

**1st Meeting of the Steering Committee on LMIS
Record of Discussions**

Date & Time: 25th Oct 2013 (03:00 PM-05:00 PM)

Venue: NDCC-II (9th Floor), Jai Singh Road, New Delhi

The Chairman, NSDA welcomed all the participants and emphasized the need and importance of National LMIS. The Director General, NSDA gave a recap of the first meeting held on 11th September 2013 and stressed that the purpose of the meeting is to formulate concrete strategies with the technical experts for development of robust National Level LMIS. He circulated the copies of Notification dated 24th Oct 2013 issued by the Ministry of Finance with regard to the constitution of a Steering Committee for the development of the LMIS. It was agreed that the meeting would be considered as first meeting of the Steering Committee. Following key decisions/ action items were identified in the meeting:

1. The Director General, NSDA recommended the name of Mr. Ramesh Ramanathan, Co-founder of Janaagraha to be included in the composition of the Steering Committee on LMIS, which was supported by all the participants. **[Action Item: NSDA]**

2. It was agreed that all ministries and departments of the Government of India, as well as the Sector Skill Councils would be adopting codes that conform to the National Industrial Classification (NIC) Codes and National Classification of Occupations (NCO). It was decided that a sub-group comprising the following would work on devising the modalities for the same:
 - a. DG, IAMR
 - b. DG & CEO, NSSO
 - c. DGET
 - d. JS, Ministry of Rural Development
 - e. Ms Gayatri Ramnath, Janalakhsmi of Jana Group.
 - f. NSDA (Convenor)

The Group would work on the same and submit its report in the next meeting of the Steering Group. **[Action Item: NSDA]**

3. In this connection, Ministry of Rural Development stated that they need these codes based on the NIC and NCO immediately for filling the trades as part of their programmes implementation. Jana Group offered to help them

with this and identified Ms Gayatri Ramnath as the nodal person. **[Action Item: Ministry of Rural Development and Janalakhsmi of Jana Group]**

4. Questions were raised about the classification and codes being adopted by the Sector Skill Councils. It was emphasized that as important stakeholders in the skill development landscape of the country, NSDC would have to ensure that the SSCs also adopt the same codes. NSDC explained that many of the SSCs were adopting the NIC and NCO codes, but that a review of the practice adopted by all the SSCs would be done. NSDC also explained how SSCs were developing the Qualification Packs (QPs) and National Occupational Standards (NOS). NSDC would circulate the respective lists being used in STAR Scheme to all the participants. **[Action Item: NSDC]**

5. One of the documents circulated to all the members prior to the meeting was an ILO discussion paper on LMIS. It was agreed that with some modifications, the key stakeholders identified in that paper would serve as a good starting point for designing the LMIS:

<i>Users of LMI</i>	<i>Broad questions</i>	<i>Specific data/information (examples)</i>
Learners/ Trainees	What courses should they undergo and training institutions where to take them?	<ul style="list-style-type: none"> • What providers offer the course students are interested in? • How many others will be/have been doing the same or similar qualification? • How many of those enrol complete the course? • How qualified are the teachers and what are the class sizes? • What sort of jobs do the graduates get and how long does it take them to find a job?
Employers	Whether they can attract sufficient employees with the appropriate skills?	<ul style="list-style-type: none"> • Which training institutions currently offer programs for a particular industry? • How many new graduates will in a year? • Will employers obtain the numbers of particular skills and qualifications they need?
TVET and other training institutions	What are the broad trends in skills markets? What is their level of performance with respect to other similar institutions?	<ul style="list-style-type: none"> • What is the quantity of a particular set of skills from different providers in their region? • What are the pass and dropout rates of different TVET institutions? • What is the cost per graduate in comparable courses, across institutions? • What are the qualifications of teaching staff?

Certification Agencies	Are the arrangements for certification adequate and effective?	<ul style="list-style-type: none"> • Which are the certification agencies operating today? • Are they able to meet the needs for skilled manpower? • Are the certificates being issued valued by employers? • What changes need to be brought about?
Sectoral bodies	What are the skill gaps in a particular sector?	<ul style="list-style-type: none"> • What is the demand and supply of labour force in a particular sector? • What are skill levels of labour working in particular the sector?
Researchers	How can the present system of skills anticipation be improved and what will be the likely trend in the structure of the labour market in future?	<ul style="list-style-type: none"> • Is the LMIS adequately able to anticipate future skills needs of different stakeholders? • Is the LMI reports generated user friendly? • How is the nature of jobs changing with introduction of new technology?
Government and policy makers	What is the extent to which skills target are being met; whether institutions are meeting their obligations in respect of funding and mandate; and whether the sector needs a new policy direction?	<ul style="list-style-type: none"> • How many potential new workers will be available at a point in time with a particular set of skills, in each region? • Does the skill and geographic pattern of supply of graduates match well with what is known about demand? • What is the dropout rate from courses? • How well qualified are the teachers? • What is the cost of training per person? • Are some TVET providers giving better value for money than others? • How well do graduates perform in the labour market once qualified?

6. It was agreed that the LMIS would need to be built up in a modular fashion, and the first priority would have to be accorded to the modules that served the needs of trainees/learners. Accordingly, a system for creating a directory of all training providers, including all those working in the Government, private, NGO and other sectors would be set up in the first instance. For this module of the LMIS, the following factors would need to be taken into account:

- a. An online portal for all training providers to register themselves would be created. This would create a directory of all training providers, the courses available, locations etc.
- b. All training providers already registered/empanelled/approved by any ministry of the GOI/State Government/NSDC would be added to

the directory. For this purpose, all concerned ministries/States would be contacted and requested to provide the data available with them.

- c. Details of individuals trained would also be obtained and this would provide the nucleus for creating a National Directory of Skilled Persons.
- d. The National Informatics Centre (NIC) would be requested to facilitate the transfer of this information, and also create a pipeline mechanism in place so that any changes made on the individual ministry/state database would automatically be reflected in the LMIS housed at the NSDA. NIC would also be taken on board as most of the ministries and state governments have their data on NIC server.

A committee comprising of members as under was constituted to address all these issues:

- i. JS, Ministry of Small and Medium Enterprises,
- ii. JS, Ministry of Rural Development.
- iii. NSDC
- iv. NIC
- v. NSDA. (Convenor)

[Action Item: NSDA]

7. Detailed information on schedule and tabulation plan for Periodic Labour Force Survey (PLFS) and tabulation plan for Employment-Unemployment Survey (EUS) to be circulated to all the participants. **[Action Item: NSSO]**
8. Request for survey on Vocational Training Providers (VTPs) is to be made to National Statistical Commission as it was identified as one of the need by most of the participants. **[Action Item: NSDA]**

Meeting ended with a vote of thanks to the Chair.

List of participants in the 1st Meeting of Steering Committee on LMIS, 25th Oct 2013

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Special Invitee

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