



सत्यमेव जयते

Ministry of Labour and Employment
Government of India



सत्यमेव जयते

Ministry of External Affairs
Government of India

Forging India Germany Partnerships in Skills Development



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National
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Corporation



(L-R) **Mr. P.C. Chaturvedi**, Former Secretary, Ministry of Labour and Employment, **Mr. Karsten Lamers**, Rhine-Main Chamber of Crafts and Trades, **Professor Dr. Friedrich Hubert Esser**, President, BIBB, **Mr. Mallikarjun Kharge**, Union Minister for Labour & Employment, Government of India, **Mrs. Annette Schavan**, Former Federal Minister for Education & Research, Germany, **Mr. Dilip Chenoy**, MD & CEO, National Skill Development Corporation (NSDC), **Mr. Hari Sankaran**, MD and Vice Chairman IL&FS Limited, **Mrs. Kornelia Haugg**, Deputy Secretary, Federal Ministry of Education and Research, Germany, **Mr. Maximilian Metzger**, Deputy Director- General, Federal Ministry of Education & Research (BMBF).



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Ministry of Labour & Employment
Government of India

Message

For a country banking on a large young population to propel its way into the category of developed nations by 2022, it is imperative that this future workforce of our country is equipped with the necessary skills that would empower them to meet this expectation.

In February 2009, the Ministry of Labour & Employment, Government of India, announced a National Policy on Skill Development laying down the framework within which it wanted skills-related training to be conducted. The Policy clarified the roles that different stakeholders- government, industry, trade unions and civil society - would need to play for the creation of a healthy skills ecosystem in India. Seventeen ministries of the Government of India, including Ministry of Labour & Employment (MoL&E), Ministry of Human Resource Development, Ministry of Micro, Small and Medium Enterprises, along with the NSDC, are presently engaged in different training initiatives with the combined target of skilling 500 million people by 2022. Within this 500 million, the mandate of the MoL&E is to skill 100 million people. The MoL&E has been at the vanguard of skill development-related measures in India mainly through the establishment of Industrial Training Institutes (ITIs) across the country to provide training in a wide range of vocational trades in order to ensure that industry gets skilled manpower at all times to carry out its activities.

Our partnership with industries is more than four decades old. Under Apprenticeship Training, which is a major scheme run by the MoL&E, we are working closely with more than 27,000 industries. The MoL&E has also been running another flagship programme, namely, Modular Employability Skills (MES) under its Skill Development Initiative Scheme to provide vocational training to school leavers, existing workers, ITI graduates, etc. to improve their employability by optimally utilizing the infrastructure available in government, private institutions and industry. Existing skills of persons can also be tested and certified under this scheme. The other key objective of the MES initiative is to build capacity in the area of development of competency standards, course curricula, learning material, and assessment standards in the country. The MoL&E is running programmes for instructors training in central institutes for the last four decades. The capacity as well as number of such institutions has been increased by involving more central institutes as well



Mr. Mallikarjun Kharge
Union Minister for Labour &
Employment
Government of India

as by involving other stakeholders, that is, states and private partners in this venture. The National Council for Vocational Training (NCVT), an advisory body, was set up by Government of India in 1956 to advise the Government on overall policy, prescribe standards and curricula, conduct Trade Test and award National Trade Test Certificates. Industry associations such as FICCI, CII and ASSOCHAM are active members of the National Council of Vocational Training.

At the Ministry of Labour & Employment, it is our belief that all stakeholders would have to join hands for the country to be in a position to take advantage of its demographic dividend for promoting a faster and more inclusive growth. As far as the Ministry is concerned, it would be our mission to constantly strive towards ensuring that the skills culture could take deep roots in India and ensure supply of quality and relevant skills for industry to grow and be internationally competitive.

From that perspective, our cooperation with Germany is very significant. A beginning has already been made by signing a Memorandum of Understanding between the two countries on 31st May, 2011 during the visit of Chancellor Angela Merkel to India. This Cooperation is based on mutual trust, respect and understanding. I am sure that cooperation will further grow into Strategic Partnership in the field of vocational education and training in time to come.

A handwritten signature in black ink, which appears to read 'M. Kharge', is positioned above the name 'Mallikarjun Kharge' in a black, sans-serif font. The signature is fluid and cursive.

Message

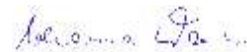
Germany and India have been maintaining diplomatic relations for more than 60 years now. India is Germany's most important scientific and technological cooperation partner in Southern Asia. Both countries have entered a strategic partnership in education, science and research which provides the basis for diverse forms of cooperation.

Education, in particular vocational education and training, is of central importance for individuals and for society as a whole. New challenges must be addressed by vocational education and training worldwide in the face of technological and social change. This means offering long-term career prospects for young people and training skilled labour for industry.

The German Federal Ministry of Education and Research (BMBF) and the Indian Ministry of Labour and Employment (MOL&E) have made good progress in the field of vocational education and training in recent years. Both countries are involved in a permanent dialogue. Under the BMBF's iMOVE initiative, numerous education programmes could be established using the expertise of German education providers. In addition, many German companies in India are engaged in the provision of training for their staff.

At the 2013 inter-governmental consultations in Berlin, the BMBF and the MOL&E expressed their intention to jointly support the establishment of an Advanced Training Institute on Energy Efficient Construction Technology and a Workers' University for Vocational Education and Training.

Our goal is to further strengthen cooperation between our countries in vocational education and training as a pillar of our strategic partnership. We are convinced that high-quality skills development is a major prerequisite for solving the societal, economic and political challenges of the 21st century.



Prof. Dr. Johanna Wanka



Prof Dr. Johanna Wanka
Federal Minister of Education
& Research, Germany



Ministry of External Affairs

Contours of Indo – German Partnership



Mrs. Sujatha Singh
Ambassador of India to Germany

India continues to be one of the fastest growing economies in the world with a growth rate of 5% in 2012-13. Economic growth averaged 7.9% during 2007-2012, notwithstanding the economic crises during this period. India has just embarked on its twelfth five year plan, with the ambition to sustain an annual growth rate of 8% until 2017. Growth in industries across the economy has led to a large increase in demand for skilled manpower traditionally provided by the vocational education and training sector.

As India moves rapidly towards achieving its ambitious economic and social targets, skilling our human resources will be critical for success, both as a knowledge and manufacturing economy. One of our biggest challenges as well as one of our biggest advantages, is our young population. The average Indian will be only 29 years old in 2020. India will have about 63 per cent of its population in the working age group by 2022, an advantage that we will continue to enjoy till 2040. It is thus crucial for us to successfully skill our young people in order to enjoy this demographic dividend. This is possible, provided our young citizens are educated and possess the skills required for earning a decent livelihood and reaching higher levels of achievement in their personal and professional lives. There is a significant gap between the requirement and the supply, which unless addressed, will constrain India's economic growth.

India has set ambitious medium and long term targets for skill development. India's target is to have 500 Million skilled workers by 2022. However, the existing annual training capacity in the country is only 4.5 million. Thus, training capacity needs to be more than doubled to achieve the target. Vocational training and skill development has emerged as a high priority for the Government and the past few years have seen a surge in initiatives from both Government and industry to tackle the challenge.

Vocational education and training is fast emerging as an important area of focus, as Germany and India enhance their strategic bilateral partnership. Germany has been one of India's preferred partners in this field. Both countries have agreed to significantly scale up their cooperation in this area and explore new avenues for further collaboration, including through public-private partnership. The Indo-German bilateral working

group on Vocational Education & Training meets regularly. Cooperation has advanced to a new level with the signing of a MoU on cooperation in Vocational Education & Training in May 2011 during the 1st Indo-German Government Consultations in New Delhi. An agreement has also been signed between iMOVE and the National Skill Development Council (NSDC) to cooperate in setting up Sector Skill Councils and training of trainers. FICCI has signed agreements with iMOVE and BIBB. A framework agreement has been signed between the Rhine-Main Chamber of Crafts and Trades and the Indian partner, Infrastructure Leasing & Financial Services (IL&FS) to build training establishments on the Delhi-Mumbai industrial corridor (DMIC). In addition to these instances, there are several other initiatives by German & Indian industry as well as vocational education providers, to skill young workers in factories and surrounding areas.

There is an excellent synergy for cooperation between India's large pool of young talent and Germany's skills in the education and vocational training sector. Germany's system of dual training is a globally acknowledged success. India would like to learn from the German experience and introduce such systems in the country, adapted to Indian requirements. Indian industry is increasingly looking at vocational training in a systematic way; the important question is to find the right incentives for Indian companies to introduce on-the-job training and combine this with a more effective system of vocational education.

FICCI is to be commended for its contribution to fostering cooperation with Germany in the field of vocational training in India. This Report on "Forging India Germany Partnerships in Skills Development" is a useful document in setting out the various initiatives undertaken and pointing to the way ahead, to the mutual benefit of both countries.

A handwritten signature in blue ink, appearing to read 'Sujatha Singh', is positioned above the printed name.

Mrs. Sujatha Singh



Michael Steiner
Ambassador of Germany to India

Contours of Indo – German Partnership

Germany has been a long-standing partner for India in Vocational Education & Training. This partnership was reaffirmed in 2007 and framed with a Memorandum of Understanding of both Governments in 2011. This was done for good reasons: Vocational Training is indeed a key to the future, for Germany and for India.

India has the advantage of its young population and an enormous potential to become the country with the largest number of qualified young people, carrying the Indian economy to a prosperous future.

India's population growth has the potential to pay a rich demographic dividend. One precondition is a well-designed ecosystem for Vocational Training as a means for employability as well as for social and communal harmony.

Quantity matters, but, it's about quality, too. Yes, hundreds of millions need training. But only if also high-quality standards are met, India will achieve the goal of an inclusive, Prosperous and globally competitive economy.

The German economy, on the other side, does increasingly need skilled young people, opening up career opportunities for qualified Indian.

The German economy is well known for its strong export orientation and is - despite the EU sovereign debt crises - in a good shape. One of the secrets for this lies in the highly skilled workforce in Germany.

This is due to the level of social appreciation a skilled worker in Germany enjoys. A blue collar is not a stigma. And it is due to the efforts put into Vocational Education & Training by the industry itself.

Actually, it is due to the so called "dual system of Vocational Education & Training". The secret lies in the two inter-twined venues of learning: school and shop-floor. The most crucial point is: The industry itself takes the main responsibility for Vocational Training. It is in the driver-seat for the whole process:

- The industry designs the standards and curricula according to its changing needs, it constantly develops and re-develops National Occupation Standard.

- The industry conducts the main part of training and education on the shop-floors of its companies -followed by additional instruction within state-run Vocational Schools.
- The industry even pays an adequate apprenticeship - salary to its apprentices.
- The chambers of commerce monitor the whole system. The chambers run the exams und issue the certificates, officially recognized all over Germany.
- The whole process is framed and enforced and enforced by the "Vocational Education & Training Act".
- And the trade union, too, are a very supportive part of the system.

It is a triple-win:

- First for the learners: They enjoy a high-quality Vocational Training - and also young people from non-affluent families can afford it: it is inclusive, it provides employability.
- The industry invests in training - and gets a return on investment: roughly 80% of the costs of the apprenticeship are immediately returned, as the apprentices become more and more productive while trained on the shop-floor. And on top the industry gets well educated and trained workers, exactly what it needs.
- The government is also happy: it pays only for the additional part-time Vocational Schools, one or two days a week. And the government cannot be blamed for a poor Vocational Training, as the industry itself runs the main part of the training.

What is in it for India?

India is a subcontinent, with thriving urban centres, but also very remote areas without industry, without facilities to run a full-fledged dual mode Vocational Training. Surely, the German dual system cannot be simply transferred to Indian one to one. However, India could take the core elements from it. For good reasons the Indian business associations have started to encourage the industry to become an active and decisive part of a high-quality dual mode Vocational Training.

Germany is deeply interested in India's success. We are deeply interested, that India as our strategic partner prospers and becomes a competitive economy - due to a well qualified workforce.

The activities undertaken under the umbrella of the Indo-German Joint Working Group on Vocational Education and Training are substantial. This report gives a comprehensive picture of what is in the pipeline and what is already on the way. This is indeed impressive. Still, it is only a starting point.

A handwritten signature in blue ink, which appears to read 'Michael Steiner', is positioned above the printed name.

Michael Steiner



Dr. A. Didar Singh
Secretary General
FICCI

As an apex chamber of commerce and industry, FICCI has led the government's mission of Skilling India from the front. In this mission, Germany has been its foremost and natural partner. With bilateral trade of 11 billion dollars, Germany is India's biggest partner in the European Union and the partnership constitutes heavy investment in technology, innovation, and manufacturing. Skills development and vocational training has become one of the most important movers of this partnership.

FICCI has been working closely with various countries - Germany being one of the most important partners - on the International Collaboration agenda through its Skills Development Forum (SDF). These collaborations have fed into policy debates and initiatives like the Sector Skills Councils (SSC), National Qualification Framework, setting up of Community Colleges, development of Employer Engagement Network and mutual recognition of qualifications. The focus has been towards encouraging knowledge transfer and a clear understanding of the skills market through active engagement in bi-laterals, MoUs, promotion of Business to Business (B2B) engagement and through events, seminars, workshops and roundtables. In the Indo German Working Group on Vocational Education and Training formed by the Federal Ministry of Education and Research (BMBF) and the Ministry of Labour and Employment (MOLE), Government of India, FICCI has taken the lead in working on different areas of collaboration according to roadmap. It has formed the Indo-German Skills Forum, a bilateral co-operation group along with iMove to promote the Business to Business (B2B) interaction between Indian and German companies. This forum facilitates private sector interaction to promote bilateral trade dialogue under the aegis of the joint working group. FICCI has also hosted Germany as the partner country at the 5th Global Skills Summit and organised a master workshop with ICON institute on Modern training methods in TVET.

There is a need to take the engagement with Germany to the next level. The Indian industry (especially the SMEs who make up the majority of India's employers) has a big role to play in this partnership because 70% of India's unskilled population is in the rural areas and collaboration with Germany can lead to useful results. It has been contributing to the economy with its several high-profile and employment intensive companies. It also has a culture of quality, which Indian market and the learners need to adapt comprehensively. At the same time, India offers a significant market to the German companies, its vast demography, and a promise of long-term relationship. With support from industry and partner countries like Germany, FICCI will continue working in the Skills Development sector and together we can accelerate the bridging of skills gap.

Dr. A. Didar Singh

India has set itself the ambitious goal of providing vocational training for some 500 million people by the year 2022. The Federal Institute for Vocational Education and Training (BIBB) is proud to collaborate with Indian Government and help it master this enormous task and wants to draw on BIBB's expertise. The German dual vocational training system with its unique combination of theory and practice is very attractive for India. Through its advisory services BIBB can make a substantial contribution to the progressive development of India's vocational education and training system.

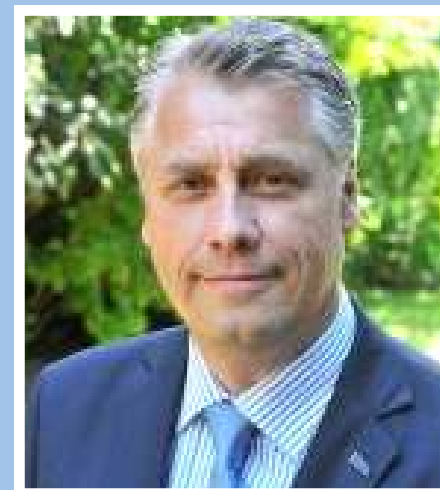
In October 2010, BIBB & iMOVE at BIBB signed a cooperation agreement with the Federation of Indian Chambers of Commerce and Industry (FICCI). This agreement provides for regular exchanges in numerous areas of vocational education and training such as the development of occupational standards, the provision of training for instruction personnel and the establishment of contacts between initial and continuing training providers and enterprises.

On behalf of Germany's Federal Ministry of Education and Research (BMBF), BIBB and iMOVE have worked closely with the Indian government and Indian associations in the Indo-German Joint Working Group on Vocational Education and Training since 2008. FICCI - India's largest and oldest chamber and industrial association - has proven to be a particularly committed and interested partner in vocational education and training matters.

Cooperation between Germany and India in the vocational education and training field is developing at a rapid pace. The agreement between iMOVE and India's National Skill Development Corporation (NSDC) which was signed during the government consultations held in New Delhi in 2011 has led to intensified collaboration between German providers of initial and continuing vocational training and public education facilities as well as private enterprises in India. The opening of an iMOVE office in New Delhi marked an important milestone in this bilateral cooperation.

The advisory services BIBB is providing the Indian government in regard to the development of occupational standards, qualification development research and the training of instruction personnel through BIBB experts are also yielding their first fruits. A series of workshops which BIBB conceived regarding the subject of standards was jointly launched in New Delhi together with NSDC and the Central Staff Training and Research Institute (CSTARI) in March 2012.

I look forward to continued good cooperation with the experts from India's vocational education and training field.



Prof. Dr. Friedrich Hubert Esser
President of the Federal Institute
for Vocational Education and
Training (BIBB)

Prof. Dr. Friedrich Hubert Esser



Mr. Markus Milwa
Director
iMOVE

To become and remain a global competitor in a rapidly changing world, the need and demand for a skilled workforce has never been higher. India and Germany are already experienced and successful partners in educational issues. Joint Indo-German activities today make a major contribution towards the advancement of skill development in India. With its strong emphasis on employability, "Training - Made in Germany" has the potential to successfully support and promote the ongoing transformation process of the Indian training system.

The efficiency of the German training system is based on its close alignment with the business community and the job market. Close cooperation between industry and educational system is the only way to guarantee demand-driven practical training, highly developed problem-solving skills and individual responsibility.

Curriculum design according to industrial standards, the training of trainers and the integration of skills development into the course of business are among the major strengths of German training programs, which are on a high technical and didactic level. In order to promote international business relations of German training providers with international public and private organisations, the initiative iMOVE was established by the Federal Ministry of Education and Research in 2001. Since 2012, iMOVE acts as a pilot for strategic alliances between Indian and German partners with its own office in New Delhi.

India's economy has become a global force and has laid the foundations to continue to thrive in the future. There is currently a surge of interest in vocational training in India from both the private and public sectors. iMOVE wishes to thank MoLE, MoHRD, FICCI, CII, NSDC and many more and is looking forward to continue all fruitful collaboration. The faster all interested parties move to influence the design of new vocational education and training initiatives, the greater the impact their efforts are likely to have.

Markus Milwa



SETTING THE CONTEXT



Dr. Mrutyunjay Sarangi
Secretary
Ministry of Labour and Employment
Government of India

Preface

India is one of the fastest growing economies in the world with a population of 1.2 billion people which is expected to reach 1.48 billion by 2030. India will be the largest contributor to the global workforce, with working-age population (15-59) likely to swell from 749 million to 962 million from 2010 to 2030. India's decision to open its doors to foreign investment in multi-brand retail and the strong demographic dividend that it enjoys have created an attractive situation for foreign players, and German companies are keen on long-term strategic investments in India.

Germany has a long-standing tradition in vocational education and training and enjoys a high reputation for the demand-driven and practical orientation of its qualification programmes. The integration of professional, social and methodical competencies characterizes the kind of knowledge German partners can provide. India needs to train 500 million people by 2022 and the requirement for skills is ever-growing. Working with international partners like Germany can foster innovation, build new partnerships and identify and develop new markets and commercial opportunities.

The Indian Ministry of Labour & Employment and the Federal Ministry of Education & Research, Germany signed an MoU in 2011 which describes concrete activities for cooperation in the Field of Vocational Education and Training. The Indo-German Joint Working Group (JWG) on Vocational Education & Training was entrusted with the task of conducting and monitoring the activities mentioned in this MoU. The JWG was constituted in 2007 with the objective to promote bilateral partnership and cooperation in the area of skills development and training. It is an important forum as it provides a unique Government to Government perspective to skills dialogue between the two countries. India and Germany have a long-term strategic partnership in the field of skill development and vocational training.

In the past few years, a number of partnerships have been formed by Indian and German partners to work jointly in areas of curriculum development based on competency standards, sector skills councils, training of trainers, study tours and workshops for knowledge sharing, transparency of qualifications, capacity building of

training institutes. Looking at the future, the German system of vocational training can play a critical role in the development of India since the demographic dividend should be harvested by making people employable. To achieve this outcome the current exercise to capture the existing partnerships between the Indian and German companies highlighting the key business models and learning's assumes all the more importance. Such insights are crucial and are going to be important to provide key guidelines for prospective German Vocational Training Providers to invest and operate successfully in India.

With this in mind, the idea of creating a comprehensive report that captures the 'ecosystem of skills and training' between the two countries evolved. It is a report that captures evolution of the skills market from initial exploration of opportunities to formalization of partnerships. The work done by the partners and facilitated by the JWG is neatly brought out highlighting the key business models and learning, we believe this to be one of the key milestones in cementing the India-Germany Skills partnership. This report is a collaborative effort of all stakeholders and partners and showcases the substantial work done in this area.

Dr. Mrutyunjay Sarangi

Kornelia Haugg



Mrs. Kornelia Haugg
Deputy State Secretary
Ministry of Federal Education
and Research, Germany

Setting the Context



Mr. Sharda Prasad
Director General, Employment &
Training, Ministry of Labour &
Employment, Government of India

India is on the threshold of reaping a huge demographic dividend with about 54% of its population under the age of 25 years. If this young population is provided with quality education and relevant skills, it cannot only meet the country's domestic requirement but also become a major supplier of skilled manpower to the world's aged and ageing economies. Germany is a leader in manufacturing, thanks to its strong vocational education and training system. India has a large English speaking population and therefore, partnership in the field of vocational education and training will create a win-win situation for both great democracies.

The Indo-German commitment to work together in the field of skill development has been reiterated during several visits by senior dignitaries from India and Germany. Partnership on vocational training has emerged as a key area in our bilateral collaboration. The German dual system of training has an excellent reputation worldwide.

One of India's biggest challenges as well as advantages is its large young population. Apprenticeship and dual education systems are the major attractions of the German Skills Model which could be very important for India's ambitious target of skilling 500 million people by 2022. India's economy will benefit from Germany's expertise and at the same time, it will open up opportunities for German training services in India.

As India aims to ensure that it has 500 million skilled people by 2022, the first steps towards an Indo-German partnership have already been taken. In 2008, the German and Indian Governments set up a bilateral joint working group on Vocational Education & Training (VET). The working group has evolved a series of activities and enabled several developments from stakeholders from both sides resulting in partnerships, joint workshops, exhibitions, capacity building programmes, trainings and joint ventures. I am happy to learn that this report captures the partnership and engagement with Indian and German stakeholders.

As India moves rapidly towards achieving ambitious skills targets, engaging human resources for skills development will be critical for ensuring success as a knowledge economy. The challenge also magnifies for India due to issues of scalability, equity access and outreach. It is projected that 500 million people will require training to join India's workforce by 2022. In the past few years, India has seen a surge in the number of initiatives from both government and industry to tackle the massive skills challenge. With its strong emphasis on employability, 'Training-Made in Germany' can strongly support the ongoing reform process of the Indian vocational training system.

Indo-Germany Joint Working Group (JWG) on Vocational Education & Training (VET)

There is need for skilling and re-skilling the persons entering the labour force to harness the demographic dividend that India enjoys. The visit of Prime Minister Dr. Manmohan Singh to Germany in 2007 provided the starting point for India and Germany's current collaboration in VET. During this visit, Prime Minister, Dr. Manmohan Singh and Chancellor Ms Angela Merkel agreed that the German government will assist India in its efforts to reform its VET system.

The Indo-German Joint Working Group (JWG) on Technical Vocational Education and Training was subsequently set up in 2008 to largely complement the implementation of India's National Skill Development Initiative. So far, the working group has met five times both in India and Germany. In April 2011, Mr. S Ramadorai, Advisor to the Indian Prime Minister on Skills Development along with the German Federal Secretary Schutte had agreed that joint projects between India and Germany for cooperation in VET should be incorporated in a 'roadmap' for future strategic planning purposes. This led to the signing of a MoU between the Ministry of Labour and Employment, India and the Federal Ministry of Education and Research, Germany in May 2011 during the 1st Inter- Governmental Consultations in New Delhi. An important milestone was reached during the 4th Joint Working Group meeting held in Munich in October 2011 when the bilateral activities on VET between the two countries were compiled into a roadmap for cooperation on VET.

All of this reaffirms the principles and mechanisms of the JWG to be the platform for dialogue and exchange of information. Both sides recognized the need for German contribution in completing the reform process in the field of skill development taking place in India. To establish an institutional dialogue involving industry partners, in accordance with international standards and best practices, the aim consists in exploring synergies and linkages with manufacturing clusters. Moreover, institutional partnerships, joint projects and arrangements for development as well as implementation of specific programs are the main ambitions.

The 5th Joint Working Group meeting held in Udaipur in October 2012 saw both the sides engage on meaningful deliberations to plan and agree on projects based on the roadmap developed in the 4th JWG meeting. Discussions revolved around creating a public private partnership model based on the pattern of

Indo-Germany JWG on VET is led by the Ministry of Labour and Employment from the Indian side and by the Federal Ministry of Education and Research from the German side. Other members of the JWG include:

- NSDC
- FICCI
- CII
- CSTARI
- iMOVE
- BMZ
- BIBB

the German Dual system in companies in India, development of a competency based curriculum framework, mutual recognition of qualifications, training of the trainers, collaboration between Indian Sector Skills Councils and German Chambers, development of occupational standards, Permanent Cooperation Group and other related areas.

The JWG has built the continuous and trustful dialogue on skill development between Indian and German partners. Furthermore both countries' delegations developed a good understanding of the partner country's system. This solid basis allows a range of measures, partnerships, and activities to foster the modernization of VET in India.

Further discussions will take place during the 6th meeting of the Indo-German Joint Working Group in July 2013 in Germany.

The key areas of cooperation described in the roadmap are:

1. Upgradation and establishment of vocational training institutions
2. Training of trainers
3. Creating a Public Private Partnership based on the pattern of the German Dual System in companies in India
4. Labour market administration
5. Research and development in the field of vocational training
6. Development of competency standards
7. Mutual recognition of qualifications
8. Development of instructional material
9. Coordination, networking and identification of new fields of cooperation

Glimpses of Joint Working Group Meetings



First Meeting at Vishakhapatnam, India, 2009



Second Meeting at Hamburg, Germany, 2009



Third Meeting at New Delhi, India 2010



Fourth Meeting at Munich, Germany, 2011

FORGING PARTNERSHIPS



Journey so far

Germany has world class vocational skills provision, with excellent colleges, professional bodies and private sector skills providers. Its innovative dual training model can be adapted to train huge numbers and create scalable implementation models. There is enough evidence and learning also around the integration and participation of the industry in the skills training. Finally, the history and culture between the two countries mean that Germany should be India's partner of choice in furthering skills development.

The setting up of the Indo -German Joint Working Group on Technical Vocational Education and Training has led to the consolidation of dialogue by:

- a) Generating increased awareness around the skills models and practices in both countries
- b) Identifying areas of future collaboration and partnerships
- c) Increasing the interaction amongst various stakeholders, some resulting into important projects and partnerships.
- d) Opening up of dialogue for technical cooperation and also converting some of those into service partnerships
- e) Launching joint projects in areas including curriculum, infrastructure, benchmarks, certification etc



"Large number of partnerships have emerged between Indian and German companies that have potential to impact several million of Indian youth in enhancing their employability and job opportunities through skill development. Companies like Festo, Volkswagen, BMW, Bosch, Daimler Chrysler, Adidas, Bajaj Allianz and TuV etc have been delivering world class vocational training programs in partnership with the Indian counterparts.

This report is a first step to celebrate these partnerships. There may be many other projects, visits, workshops, programs which are happening in the skills and vocational training ecosystem of the country that have not been captured in this report, and therefore it will be our endeavour to revise this publication on a regular basis.

***- Mr. RCM Reddy
Chairman, FICCI Skills Development Forum
and MD & CEO of IL&FS Education & Skills***

Forging Partnerships

This report not only captures the spirit of the partnerships but also the areas that have evolved and need further nurturing for promoting trade and bilateral investments. The next few sections are a brief update on the kind of partnerships existing between the two countries. It is an excellent mirror of the kind of opportunities which can be created for both sides with slight effort.

Contours of India Germany Skills Partnerships

Exploring Opportunities

Trade Delegations

Business Visits

Ministerial Visits

MoUs

Partnerships in Action

Joint Projects

Service Partnerships

Training the Trainers

Indo-German Tool Room

Building Momentum

Indo-German Skill Forum (IGSF)

iMOVE in India

Indo-German Training Centres

Study Visits



MEMORANDA OF UNDERSTANDING

Memoranda of Understanding

Several Indian and German organizations are working together both formally and informally to take forward the vision of Joint Working Group. The key MoUs and partnerships thus far are captured in the table:

S N	Germany Partner	Indian Partner	Highlights of Scope of the MoU	Impact / Progress
1	Federal Ministry of Education and Research	Ministry of Labour and Employment	Cooperation in the areas: Upgradation and establishment of vocational training institutions, Training of Trainers, Creating Public Private Partnership on the pattern of German Dual System in companies in India, Labour market administration, Research and development in the field of vocational training, Development of competency standards	<p>JWG Meetings on regular basis:</p> <ul style="list-style-type: none"> 4th meeting of JWG was held on 10-13 October, 2011 at Munich 5th meeting of JWG was held on 11th -12th October, 2012 at Udaipur Rajasthan 20 Master Trainers attended six weeks Master Trainers' Program from 12th November till 21st December, 2012. Delegation from CSTARI, Kolkata visited Germany
2	iMOVE	FICCI	Facilitate direct and institutional collaborations in vocational education and training between relevant stakeholders	<ul style="list-style-type: none"> Joint Seminars and workshops The Permanent Cooperation Group was launched as the Indo German Skills Forum. Several B2B-activities exercised
3	iMOVE	NSDC	Catalyzing private sector initiatives in vocational education and training between Indian and German stakeholders with NSDC	<ul style="list-style-type: none"> Engagement of German companies with NSDC partners successfully initiated. Two NSDC funded projects have forged partnerships with German Partners and SSCs are exploring partnership opportunities.
4	BiBB	FICCI	Collaborative research and development on VET and make relevant publications	Various visits, joint workshop organized, sharing experience at FICCI Global Skill Summits

S N	Germany Partner	Indian Partner	Highlights of Scope of the MoU	Impact / Progress
5	HWK - RM	IL&FS Education	HWK Rhein Mein certification for programs in engineering and construction trades conducted under the IL&FS flagship initiatives of Skills Training program in Engineering & Production Systems (STEPS) and Skills for Construction & Road Engineering (SCORE).	HWK Germany assisted IL&FS in vetting and certifying IL&FS content for construction trades. Audit of Training Centres and Joint Certification of successful trainees
6	Festo	IL&FS Skills	Jointly work in the skill development space to study, design, develop and deliver employment linked skills training courses in Industrial Automation Festo will act as a knowledge partner to the related training programs offered in the Multi Skills School of IL&FS Skills	Comprehensive market analysis was done. As part of the analysis, opportunity was identified to jointly offer Electrician Training course in Bhubaneswar, Odisha, India.
7	Hamburg Chamber of Commerce-Chamber Consult	Logistics Skill Development Council of India	Guidance and knowledge transfer in the establishment of the Logistics Skill Council of India	Knowledge sharing activity (workshop, visits) have been initiated
8	GIZ and GIZ International Services	Multiple MoUs with Indian State Governments and private players	Bringing German expertise in the execution of vocational training programmes	Projects successfully operationlised in the states of Gujarat, Madhya Pradesh and Punjab
9	German Welding Society	WRI Welding Research Institute, BHEL India	Capacity building of the Indian partner by providing the latest industrial training which will enhance institutional capacity for the delivery of robust and internationally recognized training programs.	MoU signed in October 2012

Project :

The MoU was signed by Union Minister of Labour & Employment of India and Federal Minister for Education and Research of Germany on May 31, 2011 to undertake activities under a few identified areas of cooperation including training of trainers, designing of new courses and modules, increasing participation of industries and continuing the work of Joint Working Group (JWG) on technical vocational education and training.

Scope :

- Upgradation and establishment of vocational training institutions
- Training of Trainers
- Creating Public Private Partnership on the pattern of German Dual System in companies in India
- Labour market administration
- Research and development in the field of vocational training
- Development of competency standards

Progress :

- iMOVE opened its first office abroad in India.
- 5th meeting of Joint Working Group was held on 11th -12th October, 2012 at Udaipur Rajasthan, India. Members of the JWG on the Indian side furnished progress of activities which have been taken up jointly with German partners, during this meeting. Members discussed the issues coming in implementation of activities as per the roadmap and suggested suitable measures to facilitate the cooperation.
- 20 Master Trainers from Field Institutes of DGE&T, 10 each in Automobile and Metal Cutting attended six weeks Master Trainers' Program from 12th November till 21st December, 2012. Prior to this, these Master Trainers were trained for two weeks at Apex Hi-tech institute, Bangalore by trainers from Germany in pedagogy.
- A three member delegation from CSTARI, Kolkata visited Germany to attend one week training program on Vocational Education and Training.



➤ Mr. Mallikarjun Kharge, Minister of Labour & Employment, India and Ms. Annette Schavan, Former Minister of Education of Research, Germany exchanging the MoLE/BMBF MoU

S N	Project	Scope of the Project	Impact / Progress
1	Tender for DGET/MoLE	On the basis of a MoU between MoLE and BMBF, iMOVE was running a tender for the Training of 20 Indian Trainers in India and Germany in technical areas and pedagogy, including an internship at a company in Germany. This is one result of the Indo-German Joint Working Group on Vocational Education and Training.	The participants were satisfied. A scientific evaluation shows positive results. ToTs have been organised. MoLE intends to identify areas of training for further batches in 2013.



Training of 20 Indian Trainers in Germany. The tender was done by iMOVE. The training was provided by Kreishandwerkerschaft Hellweig-Lippe

© iMOVE

Project :

FICCI and iMOVE have agreed to cooperate in the field of technical vocational education and training with the following objectives:

- To promote the transfer of modern know how in vocational education and training from Germany to India through private sector German training providers
- To support the development of new contents and instruments for the skill development also of FICCI members
- To facilitate direct and institutional collaborations in vocational education and training between relevant stakeholders

Scope :

- Training of the Trainers
- Strategic Knowledge Transfer
- Identification of B2B-opportunities for both German training providers India and vice versa
- Organise taster programs, workshops and large scale seminars to promote the collaboration to larger group of stakeholders



- Mr. Rajan Bharti Mittal, Past President, FICCI exchanging MoU with Sabine Gummersbach Majorroh, Former Director, iMOVE in the presence of Mr. Anand Sharma, Minister for Commerce & Industry, India Mrs. Kornelia Haugg Deputy State Secretary Ministry of Federal Education and Research (BMBF), Germany



- FICCI - iMOVE workshop at FICCI's 4th Global Skills Summit 2011

Progress :

1. Identification of B2B-opportunities

Skills Marketplace: an Indo German B2B session on Skills was organised during the 5th Global Skills Summit 2012. A total of 42 partnerships evolved during the marketplace many of which will convert into long term B2B partnerships.

2. Strategic Knowledge Transfer

Experts from iMOVE were invited as a speaker for various themes:

- "Aligning the three vertices of skills: Industry, Inclusion & Education"
- *"Institutional mechanism for implementing SSC led qualifications: German Chambers"*
- *"Cross-Sector Skill, and "German Vocational Education & Training in specific sectors - lessons for the formation of Sector Skills Councils (SSCs) in India"*

3. Setting up the Permanent Cooperation Group

The Permanent Cooperation Group was launched as the **Indo German Skills Forum (IGSF)** on September 5, 2012 on the sidelines of the 5th FICCI Global Skill Summit, 2012.

4. Taster workshop on "Application of Modern Training Methods in TVET"

The 'Taster Workshop' experience is aimed to demonstrate the German training method to Indian training providers. This workshop helped German partners to engage with Indian training providers and explore B2B partnerships.



➤ 20 member German delegation attending the First Annual Meeting of the Indo-German Skills Forum



➤ German experts from ICON Institute Germany conducting a Taster Workshop on Application of Modern Training Methods, Delhi, 2012

Project :

Develop private sectors cooperation in the field of skill development

Scope

- Knowledge transfer to Indian entities,
- Fostering of private sector initiatives in vocational education and training between Indian and German stakeholders (training providers, educational institutions, corporations and others)
- Facilitate direct and institutional collaboration in vocational education and training between relevant Indian and German stakeholders; like SSCs/Chambers, training providers, research institutions, corporations and other public and private entities.

Progress :

- Signing of MOU between Logistics SSC and Hamburg Chamber of Commerce
- Personal visit of Indian Ambassador to Germany, HE Ms. Sujatha Singh's to NSDC training centres with the specific intent of adding impetus to the collaboration
- Expression of interest to collaborate received from various knowledge providers and Chambers in Germany for providing Technical assistance to SSCs
- Definition of a clear road map for collaboration by the Indo-German Joint Working Group



➤ Mr. Dilip Chenoy, MD & CEO, NSDC exchange MoU with Professor Dr. Friedrich Hubert Esser



➤ Mrs. Sujatha Singh, Ambassador of India to Germany during her visit to NSDC Training Center.



Project :

The Federation of Indian Chambers and Commerce (FICCI) and the Federal Institute for Vocational Education and Training (BiBB) are working together in the area of research and development in the vocational training field with the aim of fostering vocational training research and development through reciprocal support, cooperation and exchanges of information between India and Germany.

Scope :

- FICCI and BiBB informed each other about their programmes and their findings. They shall make relevant publications available to one another.
- Both sides are coordinating arranging of specific measures for collaborative research and development activities in this connection. The following areas have been identified on a regular basis:
 - Quality Assurance in VET
 - Development of Competency Standards
 - Training of Trainers
 - Assessment and Certification in VET
- Both sides shall send each other their periodical publications

Progress :

- BiBB experts have contributed in the FICCI publications
- BiBB experts participated in several workshops and meetings organised by FICCI with stakeholders of skills community



- Mr. Rajan Bharti Mittal, Past President , FICCI signing the MoU with Mr. Manfred Kremer, President, BiBB in the presence of Mr. Anand Sharma, Minister for Commerce & Industry, India Mrs. Kornelia Haugg Deputy State Secretary Ministry of Federal Education and Research (BMBF), Germany

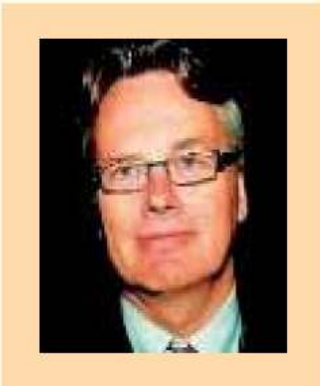


- Ms. Birgit Schweetberg, Head of Chamber Consult, Chamber of Commerce, Hamburg, Germany speaking during a session on Sector Skills Councils at the 5th FICCI Global Skills Summit, 2012

Excerpts from Various Publication Highlighting Indo German Partnership on Skills

Why the dual mode of vocational education & training is most viable

Ulrich Meinecke*



Is it just a “course”? Are German entrepreneurs bad businessmen?

In a recent study the German Federal Institute for Vocational Education (BIBB), an apex body of the Ministry of Education, revealed some interesting figures. They found, that on average any company, employing apprentices in Germany, spends Euro 15.000 (Rs. 10 lakh) annually per apprentice. But simultaneously every apprentice, who is involved in the shop-floor-based training process, contributes Euro 11.500 (Rs. 8 lakh) to the companies performance; an immediate return of 80 per cent on all expenses, or better “educational investments”. In the construction sector the return is 100 per cent and more as the industry has voluntarily introduced common funding systems for the reimbursement of training expenses to companies. Not considered are the savings on recruitment of workers, on skill adaptation trainings for newcomers, on retention programs etc.

In fact, it is a win-win-win model, for the employers, the apprentices and the government.

This alone should provide a sound argument for any businessman and any official, looking into matters of

In Germany every apprentice, employed by a company, is paid a regular salary—approximately one third of a workers wage. In many trades and professions the apprentices have to join special training courses at the training institutes of chambers and associations against fees, paid by the employer. Companies employ certified in-house instructors and it takes between 36-42 months to complete the vocational education and training process in a company.

Seen from the Indian perspective it seems an exorbitant amount that an entrepreneur has to pay for such a long ‘training course. But is this the reality?



‘Our VET-system is inclusive, cost-effective’

**ULRICH MEINECKE,
COUNSELLOR,
GERMAN EMBASSY IN INDIA**

WHEN I was asked to write an article on “The skill development infrastructure Germany has developed in response to specific industry needs”, I agreed, although the question appeared to me in a sense wrong. As we do not run “courses” and as we do not have just VET-institutes, it would be a shortcoming to focus on our institutions only. Instead I would like to provide you an insight into the ecosystem of the dual mode of vocational education and training in my country, which also includes an overview of the institutional network.

Following a holistic and process-orientated approach, our VET-ecosystem meets the needs of changing working-processes and feeds them into improved National Occupation Standards (NOS) as a permanent process. Our VET-system can be described as inclusive, as the apprentices get an apprenticeship-salary (not a ‘stipend’). Therefore it is also affordable for the economically weaker sections of our society and quite ‘inclusive’. It is also



quite economical for the companies.

The discussion in India regarding the gap between the supply- and the demand-side of the VET system sounds unfamiliar to us. In the dual mode, the demand-side is the main part of the supply-side, as ‘real’ companies are running in-company trainings on the shop-floor according to National Occupation Standards (NOS), given for that specific occupation. The training is held by in-company trainers as part of their workforce. This in-company training covers approximately 70 per cent of the training, three to four days a week. In addition, the necessary theoretical background is taught in state-run vocational schools, on one or two days a week. As we have two venues for learning, we name our VET system the ‘dual system’ of VET.

- The first and main part of our “skill development infrastructure” are therefore our companies themselves. Approximately 86 per cent of our large and 15 per cent of our micro and small enterprises (in total: 25 per cent of all companies) provide apprenticeships,

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iMOVE moves to India

GERMANY’S International Marketing of Vocational Education (iMOVE) was the institutional partner at the event and was a major presence at the summit. iMOVE is an initiative of the German Federal Ministry of Education and Research and promotes international cooperation through



Ulrich Meinecke from the German Embassy

collaborations in education and skills development. In the summit it shared its expertise on German skills setup and structuring of Sector Skills Council.

A day before the summit iMOVE and FICCI jointly organised a special India-Germany workshop on ‘German Vocational Education & Training in Specific Sectors – Lessons for the Formation of Sector Skills Councils in India’. iMOVE has set up its office in India and will be proactively fostering engagements in the field of technical education.

Earlier this year, it signed an MoU with NSDC for transfer of know-how in this domain and to promote private sector initiatives in India by bringing the stakeholders of the two countries together.

Ulrich Meinecke, Counsellor, Social and Labour Affairs, Embassy of the Federal Republic of Germany, informed Skills Ahead that iMove, as part of an MoU with FICCI, will also support it in the Sector Skills Councils that the industry body is working on. At the same time, it is also working with IL&FS in curriculum development and training of trainers in about 100 multi-skilled training institutes in Delhi-Mumbai corridor. Similarly, the Festo Didactic-Shalimar project, which will come to fruition around January, has also been enabled by iMOVE.

Project :

HWK Rhein Mein certification for programs in engineering and construction trades conducted under the IL&FS flagship initiatives of Skills Training program in Engineering & Production Systems (STEPS) and Skills for Construction & Road Engineering (SCORE).

Scope :

Under this partnership Handwerkskammer Rhein-Main (HWK Rhein-Main) and IL&FS Education have been working over two years to:

- Develop certification for programs (short term) in Engineering & Construction sectors
- Jointly vet training & assessment standards
- Introduce international best practices to build capacities and improve productivity
- Co certification of successful trainees

Progress :

- Till date over twenty five thousand (25000) youth have been certified by Handwerkskammer Rhein-Main and placed with organized sector
- New courses launched being conducted under the technical assistance of HWK Rhein-Main in following trades: a) Masonry b) Shuttering Carpentry c) Bar Bending d) Civil Supervisory e) CNC operations



➤ Mr. Hari Sankaran, Vice Chairman & M.D., IL&FS exchanging MoU with Mr. Karsten Lamers, Chamber of Skill Crafts, Germany



➤ HWK auditors demonstrating brick laying technique to learners and trainers



Chander Singh IL&FS-HWS Certified Worker

22nd year old Chander Singh is from a naxal affected area of Korba in Chhatisgarh earning a meager Rs3500(\$66) per month he is the sole bread earner of the family.

In September, he enrolled in the Basic Welding Course, a one month training including instruction in arc welding, gas welding and arc welding at the IL&FS Institute of Skills(IIS). Training and working as a professional welder has empowered Chander economically but also improved his outlook towards future. with the IL&FS Skills Advanced Welding course he has enrolled in, he can now earn up to Rs 13,500(\$245) and higher per month.

Mr. Manfred Carl Rohers and Mr. Turgut Karaoglu, auditors from HWK have been visiting IL&FS team and trainees on a regular basis. In their visits to the IL&FS Skills Schools they have interacted with the trainees and trainers to understand and the audit the training methodology as per the HWK standard.





Project :

Partnership for developing industry endorsed training programs

Scope :

Under this partnership IL&FS Skills and FESTO are working together to:

- Develop training modules for automation sector
- Design and develop workshop infrastructure for IL&FS Institute of Skills
- Identify the specialised equipments, machinery and training kits required for training
- Jointly conduct Training the Trainer (TTT) programme
- Joint Certification for trainees.

Progress :

- Two state-of-art IL&FS Institute of Skills (IIS) offering training in Automation sector are being set up at a) Bhubaneswar, Odisha and b) Okhla, New Delhi
- Specialised equipments, machinery and training kits have been provided to the trainees in electric, electronics and mechatronics trades



➤ Mr. RCM Reddy, Chairman and Managing Director IL&FS Education and Skills exchanging MoU with Mr. Rashmikant Joshi, FESTO Controls



➤ Practical training on FESTO equipment for IL&FS Skills School trainees

Other key assignments of FESTO

Indian Partner	Scope of the Project	Progress
Karnataka German Multi Skill Development Centres, Bangalore	<ul style="list-style-type: none"> To set up a "Festo Authorised and Certified Training Center" to be part of Karnataka German Technical Training Institute. Festo is to deliver the equipments, carry out the laboratory design and conduct the training of the trainers. 	<ul style="list-style-type: none"> The supply order for equipments is under execution, laboratory construction is in progress, laboratory layout design is shared and curriculum is under preparation.
C.V Raman College of Engineering, Bhubaneswar	<ul style="list-style-type: none"> To set up a "Festo Authorised and Certified Training Center" in the field of Process Automation. Festo is to deliver the equipments, carry out the laboratory design and conduct the training of the trainers. To set up a "Centre of excellence in Industrial Automation & Engineering" 	<ul style="list-style-type: none"> The laboratory is designed and under construction. The equipments will be shortly commissioned.
Christ University, Bangalore	<p>Festo will support the centre by granting respective licenses, bringing in the know how, supplying equipments, certifying Christ University trainers and providing the best training methodology.</p>	<ul style="list-style-type: none"> The first part of the laboratory has been set up with the Basic Technologies in Pneumatic, Hydraulics, PLC etc. Christ University will start certificate courses.



Confederation of Indian Industry



Handelskammer
Hamburg

Project :

NSDC, in collaboration with the CII Institute of Logistics has set up a Sector Skills Councils (SSC) for Logistics with the intent of bringing best in class workforce skills to the Indian Logistics industry. Hamburg, Germany is an important Logistics hub, centred around the Hamburg port with abundant expertise in logistics and logistics training. An MOU has been signed by both parties for establishing a strategic relationship, that would include transfer of knowledge and technical assistance for setting up the SSC and operationalizing it.

Scope :

- Guidance and knowledge transfer in the establishment of the SSC
- Competency mapping and the development of a road map for the prospective candidates who would like to take Logistics as their career function
- Quantitative and qualitative studies on the existing skill gap, training need assessment of companies and training providers, assist in the development of Labour Market Information System (LMIS)
- Training of trainers

Progress :

- Signing of MoU, Oct 2012
- Proposal for cooperation, Dec 2012
- Exchange on trades for the development of occupational standards for the transport and logistics sector, March 2013



» Signing of the MoU,

Mr. R Dinesh, Co-Chairman of the Advisory Council CII and Mr. Dr. Thomas Schuenemann, Vice-President of the Hamburg Chamber of Commerce; in the presence of Mr. Sharda Prasad, Additional Secretary, Ministry of Labour and Employment, Government of India, Mr. Michael Steiner, German Ambassador to India
(from L to R)

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) is a fully owned subsidiary of the Government of Germany. GIZ has been working in India for more than 50 years and has successfully implemented many skills development projects.

S N	Indian Partner	Area of Collaboration
1	Government of Karnataka in February 2010	To establish two Multi Skill Development Centres which would provide employment oriented skill training to rural, tribal and urban youth
2	Federation of Gujarat Industries (FGI) in February 2012	To facilitate the linkage between member industry and five VTCs by : <ul style="list-style-type: none"> • Conducting joint workshops from time to time to bring industries and institutes closer • Organizing on-the-job training, apprenticeships and placements for the candidates trained in five institutes
3	Government of Punjab in June 2012	<ul style="list-style-type: none"> • For Development & Operationalization of four Multi Skill Development Centres in State • Expedite the upgradation of 50 ITIs under PPP scheme.
4	GMR Ltd	Development & operationalisation of two Multi Skill Development centres
5	Government of Andhra Pradesh in August, 2013	Development and Operationalization of Multi Skill Development centers in state
6	Andhra Pradesh Industrial Infrastructure Corporation Ltd. (APIIC), through Indo-German Institute of Advance Technology, Visakhapatnam	To support APIIC officials in designing, planning and management of existing and proposed industrial estates in Andhra Pradesh.
7	Confederation of Indian Small and Medium Enterprises (CISME) and Infrastructure and Logistics Federation of India (ILFI) in February 2012	GIZ IS proposes the acquisition and implementation of the PPP ITI upgradation project in Andhra Pradesh, Tamil Nadu, Gujarat, Madhya Pradesh, Chhattisgarh, Assam and Meghalaya in India and CISME & ILFI will facilitate GIZ IS in networking with the State and Central ent functionaries and organizations



» MOU signing for establishment of MSDCs in Karnataka - Mr Hans Hermann Dubey, Regional Director, GIZ IS with Mr. Manjunath Prasad, Commissioner Employment & Training, Government of Karnataka.



» MOU signing for facilitating linkage between Industry and Five VTCs in Gujarat - Ms. Christina Rentzmann, Deputy Regional Director GIZ IS with Ms. Geeta Goradia, President, Federation of Gujarat Industries.



» MOU signing for development and operationalization of four MSDCs in Punjab - Mr. Chaman Lal Dhanda, Director Projects GIZ IS with Mr. Purusharth, Director Technical Education and Industrial Training, GoP



» MOU with GMR for setting up of MSDCs in Krishnagiri Hosur SEZ, between Mr. Madhu Terdal, CEO of GMR and Mr. Dube, Regional Director GIZ IS

Project :

Capacity building of the Indian partner by providing the latest industrial training which will enhance institutional capacity for the delivery of robust and internationally recognized training programs.

Scope :

- Conducting Industry specific Workshops/Seminars in India on mutually agreeable topics
- Joint Research Projects using the facilities and expertise available at both sides
- Certification of welder training and engineers courses by DVS
- Joint working and Certification of Post graduate programme on welding & Quality Engineering
- Publication of articles by WRI scientists in DVS journal and DVS scientists in WRI journal
- DVS center at WRI to showcase German Technologies for adoption in Indian industries

Progress :

- MoU signed in October 2012



» Signing of the MoU between DVS and WRI, Mr. A V Krishnan, ED, BHEL and Mr. Easwaran, GM/ WRI (R to L)



JOINT PROJECTS



Ministry of Labour & Employment
Government of India



Directorate General of
Employment & Training

The Ministry of Labour & Employment is one of the oldest and important Ministries of the Government of India. The main responsibility of the Ministry is to protect and safeguard the interests of workers in general and those who constitute the poor, deprived and disadvantage sections of the society, in particular, with due regard to creating a healthy work environment for higher production and productivity and to develop and coordinate vocational skill training and employment services.

The Directorate General of Employment & Training (DGE&T) in Ministry of Labour is the apex organisation for development and coordination at National level for the programmes relating to vocational training including Women's Vocational Training and Employment Services



» Training at progress

Project :

- The project "Training of trainers in automotive and metal cutting" was conceived, with the main objective of introducing Indian trainers to (head of the training institutions), the German dual training system in the areas of automotive and metal technology.
- The project was divided into two phases:
 - The first two-weeks of training took place in Bangalore, India. There, the structures of the overall project as well as the basics of professional education with a focus on the two areas of technology were discussed.
 - The second part of the six-week special course, took place in Soest Germany. As part of this phase of the project, the following content was taught: Vocational Education, The Dual System Germany, technical theory and practical training in the areas of automotive and metal technology.

Partners :

- India** : Indian Government, the Directorate General of Employment & Training (DGET)
- Germany** : Berufsbildungszentrum Hellweg-Lippe, Soest, Germany (chamber of commerce), iMOVE (Intermediate)

Progress and Scope :

- Introduction to the German Dual System and current and advanced technologies
- Analysing and improving working behaviour, career educational training
- Technical knowledge transfer in the automotive and metal cutting section
- Preparing and developing concepts to transfer certain aspects of the German dual system to be possibly implemented to the Indian training system



➤ Dr. Mrutyunjay Sarangi, Secretary, Ministry of Labour & Employment Government of India during his visit at an ITI at Udaipur

Project :

Technical Support for Multi Skills Development Centres in Karnataka

The Department of Employment and Training (DET), Government of Karnataka has embarked upon a new model- setting up of Multi-Skills Development Centres (MSDC) as regional level centres of excellence for skills development. The MSDCs are administered autonomously under the overall direction of a registered society and named as Karnataka German Technical Training Institute (KGTTI) in Bangalore and Gulbarga.

Partners :

India : Ministry of Labour and Employment, GoI and Department of Employment and Training (DET), Government of Karnataka

Germany : GIZ IS

Scope :

- State-of-the-art Technology and World class facilities for training centre
- Delivery system perfected with technical support from German international services (GIZ IS)
- Highly experienced trainers with rich industry / academic background, who have undergone extensive "trainers training" programme - both in India & abroad.
- Main objective of the institute is to prepare the students to be 'Industry Ready'

Progress :

- Various industries are involved for selecting and designing the courses as per their needs
- Designed and developed Course Curricula, course material and exercise manuals as per international standards for CCNA, Welding, CNC, CAD/CAM, Embedded Systems and Construction Engineering trades.



- Inauguration Ceremony on 16th April, 2012 at Bangalore - Mr. Montek Singh Ahluwalia, Deputy Chairman, Planning Commission, Government of India along with Mr. Shri Mallikarjun Kharge, Hon'ble Union Minister for Labour and Employment, Government of India



- Mr. Montek Singh Ahluwalia, Deputy Chairman, Planning Commission, Government of India during his visit to Bangalore KGTTI Centre

Project :

Technical Support for upgrading and modernisation of 76 ITIs in Karnataka

The project "Upgradation of 1396 Govt. ITIs through Public Private Partnership" was launched by the Directorate General of Employment and Training of the Government of India in 2007.

Government of Karnataka inducted GIZ-IS to extend desired technical support to 76 ITIs covered under the upgradation scheme.

Partners :

India : Ministry of Labour and Employment, GoI and Department of Employment and Training (DET), Government of Karnataka

Germany : GIZ IS

Scope:

- The Technical support to PPP ITIs in Karnataka by GIZ-IS is planned with the aim to expedite the upgradation and modernization of these institutions, making them more market-oriented and closer to the industry.

Progress :

- Regional and international experts made assessments. Institute Development Plans were revisited and revamped with participation of all stakeholders
- In order to offer need based training to the staff a "Training Need Analysis" was performed for the staff of all 76 PPP ITIs.
- Development of new labs & training facilities
- Starting of MES courses by registering all ITIs as VTPs



- » Opportunities for setting benchmarking with best in the world - Mr. Jax Antonius, Short Term International Expert from Germany visiting an ITI in Karnataka



- » "Learning by Doing "using modern teaching aids: Appropriate training of teachers for enhancement of professional competence

Other key skills development projects of MoLE with German partners

S N	Project	Progress
1	Foreman Training Institute (FTI), Karnataka	Set up in 1968 with German Support, FTI offers short-term courses of six weeks. FTI Bangalore has been making a significant contribution to the development of skilled workers who can be employed all over the ethnically diverse country.
2	Central Staff Training and Research Institute (CSTARI), West Bengal	The Central Staff Training and Research Institute (CSTARI) was founded in Kolkata in 1968 with German Support. The goals were to work closely with the German Chamber of Industry and Commerce to develop effective curricula and teaching materials for the electrical and metal working trades.
3	Indo-German tool room programme (IGTRP)	<ul style="list-style-type: none"> ■ Indo-German Tool Room Programme (IGTRP) with its four Tool Rooms (TRs) is a unique undertaking of GIZ to support Small and Medium-Scale Enterprises (SMEs) of the metal and plastic processing industries in strategic regions of India through combined training, production and technical service centers. ■ All five TRs are established and operated on self-sustainable basis under MSME and catering the need of the local as well as Indian industries. <p>All five TRs are also conducting short-term and long-term high end training programmes and providing well trained skilled manpower including supervisors</p>

Central Instructional Media Institute (CIMI)

CIMI now known as National Instructional Media Institute (NIMI) was established in 1986 by MoLE with the assistance of Deutsche Gesellschaft fuer Technische Zusammenarbeit (GTZ) GmbH acting as the executing agency on behalf of the Government of the Federal Republic of Germany. Instructional materials of 37 trades developed in up to 8 Indian languages are supplied in 1500 Industrial Training institutes.



National Skill Development Corporation (NSDC) is a first-of-its-kind Public Private Partnership (PPP) in India set up to facilitate the development and upgrading of the skills of the growing Indian workforce through skill training programs by funding skill training and development programmes, . It also engages in advocacy and training programmes, in-depth research to discover skill gaps in the Indian workforce, and developing accreditation norms.

Project :

Preparation of Indian candidates for various trades for the World Skills competition to be held in Leipzig, Germany in July 2013. FESTO contributed for the competition in Mechatronics.

Scope :

WorldSkills India (WSI) is an initiative to identify, train youths to represent India at the Worldskills competition. NSDC anchored the Indian delegation in 2012 and this year delegation has been identified in twenty two trades who will represent India in Leipzig in July 2013.

Progress :

The national level competition for selection of the finalists was held in Pune in March 2013

NSDC partners have collaborated with German partners:

Role of German Partners: Assisting with Industry relevant curriculum and facility know how, training of trainers, industry exposure to learners and placement assistance

Role of Indian Partners: Mobilization of trainees, training delivery, training infrastructure and placement support



» National Skills Competition at Pune, India in March 2013

Some of joint projects which NSDC partners are doing with German stakeholders

S N	Indian Partner	German Partner	Project	Progress
1	DB Tech (Don Bosco)	BOSCH	Pilot to test collaboration between industry / employer and a third party training provider - on a sustainable/ fee based model	<ul style="list-style-type: none"> First batch completes training by 6th April 2013 Proposed to be scaled up across all locations with Bosch plants
2	DB Tech (Don Bosco)	SIEMENS	Up-skilling youth to industry standards through industry designed, specialised training on software applications : 1. CNC Machining , 2. CAD and CAM. The uniqueness of this collaboration is industry relevant content and technical support provided by Siemens and the Don Bosco infrastructure and experience in providing quality technical training.	<ul style="list-style-type: none"> 12 Don Bosco trainers trained by Master Trainer from Siemens in October 2012 73 candidates trained so far in Liluah and Delhi for CAD-CAM. Another 150 would be trained by June 2013. 77 candidates trained on CNC machining. Expected to scale up to 25 institutes all over the country in the next 5 years.
3	Automotive Skills Development Council (ASDC)	BOSCH	Bosch's expertise in helping ASDC deliver on its mandate of ensuring delivery of training for specific trades as per industry defined standards. One job role (Service Technician) was chosen for pilot testing the model.	10 Trainers and 22 machining technicians were trained at the Bosch Training center in Bangalore.
4	Gram Tarang (GTETS)	SES Germany	Capacity building of trainers on best practices of effective training standards and improvement of pedagogy and training delivery methods	Two workshops of train the trainers have been conducted where German trainers offered training to GTETS trainers.
5	IL&FS	FESTO	Setting up of specialised training centres for training for trades such as Mechatronics, Electricals and Electronics	Centre at Odhisha state of India ready to commence training



“The National Skill Development Corporation (NSDC) believes that greater linkages in the vocational education and training space between Germany and India is a win-win proposition for both sides, and hold the potential to strengthen the already strong bilateral ties that exist among the two nations. On its part, the NSDC has already been engaging closely with all the agencies involved in the VET arena in Germany, and also signed an MoU with iMOVE, as part of our aim to introduce the international best practices in skills in India. The NSDC is confident that the NSDC-iMOVE MoU whose objective is promote technical assistance to the Indian Sector Skill Councils (SSCs) and entity-to-entity private sector co-operation in vocational education and training would contribute immensely to the creation of a skills culture in this country.”

-Dilip Chenoy

Chief Executive Officer

National Skill Development Corporation



» DBTech/ Siemens Training for CAD/CAM in progress



» Mrs. Sujatha Singh, Ambassador of India to Germany with the trainees during her visit to NSDC Training Center.



» 1st batch of Machining Technicians trained by ASDC and Bosch



» Master Trainer demonstrates in the ToT workshop at Gram Tarang

Project :

- Jointly produce Combination Switch Assemblies for Indian four wheeler industries through Collaboration/Joint Venture effective from September 2008.
- To capitalise the strengths of Leopold Kostal GmbH & co. KG which is engaged in business of supplying auto electric components and NTTF/NTTFIPL which is in the business of supply of Auto-electrical components to automotive sector in India.

Partners :

India : Nettur Technical Training Foundation (NTTF) on behalf of NTTF Industries Private Ltd (a NTTF subsidiary)

Germany : Leopold Kostal GmbH & Co., KG, Germany

Scope :

- Supply of Combination Switch Assemblies to Indian automotive manufacturers
- Development of new auto-electrical parts/assemblies for Automotive Sector.
- Improvements of the existing products
- Expansion of Tools/Moulds manufacturing activities in India.
- To transfer latest German Technology to manufacture Auto electrical assemblies for Indian and Global market.

Progress :

Successfully run for 2 years. In March 2011, the Indian Partner i.e., NTTF decided to diversify all its commercial activities and accordingly M/s.Leopold Kostal GmbH & Co., KG, Germany agreed to buy the Shares from NTTF and become a 100% owner of Kostal NTTF Automotive Private Limited located at Vellore, Tamilnadu, India.



» Press release of JV between Leopold Kostal and NTTF/NTTFIPL

The Federal Institute for Vocational Education and Training (BiBB) is recognised as a centre of excellence for vocational research and for the progressive development of vocational education and training (VET) in Germany. BiBB works to identify future challenges in VET, stimulate innovation in national and international vocational systems, and develop new, practice-oriented solutions for both initial and continuing vocational education and training

S N	Indian Partner	Scope of the Project	Progress
1	Central Staff Training and Research Institute (CSTARI)	Research on the early identification of skills developments, Study visit, Drawing up standards for curricula, Training, certification, monitoring and assessment standards. Organizing workshops is a long-term cooperation between BiBB and NSDC with participation of CSTARI.	BiBB experts elaborated together with MoLE and CSTARI on topics for the cooperation. CSTARI visited BiBB to get informed and discuss the aforementioned areas of interest. CSTARI participated in the first workshop of the series of workshops on the topic of "Standards" conducted by NSDC and BiBB in March 2012.
2	National Skills Development Corporation (NSDC)	The aim of the series of workshops is a long-term cooperation between BiBB and NSDC. Main focuses are on occupational standards and curricula, trainers' standards, assessment and certification standards as well as evaluation and monitoring. Joint further development and continuation of the series of workshops are with regard to these or new contents	BiBB and NSDC conducted the first "Workshop on the Development of Occupational Standards & Training Curricula - The German Way" in Delhi in March 2012.
3	India EU Skills Development	The Project aims to increase the capacity of policy makers and key counterparts, develop a National Qualification Framework (NQF), standards and enhance labour market analysis processes and labour market information systems (LMIS). The overall objective of this project will be to improve the quality and relevance of training provision and the number of certified skilled labourers in various sectors of employment	<ul style="list-style-type: none"> - Project Task Force constituted - Project logistics and support structure in place and communication material prepared - Initial assessment of the situation and preliminary meetings concluded with variety of stakeholders - Selection of States (Karnataka, Orissa, Uttar Pradesh) and Sectors (Automotive, first) for piloting of activities finalised



Project

Since 2009 the Grohe-Jal-Academy at Don Bosco in Mumbai is training young people as plumbers and specialists in water management. The project has helped youths from poor backgrounds to secure employment after good vocational training. This has been made possible by the cooperation of the German sanitary company Grohe and the Don Bosco Mondo. Local partner in Mumbai is the Don Bosco Learning Center

Partners

India : Don Bosco Institute of Technology, Don Bosco Learning Center

Germany : Don Bosco Mondo , Grohe

Scope

- Develop and run high quality industry-sector-specific vocational training in India
- Model to be multiplied in other countries and sectors

Progress

- The project has received innovation award of the Federal Ministry for Economic Cooperation and Development BMZ in Berlin.
- More than 500 graduated young Indians have been trained
- Plans for multiplication of the model in other countries



➤ Michael Mager, Grohe, and trainees of Grohe-Jal-Academy



➤ The opening of Grohe-Jal-Academy



VOLKSWAGEN

GROUP INDIA

Project

Volkswagen India has started to groom talent and develop specific skills required for the automobile sector. The project aims to develop consummate and knowledge-driven technicians with sound knowledge of Mechatronics to become specialists in automobile manufacturing. The company intends to absorb all the students at the time of completion of the course. However, after the successful completion, trainees are free to opt for an opportunity in the open market.

Partners

Indian : Directorate of Vocational Education & Training (DVET), Mumbai Maharashtra.

German : Volkswagen India Pvt Ltd , Volkswagen Group Academy Wolfsburg and Kassel, Germany

Scope

Volkswagen India has adopted the 3-year German Dual Apprenticeship Training in Mechatronics for the first time in India for vocational training which imparts theoretical and practical exposure to the trainees. Apart from getting Volkswagen certification, these apprentices are also eligible to appear for the National Apprenticeship Examination which is recognised by the Directorate of Vocational Education & Training.

Progress

- Dedicated staff and premises for Volkswagen Academy within Volkswagen India Pune plant facilities
- Recognition received from DVET, Maharashtra Govt. and NCVT, Government of India
- Overwhelming response for admissions at the Volkswagen Academy and acceptance of training system by the students and their social environment
- High interest in Volkswagen Academy shown by national and international media



➤ German Ambassador Michael Steiner interacting with students



➤ Teamwork and Self learning Assignment at the academy

FORUM Berufsbildung has 25 years of valuable experience in the educational sector in Germany

SN	Indian Partner	Project	Scope	Progress
1	<ul style="list-style-type: none"> ■ Federation of Karnataka Chambers of Commerce & Industry ■ Unnati Bangalore ■ eMERG - Engineering Manufacturer Entrepreneurs Resource Group ■ WeCAN - Women Entrepreneurs Chambers & Associations Network ■ North Malabar Chamber of Commerce (NMCC) 	<p>Developing a systematic approach for modular vocational training in Karnataka.</p> <p>The German Federal Ministry for Cooperation and Development (BMZ) is co-funding the project. Sequa gGmbH on behalf of the BMZ, and FORUM Berufsbildung.V. signed a contract for implementation</p>	<ul style="list-style-type: none"> ■ Development of a modular system of vocational training for retail and office administration ■ Conducting Training of Trainers programs in the areas of retail trade and office administration ■ Supervision of pilot trainings 	<ul style="list-style-type: none"> ■ Curricula and training material developed ■ Indian trainers trained in modern methodology by FORUM Master Trainers
2	MARC School of Business	Develop and run specialization course on international marketing with Indian and German collaboration	Developing curricula, pedagogy and joint case	Improved job opportunities reported by former International Marketing students



FORUM and eMERG representatives during Project Launch Conference



Supervised course "Getting set for work course"





Project

In India, the German Dual Education System is modelled by the Indo-German Training Centre (IGTC), the management training division of the Indo-German Chamber of Commerce. Through 4 centres, in Mumbai, Chennai, Bangalore and Kolkata, IGTC collaborates with over 75 Indo-German organizations to jointly conduct a flagship 18-month, fulltime Post Graduate Programme in Business Administration based on the German Dual Education System.

Partners

IGCC members comprising Indian and German organizations

Scope

- 18-months, full-time business administration programme based on the German Dual Education System
- Theoretical learning at IGTC alternated with hands-on practical training at an assigned company.
- World-class German and Indian companies invited to select their desired trainee/s during the admission process. Only applicants selected by the collaborating organizations are admitted to the programme.

Progress

At present, the Indo-German Training Centre has 1000+ successful alumni working across a wide spectrum of roles



➤ BMBF Certificate of Recognition given by H.E. Ambassador Steiner to IGTC Student



➤ Classroom learning

TÜV Rheinland India, a subsidiary of TÜV Rheinland Group, Germany, commenced its operations in India in the year 1996 with local headquarters at Bangalore. It has a nationwide presence with 23 locations spread over 18 cities in India, employing over 400 highly skilled professionals.

S N	Indian Partner	German Partner	Scope	Progress
1	Sharp ITI	Sequa gGmbH	Setup and provide Vocational Training on wind energy	Project was commenced on 1 March 2013 and the establishment of facilities is under progress.
2	Mahalingam College of Engineering and Technology (MCET)	DEG	Addressing demand of skilled workforce in the Indian environment and technology sector, especially in Welding, Automotive, and Energy Efficiency	<ul style="list-style-type: none"> Facility set up for Welding & NDT is complete. Other facilities that will provide training on Automotive, Maintenance and Renewable Energy are under set up.
3	JAIN University	Sequa gGmbH	Providing Vocational Training, Post-Graduate, Master Degrees to young technicians in India in Renewable Energy	<ul style="list-style-type: none"> The project was successfully completed in December 2011. All three courses have been established and found recognition among students and companies.



» Signing of the MoU with Mr. Chengraj Jain (Chairman of JAIN University) and Mr. Rühle (MD of TÜV Rheinland)



» Showcasing of NDT with Mr. Rühle, and Mr. Rauch (BMW Group)



» Installation of solar panels at JAIN University



TÜV SÜD South Asia was established as TÜV Bayern India, a branch office of TÜV Qualitats Management GmbH, in 1995. The company caters a wide range of sectors that include non-technical skill development training.

S N	Project	Scope	Impact or Progress
1	Assessment of Vocational courses	Vocational Assessment for DGE&T as per Modular Employable Skills on Pan India basis	Assessed: 7300 + candidates since June'2011 all over India.
2	Providing training "High Voltage Technology" , Conducting ITIL examinations	Training on modules: High voltage technology, Process Audit, Serial Production etc.	Assessed more than 10,000 candidates in ITIL under accreditation of TuV SUD Akademie GmbH and trained more than 100 trainees as per arrangement with VDA QMC Berlin



» Trainer of TUV SUD Akademie from Germany demonstrating



» Trainees after the successful training

Other partnerships

S N	Indian Partner	German Partner	Project	Progress
1	Rao's Group of Schools, Andhra Pradesh	Talent Education Stiftung International	TESI project schools offer opportunities to disadvantaged students. These are the children and young people from the backward families who are given the unique chance of receiving a comprehensive vocational education	Expansion of TESI project schools from one in 2012 to four in 2013.
2	The Jain School of Leadership Excellence	The Heimerer Academy	Design and run post-graduation entrepreneurship program in collaboration. The Heimerer Academy is responsible for providing international business exposure	The first batch of training has been organised in Germany
3	The Navkar Centre for skills	Heimerer Academy	Navkar and the Heimerer Academy aim to bring forward global best practices, standards and healthcare vocational training expertise to enable skill initiatives in India. Includes developing and implementing an Assessment & Certification.	Programme has been initiated. Customization of the program has been done into English and Hindi.
4	KIKI Centre for Technology, Gurgaon	Handwerkskammer Koblenz	The partners jointly introduce a dual vocational education in India, strictly following German framework curricula and quality standards. Students learn in the companies as well as in the KIKI training centre at Gurgaon.	Training has started in three professions: Tool and die making, Precision Machinist, Mechatronics
5	Sri Ram Centre for Industrial Relations and Human Resources Studies	University of Cologne, Centre for Modern Indian Studies	Joint research project on street vendors and VET, Conducting Joint Indo-German workshops on VET , Summer schools for graduate students in India and Germany and knowledge sharing by staff visits	Submission of joint research projects for funding , Visiting professorships and Summer schools

S N	Indian Partner	German Partner	Project	Progress
6	VDMA India, GMR Varalakshami Foundation, Don Bosco Tech India	Verband Deutscher Maschinen- und Anlagenbau (VDMA e.V.)	Setting up vocational and professional training courses for the cleaning services in Facility Management	MoU with two key vocational training providers in India- GMRVF and DB Tech to implement the pilot training projects
7	Didacta International	India Didactics Association	Bridging the policy-advocacy and policy-implementation gap by engaging key stakeholders in Education and Skill	Facilitated policy exchange between Germany and India on various levels through workshop, joint programmes partnerships between companies
8	G.D. Naidu Charities , Indo German Chamber of Commerce - Chennai	IHK Nuremberg	Gedee Technical Training Institute impart vocational training based on the German Dual System	Successfully running training on Tool & Die Engineering, Mechatronics and Industrial Mechanics
9	India Didactics Association	Dr. Ing. Paul Christiani GmbH	Up-gradation of vocational and technical training institutions and Conducting workshops focusing on bridging the industry-academia interface and train the trainer programmes.	Conducted workshops in key Indian cities over the last year.



» Representatives from TESI and partner Schools attending a workshop



» MoU Signing for Joint Project by Heimerer Academy and Jain School of Leadership



» Inauguration ceremony of GDA program in Samastipur, Bihar



» GTTI : German diploma awarding function



ENGAGING STAKEHOLDERS

Delegations

The increasing bandwidth of engagement between India and Germany on skills development was propelled by the formation of the Indo-Germany Joint Working Group (JWG) on Technical Vocational Education and Training (TVET). This resulted in an increased number of delegations between India and Germany facilitated by the iMOVE, BiBB, FICCI and NSDC.

These delegations promoted active exchange of knowledge between the experts and opened new frontiers of partnerships. They have played a vital role in evolving an understanding around the education, skills and training ecosystems on both sides. Though the focus of this has largely been on the import of knowledge and services in India, the constant exchange has resulted in creation of a facilitative environment and making the client groups understand various dimensions of the Indian vocational education system.

In the last few years, the frequency of government and business delegation on skills has increased manifold. In addition to this, a large number of companies are shuttling between India and Germany to explore markets and partnership opportunities. There has also been a surge in the ministerial visits around skills and training, where ministers from both sides have met and discussed the plans for evolving long term and sustainable models.

Besides the enhanced partnership between skills organizations, the subject is also discussed in the other sectoral delegations as well. Senior leaders and captains of industry have reiterated that vocational training and capacity building should be the focus of sectoral partnerships as well.

Delegations organized by iMOVE in 2012, comprising German training providers, Chambers of Skilled Crafts, Skills companies, visited India to attend the Indo German Urban Mela, FICCI Global Skills Summit and JWG meeting. This resulted in several partnerships, MoUs and joint-projects.

Key Delegations

To Germany

- 1 **To:** Berlin, October 2010
Leader: Mr. Anand Sharma, Hon'ble Minister for Commerce & Industry
Organiser: FICCI & iMOVE
- 2 **To:** Berlin, April 2011
Leader: Mr. S Ramadorai, Adviser to the Prime Minister of India on Skills Development
Organiser: iMOVE & BiBB
- 3 **To:** Bonn, November 2012
Leader: Mr. R N Bandyopadhyay, Director, Central Staff Training and Research Institute (CSTARI)
Organiser: NSDC & CSTARI
- 4 **To:** Cologne & Bonn, November 2012
Leader: Prof Sodhi, Director, Sri Ram Centre for Industrial Relations & Human Resources
Organiser: Centre for Modern Indian Studies, University of Cologne, German Research Centre for Comparative Vocational Education & Training (G.R.E.A.T) & Embassy of India, Germany
- 5 **To:** Several locations in Germany including Rhein Main, Mannheim, Denkkendorf
Leader: Dr. Raj Dravid, CEO, IL&FS Skills
Organiser: IL&FS Education & Skills

From Germany

- 1 **To:** New Delhi, February, 2013
Leader: Mr. Markus Milwa
Organiser: iMOVE
- 2 **To:** Delhi, 5th FICCI Global Skills Summit, September 2012
Leader: iMOVE
Organiser: iMOVE
- 3 **To:** Udaipur, October, 2012
Leader: Mrs Kornelia Hogg, Deputy Secretary, BMBF
Organiser: iMOVE
- 4 **To:** Delhi, Indo German Urban Mela, November 2012
Leader: iMOVE
Organiser: iMOVE
- 5 **To:** IL&FS Training Centres
Leader: Rhein Main Chamber of Skilled Crafts
Organiser: IL&FS & Rhein Main Chamber of Skilled Crafts

Delegations



» Honorable Union Minister for Commerce & Industry and Textile, Mr. Anand Sharma in discussion with German experts and Dr Raj Dravid, CEO IL&FS Skills Group



» German Delegation at the 5th Joint Working Group Meeting, Udaipur, India



» Skills Marketplace: Indo German B2B Session on Skills



» IL&FS team at the Skills Chambers in Germany



» Ms. Birgit Schweetberg, Head of Chamber Consult, Chamber of Commerce, Hamburg, Germany speaking during a session on Sector Skills Councils at the 5th FICCI Global Skills Summit, 2012



» Mr. Heinrich Korte, ICON Institute signing the FICCI Skills Pledge



» Indian Delegation at the 4th Joint Working Group Meeting, Munich, Germany, 2011



» iMOVE-Workshop on VET at Indo-German Investment Summit 2011: Doing business with India in Berlin, September, 2011



» Indian Delegation comprising members from FICCI, NSDC, SRC, CII, IIMs at the Indo German Conference on VET, Cologne, 2012

Conferences and Workshops



» Special iMOVE Pavilion at the 5th FICCI Global Skills Summit Exhibition, Delhi 2012



» Mr. Michael Steiner, Ambassador of Germany to India speaking during the Inaugural session at the 5th FICCI Global Skills Summit, Delhi, 2012



» NSDC - BiBB Workshop on Development of Occupational Standards & Training Curricula - The German Way, Delhi, March 2012



» Special session on sharing best practices from Germany at the 4th FICCI Global Skills Summit, Delhi, 2011



» iMOVE India Day October 2010



» Special FICCI workshop on German Vocational Education & Training in specific sectors - lessons for the formation of Sector Skills Councils (SSCs) in Delhi, 2011



» Skills Marketplace: Special Indo German B2B Session on Skills organized by FICCI, Delhi, 2012



» The annual Germany-partnered Global Education & Skill Summit



» Mr. Atul K Tiwari, Jt Secretary, Ministry of Overseas Indian Affairs, speaking during workshop on Skilled Labour Migration



ABOUT PARTNERS

Federal Institute for Vocational Education and Training (BIBB)

The Federal Institute for Vocational Education and Training (BIBB) is recognised as a centre of excellence for vocational research and for the progressive development of vocational education and training (VET) in Germany. BIBB works to identify future challenges in VET, stimulate innovation in national and international vocational systems, and develop new, practice-oriented solutions for both initial and continuing vocational education and training.

BIBB was founded in 1970 on the basis of the Vocational Training Act (Berufsbildungsgesetz, BBiG) as a federal government institution for policy, research and practice in the field of vocational education and training.

For over 35 years now, BIBB has continued to fulfil this role. Its current basis in law is the Vocational Training Act of March 23, 2005 which sets out the Institute's tasks. In its research and development work and its advisory activities, BIBB helps to provide individuals with qualifications of lasting value for their economic security and employability, and to ensure the international competitiveness of German business and industry.

Being directly accountable to the Federal Government, BIBB is funded directly from the federal government budget and is subject to the legal supervision of the Federal Ministry of Education and Research (BMBWF). Since 1999 its headquarters have been in Bonn.

BIBB's work

The Institute's mandated tasks include conducting research on vocational education and training, developing vocational education and training, serving in an advisory capacity and providing services.

The work done by the Institute currently revolves around five focal areas:

- the training place market and the employment system;
- updating vocational training and improving the quality of vocational training;
- life-long learning, the permeability and equivalence of training paths;
- vocational training for specific target groups;
- The internationality of vocational training.

(iMOVE)International Marketing of Vocational Education

iMOVE is an initiative of the German Federal Ministry of Education and Research (BMBF), its objective is to promote international collaboration and the initiation of cooperation and business relationships in vocational training and continuing education. iMOVE seeks to inform interested parties around the world about German competence in the field of vocational training and continuing education, along with "made in Germany" qualifying opportunities.

iMOVE supports a variety of cooperation and business relationships: from government offices looking for experienced organizations to develop vocational training and continuing education systems, to companies for whom iMOVE facilitates competent training providers for the continuing education of their co-workers and employees, to suitable co-operations between German and international educational institutions. At the same time, iMOVE supports German providers of vocational training and continuing education in developing and expanding their international activities.

iMOVE Office India - first international office

iMOVE opened its first international office in India, New Delhi, due to the high demand for "Training-Made in Germany" articulated by the Indian Government, Indian training providers and Indian and German companies. The official inauguration of the office took place on the 13th October 2012 hosted by Mrs. Kornelia Haugg, Deputy Secretary of the State. Aim of the iMOVE Office India is to provide a platform for Indo-German dialogue on vocational education and training (VET) and to establish the most optimal environment for cooperation in the area of professional/vocational education and training.

iMOVE Office India also assists German providers of vocational education and training (VET) to enter the Indian market. Therefore, iMOVE organizes workshops and network meetings in Germany and offers conference and exhibition participations in India.

iMOVE Office India is continually expanding its working relationships and networks with training providers and interested Indian and German organisations and companies. iMOVE Office India's focus is on long-term cooperation and measures, which can contribute to the development of the Indian education and training system at all levels.

iMOVE's partners in this effort are the Indian Government, in particular MoLE and MoHRD, the Planning Commission, economic federations, like FICCI and CII, the National Skill Development Corporation (NSDC), Sector Skills Councils, National Accreditation Board for Education & Training (NABET), Quality Council of India (QCI), National Association of Vocational Training Providers (NAVTP), Academic Facilities, Indian training providers, Indian and German companies, Max Müller Bhavan, the World Bank, DIDACTA Association etc.



THANK YOU

Thank You

The idea of this report originated during the 5th Joint Working Group (JWG) meeting at Udaipur where several partnerships between India and Germany were discussed. The need to map the ecosystem of India Germany Skills partnerships was agreed unanimously. The need for drafting this report was further stressed given the India Germany year of friendship and the key focus of which is human development. We thank Dr. Mrutunjay Sarangi, Secretary, Ministry of Labour & Employment for his instant endorsement of the project. This report would not have been possible without the guidance of Mr. Sharda Prasad, Director General, DGET and his team led by Mr. RL Singh, DDG, DGET who offered multiple inputs despite their busy schedules.

Much has happened in the last few years between the two countries; therefore this report is a small effort towards identifying the common points and contours of the India Germany partnership. The consolidation of data, partnerships and case studies was a mammoth exercise spanning more than two months. The report would not have been possible without the active support and contribution of partners on both sides. We humbly acknowledge the excellent support by everyone and thank for their timely inputs and consolidated responses.

Our deepest gratitude to Ms. Sujatha Singh, Ambassador of India to Germany for her encouragement and support in ensuring that this report receives attention of the senior most ministers as well as bringing this to the notice of Honorable Prime Minister of India.

The leadership of Mr. RCM Reddy, Chairman, FICCI Skills Development Forum, gave us the confidence, energy and guidance in ensuring the right endorsements and led to timely completion of this report. We would also like to thank him for the extraordinary support offered by the IL&FS Education team, led by Ms. Pooja Gianchandani, Head of Strategic Initiatives, in helping us producing this publication. Ms. Ambika Sharma, Deputy Secretary General, FICCI, played a decisive role in orchestrating the entire initiative, and coordinating the inputs from all the stakeholders that were involved in bringing this report to life. To her we are grateful.

Much can be achieved through partnerships. This publication would not have been possible without the pro-active support and "yes! let's do it" from colleagues at iMove and German embassy. We thank Mr. Ulrich Meinecke, Counsellor, Embassy of Germany in India, Ms. Christiana Tings, BMBF, Ms. Monika Muylkens and Ms. Anjali Sinha, (iMOVE) and Ms. Maren Verfeurth, (BiBB) without who this report would not have been possible. Thanks is also due to all our German colleagues at the Ministry of Education & Research, iMOVE, BiBB, and our Indian colleagues at the Ministry of Labour and Employment, NSDC, Volkswagen, Festo, GIZ, IL&FS Skills, TUV, for sharing their inputs and responding to our several requests in time.

We sincerely hope that this report will play an important role in catalysing the success stories and will motivate several other partners to come together to forge new partnerships.

Thank you.

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Mr. Nikhil Kumar

Mr. Subhadip Biswas

Ms. Meenu Jha

iMOVE :

Ms. Monika Muylkens

Ms. Anjali Sinha

FESTO

Introduction to Festo : Technical education meeting your needs and requirements

- From laboratory design to laboratory equipment
- From breakdown diodes to drive technology
- From kits to training factories (pneumatics, hydraulics, process automation, electrical/electronics, automation/PLC etc.)
- From C++ to mobile robots
- From good value to added value - training solutions, train the trainer, curriculum development.



Festo is a holding company represented through independent Festo companies in 59 countries around the world. On the one hand side, Festo AG is a world leader in industrial automation technology, producing industrial equipment in the pneumatics, process automation and electronics field with more than 16.000 employees worldwide. Thanks to its revolutionary developments, technological lead and global thinking; Festo has become a trend-setter in the industrial automation industry.

On the other hand, Festo Didactic uses the industrial equipment to compose its learning systems for industrial automation, electrical engineering, process automation and Mechatronics to meet the needs and requirements of Festo clients, which are educational facilities such as universities, polytechnics, vocational schools and private institutes. Further to this, the clients are ministries as well as non governmental agencies.

With its 'Learning System for Industrial Automation, Process Automation and Mechatronics', Festo Didactic offers a coordinated, fully compatible training programme that provides comprehensive knowledge covering all areas of industrial automation, electrical engineering as well as Mechatronics. With authentic industrial training hardware, the latest learning media and a corresponding range of courses, this learning system represents a sophisticated educational concept for conveying knowledge efficiently and praxis-oriented.

Last but not least, a large field of operation is also Training and Consulting, focussing on training the trainers, in-house seminars, short courses and shop-floor innovation consulting for companies or even individuals. As future developments in education and training, current trends of Festo developments also cover the area of renewable energies, energy efficiency, e-mobility, water treatment and sanitation as well as tablet applications as one of the mega trends of learning.

Rousing young people's enthusiasm or careers in technology and the promotion of training have been core activities of Festo for decades. For this reason, Festo Didactic has supported the World Skills Competition in the field of Mechatronics Competition since its inception in 1991 - as an official supplier of competition equipment and organizer of the Mechatronics and Mobile Robotics discipline. All around the world, Festo is also proud to support so-called National Skills Competitions as well as regional competitions such as Euro Skills, World Skills Asean and many more. Also in India, Festo is very much pleased to support the National Skills Competitions in the trades of Mechatronics as well as Mobile Robotics.

Festo has been present in India since 1963. It has been since offering innovative solutions in the field of industrial automation and training & learning.

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Federation of Indian Chambers
of Commerce and Industry

What We Do

We listen

Our Secretariat, supported by economic and policy experts, interacts closely with members to recognize the issues facing the industry. We ensure that these issues are heard by policymakers, legislators and regulators.

We analyze

FICCI's corpus of highly trained economists examines the issues on the basis of actual evidence collected through regular surveys and interactions with industry. Our analysis backed by evidence is channelized into policy inputs.

We influence

Our political access, breadth of membership and analytical output enables us to influence policy at the highest level. Our members benefit from timely business and political intelligence including:

- Market leading economic surveys and forecasts
- Primary research reports
- Strategic insights to help guide business decision making
- Knowledge base for policy prescriptions

We connect

Linking businesses to the right people - all members have unrivaled networking opportunities as a result of a prestigious annual calendar of national and international events that offers access to eminent persons from business and government. We have a wide range of conferences, events and meetings - locally, nationally and internationally - that puts business people in touch with the people that matter.



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A not-for-profit organization, FICCI is the voice of India's business and industry.

FICCI draws its membership from the corporate sector, both private and public, including MNCs; FICCI enjoys an indirect membership of over 2,50,000 companies from various regional chambers of commerce.

FICCI provides a platform for sector specific consensus building and networking and is the first port of call for Indian industry and the international business community.

Our Vision

To be the thought leader for industry, its voice for policy change and its guardian for effective implementation.

Our Mission

To carry forward our initiatives in support of rapid, inclusive and sustainable growth that encompasses health, education, livelihood, governance and skill development.

To enhance the efficiency and global competitiveness of the Indian industry and to expand business opportunities both in domestic and foreign markets through a range of specialized services and global linkages.

Contact

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