created by Healthcare SSC:
Step 1: The exact name of the qualification is sought in the concordance table, but it is not found. As a result, proceed to check the qualification using the same nomenclature as shown in the flowchart.
Step 2: When checking for similar nomenclature in the table, it is discovered that it does not exist, so we go to the next step.
Step 3: Look for the family that the qualification may come under. If no family can be discovered, proceed to the next step.
Step 4: If no applicable Group under which the qualification falls is found while searching for it, go to the next step.
Step 5: Look for the qualification in Sub-Division. If no appropriate Sub-Divisions are located, proceed to the next step.
Step 6: While going through the Division, it can be found that the qualification can fall under division 2 and 3 both. But while going the detailed description of both the divisions, it was found that it is best suited under Division 3, under which is the 'Technicians and Associate Professionals'. Therefore, no code can be

assigned for the abovesaid qualification and the representatives of the Standing Committee, MoLE, or NCVET must be notified.



ii. **Note:** For searching various matching families, occupations, with respect to a qualification, Ministry of Labour and Employment has developed a search engine which is available at ***https://dge.gov.in/dge/nat*** **.**

iii. For ease of identification and assignment of codes to qualifications, committee had also recommended to draft a Handbook containing guidelines/SoP enabling stakeholders esp. ABs to map qualifications with relevant NCO codes. This handbook must enable easy understanding of concepts & processes. Accordingly, DGE and NCVET have developed indicative guidelines/instruction on the use of NCO codes and their mapping to qualifications/job roles for use by various ABs and stakeholders. These guidelines/instructions are attached as **Annexure IV**.

d. Assigning Codes to Multi Skilling Qualifications: Qualifications which pan across sectors/subsectors or have multiple job roles or electives may be assigned multiple NCO codes. However, these NCO codes must correspond to the job roles or occupations which the learner will be able to undertake after successful completion of a particular elective or multiskilling qualifications.

e. Assigning Codes to Qualifications for which NCO cannot be mapped: Qualifications for which exact occupation is not available in the current NCO mechanism, codes may be assigned under the 'OTHER' category in that family. If the Awarding Body does not find the 'OTHER' category listed under the family NCO code till family level i.e., the first 4 digits of the NCO code may be assigned. However, such cases where occupation is not available for a qualification must be reported to the NCVET, so that the same may be further reported to

the Standing Committee on NCO for inclusion in the NCO list. Further, if a qualification is not traceable under any family code also then no code may be assigned and the same may be reported in the same manner. In no case a code less than that of 4 digits i.e. less than family level be assigned to any Qualification. Since, the first four digits are mapped to ISCO, a mandatory mapping of qualifications to the ISCO level is recommended.

f. **Assigning codes to emerging & futuristic qualifications:** It was observed by the committee that currently NCO 2015 does not have adequate occupations for emerging & futuristic qualifications. It is recommended that for such qualifications the same process as mentioned for 'Qualifications for which NCO cannot be mapped' above is followed. However, all such qualifications shall be reported to NCVET, so that the same may be further reported to the Standing Committee on NCO for inclusion in the NCO list. The Awarding Bodies are also advised to outline a plan of action for development and subsequent mapping of such qualifications, including Industry 4.0 & beyond qualifications, across sectors, subsectors, in accordance with the sectoral occupational maps created.

g. **Assigning Codes to Qualifications pertaining to Traditional & Heritage skills**: The Indian Knowledge System and Heritage skill sets, which include a variety of sociocultural and traditional arts, are interdisciplinary and very much relevant & applicable in the modern world. Such qualifications might not currently have a commensurate NCO code assigned at any level i.e., family or occupation level. For such qualifications, as and when these are submitted for NSQF alignment, the standing committee on NCO may be informed and then the committee may forward the same to MoLE for generation of new codes.

h. **Assigning Codes to Defense Qualifications:** Assigning NCO Codes to army qualifications represents a positive step towards harmonizing military and civilian education systems. Previously, the courses offered by the army were given separate codes by MoLE. However, with the aim of aligning army qualifications with civilian qualifications, a common NCO Code is now being assigned to both general qualifications and army qualifications that has resulted in the invalidation of the DGR Code that was previously used for army qualifications. By adopting a common NCO Code, it becomes easier to understand and compare the skills and knowledge acquired through army training with those obtained through civilian education. It allows for a seamless recognition of army qualifications within the broader framework of national qualification standards. It ensures that army personnel receive appropriate recognition for their skills and expertise, opening up new opportunities for career progression outside of the armed forces.

i. **Utilising the last two digits (Qualification/NOS Reference):** The last two digits of a qualification after decimal reflect the Qualification or NOS which have been aligned to NSQF under that occupation. It was observed by the committee that currently the understanding regarding utilisation of these digits is not adequate and hence the complete codes i.e. up till the last two digits after decimal (complete code of 8 digits) are not being assigned.

Committee observed that there is significant value of these digits as once the qualifications are mapped to complete NCO codes, all qualifications will have unique codes and NCO will also reflect the number of qualifications which have been aligned to NSQF under a particular occupation. However, mapping of qualifications to complete codes shall require a complete revision of all qualifications by all awarding bodies in a coordinated manner. Given the current state of awareness about NCO in the ecosystem and the disruption this exercise (mapping of all qualifications with complete NCO codes) is likely to cause, committee recommends that the mapping of all qualifications till the family level and preferably occupation level i.e. till 4 digits and preferably 6 digits be completed on priority. Once the understanding about the NCO codes is established amongst the Awarding bodies and all qualifications are assigned codes upto atleast family and preferably occupation level, exercise to assign complete codes i.e., till 8 digits, may be undertaken.

j. **Industry Collaboration:** The ABs must consult the industries while assigning a code to a qualification since the industries are the end users and they exactly know the job requirements expected out of trained personnel. Therefore, mapping of the current job requirement in the industry with the job description mentioned in the corresponding NCO occupation must be mapped. Subsequently, mapping of the NCO Codes with job portal may also be undertaken in order to enhance the employment opportunities for the trained workforce and bridging the gap between the skilled workforce demand and the supply.

k. **Verification of NCO Codes:** The respective ABs are responsible for identification of NCO codes to qualifications. Currently the ABs record these codes in the Q-File template and submit the same to NCVET for NSQF alignment. The primary and only check with respect to verification of NCO is undertaken at NCVET. However, the committee recommends that such allocation of codes shall also be verified by DGE, MoLE, which is an authority in this field. Therefore, it is recommended that all ABs shall provide the relevant information with respect to the allotment of NCO Codes to a qualification in a specified template (to be developed by NCVET and provided as an annexure to the Q-File template) along with submission of Q-File for NSQF alignment. For cases where no suitable NCO codes are found available or any other code related discrepancies, the information may be shared by NCVET with DGE, MoLE on a quarterly basis for for suggestions and advice. DGE, MoLE will provide inputs with respect to the reported cases. In case of any dispute, matter requiring policy directions or any other matter of similar nature, the same shall be forwarded to the Standing Committee for NCO which shall convene its meeting as and when required.

l. **DGE, MoLE as part of NSQC:** Given the importance of the NCO Codes with respect to DGT and Skill Qualifications it is imperative the veracity of the codes is established. Also, employment forms the most important part of the skill training value change. Therefore, it is also advisable that the inputs as advice of MoLE are received on important skill development decisions. Therefore, the committee recommends that DGE, MoLE may be requested to form part of NSQC as standing member. It is also recommended that along with

qualifications also form part of the NSQC Meeting agenda so that the members are well informed about the proposed qualifications codes in advance.

m. Annual monitoring and oversight: Committee recommends that the periodic review and analysis of the NCO mapping across all NSQF aligned and approved qualifications as well as their occupational maps shall be undertaken. This shall enable to find gaps and take the necessary steps to close them in an annual periodicity. This review exercise must be undertaken by the concerned Awarding Bodies for their Qualifications and an annual report shall be submitted to the standing committee on NCO mapping.

n. Rating and Grading of Awarding Bodies: Committee recommends that to establish the importance of correct assignment of NCO Codes to the qualifications and to bring earnestness in the efforts of ABs towards the whole exercise of assignment of NCO Codes to qualifications. "*The veracity of NCO Codes assigned to qualifications*", may form as a major parameter for rating and grading of ABs.

o. Revision of NCO:

i. The first four digits of the NCO are mapped to ISCO which ensures international comparability and mobility. The NCO 2015 has also added occupations suitable to Indian requirements which are over & above ISCO. However, still it is felt that given the vast expanse of Indian job market both in terms of nature & number, and due to varied socio-economic conditions, rich traditional history there are a number of job roles which have not been covered by the current NCO list. Committee recommends that in addition to ISCO list, there must be provision for adding Indian classification at Group, subgroup & family level. The issue must be taken up when the NCO is being revised in the future. Committee also recommends that NCVET being the unified national regulator for VET & skills may also form part of the revision exercise as & when it takes place.

ii. Since ISCO does not cover all occupations which exists in the Indian economy, it is recommended that efforts should be made to include these occupations at appropriate ISCO levels, i.e., division, sub-division, group and family. For this, a proposal with the list of such occupations and justifications (relevance wrt international market) may be drafted as and when the revision of ISCO takes place, India must strongly put her point of view along with such proposals forward for inclusion of these occupations in revised ISCO.

iii. Para 4.1 of the NCO 2015 mentions 'Considering the dynamics of the labour market and addition of new QP NOS by the SSCs over a period of time, the NCO – 2015 codes would be reviewed and updated periodically. This eight-digit coding structure provides ample scope for addition of Families or Occupations to the NCO, if required, in the future.' Accordingly, till such time when the NCO 2015 is reviewed as per changes in ISCO, MoLE may enable provisions for adding occupations in the current list of the NCO for assignment of codes to Qualifications which are currently not mapped. Such addition may be done on the request of Standing Committee for NCO mapping.

p. Capacity Building: It was strongly felt that to create more awareness and for enablement of right NCO mapping, capacity building workshops of the stakeholders be held. As per the recommendation of the committee, three online and offline workshops have been organized for all Awarding Bodies. However, it is recommended that workshops and other awareness exercises be undertaken for all stakeholders periodically. DGE, MoLE may conduct Training of Trainer Program for NCVET officials on NCO Coding in order to enable them further to undertake awareness workshops/seminars regarding the same.

Annexure A
(Skill Levels & NCO 2015)

Skill Levels & NCO 2015

While designing NCO 2004 on the pattern of ISCO – 88, the skill levels as defined in the ISCED were modified to suit the Indian conditions taking particular cognizance of informal skill. In the Indian context, the skills necessary to perform the tasks and duties of a given job can be acquired not only through formal education but also through informal training and experience. Further while aligning NCO – 2004 to ISCO – 2008, it was noticed that a number of completely new Sub-Major Groups, Minor Groups, and Unit Groups have been introduced to ISCO – 2008. This led to a total revamp of Groups and Families in NCO – 2015. Many existing Families were either split or merged into different Families. The four skill levels as defined by ISCO were mapped to NCO 2015 as follows:

Skill Level	**ISCO – 08 Educational Requirements**	**NCO – 2015 Educational Requirements**
I	Primary Education	Up to 10 years of formal education and/or informal skills
II	Secondary Education	11-13 years of formal education
III	First University Degree 14-15 years of formal education	Post-Graduate University Degree
IV		More than 15 years of formal education

In keeping with the skill levels defined above to suit Indian conditions, following Divisions were classified in tune with the defined skill levels to accommodate Occupations:

NCO 2015 Divisions	**Title Skill Level**	**Skill Level**
1	Legislators, Senior Officials, and Managers	IV
2	Professionals	III
3	Associate Professionals	II
4	Clerks	II
5	Service Workers and Shop & Market Sales Workers	II
6	Skilled Agricultural and Fishery Workers	II
7	Craft and Related Trades Workers	II
8	Plant and Machine Operators and Assemblers	II
9	Elementary Occupations	I

Annexure B
(Composition of Committee)

File No. 32001/12/2023/NCVET
National Council for Vocational Education & TrainingMinistry of Skill Development & Entrepreneurship Government of India
****

Date: 14/02/2023

OFFICE MEMORANDUM

Subject: Constitution of Committee on mapping of qualifications with National Classification of Occupation (NCO) Codes-Reg.

1. This is in reference to the Minutes of the Meeting of National Skills Qualification Committee (NSQC) held on 31st January 2023 to constitute a committee on harmonisation of NCO codes with the NSQF aligned qualifications. The Committee shall function under the chairpersonship of the Executive Member, NCVET, Dr. Vinita Aggarwal and members at the level of Directors and above from various undermentioned organisations:

2.

Serial Number	Name & Organisation	Committee Designation
b)	MSDE	Mr Nilambuj Sharan
a)	Directorate General of Employment, MoLE	Mr Amit Nirmal, DDG (Emp)
c)	UGC	Dr Manju Singh
d)	AICTE	Dr T G Sitharam
e)	DGT	Ms Trishaljit Sethi
f)	CIPET	Prof Shishir Sinha
g)	NIELET	Mr Rajneesh Asthana
h)	RSETI	Mr R R Singh
i)	JSS	Mr R. Sura
j)	CEO, Furniture & Fittings Sector Skill Council	Mr Rahul Mehta
k)	CEO, SCPwD	Mr Ravindra Singh
l)	CEO, ASDC	Mr Arindam Lahiri
m)	CEO, ASCI	Dr Satendra Arya
n)	CEO, Media & Entertainment Sector Skill Council	Mr Mohit Soni
o)	CEO, Health Sector Skill Council	Mr Ashish Jain
p)	CEO, Apparel	Dr Roopak Vasishtha
q)	Director, NCVET	Col Santosh Kumar

Terms of Reference.

1. The Terms of Reference for the Committee shall be as under: -

a. Draft instructions/ Guidelines for reference by various ABs and stakeholders with respect to usage and mapping of NCO codes to qualifications/ job roles.

b. Propose an action plan for the mapping of VET qualifications including in the future/emerging skills and Industry 4.0 qualifications with NCO codes across sectors/ subsectors/ job roles etc.,in line with the sectoral occupational maps prepared by the respective Awarding Bodies.

c. Review and analyse the status of NCO mapping across all the existing NSQF aligned and approved qualifications along with their occupational maps to identify the gaps for taking appropriate actions for bridging the same.

d. Identify and list job roles that have not been assigned NCO codes:

   i. Assign existing NCO codes to the qualifications.

   ii. Identify a list of qualifications for which NCO codes are not available.

e. Devise process for identification and rectification of the misalignment of NCO codes with theVET qualifications.

f. Devise process for mapping/ revising of nomenclature of the occupations as per NCO/ evolvedmarket requirements.

g. Review and realign (if required) the NCO coding & nomenclature of occupations for high international mobility with the international nomenclature (ISCO). A capacity building plan may be created for various stakeholders.

2. The Committee may invite experts or any additional members to provide inputs as per the requirements of the Terms of Reference.

3. First physical meeting of the Committee has been scheduled under the chairmanship of Executive Member, NCVET on **20/02/2023** at **11:30 AM** in the Conference room, 3rd Floor, National Councilfor Vocational Education and Training, Kaushal Bhawan, Pusa Road, New Delhi.

4. The details of the Committee members nominated by the concerned organisation is requested by **15/02/2023** as per the format given below:

Name of the Member	Designation	Email ID	Contact Number (Mobile)

5. This issues with the approval of the Competent Authority.

(Col Santosh Kumar)
Member Secretary & Director, NCVET
secretary.ncvet@gov.in

PS to Chairperson, NCVET
PS to Executive Member, NCVET

Annexure C

Report on Mapping of NSQF aligned qualifications with NCO Codes

Sl. No.	Awarding Bodies	Total number of qualifications	No. of job roles that have not been assigned NCO codes	Qualification with no NCO code where NCO code has been proposed	Qualifications for which NCO codes are wrongly mapped
1	**DGT**	463	0	11	0
2	**ASCI**	170	42	29	0
3	**ASDC**	116	27	0	0
4	**MESC**	100	0	0	0
5	**IT-ITES**	95	39	39	34
6	**Handicraft**	93	18	9	27
7	**ESSCI**	88	54	50	20
8	**THSC**	77	10	8	16
9	**Textile**	71	0	10	10
10	**RCPSDC**	63	48	29	8
11	**FICSI**	61	27	24	1
12	**HSSC**	56	13	13	0
13	**SCGJ**	53	1	1	0
14	**NIELIT**	52	0	0	0
15	**AASSC**	51	25	24	16
16	**CSDC**	57	0	2	0
17	**TSSC**	49	8	8	10
18	**GJSSC**	42	0	1	1
19	**MEPSC**	39	4	0	0
20	**CGSC**	37	1	1	0
21	**Apparel**	36	5	0	1
22	**LSSC**	33	0	0	23
23	**Iron**	31	13	13	0
24	**B&WSSC**	30	8	0	0
25	**Infra**	28	0	0	0
26	**PCSC**	28	0	10	0
27	**LSSSDC**	26	1	1	0
28	**Mining**	26	0	0	0
29	**HSSC**	21	3	3	0
30	**IASC-SSC**	14	0	0	0
31	**DWSSC**	13	0	0	5
32	**BFSI**	13	0	7	0
33	**FFSC**	12	0	0	0
34	**Leather**	11	0	0	10

35	**SCPwD**	8	1	1	0
36	**WMPSC**	6	0	0	0
37	**Sports**	28	0	0	13
38	**Power SSC**	28	0	3	0
39	**RASCI**	19	0	0	2
40	**CIPET**	37	0	20	0
41	**ASAP, Kerala**	9	0	0	5
42	**KSDC**	23	0	0	0
43	**WBSCTVESD**	9	1	8	0
44	**HARTRON**	17	0	0	8
45	**JSS**	15	0	0	0

TOTAL	**2157**	**256**	**236**	**156**

Annexure D

USER HANDBOOK ON MAPPING OF QUALIFICATIONS WITH NCO CODES

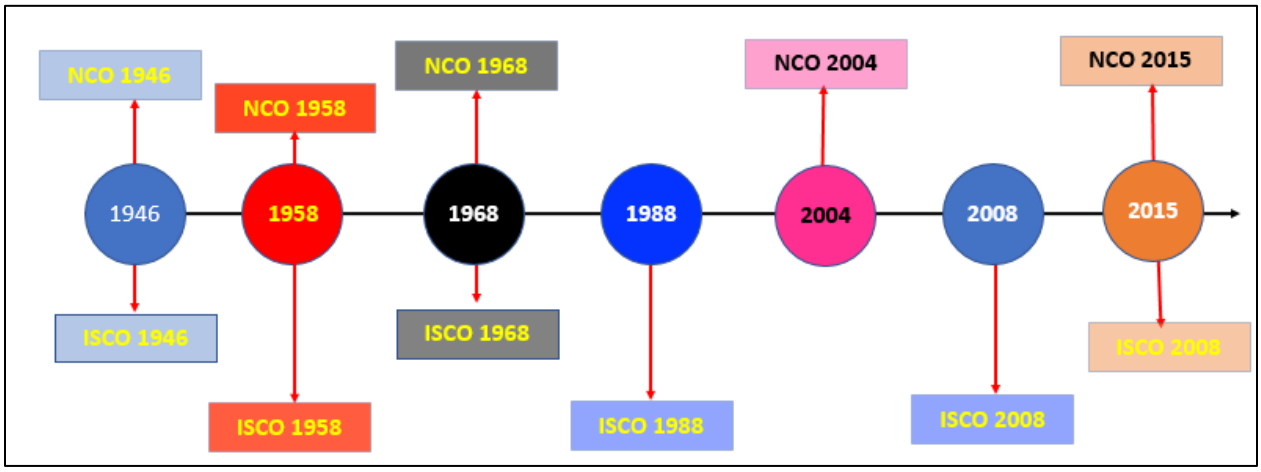
1. Introduction

The National Classification of Occupations (NCO) is a stratification for categorizing occupations that aligns with the International Standard Classification of Occupations (ISCO-08). NCO has been a robust system of classification of occupations in the country which predates NSQF and is internationally harmonized for the existing and emerging occupations and job roles. As a standard practice of NSQF alignment, all Qualifications are required to be mapped to an NCO code. The need for internationally comparable occupational data has grown as a result of the globalization of the labour market. The NCO is also reflected in the Qualification File Template, which aids in aligning training programmes to the existing occupations in the industry, which further empowers NCVET recognized Awarding Bodies, learners, academia, industry, and policy makers with greater insight to make well-informed decisions.

Inspite of having a detailed guideline on how to map the qualification with the NCO Code, there are still a number of gaps while assigning NCO Codes and thus the user handbook on mapping of qualifications is being developed that will enable the skill ecosystem to provide the right qualification with the right occupations so as to fit in the correct occupational map and progression pathways.

However, the detailed guideline for the National Classification of Occupations-2015 (Code Structure) can be referred at the link:
https://www.ncs.gov.in/Documents/National%20Classification%20of%20Occupations%20_Vol%20I-%202015.pdf

2. Historical background of the Evolution Of ISCO/ NCO Codes



3. NCO – 2015

NCO – 2015 is an 8-digit coding structure which was mapped and aligned to ISCO – 08 with an addition of 2 digits. There is one to one correspondence between ISCO – 08 and the NCO – 2015 with the:

a. First digit representing the Division (Major Group)
b. Second digit representing Sub-Division (Sub-Major Group)
c. Third digit representing the Group (Minor Group)
d. Fourth digit representing the Family (Unit Group)

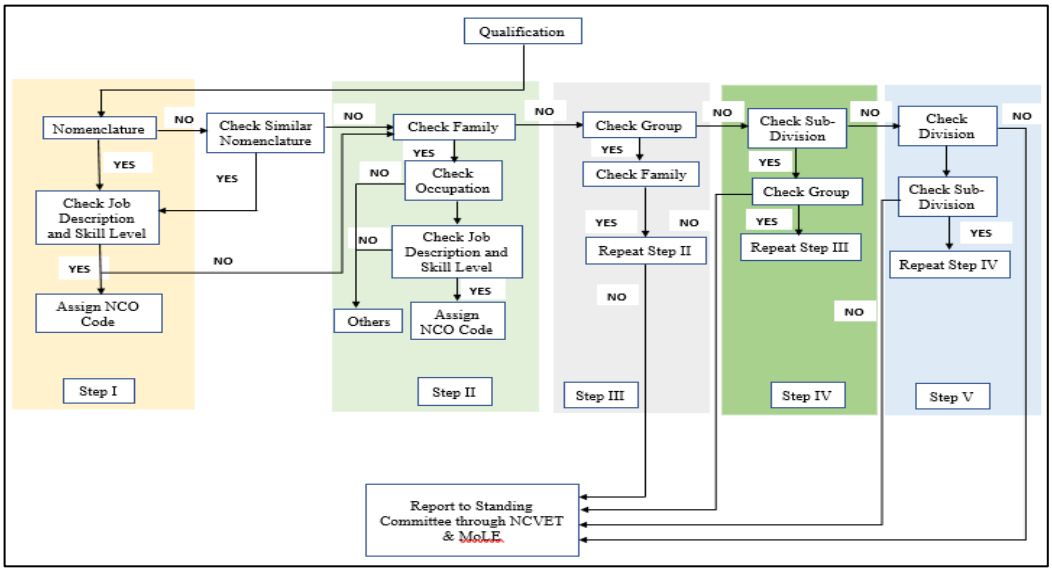
A decimal is introduced after the first four digits in order to create a distinction between the Families and individual Occupations.
The coding structure of NCO – 2015 is as follows:
Before Decimal:

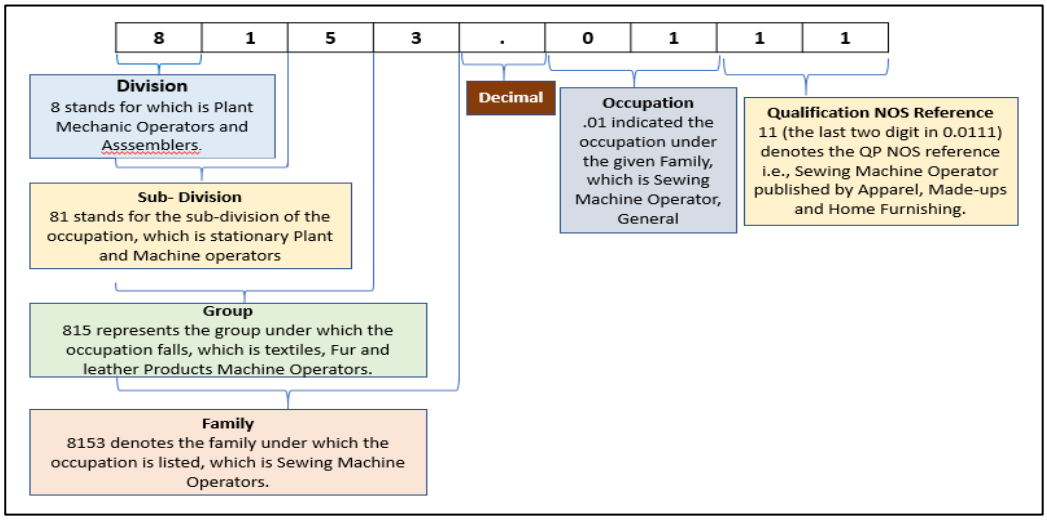
i. The first digit will represent the Division (Major Group in ISCO)
ii. The first two digits will represent the Sub-Division (Sub-Major Group in ISCO)
iii. The first three digits will represent the Group (Minor Group in ISCO)
iv. The first four digits will represent the Family (Unit Group in ISCO)

A decimal is introduced after the first four digits in order to create a distinction between the Families and individual Occupations.
After Decimal:

i. The first two digits will represent the different occupations that can be combined under the given Family.
ii. The last two digits shall represent the availability of a QP NOS for the job role.

For exmple: 8153.0111 Code for Sewing Machine Operator.





The value of the last two digits would depend on two scenarios:

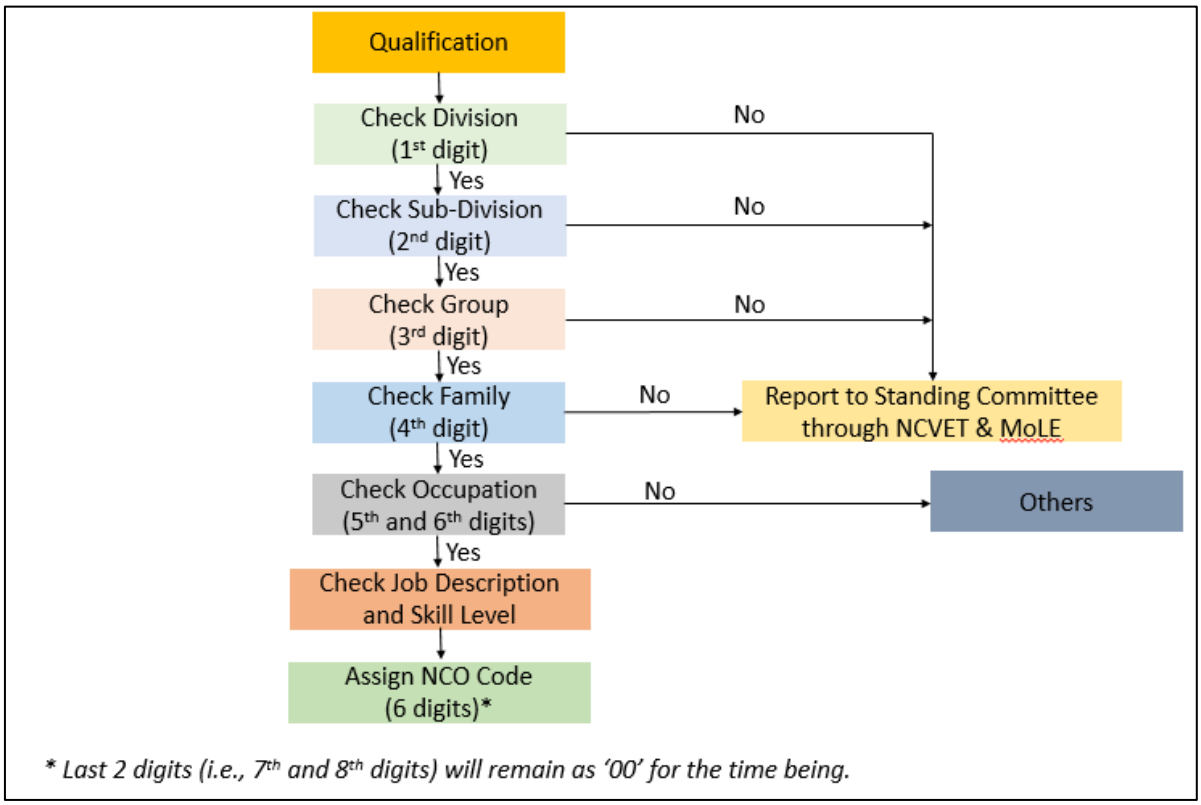
1. *If QP NOS is available, then the value of the last 2 digits after the decimal will be between1-99 (arranged sequentially).*
2. *If QP NOS is unavailable, then the value of the last two digits after the decimal will remain 00.*

4. Process of Assigning Codes to Qualification

Assignment of relevant codes to qualifications requires understanding of the NCO concepts and classification. ABs generally find it difficult to identify the relevant occupations under which the qualification shall lie. To make assignment of codes easy and swift:

b. Two process flow charts have been designed. The flow charts with use cases are explained as follows:

A. Downward Assignment



Engraver- NCO 2015\ 7313.1900

The methods outlined in the flow chart above can be used to determine the appropriate NCO code for a qualification called 'Engraver' produced by HCSSC.

Step 1: Determine the relevant Division, i.e., 7, under which the qualification falls, is the 'craft and related trades workers category'.

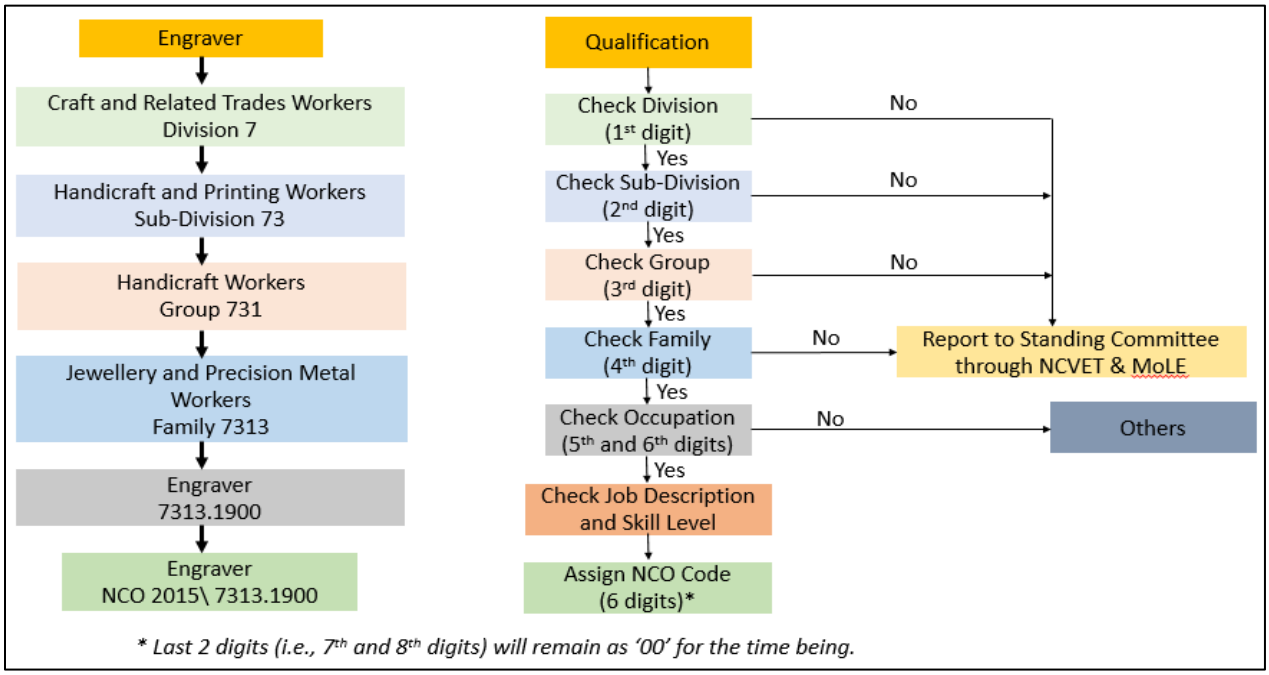
Step 2: The suitable sub-division for the qualification is now identified as 73, which is handicraft and printing workers.

Step 3: The Group is now found to be 731, which is handicraft workers.

Step 4: Next, look in the Family for the qualification 7313 under jewellery and precision metal workers.

Step 5: When reviewing the job description and the skill level for the qualification, the 5th and 6th numbers for the code are recorded as 19.

Step 6: As a result, the qualification's NCO Code is 7313.1900.
Note: The last two digits (i.e., the 7th and the 8th digits) will remain as 00 for the time being. Please refer to recommendation no. 'vii' for details.



Drone Developer (Software) – NCO 2015\ 2512

To determine the relevant NCO code for the 'Drone Developer (Software)' qualification developed by IT-ITeS SSC, complete the steps outlined in the flow chart above:

Step 1: Determine the relevant Division, i.e., 2, under which the qualification falls, is the 'Professionals'.

Step 2: The suitable sub-division for the qualification is now identified as 25, which is 'Information and Communication Technology Professionals'.

Step 3: The Group is now found to be 251, which is 'Software and Application develops, and Analysts'.

Step 4: Next, look in the Family for the qualification 2512 under Software Developers.

Step 5: When reviewing the job description and the skill level for the qualification, there are 8 occupations which are listed under the family. However, an exact match for the qualification 'Drone Developer (Software)' cannot be found.

Step 6: If the AB feels, that the Job Description of the Qualification File doesn't match with any of the 8 occupations listed then a code till first four digits that is upto family level can be assigned which in this case is 2512, and the same maybe communicated to the Standing Committee.

Assistant Yoga Instructor - NCO 2015\ NIL

By following the steps specified in the flow chart provided, one can ensure correctness in providing the correct code for the certification 'Assistant Yoga Instructor' created by Healthcare SSC:

Step 1: It can fall under Division 2 and 3, but while going the detailed description of both the divisions, it was found that it is best suited under Division 3, under which is the 'Technicians and Associate Professionals'.

Step 2: The suitable sub-division for the qualification is now identified as 34, which is 'Legal, Social, Cultural and related Associated Professionals'.

Step 3: However, after this sub-division, no further Group can be mapped to the qualification. Therefore, no code can be assigned for the abovesaid qualification and the representatives of the Standing Committee, MoLE, or NCVET must be notified.

B. Upward Assignment

Engraver- NCO 2015\ 7313.1900

The methods outlined in the flow chart above can be used to determine the appropriate NCO code for a qualification called 'Engraver' produced by HCSSC.

Step 1: The precise nomenclature is confirmed and easily located.

Step 2: The job description and skill level as defined by the qualification are now mapped, if they are deemed to be relevant to the qualification.

Step 3: The NCO Code 7313.1900 is therefore mapped and assigned to the 'Engraver' qualification.

Drone Developer (Software) – NCO 2015\ 2512

To determine the relevant NCO code for the 'Drone Developer (Software)' qualification developed by IT-ITeS SSC, complete the steps outlined in the flow chart above:

Step 1: The exact name of the qualification is sought in the concordance table, but it is not found. As a result, proceed to check the qualification using the same nomenclature as shown in the flowchart.

Step 2: When checking for same nomenclature in the table, it is discovered that 8 occupations exist, so we check the Job description and the Skill Level.

Step 3: The exact job description cannot be mapped and thus we will look for the family that the qualification may come under. It is found that the qualification can be mapped under family 2, and thus proceed to the next step.

Step 4: The exact occupation cannot be found and thus we find the relevant Group, Sub-division and Division which is found to be 2512. However, an exact match for the qualification 'Drone Developer(Software)' cannot be found.

Step 5: If the AB feels, that the Job Description of the Qualification File doesn't match with any of the 8 occupations listed then a code till first four digits that is upto family level can be assigned which in this case is 2512, and the same maybe communicated to the Standing Committee.

Assistant Yoga Instructor - NCO 2015\NIL

By following the steps specified in the flow chart supplied, one can ensure correctness in providing the correct code for the certification 'Assistant Yoga Instructor' created by Healthcare SSC:

Step 1: The exact name of the qualification is sought in the concordance table, but it is not found. As a result, proceed to check the qualification using the same nomenclature as shown in the flowchart.

Step 2: When checking for similar nomenclature in the table, it is discovered that it does not exist, so we go to the next step.

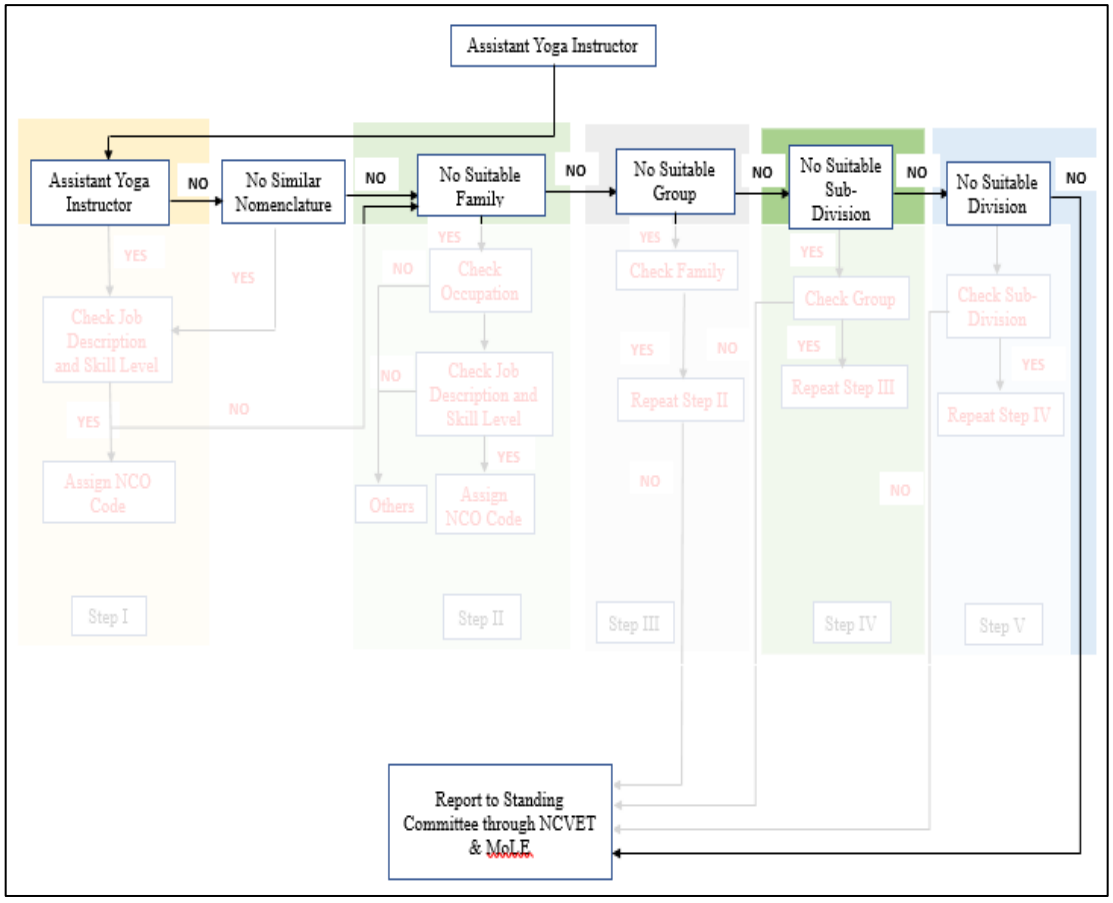
Step 3: Look for the family that the qualification may come under. If no family can be discovered, proceed to the next step.

Step 4: If no applicable Group under which the qualification falls is found while searching for it, go to the next step.

Step 5: Look for the qualification in Sub-Division. If no appropriate Sub-Divisions are located, proceed to the next step.

Step 6: While going through the Division, it can be found that the qualification can fall under division 2 and 3 both. But while going the detailed description of both the divisions, it was found that it is best

suited under Division 3, under which is the 'Technicians and Associate Professionals'. Therefore, no code can be assigned for the abovesaid qualification and the representatives of the Standing Committee, MoLE, or NCVET must be notified.



Note 1: For searching various matching families, occupations, with respect to a qualification, Ministry of Labour and Employment has developed a search engine which is available at ***https://dge.gov.in/dge/nat*** **.**

5. Conclusion

NCO codes branch out in a highly standardized way, resulting in an accurate depiction of the kinds and types of job roles present in that occupation. These are also in line with international standards, which will create opportunities towards international equivalence and mobility of the learner's undertaking skilling and TVET qualifications and curriculum.

Annexure III

List of Qualifications approved in the 31st NSQC Meeting

Sl. No	Sector	Qualification Name	New/ Revised	NSQF Level	Approval Status	Future Skill
Broadcast Engineering Consultants India Limited (BECIL)						
1	Electronics	Integrated Command Control Center - Supervisor	New	5	Approved	yes
Gujarat Council of Vocational Training						
1	IT-ITeS	Computer Operator and Network Assistant	New	3	Approved	yes
IIT Guwahati						
1	IT-ITeS	Industrial IoT and Edge AI Analyst	New	5.5	Approved	yes
Medhavi Skills University (MSU)						
1	IT-ITeS	Web Video Production and Editing	New	4.5	Approved	New age
2	Automotive	Supervisor - 2 and 3-Wheeler Electric Vehicle Services	New	5	Approved	yes
Mewar University						
1	Electronics	Embedded IoT Developer	New	5.5	Approved	yes
Nettur Technical Training Foundation (NTTF)						
1	Capital Goods	Conventional and CNC Machinist	New	3.5	Approved	
Uttar Pradesh Skill Development Mission (UPSDM)						
1	Food Processing	Junior Panman Operator	New	3	Conditionally Approved	
West Bengal State Council for Technical and Vocational Education and Skill Development (WBSCTVESD)						
1	Wood and Carpentry	Wooden Furniture Maker	Revised	3	Approved	
Agriculture Skill Council for India (ASCI)						
1	Agriculture	Professional Gardening and Nursery Management	New	4.5	Approved	
Beauty and Wellness Sector Skill Council (BWSSC)						

1	Beauty	Wellness Therapist (Elderly)	New	4	Approved	
Construction Skill Development Council of India (CSDCI)						
1	Construction	4D BIM Planner – Planning & Monitoring	New	6	Approved	Yes
2	Construction	BIM Designer – Interior Design and VR Integration	New	6	Approved	Yes
3	Construction	BIM Modeler Elective: 1. Mechanical, Electrical and Plumbing (MEP) 2. Structural and Formwork 3. Architectural and Landscape	New	4	Approved	Yes
4	Construction	BIM Manager-Construction	New	6.5	Approved	Yes
5	Construction	BIM Technician – Object Creation	New	5	Approved	Yes
6	Construction	BIM Coordinator – Design	New	6	Approved	Yes
7	Construction	7D BIM Creator - BIM & IoT Integration	New	6	Approved	Yes
8	Construction	6D BIM Creator – Sustainability	New	6	Approved	Yes
9	Construction	5D BIM Planner – Cost Planning and Monitoring	New	6	Approved	Yes
10	Construction	Project Soft-Landing Executive	New	4.5	Approved	Yes
11	Construction	Assistant Bar Bender & Steel Fixer	Revised	3	Approved	No
12	Construction	Assistant Construction Fitter	Revised	3	Approved	No
13	Construction	Assistant Construction Painter & Decorator (Optional: Varnishing and polishing)	Revised	3	Approved	No
14	Construction	Assistant Facade Installer	Revised	3	Approved for 6 months	No
15	Construction	Assistant False Ceiling and Drywall Installer	Revised	3	Approved	No

16	Construction	Assistant Mason	Revised	3	Approved	No
17	Construction	Assistant Scaffolder-Conventional	Revised	3	Approved for 6 months	No
18	Construction	Assistant Scaffolder-System	Revised	3	Approved	No
19	Construction	Assistant Shuttering Carpenter	Revised	3	Approved	No
20	Construction	Assistant Technician - Prestress	Revised	3	Approved for 6 months	No
21	Construction	Construction Fitter	Revised	3.5	Approved	No
22	Construction	Construction Painter and Decorator	Revised	3.5	Approved	No
23	Construction	Doors & Windows Fixer	Revised	3	Approved	No
24	Construction	Facade Installer	Revised	3.5	Approved	No
25	Construction	Grinder- Construction	Revised	3	Approved	No
26	Construction	Helper Bar Bender and Steel Fixer (Optional: Manual Earthwork)	Revised	2	Approved for 6 months	No
27	Construction	Helper Construction Painter	Revised	2	Approved for 6 months	No
28	Construction	Helper Fabrication	Revised	2	Approved	No
29	Construction	Helper Facade Installer	Revised	2	Approved for 6 months	No
30	Construction	Helper Interior Finishes	Revised	2	Approved	No
31	Construction	Helper Mason (Optional: Manual Earthwork)	Revised	2	Approved for 6 months	No
32	Construction	Helper Shuttering Carpenter (Optional: Manual Earthwork)	Revised	2	Approved for 6 months	No
33	Construction	Khalasi (Assistant Rigger)	Revised	3	Approved	No
34	Construction	Mason Concrete	Revised	3.5	Approved	No
35	Construction	Rigger - Structural Erection	Revised	3.5	Approved for 6 months	No
36	Construction	Rigger Precast Erection	Revised	3.5	Approved	No
37	Construction	Store Assistant - Construction	Revised	3	Approved	No

38	Construction	Structural Steel NDT Tester Elective: 1. Magnetic Particle Test, 2. Dye Penetration Test, 3. Ultrasonic Test	Revised	3.5	Approved for 6 months	No
Electronics Sector Skills Council Of India (ESSCI)						
1	Electronics	Assistant Technician – Weighing & Measuring Machine	New	3	Conditionally Approved	No
2	Electronics	Semiconductor Process Technology Engineer - Upskilling	New	6	Approved	Yes
Furniture & Fittings Sector Skill Council (FFSC)						
1	Furniture	Multipurpose Draughtsperson (Design and Build)	New	3	Approved	No
2	Furniture	Multipurpose Assistant-Furniture Production and Installation	New	3	Approved	No
3	Furniture	Assistant Panelworks Machine Operator	New	4	Approved	No
4	Furniture	Panel works Machine Operator	New	4.5	Approved	No
5	Furniture	Multipurpose Assistant-Furniture Business Development	New	3	Approved	No
6	Furniture	Assistant Wooden Boat Maker	New	4	Approved	No
7	Furniture	Draughts person (Interior Design)	Revised	4	Approved	No
8	Furniture	Assistant Interior Designer	Revised	4.5	Approved	No
9	Furniture	Interior Designer	Revised	5	Approved	No
10	Furniture	Assistant Project Manager (Interior Design)	Revised	5.5	Approved	No
11	Furniture	Assistant Carpenter	Revised	4	Approved	No
12	Furniture	Carpenter	Revised	4.5	Approved	No
13	Furniture	Master Carpenter	Revised	5	Approved	No
Gem and Jewelry Skill Council of India						

1	Gem and Jewellery	Diamond Assorter	Revised	3	Approved	
2	Gem and Jewellery	Tarakasi Jeweller	Revised	3	Approved	
3	Gem and Jewellery	Payal Maker	Revised	3	Approved	
Handicrafts and Carpet Sector Skill Council						
1	Handicrafts	Fitter and Rubbing Operator (Paper Mache)	Revised	3	Approved	
2	Handicrafts	Material Preparation Worker (Ceramics)	Revised	2.5	Approved	
3	Handicrafts	Paint Line Operator (Paper Mache)	Revised	2.5	Approved	
4	Handicrafts	Paper Mache Art Promoter (Paper Mache)	Revised	4.5	Approved	
5	Handicrafts	Sakhta Saaz (Paper Pulp)	Revised	2.5	Approved	
6	Handicrafts	Assembly Machine Operator (Woodware)	Revised	3	Approved	
7	Handicrafts	Automatic Stick Making M/C Operator	Revised	2.5	Approved	
8	Handicrafts	CAD Designer for Carpets	Revised	4	Approved	
9	Handicrafts	Color Quality Incharge/Shade Supervisor (Carpets)	Revised	3.5	Approved	
10	Handicrafts	Designer (Woodware Products)	Revised	3	Approved	
11	Handicrafts	Embossing Artisan (Metalware)	Revised	2.5	Approved	
12	Handicrafts	Etching Artisan (Metalware)	Revised	2.5	Approved	
13	Handicrafts	Finisher (Woodware)	Revised	2.5	Approved	
14	Handicrafts	Jute Handloom Weaver	Revised	3	Approved	
15	Handicrafts	Jute Screen Printer	Revised	3	Approved	
16	Handicrafts	Jute Yarn Hank Dyer	Revised	2.5	Approved	
17	Handicrafts	Lacquerer (Paper Mache)	Revised	3	Approved	
18	Handicrafts	Lacquerer (Woodware)	Revised	2.5	Approved	
19	Handicrafts	Latexing Man (Carpets)	Revised	2.5	Approved	
20	Handicrafts	Loom Supervisor – Knotted Carpet	Revised	3.5	Approved	

21	Handicrafts	Paper Mache Art Designer	Revised	3	Approved	
22	Handicrafts	Craft Specialist- Paper Mache	Revised	4	Approved	
23	Handicrafts	Polisher (Metalware)	Revised	2.5	Approved	
24	Handicrafts	Quality Supervisor (Carpets)	Revised	3	Conditionally Approved	
25	Handicrafts	Seasoning and Chemical Treatment Assistant (Woodware)	Revised	2.5	Approved	
26	Handicrafts	Washer (Carpets)	Revised	2.5	Approved	
Instrumentation Automation Surveillance & Communication Sector Skill Council						
1	Instrumentation	Junior Developer – Arduino Coding and Prototype	New	3	Not Approved	
2	Instrumentation	Junior Developer-Electronic design (Instrument) and Prototype	New	3	Not Approved	
3	Instrumentation	Junior Executive-B2B Customer Relation (Automation)	New	4	Approved	
4	Instrumentation	Junior Executive-Technical Sales (Automation)	New	4	Approved	
Logistics Sector Skill Council						
1	Logistics	Container repair and maintenance supervisor	New	5	Approved	
2	Logistics	E-commerce Delivery Associate	New	3	Approved	
3	Logistics	Packaging Designer	New	6	Approved	Yes
4	Logistics	Cargo Vehicle Driver (Non-hazardous goods)	New	4	Approved	
Power Sector Skill Council (PSSC)						
1	Power	Jr. Technician (Smart Energy Meter)	New	3	Approved	No
2	Power	Technician – Railway Track Electrification	New	4	Approved	No
3	Power	Industrial Electrician	New	4	Conditionally Approved	No
4	Power	Technician – Power System Transmission	New	4	Approved	No
Rubber, Chemicals and Petrochemicals						

1	Rubber, Chemicals and Petrochemicals	Technician: Battery (Alkaline) Maintenance, Processing and Recycling	New	4	Approved	Yes
Skill Council for Persons with Disability						
1	PwD	Assistant - Sewing Machine Operator (Divyangjan) - ID	New	2	Approved	
2	PwD	Assistant - Sewing Machine Operator (Divyangjan) - MD	New	2	Approved	
3	PwD	Helper- Small Poultry Farmer (Divyangjan) - ID	New	2	Approved	
4	PwD	Helper- Small Poultry Farmer (Divyangjan) - MD	New	2	Approved	
5	PwD	Hospitality Associate (Divyangjan)- MD Electives 1: Kitchen Helper 150 hrs 2: Laundry Valet 150hrs Optional 3:Toilet Cleaning: 120Hrs Optional 4:Perform Laundry Operations 120 hrs	New	2	Approved	
6	PwD	Carpet weaver (Divyangjan)-LD Electives (330hrs each) 1. knotted carpet weaving 2. tufted carpet weaving 3. hand loom weaving	New	3.5	Approved	

7	PwD	Carpet weaver (Divyangjan)-SHI Electives (330hrs each) 1. knotted carpet weaving 2. tufted carpet weaving 3. hand loom weaving	New	3.5	Approved	
8	PwD	Office Operations Executive (Divyangjan)-LD	New	4	Approved	
9	PwD	Office Operations Executive (Divyangjan)-SHI	New	4	Approved	
10	PwD	The HR Executive – Payroll and Employee Data Management (Divyangjan)-LD	New	4	Approved	
11	PwD	The HR Executive – Payroll and Employee Data Management (Divyangjan)-SHI	New	4	Approved	
12	PwD	CCTV Supervisor (Divyangjan) - LD	New	4	Approved	
13	PwD	CCTV Video Footage Auditor (Divyangjan)-LD	New	4	Conditionally Approved	
14	PwD	CCTV Video Footage Auditor (Divyangjan)-SHI	New	4	Approved	

15	PwD	Radio Jockey(Divyangjan)- LD	New	5	Approved	
16	PwD	Radio Jockey(Divyangjan)- LV	New	5	Approved	
17	PwD	Radio Jockey(Divyangjan)- VI	New	5	Approved	
18	PwD	Kisan Drone Operator (Divyangjan) - LD	New	4	Approved	
19	PwD	Kisan Drone Operator (Divyangjan) - SHI	New	4	Approved	
20	PwD	Office Assistant (Divyangjan) - LD	New	3	Approved	
21	PwD	Office Assistant (Divyangjan) - SHI	New	3	Approved	
22	PwD	Office Executive (Divyangjan) - LD	New	4	Approved	
23	PwD	Office Executive (Divyangjan) - SHI	New	4	Approved	
24	PwD	Office Executive (Divyangjan) - LV	New	4	Approved	
25	PwD	Office Executive (Divyangjan) - VI	New	4	Approved	
26	PwD	Stringing/Beading Assembler (Fashion Jewellery) (Divyagjan) - SHI	New	2	Approved	
27	PwD	Stringing/Beading Assembler (Fashion Jewellery) (Divyagjan) - LV	New	2	Approved	
28	PwD	Stringing/Beading Assembler (Fashion Jewellery) (Divyagjan) - VI	New	2	Approved	
29	PwD	Stringing/Beading Assembler (Fashion Jewellery) (Divyagjan) - LD	New	2	Approved	
30	PwD	Trainer - Persons with Disability (PwD)	Revised	5	Not Approved	
31	PwD	Improved Cook Stove Installer (Divyangjan) - LD	Revised	4	Approved	
32	PwD	Improved Cook Stove Installer (Divyangjan) - SHI	Revised	4	Approved	

33	PwD	Patient Relations Associate (Divyangjan) - LD	Revised	5	Approved	
34	PwD	Patient Relations Associate (Divyangjan) - LV	Revised	5	Approved	
Skill Council for Green Jobs						
1	Environmental Science	Junior Technician – Sewer Mechanized Cleaning	New	3	Approved	No
2	Environmental Science	Sewer Entry Professional	New	3	Approved	No
3	Environmental Science	Green Hydrogen Plant Junior Technician- Power Sources	New	3	Approved	Yes
4	Environmental Science	Green Hydrogen Plant Junior Technician- Power Sources	New	3	Approved	Yes
5	Environmental Science	Green Hydrogen Plant Junior Technician- Electrolyser	New	3	Approved	Yes
6	Environmental Science	Green Hydrogen Plant Junior Technician- Desalination	New	3	Approved	Yes
7	Environmental Science	Solar Domestic Product Assembler	New	2.5	Approved	No
8	Environmental Science	Solar Manufacturing - Junior Technician	New	3	Approved	No
9	Environmental Science	Solar Photovoltaic Site Survey Assistant	New	3.5	Approved	No
10	Environmental Science	Solar Photovoltaic Technician	New	4	Approved	No
11	Environmental Science	Biomass Pellet Manufacturing Junior Technician	New	3	Approved	No
12	Environmental Science	Bio-Energy - Entrepreneur	New	4	Approved	No
13	Environmental Science	Material Recovery Facility (MRF) Entrepreneur	New	4	Approved	No
14	Environmental Science	Plastic Recycling Operator	New	3	Approved	No
15	Environmental Science	Plastic Recycling Entrepreneur	New	4	Approved	No
Sports, Physical Education, Fitness and Leisure Skills Council						

1	Sports	Physical Education Trainer	New	4	Approved	
2	Sports	Physical Education Head	New	7	Approved	
3	Sports	Camping & Trekking Guide	New	4	Approved	
4	Sports	Yoga Assistant- Sports	New	3	Approved	
5	Sports	Yoga Trainer- Sports	New	4	Approved	
6	Sports	Yoga Instructor- Sports	New	5	Approved	
7	Sports	Sports Nutritionist	New	6	Approved	
8	Sports	Store Sales Executive-Sports	New	4	Approved	
9	Sports	Sports Gear Specialist	New	5	Approved	
10	Sports	Store Manager- Sports	New	6	Approved	
11	Sports	Gym Equipment Service Technician	New	4	Approved	
12	Sports	Gym Equipment Service Supervisor	New	5	Approved	
13	Sports	Sports Goods Craftsperson	New	4	Not Approved	
Telecom Sector Skill CouncilCouncil						
1	Telecom	Telecom ग्रामीण उद्यमी	New	4	Approved	
2	Telecom	5G System Integrator	New	5	Approved	Yes
NOS						
National Institute of Electronics & Information Technology (NIELIT)						
1	IT-ITeS	Course on Computer Concepts	New	2	Approved	
Defense Forces						
Regiment of Artillery						
1	Construction	Senior Land Surveyor	New	5	Approved	
Indian Navy						
1	Electronics	Mechanic Electronics and Communication Equipment	New	4.5	Approved	
2	Electronics	Electronic Machine Maintenance Executive	New	4.5	Approved	
3		Marine Painter	New	4	Approved	
4	Aviation	Aircraft Avionics Technician	New	4.5	Approved	
5		Mechanic: Hydraulic and Pneumatic Systems	New	4.5	Approved	
6	Aviation	Flight Dispatcher	New	4.5	Approved	

7	Aviation	Airport Safety Crew	New	4.5	Approved	
Army Education Corps						
1		Foreign Language Interpreter	New	5	Approved	
2		Career Counsellor	New	5	Approved	
Directorate General of Armoured Corps						
1	Automotive	Flat Bed Vehicle Driver	New	4.5	Approved	
2	Automotive	Transport Supervisor	New	5	Approved	
3	Automotive	Assistant Mechanical Transport Officer	New	5.5	Approved	
4	Security	Assistant Security Driver	New	5.5	Approved	
Corps of Electronics and Mechanical Engineers						
1	Electronics	Artisan Metal Works Technician	New	4.5	Approved	
2	Electronics	SENIOR MACHINIST	New	5	Approved	
3	Electronics	MACHINE SHOP SUPERVISOR	New	5.5	Approved	
4	Electronics	Technician IT Hardware and Network	New	4.5	Approved	
5	Electronics	Maintenance Technician Radar	New	4.5	Approved	
6	Electronics	Technician Mechatronics (Gun Control Equipment)	New	4.5	Approved	
7	Electronics	Driver & Recovery Operator	New	4.5	Approved	
8	Electronics	Technician Armament Two Elective Trades (a) Armoured Fighting Vehicles/ Air Defence. (b) Field Guns	New	4.5	Approved	
9	Electronics	Technician Small Arms	New	4.5	Approved	
10	Electronics	Technician Optical Instruments	New	4.5	Approved	
Corps of Signals						
1	Telecom	Senior Technician-IT System	New	5	Approved	

2	Telecom	Junior Supervisor-IT System	New	5.5	Approved	
3	Telecom	Communication Centre and Radio System Supervisor	New	5	Approved	
4	Telecom	Communication Centre & Radio System Specialist	New	5.5	Approved	
5	Telecom	Senior Technician Electrical System	New	5	Approved	
6	Telecom	Supervisor Electrical System	New	5.5	Approved	
7	Telecom	Senior Technician Network System Support	New	5	Approved	
8	Telecom	Senior Draughtsman Topographical	New	5	Approved	
9	Telecom	Supervisor Draughtsman Topographical	New	5.5	Approved	
Army Physical Training Corps						
1	Sports	Yoga Trainer - Advance	New	5	Approved	
2	Sports	Aquatic & Resuscitation Trainer	New	5	Approved	
3	Sports	Martial art & Self defence Trainer	New	5	Approved	
Corps of Engineers						
1	Media	Photo Cartographer	New	5	Approved	
2	Media	Printer Cartographer	New	5	Approved	
3	Construction	Draughtsman Geo Mapping	New	5	Approved	
4	Construction	Surveyor Topographical	New	5	Approved	
Remount Veterinary Corps						
1	Veterinary	Nursing Assistant Veterinary	New	4.5	Approved	

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