

Recognition of Prior Learning-4 (RPL-4) Through Employers

S. No.	Topics	Page No
1	Recognize Skills Training Acquired through Informal Channels	2
2	Government Mission through RPL (Recognition of Prior Learning)	2
3	RPL Scheme objectives (to be implemented through Employers)	3
4	Benefits of RPL Scheme 4.1. Employer/Industry 4.2. Employee	3 - 4
5	RPL Process 5.1 ASDC to select Top Best in Class Employers 5.2 Identification of Employer Assessor & Employees 5.3 Project Proposal Submission and Approval 5.4 ASDC to conduct orientation program for Employer Assessor 5.5 Assessment 5.6 Certification 5.7 RPL Process Flow	4-7
6	Annexure 6.1 Proposal Submission Template (Reference Topic 5.3)	8-10

1. Recognize Skills Training Acquired through Informal Channels

It is estimated that only **4.69% of the total workforce in India** has undergone formal skill training as compared to **68% in UK, 75% in Germany, 52% in USA, 80% in Japan** and **96% in South Korea**.

While there is an urgent need for skill training across the country, the absence of sufficient training avenues prevents the people from acquiring skill training and certification through formal channels. As a result, most of the **skill acquisition takes place through informal channels** such as family occupation, on-the-job training under master craftsman, etc. These skills go unrecognized as they are not acquired through formal means and are never formally recognized. This prevents some section of skilled workforce from accessing formal employment opportunities, utilizing their experience to further taking up educational course and benefitting from other career progression opportunities available through formal training system.

2. Government Mission through RPL (Recognition of Prior Learning)

Recognition of Prior Learning (RPL) is defined as the process of recognizing previous/ prior learning, often experiential, towards gaining a qualification. The program train and assess and certify those who have acquired their skills informally. This not only recognize their qualification/skills but also help them access future job opportunities in the formal ecosystem.

Recognition of Prior Learning (RPL) was first launched as a component **under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 2015-16**. After learning from the implementation of the pilot phase, it was **re-launched under PMKVY 2016-20**. The target under PMKVY 2016-20 is to conduct **RPL certification for 40 lakh people** in the workforce.

Currently, RPL is being implemented in PMKVY 2016-20 in project mode with the following type of projects allowed in the PMKVY 2016-20 guidelines:

- **RPL Camps (TYPE-1)** - RPL at a location (i.e. Industrial/Traditional Clusters) where workers from a sector are available in large numbers. E.g. Automotive Cluster of Mumbai-Pune; 4000 drivers certified through a RPL camp in Himachal Pradesh
- **Employer's Premises (TYPE-2)**- RPL conducted on-site at an employer's premise i.e. workshop, factory, store or outlet etc.

- **RPL Centre's(TYPE-3)** - RPL at designated centers for geographically scattered workers who need to be mobilized.
- **Best in class Employer (Type 4)** - A new type of RPL category is being envisaged under PMKVY 2016-20 to ensure certification of skills available in the organized sector with best in class employers. This will help achieve certification at scale while ensuring quality of certification at lower operational cost.

3. RPL Scheme objectives (to be implemented through Employers)

- **MSDE and NSDC** through this RPL project type-4 would like to **ensure wider outreach to the large uncertified workforce across the country, primarily in organized sector**, through direct partnerships with Sector Skill Councils (ASDC) and Industry/ Corporate.
- **Collaboration with the Top Employers** shall help to enhance credibility of certification and help to promote mobility of the workforce across the sector.
- Industry will also benefit from their **workforce being certified under National Skill Qualification Framework (NSQF)**.
- **Co-branded Certification by Industry & ASDC**, to incentivize the Industry.
- Government of India is placing lot of importance to skill development and accordingly employers in **Manufacturing (SIAM/ACMA), Sales, Service (FADA), Petrol Pump Operations, Taxi Drivers, Fleet Operators and individuals like Drivers & Chauffeurs** could proudly acquire ASDC Certification, as recognition of their skill. Employers could also proudly claim that all their employees are ASDC Certified.
- Achieve economy and **scale through a simplified procedure** of assessment through manager/ supervisor/ departmental head for the other employees of his/her department

4. Benefits of RPL Scheme

4.1 Employer/Industry

- **Improve employee motivation and their interest in workplace activities**
- Facilitate access to jobs and **progression in career pathways**
- Promote a culture of **continuous learning** in the organization
- Focused training program depending on the need of an employee (**identification of skill gap**)and **avoid duplication of training programs**. Hence saving time which could be effectively utilized towards growth and innovation
- Provide employee recognition in terms of grading and pay/salary

- **Employer's logo along with Government of India and SSC logo on the certificate**

4.2 Employee

- **Academic pathways for continuous learning** through certification process defined under National Skills Qualification Framework (NSQF) (Level 1 to 10)
- Help employee identify his skill gap and **provide opportunity to upgrade his skill** for personal and professional growth in future
- Employee received a co-branded certificate from Government of India, Sector Skill Council and the Employer.
- RPL can be used to support employee growth and development, especially those who lack confidence and /or are reluctant to engage in formal learning
- **Financial Benefits**
 - **Accidental Insurance of up to Rs. 2 lakh** for all certified candidates for a period of 3 years as per PMKVY guidelines
 - **Reward money of INR 500** to the certified candidates through Direct Benefit Transfer (DBT)

1. RPL Process

1.1. ASDC to select Best in Class Employers

- Sector Skill Councils is given flexibility to define the eligibility of the classification of employers as the Best-in-Class in their respective sectors
- **ASDC has define any OEM/Supplier/Dealership who is member of SIAM/ACMA/ FADA as Best in class Employer**
- For non- members of SIAM/ACMA/FADA, few indicative parameters are given below and are not exhaustive
 - Turnover
 - Number of employees
 - Listed on BSE/NSE
 - Years of operations
 - Awards/ recognition
 - Any other

1.2. Identification of Employer Assessor & Employees

1.2.1. Employer Assessor

- Employer shall identify 'Employer Assessor' across their departments.

- The employer shall identify employee supervisors such as Departmental Head/Workshop Managers/Senior Supervisors/Master Trainers as 'Employer Assessor'.
- 'Employer Assessor' shall be an experienced employee having required qualification and minimum experience of the job role being assessed.
- Employer will also categorize their employees industrial job role wise and share the list of number of employees with the SSC for project submission.
- Employer and SSC to identify/map the industrial job roles to the NSQF aligned job roles, Qualification Packs and National Occupational Standards.

1.2.2. Employee Eligibility (indicative)

The indicative parameters are given below and are not exhaustive

- Employees on payroll and contractual workers of the eligible employer
- Not already certified under NSQF
- Working with the employer for minimum One Year
- Must have clean personal record, certified by HR department
- Other mandatory requirements as per the PMKVY guidelines such Aadhaar ID, individual bank account

1.3. Project Proposal Submission and Approval

- Employer to fill in the details and submit the proposal to ASDC in a prescribed format. (Annexure 6.1)
- The proposal must include details of the Employer, Employees (to be assessed), Employer Assessor Qualifications, List for Job Roles, Implementation Plans etc.
- ASDC shall submit the proposal to NSDC which will be screened and forwarded to Executive Committee (EC) of PMKVY at MSDE.
- Details of the project implementation, mobilization, orientation, assessment & certification will be evaluated by EC for financial approvals.
- After the approval from Executive Committee, ASDC shall be provided a go ahead for the implementation of the project.

1.4. ASDC to conduct-orientation program for Employer Assessor

Post the approval, ASDC Master resources shall conduct an orientation for the identified 'Employer Assessor' on following

- National Skill Qualification Framework
- Qualification Packs (QPs)
- National Occupational Standards (NOS)

- Details of the employees
- Result sheets to be duly filled by the 'Employer Assessor' and shared with ASDC for certificate generation

1.5. Assessment

- Two categories of assessment will be undertaken under RPL Best-In-Class employers, using 'Employer Assessors'.
 - **Online** - Through software/online assessment
 - **Offline** - Physical Pen, Paper based assessment

Note: PMKVY Steering Committee has decided that NSDC along with SSCs should explore common assessment platform to conduct online assessments

1.6. Certification

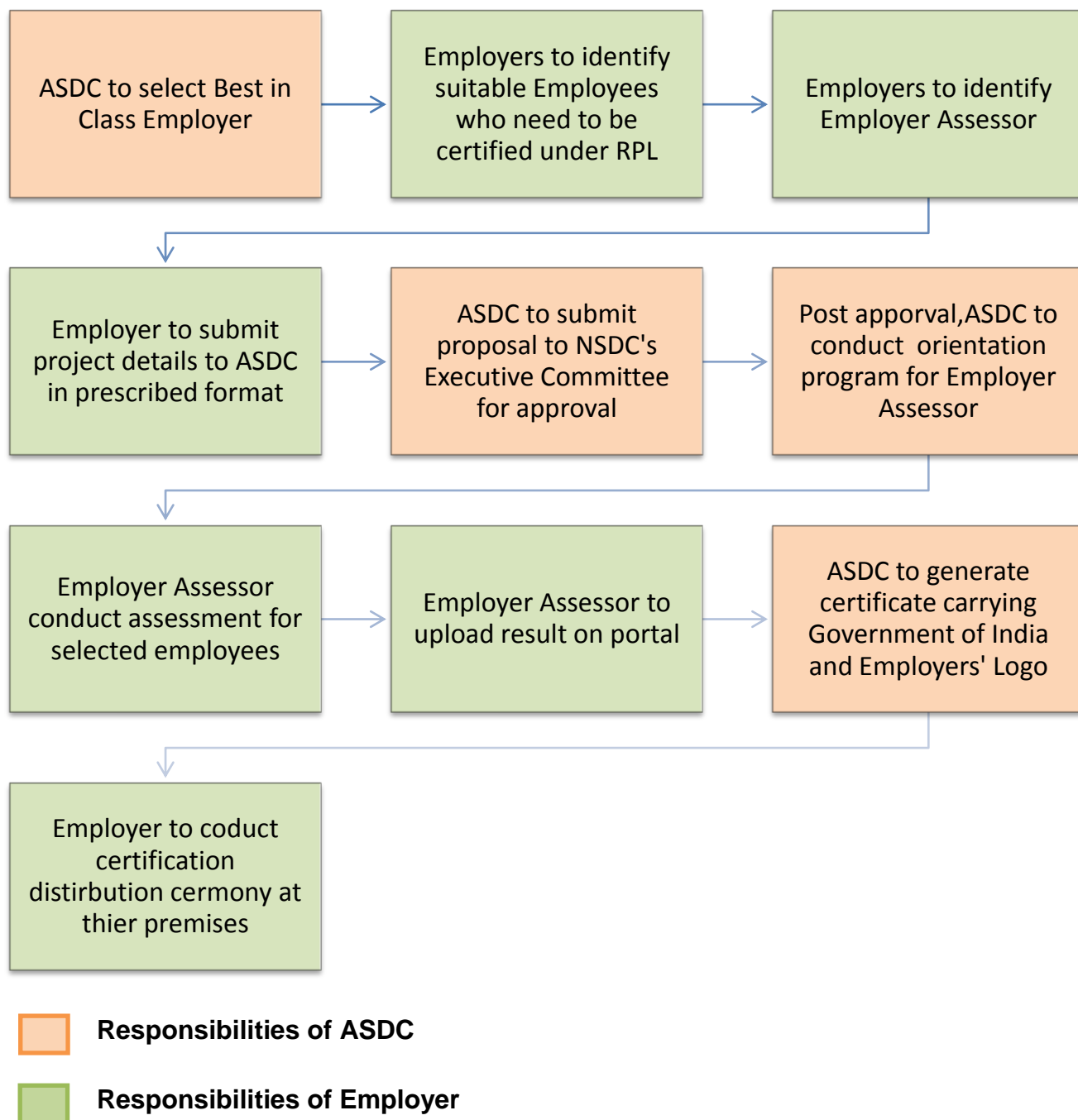
- 'Employer Assessor' shall forward the results to the ASDC in the prescribed format
- ASDC will issue the co-branded secured certificate and share the same with the employer
- Employer will conduct a certification distribution ceremony at the employer premises to distribute to the certificate to the employees.

Draft Certificate

Employer Logo to be Incorporated in the certificate



1.7. RPL Process flow



2. Annexure

2.1. Proposal Submission Template

(Reference Topic 5.3- Project Proposal Submission and Approval)

SECTION 1: PROJECT OVERVIEW

a. Project Title:	
b. Name of the proposing Sector Skill Council	
c. Name of Best in Class Employer/s	1. Name of Participating Employer 1 2. Name of Participating Employer 2 (Details of all employers to be included)
d. Eligibility Criteria for Best in Class Employer/s <i>Mention the list of criteria fulfilled by the employer/s</i>	(Mention employer wise eligibility criteria)
e. Project Locations/ district and states covered:	<<number>> of RPL Locations across <<number>> states States covered: 1. Location 1 and State 1 2. Location 2 and State 2
f. Job Role(s) Proposed:	1. Name of Job Role 1 as Per QP (Job Role Code) (NSQF Level) 2. Name of Job Role 2 as Per Qualification Pact (Job Role Code) (NSQF Level ---)
g. Total RPL Targets Proposed:	<<number>>
h. Project Duration (max. 12 months):	<<number>> months

Section 2: Locations and Job Role Details

Employer Wise Details (Add different tables for the different employer)

S.no	State	District	Location Name	Address	Job Role Names (NSQF Level)	Proposed target per job role (in numbers)
1.						
2.						
3.						

SECTION 3: DETAILS OF THE BEST IN CLASS EMPLOYER

Fill different tables for different employers

Name of Employer:		Supporting Documentation Required: 1. Certificate of Incorporation 2. PAN Card 3.	
Details of the Promoters			
Brief background of the Promoters			
Official Website of Employer:			
Name of SPOC: Designation of SPOC:	Contact Number of SPOC:		Email ID of SPOC:
a. Year of Incorporation:			

(Certain details based on the eligibility criteria set by SSC to be incorporated)

SECTION 4: PROPOSED FINANCIALS

S. no.	Expense Head	Sub Head	Proposed amount per candidate in Rs. (Subject to Max. Ceiling)	Remarks (description and justification of expense head)
1	Advocacy and Onboarding of Employers	Sub-cost head name		
		Sub-cost head name		
2	Employer Assessor Orientation	Sub-cost head name		
		Sub-cost head name		
3	Assessment & Certification	Sub-cost head name		(Assessment Orientation fees applicable for project type 2)

SECTION 5: TEMPLATE FOR DETAILS OF EMPLOYER ASSESSOR

S.no	State	District	Location Name	Job Names (NSQF Level)	Role	Name of Employer Assessor	Designation	No. of years of Experience	Education al/ professional qualificati on
1.									
2.									
3.									

SECTION 6: TEMPLATE FOR DETAILS OF THE EMPLOYEES

S.no	State	District	Location Name	Job Names (NSQF Level)	Role	Total Number of Employees	Employee s (<1 Year Experience)	Employee s (>1 Year Experience)	Permane nt / contractu al
1.									
2.									
3.									

For any clarification, request you to please contact Ms. Poonam (email id: - poonam.asdc@gmail.com; poonam@asdc.org.in)