

# Capital Goods Skill Council



-:Promoters:-



## Overview

The National Manufacturing Policy envisioned manufacturing to contribute 25% to GDP and create 100 million jobs. The capital goods industry which is considered to be the "mother" of all manufacturing industries will in turn need to grow at 17-18% per annum to achieve the vision. The capital goods sector is a major employment driver, directly employing 1.4 mn people across various subsectors and creating indirect employment for 7 mn people.

The Capital Goods Policy 2016 envisages direct employment to at least 5 mn and indirect employment to 25 mn by 2025, thus providing additional employment to over 21 mn people.

A strong skill development ecosystem is required to support Capital Goods manufacturing clusters/zones. Skilled workforce is a critical support component to realize the benefits of the investments made in modern technology and to increase the scale of manufacturing in the country.

## Capital Goods Skill Council (CGSC)

CGSC is a Not-for-Profit Organization, registered under the Societies Registration Act, 1860. The Council has been promoted by the Federation of Indian Chambers of Commerce and Industry (FICCI) and Department of Heavy Industries (DHI), Government of India, under the aegis of Ministry of Skills Development and entrepreneurship with financial support by National Skill Development Corporation (NSDC).

**The key objective of the CGSC is to create a robust and vibrant eco-system for quality education and skill development in the Capital Goods Sector in the country.**

## CGSC Governing Council

L&T	Thermax	Bharat Forge	BHEL	ALSTOM
HEC	GUSTI	HMT	TIL	Starrag Heckert
IMTMA	PMMAI	PPMAI	TAGMA	TMMA
EEPC	ITAMMA	FINER		
FICCI	DHI	MoSDE	IIT-Delhi	NSDC

### Initial focus on the following Capital Goods Manufacturing Segments

- Machine Tools
- Process Plant Equipment
- Dies, Moulds and Press Tools
- Plastic Machinery
- Textile Machinery
- Power and Electrical Machinery
- Light Engineering Goods Industry



## Industry Support

Governing Council: 20 of 24 members from Industry including 09 leading sectoral associations

Leading Industry members such as L&T, BHEL, Thermax, Bharat Forge, HMT, HEC, TIL, Alstom, GUSTI, Starrag Heckert

Advisory Board: 16 of 20 members from Industry

13,661 companies connected through sectoral associations (IMTMA, TAGMA, ITAMMA, PPMAL, PMMAL & EEPC)

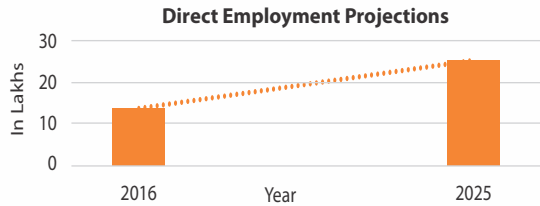
MOUs with leading MSME Associations such as FISME, KASSIA....

## National Occupational Standards:

- Validated by over 250+ companies
- Each Qualification Pack validated minimum of 10 Small, Medium & Large companies
- Special focus on Micro, Small and Medium Enterprises (MSME)
- Covering Light Engineering Industry

## CG Policy 2016: Human Resource Development

- Upgrade existing training institution for skill development. Build capacity of existing training facilities in public and private domain through PPP model anchored around sector skill councils.



- Build capacity of trainers, assessors, content writers and standard developers
- Engage relevant industry representatives as Master Trainers
- Set up 5 regional state of the art green field CoEs
- Enhance, standardise and align quality assured certification delivery mechanism to NSQF
- Encourage industry to get existing uncertified workforce certified through RPL
- Develop a comprehensive skill development plan / scheme with CGSC
- Facilitate global partnerships to leverage best practices form across the world.

## Role of CGSC in Capital Goods Policy

- To assist DHI in development and instrumenting a comprehensive skill development plan and schemes.
- To assist DHI in upgradation of existing training centres and ecosystem
- To work together with DHI on setting up 5 regional State of the Art Greenfield Centers of Excellence for skill development

## National Occupational Standards/Qualification Packs

National Occupational Standards (NOS) specify the standard of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding.

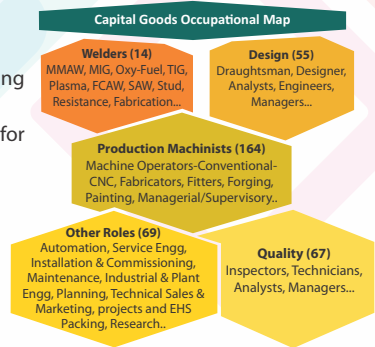
**Essentially NOS are benchmarks of good practice and can be understood as Assessment Standards.**

## Usage of NOSes

**Training System:** Build qualifications and training programs.

Industry, Recruiter, Associations, Individual: Platform for Human Resource Management and Development. E.g.

- Workforce Planning
- Performance Appraisal and Development Systems
- Job Descriptions
- Workplace Coaching
- Up Skilling Of Existing Manpower



## Achievements

- 55+ NSQF compliant & Industry validated.
- Across 20 active states, 70+ Training providers and 280+ training centers has been operational and more than 300 + trainers has been trained.
- More than 14000 Industries have been connected thru direct or indirect access.
- 7 Transnational qualifications have been mapped to UK and Australian standards.
- More than 10 State mission & Government Schemes have been taken care.

## CGSC Mandate and Benefits to Industry & Skills Ecosystem

Objective/Mandate of CGSC:	Benefits to Industry & Skills Ecosystem
<ul style="list-style-type: none"> <li>■ Develop qualifications based on industry approved Occupational Standards (NOS) to deliver quality assured training and certification.</li> </ul>	<ul style="list-style-type: none"> <li>■ Flexibility to develop programs based on specific Industry Requirement.</li> <li>■ Provides Platform for connecting Training Ecosystem with Industry &amp; Vice versa</li> <li>■ Training &amp; Assessments on Industry Standards by Certified Trainers &amp; Assessors.</li> </ul>
<ul style="list-style-type: none"> <li>■ Develop Transnational Standards for international mobility.</li> </ul>	<ul style="list-style-type: none"> <li>■ Provides workforce trained on Transnational Occupational Standards.</li> </ul>
<ul style="list-style-type: none"> <li>■ Put in place an effective mechanism for labour market survey and analysis.</li> </ul>	<ul style="list-style-type: none"> <li>■ Captures Industry man power requirements and specific needs based on geography, job roles, etc. in advance.</li> <li>■ Access to research based data &amp; information on Human Resource Development.</li> </ul>
<ul style="list-style-type: none"> <li>■ Training of Trainers and Assessors.</li> </ul>	<ul style="list-style-type: none"> <li>■ Opportunity for Experienced/Retired employees to participate as Trainers, Master Trainers, Assessors, Lead Assessors &amp; Experts.</li> </ul>
<ul style="list-style-type: none"> <li>■ Promote academies of excellence.</li> </ul>	<ul style="list-style-type: none"> <li>■ Setting up of Academics &amp; Centre of Excellence with industry support.</li> </ul>

## Membership

CGSC works closely with Industry Partners/members from Capital Goods sector to collectively facilitate the quality education and training eco-system in the country.

The membership of CGSC is offered to the following:

- Corporate Member
- Industry Association
- Individual

### Capital Goods Skill Council

C/O Awfis, 1st Floor, L-29 Outer Circle, Connaught Place, New Delhi-1

L: +91 (011)-65002121; E: connect@cgsc.in/ support@cgsc.in

W: www.cgsc.in; Facebook: CGSC.India; Twitter: CGSC\_India