



NSDC CONNECT

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SKILL INDIA
INTERNATIONAL CENTRES

**IMPACT
STORY**



MAKING INDIA THE SKILL
CAPITAL OF THE WORLD

**DEEP
DIVE**



TECHNOLOGY DRIVEN HIRING FOR
INTERNATIONAL MOBILITY

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CONNECT**

INTERNATIONAL MOBILITY: SKILLING AND JOBS BEYOND BOUNDARIES



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03



07



10



28



21



14



29

CONTENTS

- 02 EDITOR'S NOTE**
India's Role in the Global Skilling Ecosystem
- 03 SPOTLIGHT**
Enabling The Ecosystem for International Mobility
- 07 BRIDGING GLOBAL JOBS GAP**
Making India the Skill Capital of the World
- 10 EMPOWERING WOMEN GLOBALLY**
Bridging Dreams, Breaking Norms
- 12 NEWS BITES**
Updates from the skill ecosystem
- 14 IMPACT STORIES**
Empowering Indian Talent for Global Success
Tools for International Workforce Mobility
Indian Healthcare Talent at the Global Stage
- 21 PARTNERS CONNECT**
Technology-Driven Hiring in Global Healthcare
Bridging the Global Healthcare Gap
Connecting Talent to Global Opportunities in Healthcare
Facilitating Global Management Services
International Workforce Management
Facilitating Mobility of Skilled Indians to Japan
- 27 COMMUNITY CHRONICLES**
Deepak Kumar
Rupesh Kumar
Misbaah Badshah Shaikh
- 28 LIFE SKILLS CORNER**
Adaptability
- 29 CONNECT CHALLENGE**
Quiz



Dear Reader,

In the fourth edition of NSDC Connect, we shift our focus from the domestic skilling ecosystem to the global landscape of skilling, workforce demand and supply, and International Mobility. There has been a paradigm shift in this perspective on international workforce mobility due to a multitude of factors such as skilled workforce surplus in several sectors of the economy, comparative advantage in the international workforce market due to our young population, growing 'ageing' population in several other countries, increasing international collaboration towards simplifying and facilitating workforce mobility, and increasing potential for domestic economic growth through remittances.

NSDC is facilitating the Government of India vision of making international mobility safe, promising for our highly skilled workforce, and supporting their aspirations for financial growth and job security. In this issue, we delve into the multi-pronged efforts made to support international mobility such as:

- Partnering with other countries based on **skills gap analysis** and signing **Migration and Mobility Partnership Agreements (MMPAs)** to facilitate workforce mobility.
- Establishing institutions such as **Skill India International Centres (SIICs)** all over the country to impart latest industry relevant skills to the aspirants.
- Developing digital tools like **Skill India Digital, Skills Passport** and **JobX** to support the lifecycle of International Mobility for aspirants from talent scouting, training, placement, to deployment.
- Conducting research and policy groundwork around **labour market trends; skilling, reskilling, & upskilling** needs, and supporting other governments in an advisory capacity.
- Employing targeted interventions to remove structural barriers for female **workforce participation** at an international level.

Through the subsequent pages, you will also learn about certain high priority sectors where India is poised to emerge as a leader in skilled workforce supply. One such sector is Healthcare where the World Health Organization (WHO) projects a staggering global deficit of 10 million healthcare workers by the year 2030. With the growing 'ageing' population in several developed countries such as Japan, there is a growing international demand for workforce skilled in palliative care, physiotherapy, nursing and other healthcare and allied services. This is a big opportunity for India where it can leverage its young and skilled workforce to service the critical gaps and make a lasting impact in the global healthcare ecosystem.

As India takes a 'whole of society' approach to International Mobility, NSDC, with support from Ministry of Skill Development and Entrepreneurship (MSDE) and Ministry of External Affairs (MEA), is also innovating the lifecycle of international transition for aspirants through supporting interventions like language training, and Pre-Departure Orientation Training (PDOT) to ensure a frictionless integration of migrant workforce into a foreign society in a safe and inclusive manner.

In this edition of NSDC Connect, we endeavor to provide you with the holistic understanding of the latest developments in the International Mobility landscape along with insights into specific steps being taken by the Government of India to facilitate opportunities for our young population at a global level. As Hon'ble Prime Minister Shri Narendra Modi said during his G20 Labour and Employment Ministers' Meeting in July 2023, "Globally, mobile workforce is going to be a reality in future". In this context, a well-trained and prepared workforce is going to be the key driver of achieving a comparative advantage on the supply side of the workforce market and propelling our youth into a brighter, and more prosperous future.



VED MANI TIWARI
OFFICIATING CEO, NSDC

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ENABLING THE SKILLING ECOSYSTEM FOR INTERNATIONAL WORKFORCE MOBILITY



The article outlines India's strategic roadmap for international workforce mobility, as envisioned by Hon'ble Prime Minister Shri Narendra Modi. Leveraging its demographic dividend, India aims to become a global skill capital, addressing skill shortages worldwide. This article includes the comprehensive initiatives taken up by the Government of India to boost a safe, ethical and promising skilling and livelihoods ecosystem at the global level including establishment of Skill India International Centers, and collaborations for ethical and transparent recruitment. With a special emphasis on the healthcare sector, India's comprehensive strategy aims to position its skilled workforce prominently on the global stage.

Hon'ble Prime Minister Shri Narendra Modi, in the 17th Pravasi Bharatiya Divas Convention held on January 09, 2023, said, "Today, India not only has the potential to become the knowledge center of the world but the skill capital as well. Our youth have skills, values, and the necessary passion and honesty to work. This skill capital of India can become the engine of development of the world."

Our demographic dividend of over 67% of the working - age population (15 - 59 years) in 2022 is a foundational enabler at a time when the world population is ageing. Compared to Japan (48 years) and the European Union (44 years), the median age for India is just 28 years. India's surplus of 47 million workers can offset 56 million global shortages of skilled workers worldwide. This provides us with an opportunity to create a high-quality, skilled workforce and position India as the talent hub of the world. Further, our domestic skill ecosystem is mature enough with adequate governance and skill delivery institutions to provide a strong background towards achieving the Hon'ble PM's vision of becoming the skill capital of the world.

Context of Skill-Based Mobility



According to the International Migration 2019 report by the United Nations Department of Economic and Social Affairs, the Indian diaspora of 18 million is the largest among all nationalities and forms ~7% of the global diaspora. A host country workforce living overseas is seen as its brand ambassador, representing its socioeconomic, professional capabilities, and cultural vibrancy. The skill-based mobility of the Indian workforce presents India with the opportunity to enhance its economic and cultural positioning on the global stage.

Currently, a bulk of the Indian diaspora is comprised of low - skilled workers in Gulf Cooperation Countries (GCC). Given the younger population, India has the potential to become a preferred region to source a high - performing workforce and increase its global footprint. At the same time, it could also embed relatively better skilled positioning for its diaspora to strengthen its all-round image of the country and contribution to global productivity growth.

The mobility aspect of Indians is being addressed at multiple levels in the government, including bilateral trade - related agreements managed through the Ministry of External Affairs (MEA) and the Ministry of Commerce and Industry (MCI),

efforts of the Ministry of Skill Development and Entrepreneurship (MSDE) to promote skill-based mobility, including delivery of Pre Departure Orientation Training (PDOT), mobility agreements with several countries, and initiatives by several states to promote mobility through skill development and immigration support services.

India has also entered into several bilateral agreements related to the mobility of manpower, or the Migration and Mobility Partnership Agreement (MMPA). More importantly, skilling or vocational training has started getting reflected in some of the recent agreements, including the agreement signed with Germany in May 2022. Skilling is also referenced suitably in the UK MoU, the Japan Specific Skilled Worker (SSW) agreement, and the Mauritius Comprehensive Economic Cooperation and Partnership Agreement (CECPA) among others.

Budget 2023-24 announced the setting up of 30 Skill India International Centers as one of the key interventions to address these challenges and actualize the aim of placing India as a preferred country for an international skilled workforce.

Approach towards Skill-Based Mobility

MSDE is playing a central role in skill-based mobility efforts. It is transforming international migration into a transparent process based on skills and competency. India is approaching skill-based mobility through data - backed evidence for preferred destinations and sectors, leveraging existing mobility and labour welfare agreements, and building avenues for aspiring migrants for skilling and migration support.

Preferred Destinations and Sectors

MSDE and NSDC have undertaken groundwork to identify the overseas demand for skilled workers from India across countries and sectors. The following key insights emerge from a study of 16 high - priority destination countries across developed and high-income countries (Australia, Canada, Germany, Japan, Malaysia, Romania, Singapore, Sweden, the United Kingdom, and the United States of America) and the GCC (Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, and the UAE)



The NSDC study indicates an international job potential of 35,80,000 jobs across sectors in the identified 16 countries. Further bilateral agreements with France, Israel, Taiwan, Austria, Mauritius, Finland, Denmark, and Portugal indicate international work mobility opportunities of 3,63,700 over the next five years. This adds up to a potential of approximately 39 lakh jobs for the Indian workforce in the next five years. NSDC has also identified Construction, Healthcare-Personal Care & Social Care, Hospitality & Tourism Management, Energy (Oil & Gas & Renewables), Education, Transport & Logistics, IT & Digital, Retail, Manufacturing, and Media & Entertainment as priority sectors for skilled labour force demand.

Overall, in the next five years, Indian job seekers have the potential to seek out the following opportunities in the international arena:

- KSA and UAE: More than 10 lakh jobs.
- USA: More than 4 lakh jobs.
- Canada and Qatar: More than 3 lakh jobs.
- Kuwait: More than 2 lakh jobs
- Oman: More than 1 lakh jobs each.
- Bahrain and Australia each have the potential for more than 50,000 jobs.
- Germany has potential for ~40000 jobs.
- Japan, UK, and Singapore have potential for 15-20000 jobs each.
- Malaysia, Sweden, and Romain have less than 10000 jobs each.

Currently, GCC countries cater to low skilled jobs, which are usually taken up by the more vulnerable sections of Indian job seekers. Construction in the GCC countries provides the largest opportunity for Indians, followed by service sectors like wholesale and retail, travel and tourism, health, transportation, and administration and support services. In comparison, European countries have a greater demand for a skilled workforce in service sector job roles in health care, science and technology, and the hospitality sector. There is also a large demand for knowledge economy jobs, particularly in developed economies, which creates an opportunity for India to position itself as a global hub for the workforce in the knowledge economy. Additionally, there is immense potential for women's employment, particularly in technology and care related job roles, which can improve the overall Female Labour Force Participation Rates (FLPR) and contribute to the Sustainable Development Goals on Gender Equality (SDG 8).

The existing mobility, labour welfare, and skilling collaborations with various countries also help promote skill-based mobility. The Government of India currently has Active Skill Cooperation MoUs with Australia, Denmark, France, Germany, Japan, Qatar, the United Arab Emirates (UAE) and the United Kingdom (UK). Additionally, India also has mobility agreements with Bahrain, Kuwait, Oman, Qatar, the KSA, the UAE, Jordan, France, Japan, the UK, Portugal, Germany, Austria, Australia, Mauritius, and Israel.

In terms of skilling interventions to promote International Mobility, Skill India International Centers (SIICs) are envisaged as nodal physical hubs for catering to the entire lifecycle of

immigration. This lifecycle includes a wide range of services corresponding to different stages of international migration, including awareness creation, talent scouting, counselling, trade assessment, soft skills training, and culture immersion, among others. SIICs will be supplemented by a corresponding digital interface for international mobility on the Skill India Digital portal.



SIICs are envisioned as unique platforms for holistic support focusing on safe, ethical, fair, and efficient interventions for International Mobility. First-time candidates in particular stand to benefit from the integrated services for international mobility provided by a convergence of resources and efforts under a whole of government and society approach.

The whole of Society and Government Approach to Skill-Based Mobility

India is taking a whole government and whole society approach to international mobility. For this, the Ministry of Skill Development and Entrepreneurship (MSDE) plays an anchor role, while the Ministry of External Affairs (MEA) is playing the role of an enabler. NSDC is the nodal agency to translate this vision into on-ground actions and further partnerships and cooperation with state governments as well as the private sector.

In its implementation role, NSDC is working on the following aspects of International Mobility:

Global Business Development & Deployment

B2B agreements with foreign employers and associations are being undertaken by NSDC. In this role, NSDC has aggregated jobs and provided end to end support for candidate deployment. Some key B2B MoUs are with Dynamis Global, Skills Council of Canada (SCC), Auxilla, Nordic Employment, Henkilöstöpalvelu Silkkitie Oy (Silk Road), Netzwerk Aussenwirtschaft, Career Diversity Inc. and many more.

Capacity Building

Considering the ever-increasing market demands for skilled and certified workforce from many overseas countries, and to implement the Budget 2023-24 announcement of setting up 30

Skill India International Centers (SIICs), the Government of India has initiated the process of establishing the SIICs. Two SIICs are currently operational in Uttar Pradesh and Odisha. An additional seven SIICs have been finalized to be launched within National Skill Training Institutes (NSTIs) across the country. Twenty-one SIICs are to be operationalized through private sector partnerships and these partners will be selected by NSDC in a competitive and transparent manner.

NSDC International centers are currently operational in Bihar, Rajasthan, West Bengal, Uttar Pradesh, Tamil Nadu, Madhya Pradesh, Jammu and Kashmir, Delhi, Andhra Pradesh, Kerala, Uttarakhand, and Punjab. More than 12,000 students are under training in these centers across sectors such as Construction, Tourism & Hospitality, Automotive, Management, Capital Goods, Retail, etc. in key job roles such as Electrician, Mason, Security Guard, Driving, Food & Beverage Services, Retail Sales, Housekeeping, Welding and General Duty Assistants.

Skill India International Centre (SIIC), Varanasi



SIIC Varanasi is situated on a 2-acre land area, comprising a total covered area of 3,050 sqm spread across 2 floors. The ITI Varanasi campus also has a Regional Driving Training Centre, covering an area of 12,150 sqm, designated for driving training under SIIC. The center provides training facilities with residential options in collaboration with global industry partners, serving the Eastern Uttar Pradesh migration hotspot and beyond. It has achieved a training success rate of over 90% for skilled candidates. To date, the center has mobilized 55,524 candidates, with 32,510 sourced through field efforts and 23,014 through online portals. Additionally, it has trained 1,106 individuals, and 394 candidates are currently undergoing training.

A total of 4,230 skilled candidates have been deployed, including participants from the PDOT training program. The center is well-equipped with facilities such as Electrical, Heating Ventilation and AC (HVAC), Automotive, Plumbing, Language labs, and an in-house call center, providing a comprehensive learning environment for all candidates.

SIIC Bhubaneswar at Skill Development Institute, Bhubaneswar

SDI-B is a flagship project of Oil & Gas PSUs managed by Indian Oil and established to impart job skill training to unemployed and underprivileged youth in society. Registered as a not-for-profit society, it is a fully residential campus with separate hostels for boys and girls, an academic block, a workshop, a recreation block, open-air-theatre, sports ground, faculty block, staff dormitory, auditorium, administrative block, and guesthouse. It is equipped with state-of-the-art facilities like smart classrooms, Wi-Fi access, a digital learning platform, and Centers of Excellence in partnership with leading industry players like Schneider, Siemens, Kempki, CISCO, and Tata STRIVE.

Policy, Research and Advisory

NSDC implements the international mobility priorities of the Government of India in both the domestic and international arenas. It is also an implementation partner for a few MMPAs, where it anchors data - driven research work, provides inputs to stakeholders, and shares India's skilling experience with other countries by playing a technical advisory role. NSDC has been working as a knowledge hub for international workforce mobility. It has undertaken a labour study of 16 priority countries, prepared country specific information kits for candidates, collated information guides on visa regimes for destination countries, and researched Technical, Vocational, Educational and Training (TVET) needs for different countries. It is also committed to sharing its expertise and advisory knowledge with partner countries such as Tanzania, Saudi Arabia, and Malaysia. Further groundwork has also been initiated for African countries, including Kenya, South Africa, and Ethiopia.

Skilling For Global Healthcare Shortages

While it is focused on many sectors, healthcare and caregiving are two key sectors for international mobility. NSDC plans to train 1 lakh nurses and 10 million caregivers to supplement the international healthcare workforce across a variety of roles, including Nurses, Dental Assistants, Dialysis Technicians, Respiratory Therapists, Physiotherapist.



Aggregating Demand for Healthcare workers from Foreign Countries

NSDC is collaborating with IRCC (Immigration Refugees and Citizenship Canada), a federal body of Canada for visa grants, along with four Canadian provinces - Alberta, British Columbia, Ontario, and Saskatchewan for demand aggregation of the healthcare workforce in Canada. NSDC is working closely with the National Health Service (NHS) Trust in the United Kingdom for demand aggregation of the healthcare workforce in USA. This is being carried out through a collaboration between Henry Ford Healthcare (HFH) Systems, NSDC, and Cambridge Boxhill Language Assessment (CBLA). It has also signed an MoU with Australia for conducting the mandatory Occupational English Test (OET) examination required by all foreign countries, and it is coordinating with the German consulate to launch the Triple Win Program, a federally sponsored scheme for the recruitment of nurses.



Sourcing of Healthcare Workforce

NSDC has signed an MoU with AIIMS Punjab to create an NSDC International Center as a hub for training nurses and the allied healthcare workforce, including the mandatory Objective Structured Clinical Examination (OSCE). Another MoU was signed with the Indian Nursing Council (INC) on June 08, 2023, wherein INC will provide data on 10,000 healthcare workers interested in overseas employment through its Nursing Registration and Tracking System (NRTS). NSDCI and Henry Ford Healthcare will set up two international centers in North and South India for domain and language training and National

Council Licensure Examination (NCLEX) certification. This certification allows aspirants to practice healthcare roles in the US, Canada, and Australia.

Language Training for Healthcare Workforce

NSDC centers are working extensively on imparting domain and language training for international mobility. NSDC is collaborating with the University of Cambridge for English language training to prepare for the IELTS examination. It is also working with CBLA for the mandatory Occupational English Test (OET) for healthcare workers. For the German language, it is working with the Goethe Institute and for Japanese, it is collaborating with the Japan Foundation and NEC.

Healthcare Skill Training

NSDC is currently training a batch of 30 nursing students with more than two years of experience for the Cambridge and OET exams at Lamrin Tech Skill University Punjab. This will enable the aspirants to be deployed at the NHS Trust in the UK.

Skill Verification Program (SVP)

NSDC is facilitating a Skill Verification Program (SVP) for the Kingdom of Saudi Arabia, where a total of 14,061 candidates have already completed the test. A total of 11,611 have passed the test for top job roles such as electrician, plumbing, HVAC, and welding.

Through these comprehensive interventions, including foreign language training, international assessments and certification, and recognition of qualifications, NSDC is building an effective ecosystem for international mobility. The key role of NSDC International lies in anchoring the efforts of planning, implementation, and operationalization of international mobility efforts. It will run the SIICs and implement key processes in the value chain of international mobility. It aggregates international demand for jobs across countries and caters to workforce supply for these roles through international centers and feeder networks. All through the process, it monitors and ensures adherence to the guidelines for cost effective ethical, and transparent recruiting. Overall, these interventions and concerted efforts reflect the strong commitment of NSDC as well as the Government of India towards ensuring greater opportunities and exposure for our young, skilled, and aspirational workforce.



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EMPOWERING WOMEN GLOBALLY: BRIDGING DREAMS, BREAKING NORMS



Gender equity efforts form the core of the global journey for implementation of the 2030 Agenda, and the Sustainable Development Goals 5 (Gender Equality) and 8 (Decent Work and Economic Growth). Achieving this global shared goals hinges on a firm commitment to dismantling barriers that hold women back from realizing their full potential. It's crucial to recognize that true global sustainable development remains out of reach until we actively address and eliminate these obstacles. This commitment extends to the forefront of international endeavours, where our honourable Prime Minister passionately declared, "When women prosper, the world prospers", at the G20 Ministerial Conference on Women Empowerment in Gandhinagar on August 2, 2023. This powerful statement encapsulates the essence of our collective responsibility as a nation to ensure that women aren't left behind in the transformative landscape of international mobility efforts.

Under India's leadership in the G20, there has been a noticeable shift in focus towards empowering women throughout their lives, moving beyond just giving them domestic opportunities. India has worked on building agreements on the world stage, showcasing a vision for progress that involves uplifting women everywhere. This effort included six in-person conferences, and 86 virtual international meetings, where more than 300 representatives from 18 G20, countries and 7 Guest countries participated.

According to International Migrant Stock 2020, the migration landscape from India indicates a notable gender imbalance, with

a higher number of men migrating compared to women. Women account for less than 34.35% of the total migrants, a considerably lower percentage than the global average, where women constitute 48.09% of total migrants. In contrast, other Asian countries such as the Philippines, Sri Lanka, and Bangladesh have a higher proportion of women migrants than India.

Breaking through the barriers that hinder women's international mobility is crucial for achieving gender equality in the global workforce. Structural obstacles impede women's career progression. The lack of role models and powerful networks further exacerbate these challenges. Intersectionality adds complexity to this situation, with marginalized women facing additional and unique barriers. Cultural impediments and implicit bias, also contributes to the gender gap. Everyday micro-aggressions, discrimination, and male competence assumptions further hinder women's advancement. Recognizing and actively addressing these barriers is essential for fostering a more inclusive and equitable environment for women in international mobility.

As India positions itself to be the global skill capital, leveraging its advantageous demographic dividend, it faces a challenge in fully integrating women into the international workforce. Recognizing the crucial role of women in leading development efforts the National Skill Development Corporation (NSDC) with its subsidiary NSDC International (NSDCI) is leading at the forefront to enable equal

participation of women in making India the skill capital of the world.

Taking the example of Japan, the skilled labour deployment initiative has made a substantial impact, with 184 individuals already deployed. This deployment has happened in a variety of sectors including 59% in healthcare, 34% in mechanical & electronics, followed by 7% in construction, and an additional 94 individuals in training through the recruit-train-and-deploy model, emphasizing healthcare and hospitality training. Partnering with a diverse range of employers in Japan, this initiative is distinctive for its inclusion of 86% marginalized women from the Northeast Region of India. This strategic collaboration not only addresses skill development but also champions the empowerment and integration of women into critical sectors, fostering a more inclusive global workforce.

As part of NSDC International's initiatives in deploying healthcare professionals to the UK, a significant accomplishment is the successful placement of approximately 800 women in the healthcare sector. This highlights our commitment to empower and enhance the presence of skilled Indian women professionals globally, particularly in the crucial field of healthcare. Moreover, NSDCI has organized several impactful Government-to-Government (G2G) and Business-to-Business (B2B) roundtable discussions in the UK, collaborating closely with influential stakeholders to address and aggregate larger demands in the healthcare sector.



In Gulf nations, where the demand for blue-collar jobs has traditionally been high, NSDCI is transforming the landscape by aggregating opportunities beyond the usual roles. One such shift involves breaking gender norms and creating in-roads for women in traditionally male-dominated sectors. Zeba's story is one such example: "In the heart of Gulf aspirations, my journey

with NSDC International unfolded like a dream. Back then, I often looked at the men from my region working in the Gulf, imagining a better life for myself. It is funny how fate works—I received a call from NSDCI, and here I am, a Visa Officer in Dubai with a respected firm. Now, every day feels like a chapter of empowerment, and when girls from my region tell me I'm their role model, it's not just a quote—it's my living anecdote."



Our shared journey towards global sustainable development hinges on dismantling barriers to gender equality outlined in the 2030 Agenda. As demonstrated by India's G20 leadership, empowering women transcends mere empowerment; it's about breaking systemic barriers to women's progress. While the migration landscape reveals gender imbalances, NSDCI's strategic lifecycle approach is a mission-driven commitment towards solving for this imbalance. By identifying, reaching out to, and mapping the aspirations of potential candidates, NSDCI is not only empowering experienced women for mobility but also guiding those without prior experience to its extensive network of over 30 training centres across India. At these centres, more than 600 female candidates are undergoing training in various sectors, with 38% focusing on healthcare, 26% in hospitality, 11% in retail, and 7% aspiring for sectors like aviation. This approach not only ensures a steady pipeline of skilled professionals for globally sought-after roles but also exemplifies the commitment to making India the global skill capital. From Japan to the UK and the Gulf, we witness a transformative shift, where women seamlessly integrate into diverse sectors, challenging stereotypes. Stories, like Zeba's, are living proof of the impact. As we forge ahead, recognizing the importance of 21st century industry relevant skills, without any gender bias, becomes paramount. Bridging dreams and shattering societal norms isn't just an aspiration—it's a collective responsibility to ensure a global stage where every woman thrives.



Shyamji Yadav

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MAKING INDIA SKILL CAPITAL OF THE WORLD



According to the Department of Economic and Social Affairs at United Nations, India, with its 1.4 billion citizens, has overtaken mainland China as the world's most populated nation. India is home to more than 600 million people aged between 18 and 35, with 65% under the age of 35. The demographic dividend in India is predicted to last at least until 2055–2056 and to peak in 2041, when the working-age population (those between the ages of 20 and 59) is predicted to account for 59% of the population. Strong labour force and pool of working-age population gives India potential advantages, especially at a time when countries around the world are facing declining birth rates, ageing population, and tight labor markets. Skills and knowledge are the driving forces of economic growth and social development, and human capital is at the core of such a transition from skills to employment to economic outcomes.

Globally, the labour markets are very dynamic and responsive to several structural shifts that are re-shaping the world of work. With its skilled manpower, India can become the largest manpower supplier to other countries and hence, Skill Capital of the World. In the advent of industry 4.0, jobs and workforce are getting replaced with robotics, automation, artificial intelligence, and digital tools. These disruptive advances have created uncertainty and fear of increased unemployment and inequality. McKinsey, in its November 2017 report on Future of Work estimated that nearly 375 million workers may need to switch occupational categories several times in their lifetime due to the impact of these transformative changes.

Additionally, the low-skilled, repetitive jobs that are at highest risk for replacement through automation will also require new high-skilled positions focused on management, supervision, and quality control. Unemployment is a multifaceted problem. Rising unemployment among the youth and educated are the intervention areas for the policy makers around the world. According to the World Employment Outlook 2023 report published by the International Labor Organization, “the global

jobs gap stood at 473 million people in 2022, corresponding to a jobs gap rate of 12.3 percent. This indicator reveals the unmet need for skilled labour in the world. It consists of the 205 million unemployed – corresponding to an unemployment rate of 5.8 per cent – and 268 million people who have an unmet need for employment but are outside the labour force because they do not satisfy the criteria to be considered unemployed.” Issues like climate change, demographic transitions, technological changes, automation and artificial intelligence, industrial revolution 4.0 and skill shortages are leading to worldwide labour market supply disruptions.

Under such circumstances, India recognizes its comparative advantages among other countries and can address the global labour market shortage by preparing its youth for the future of work. India has a vast reservoir of highly, semi, and unskilled labor force in sectors like healthcare, and Science, Technology, Engineering, and Math (STEM) fields and contributes to the contemporary global labour flows. India sends the highest number of migrants abroad and is the top origin country in terms of international workforce migration. With about 17.9 million Indians living abroad, India had the most people living abroad of any country worldwide in 2020 as per the United Nations’ latest report “World Migration Report 2022”.

As per International Organization for Migration (IOM), UN Migration, more than 40% of all international migrants worldwide in 2020 were born in Asia, nearly 20 percent primarily originating from six Asian countries including India- the largest country of origin. Statistics reveal that migrant labour flows from India since the 1990s have not only registered impressive growth in respect to the traditional countries like the United States of America, the United Kingdom, Canada, and the Gulf countries but also have diversified and expanded to newly emerging migrant destinations in the continental Europe–Germany, France, Belgium, Australia, New Zealand, Japan, and South East Asia

– Singapore, Malaysia. The Middle East and Western countries have been top destinations for Indians abroad. More than half of India's 17.9 million emigrants in 2020 lived in Persian Gulf countries, with nearly 3.5 million in the United Arab Emirates alone. The states of Uttar Pradesh, Bihar, Tamil Nadu, and Kerala are the major sources of Indian emigration. In fact, migration from Uttar Pradesh and Bihar is largely made up of semi-skilled and unskilled laborers whereas migrants from southern states of Kerala and Tamil Nadu tend to have higher levels of education. According to the World Bank, official remittances to India totaled over \$87 billion in 2021, making it the largest payment flow in the world and accounting for almost 15% of all international transfers to low- and middle-income nations. India has also tried to support its skilled labour abroad by making it easier for them and their offspring to return to the country, or by making additional investments in its advancement. For instance, many immigrants with college degrees who worked in Silicon Valley and other tech hotspots later leveraged their industry knowledge and networks to establish a flourishing information technology industry in Bengaluru.

- Most low or semi-skilled workers migrate to GCC countries, However, migrants to OECD countries are comparatively more skilled.
- Migrants to high-income/ developed countries (US, UK, Canada, etc) usually take up professional or technical jobs.
- Migrants to traditionally, GCC or more recently, high income Southeast Asian countries generally take up un/semi-skilled jobs in sectors such as construction, hospitality and care services.
- Migrants to new emergent destinations in continental Europe (Germany, France, Belgium), Australasia (Australia, New Zealand), East Asia (Japan, Singapore), etc take up IT jobs

According to a recent World Economic Forum (WEF) report, 69 million new jobs will be created, and 83 million jobs may be destroyed in the coming years. It is in this context, enhancing International Workforce Mobility (IWM) can assist India in realizing its goal of emerging as the global talent hub for skilled labor. The Indian government aimed to have 25% of the world workforce come from India by 2047. To achieve this goal, a flexible and dynamic ecosystem for workforce mobility enablement must be established. This will allow for the development of broad capabilities that will position India as a provider of labor to important global destinations through a variety of cooperative conversations, and program initiatives. In this direction, numerous steps have been taken by the government as well as the private sector on developing a robust skill ecosystem. To quote a few – the need of integrating digital technology into education is emphasized in India's National

Education Policy (NEP) 2020. It promotes teacher preparation, digital infrastructure investments, the production of excellent content, and exploratory ventures into various digital learning paradigms. The Indian Union Budget 2022-23 announced the opening of 30 Skill India Centres to bridge the global shortage of workforce by reaping India's demographic dividend. These centers aim to enhance skill training and certification benchmarked by international standards and create a wide network of partner organizations and overseas recruiters to facilitate supply of skilled and certified workforce in other countries. The Indian government embarked on a transformative vision in 2022–2023, focusing on the DESH-Stack platform, a digital ecosystem for skill development and livelihood. In the financial year 2023–2024, we took another leap towards improving global mobility by launching Skill India Digital.

It became a cohesive force that connected employers, (including the dynamic world of MSMEs), industry relevant curriculum, and entrepreneurial pathways. Talent marketplaces provide creative ways to find and hire qualified people in the gig economy. For businesses hoping to capitalize on this human resource, utilizing this talent marketplace can lead to significant productivity gains. Many more steps, initiatives and policies have been drafted so to reform the Indian skilling eco-system. Furthermore, NSDC, in close coordination with the Ministry of Skill Development and Entrepreneurship, has partnered with foreign governments and institutions for skill development. Such collaborations broadly focus on facilitating programmes related to labour mobility, capacity building, skill harmonization, G2G and B2B engagements and providing technical advisory and implementation services to the global TVET fora.

NSDC International stands as a frontrunner in facilitating job opportunities for skilled Indian workers abroad, boasting a successful record in countries such as the GCC, Japan, the UK, Ireland, and Saudi Arabia.

The services provided encompass demand aggregation, candidate deployment, technical internship placement, and assessments for the Skill Verification Program. India's robust skill ecosystem consists of capacity building, skill financing and impact investment, vocationalization of education, enabling international workforce mobility, industry collaborations and partnerships, implementation of social implementation programs, and digitally enabled e-learning and skilling platform. There is no denial that with such pace and efforts, Indian will soon be honored to become "Skill Capital of the World".



Sonam Arora

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NEWS BITES



PM JANMAN INITIATIVE: EMPOWERING TRIBAL COMMUNITIES

The Union Cabinet, led by Hon'ble Prime Minister Shri Narendra Modi, has given the green light to the Pradhan Mantri Janjati Adivasi Nyaya Maha Abhiyan (PM JANMAN) with a total outlay of Rs. 24,104 crore. This ambitious initiative, with a Central share of Rs. 15,336 crore and a State Share of Rs. 8,768 crore, focuses on 11 crucial interventions across 9 Line Ministries. The announcement of PM JANMAN was made by the Prime Minister himself on Janjatiya Gaurav Diwas in Khunti (Jharkhand). The Ministry of Skill Development and Entrepreneurship is slated to facilitate skill and vocational training.

SHRI DHARMENDRA PRADHAN INAUGURATED KENDRIYA VIDYALAYA AT NIT ROURKELA

In a significant development, Union Minister for Education and Skill Development & Entrepreneurship, Shri Dharmendra Pradhan, led the foundation-laying ceremony for six crucial projects and inaugurated a Kendriya Vidyalaya at NIT Rourkela. The ceremony witnessed the presence of Shri Jual Oram, Member of Parliament, Sundargarh Lok Sabha Constituency, alongside other dignitaries. The initiative aims to augment capacities and enhance campus life in alignment with the National Education Policy 2020.



NSDC INTERNATIONAL AND ADECCO GROUP COLLABORATE FOR GLOBAL EMPLOYMENT

NSDC International, a wholly-owned subsidiary of the National Skill Development Corporation, has forged a strategic alliance with the Adecco Group, a prominent global workforce solutions company. This collaborative effort aims to facilitate the international mobility of proficient and certified Indian candidates. The partnership framework is designed to harness India's youth potential and create mutually advantageous opportunities by capitalizing on the strengths of both organizations.

NSDC INTERNATIONAL, BATON TRANSPORT, AND ANYWHERE JOBS FORGE PARTNERSHIP

NSDC International (NSDCI), Baton Transport, and Anywhere Jobs have joined forces in a strategic alliance aimed at tackling the scarcity of skilled trailer drivers in Europe. This collaboration intends to mobilize proficient Indian drivers to meet the pressing demand while concurrently striving to empower women within the trucking industry. The partnership envisions not only addressing the shortage but also fostering inclusivity by providing opportunities for female participation in a traditionally male-dominated sector.



DIGITAL ECONOMY TO CONTRIBUTE 20% OF INDIA'S GDP BY 2026

Union Minister Rajeev Chandrasekhar stated that the digital economy is anticipated to make up 20% of India's gross domestic product (GDP) by the year 2026. Speaking at the inauguration of the 'Startup Conclave 2023', organized by the Gujarat government at the helipad ground in the state capital, the Union Minister of State for Electronics and Information Technology, Skill Development, and Entrepreneurship emphasized the transformative impact of the 'Digital India' program launched by Prime Minister Narendra Modi in 2015. He underscored India's evolution from being primarily a technology consumer for nearly three decades to producing devices, products, and platforms for the global market.

MSDE CONDUCTS CAPACITY-BUILDING PROGRAM ON WORKPLACE HARASSMENT

The Ministry of Skill Development and Entrepreneurship (MSDE) organized a two-day capacity-building program at Kaushal Bhawan, New Delhi, as part of the annual '16 Days of Activism Against Gender-based Violence' campaign. Led by Secretary Atul Kumar Tiwari and attended by senior officials and UN Women representatives, the program aimed to educate MSDE officials under the Sexual Harassment of Women at Workplace Act, 2013.



AMAZON INDIA COLLABORATES WITH AICTE FOR AMAZON WoW EMPOWERMENT PROGRAM

Amazon India has formalized a partnership with the All India Council for Technical Education (AICTE), sealing a Memorandum of Understanding (MoU) to extend its program known as Amazon WoW (Women of the World). The program is accessible to female students currently pursuing various academic paths, including a four-year BTech/BE, two-year MCA, M.Tech/ME program, or a five-year dual degree.

UPGRADE OF 233 SCHOOLS IN J&K UNDER PM SHRI SCHEME'S FIRST PHASE APPROVED

Officials have confirmed the approval for upgrading 233 existing schools in Jammu and Kashmir under the PM Schools for Rising India (PM SHRI) initiative's initial phase. The Union Ministry of Education granted permission for this development, with an additional 265 schools seeking approval for the second phase. Twenty master trainers representing each district have undergone training in New Delhi.

NSDC COLLABORATES WITH BLINKIT, APNA, AND QUESS CORP FOR EMPLOYMENT AND SKILL DEVELOPMENT

The National Skill Development Corporation (NSDC), recently solidified pivotal partnerships with Blinkit, Apna, and Quess Corp. These collaborations aim to bolster job creation and skill development initiatives across diverse industries. Apna and Quess Corp will integrate their job platforms into Skill India Digital, ensuring seamless access for job seekers and employers. Meanwhile, Blinkit's partnership focuses on co-creating tailored curricula, specifically targeting the evolving quick-commerce industry and warehouse job roles.

MSDE LAUNCHES ISRO TECHNICAL TRAINING PROGRAM TO ENHANCE SKILLS FOR SPACE INDUSTRY

In a strategic move aligning with Prime Minister Narendra Modi's Karmayogi Mission, National Skill Training Institutes, operating under MSDE, have initiated the ISRO Technical Training Programme in Bangalore, Mumbai, and Thiruvananthapuram. This program, established through an MoU between MSDE and ISRO, aims to enhance the skills of technical personnel at the Department of Space (ISRO). The initiative seeks to provide short-term courses designed to upgrade technical employees' capabilities, aligning them with the latest trends and demands within India's burgeoning space industry.

UGC INTRODUCES SHORT-TERM SKILL COURSES FOR ENHANCED WORKPLACE READINESS

The University Grants Commission (UGC) has given its nod to guidelines aimed at introducing short-term industry-focused certificate courses within higher educational institutes (HEIs). These courses, carrying up to 30 credits, aim to narrow the skill gap among students and enhance their workplace productivity. As per the draft guidelines, these courses will be available to students pursuing degrees or diplomas in HEIs, as well as individuals who have completed their class 12 education or its equivalent.

UK-INDIA SKILLS SHOWCASE AND DIALOGUE

In collaboration with the UK High Commission in India, the Govt of India, and the Department for Business and Trade, the UK Skills Partnership organized an insightful online dialogue. The webinar marked a significant step in exploring current skilling priorities aligned with India's National Education Policy, gathering government officials, skills experts, policymakers, and industry leaders. The session facilitated discussions on skill gaps, emerging industry trends, and strategies to align educational curricula with industry demands.

AICTE, NSDC, AND BAJAJ FINSERV INK PARTNERSHIP

The partnership seeks to prepare young graduates for a career in the financial services sector and was signed on 13th December, 2023 in the presence of Hon'ble Union Minister, MSDE, Shri Dharmendra Pradhan, Secretary, MSDE, Shri Atul Kumar Tiwari and CEO, NSDC, Shri Ved Mani Tiwari. The collaboration focuses on creating dynamic curriculum development that adapts to the ever-evolving landscape of finance, banking, and insurance and weaves together the latest industry trends, technological advancements.



IMPACT STORIES



SKILL INDIA INTERNATIONAL CENTRES: **EMPOWERING INDIAN TALENT FOR GLOBAL SUCCESS**



As the workforce landscape is shifting, India's young and vibrant population presents a unique opportunity to become a powerhouse of skilled workforce. But, to capitalise upon this vast opportunity and to bridge the gap between potential and productivity, focused interventions are required. Recognizing this vital need, our Hon'ble Prime Minister Shri Narendra Modi has envisioned establishment of Skill India International Centres (SIICs) across India.

The first SIIC has already commenced operations in Varanasi, and an additional 30 centres are announced in the Union Budget for 2022-23. The Ministry of Skill Development and Entrepreneurship (MSDE) and NSDC-International, a subsidiary of National Skill Development Corporation (NSDC) have been entrusted with the crucial responsibility of transforming this vision into reality. By embracing up-to-date training programmes, and industry-aligned curricula benchmarked against the highest international standards, SIICs are geared to become catalysts for India's workforce to not only compete but excel in the dynamic global labour market.

Bridging the Gap Between Indian Talent and Global Opportunities

SIICs are designed to serve as easily accessible platform for empowering Indian workforce to navigate the complexities of international employment opportunities. They will provide comprehensive range of services to aspiring international workers including upskilling, skill training, international placements, Pre-Departure Orientation Training (PDOT), migration support, counselling, language training, globally recognized certifications, and skill loans. The idea is to represent a significant step towards formalizing and streamlining the skill-based immigration process.

By integrating both demand and supply sides, the set up aims to facilitate ethical hiring practices, reduce costs, and expedite the recruitment process for overseas employers seeking Indian talent. Furthermore, SIICs are committed to institutionalizing migration support services, providing Indian workers with the necessary guidance and assistance throughout their migration journey. This includes assistance with visa applications, work permits, and social security arrangements. International certifications and recognition of qualifications are time taking and expensive steps in the migration process. To support the Indian workforce with it in an efficient and cost-effective manner, SIICs are planning to partner with international

assessment agencies. This will enhance the quantity and quality of talent pool for overseas opportunities and will provide evidence-based research on migration opportunities for high-priority destination countries and sectors.

SIIC Varanasi: The First Step Towards the Global Aspirations



Established with the vision of empowering Indian talent for global opportunities, the first SIIC is now operational in Varanasi, Uttar Pradesh. SIIC Varanasi stands as a testament to India's commitment of nurturing its human capital and encouraging international workforce mobility. It is a transformative hub and a model for seamless capacity building across skills for international employment and migration.

This state-of-art facility is located within the Government Industrial Training Institute (ITI) Karaundi campus. With a total of 2-acre space, it boasts a total covered area of 3,050 square meters. The infrastructure at the centre strengthens its commitment to excellence. The centre has modern laboratories equipped with cutting-edge technology, ensuring that international job aspirants receive the latest training and real world like work experience in the field of Heating, Ventilation, and Air Conditioning (HVAC), automotive, electricals, plumbing, Information Technology (IT), solar technology, scaffolding, and hospitality. Some of these labs are funded by one of NSDC-International hiring partner, DP World.

In addition to this, SIIC Varanasi's flagship language lab offers Cambridge English Courses, and imparts crucial language skill for international employment. SIIC Varanasi maintains a comprehensive database of candidates interested in overseas



placement, connecting them with potential employers worldwide. The centre brings together a large network of institutions spanning ITIs, polytechnics, higher education institutes, universities, and other independent institutions, that further expand the reach of its talent sourcing capacity.

Interestingly, SIIC Varanasi also houses a fully functional counselling centres staffed with a team of skilled and experienced counsellors. This dynamic team specializes in addressing the concerns and uncertainties that often accompany the decision to migrate for work. Through personalized counselling services, they offer valuable insights, guidance, and information, aiming to eliminate doubts and equip individuals with the confidence and clarity needed for international career pursuits.

The impact of SIIC Varanasi is evident in the lives it has transformed. With an annual training capacity of approximately 5000, the SIIC Varanasi has trained over 2,660 individuals for various job roles, sending 1,715 on their journeys to international careers till November 2023. Additionally, 2,699 individuals have undergone Pre-Departure Orientation Training (PDOT), preparing them for the cultural and social aspects of working abroad.

Navigating Towards a Brighter Future



SIICs mark a pivotal moment in India's journey towards becoming the workforce capital of the world. By providing a comprehensive range of services, SIICs will empower Indian workers with the skills, knowledge, and support they need to compete in the global workplaces. Post the announcement in the union budget 2022-23, 30 locations for opening SIICs are marked across India and the efforts are underway for successful launch soon. These locations are identified with a focus on historically migration-friendly districts and places that are within easy reach of talent pools.

SIICs will collaborate with local institutions to form a network of feeders. The feeder network would include higher education institutions, skill universities, colleges, diploma institutions, ITIs and Pradhan Mantri Kaushal Kendras (PMKKs), etc. and will channel aspiring youth towards these specialized centres ensuring a seamless flow of talent. SIICs, in turn, will focus on supplying these skilled professionals to high-demand sectors across partner countries.

As SIICs continue to expand across the country, they will undoubtedly play a transformative role in shaping India's future as a global leader in human capital development and international workforce mobility.

NSDC DIGITAL TOOLS: FACILITATING INTERNATIONAL WORKFORCE MOBILITY

NSDC has developed a variety of digital tools to enable international workforce mobility. These tools offer a wide range of services, including international job demand aggregation, skills passport, skilling updates, digital skilling and many more. NSDC Digital offers a plethora of new-age skilling and related services, easily accessible, anytime, anywhere.

aspect in today's interconnected global economy.

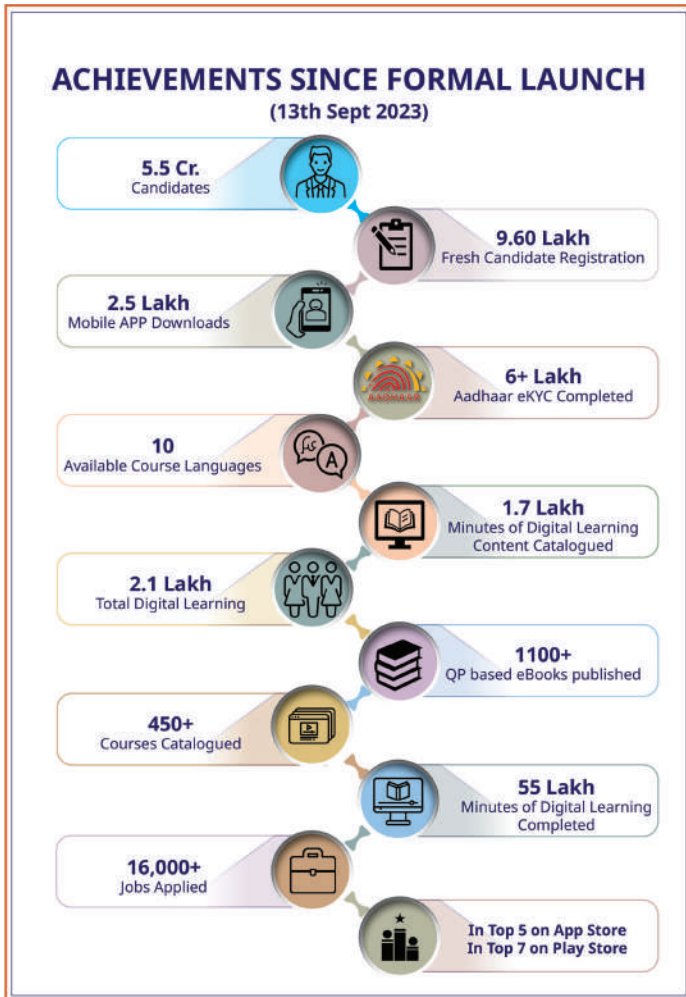
Skill India Digital stands out for its futuristic course offerings, which include a wide array of digital and technology-focused programmes. These courses are designed to keep pace with the rapidly evolving tech landscape, equipping students with the skills and knowledge necessary to excel in the future job market. Moreover, the platform has placed a strong emphasis on language learning courses, recognizing the importance of communication skills in a globalized world. These courses range from English to other international languages, catering to a diverse set of learning needs and objectives.

The Skill India Digital journey represents a commitment to harnessing digital empowerment for skill enhancement. It is a journey that goes beyond national borders, inviting global participation and collaboration. As we embrace this vision, we pave the way for a skilled, empowered, and future-ready global workforce, capable of driving sustainable growth and innovation in the face of global challenges.

NSDC JobX

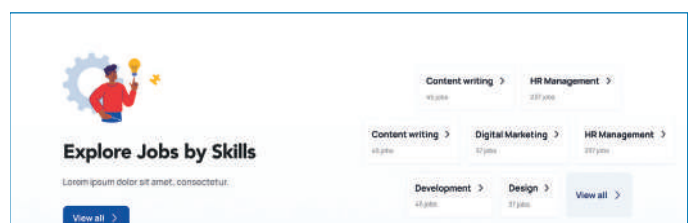
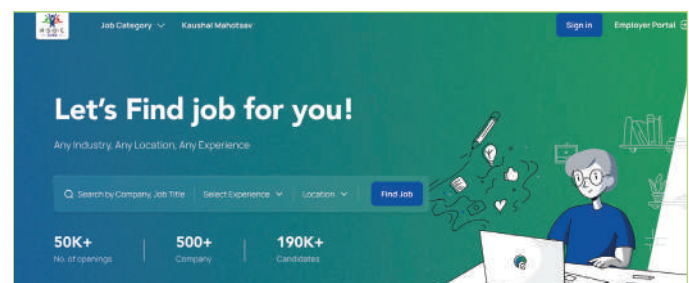
NSDC JobX is a global demand aggregator and job exchange platform owned by the National Skill Development Corporation (NSDC). Its primary objective is to enhance the job-searching process by delivering an interface characterized by seamless user interaction and enriched with pivotal features. The focus is on authenticating job seeker profiles through rigorous verification of mobile numbers and email addresses. Employing cutting-edge digital technologies, NSDC JobX tailors individual career trajectories for job seekers based on their distinct proficiencies, past experiences, and aspirations within the professional realm.

JobX serves as a platform for job seekers from diverse backgrounds, offering them access to a wide range of domestic and international opportunities. This inclusivity is a crucial step towards creating a more dynamic and adaptable workforce, capable of meeting the evolving needs of the global



Skill India Digital represents a pioneering step towards enabling international workforce mobility, showcasing how digital transformation can empower individuals and drive skill development across nations. This initiative aims to address the needs of India's diverse populace and to be a blueprint for integrating digital skills training into educational systems. It is a model that fosters lifelong learning, innovation, and resilience - qualities essential for the workforce of the future.

The dynamic, interactive nature of the platform, coupled with a wealth of relevant information and recommendations, ensures that India's workforce remains agile and equipped for the demands of the global market. The platform's AI-driven recommendation system offers personalized learning experiences, addressing the diverse needs of learners and fostering an inclusive learning environment. With multilingual support, Skill India Digital exemplifies inclusivity, ensuring that learning transcends linguistic and cultural barriers, a critical



marketplace. Moreover, the platform aims to enhance the skill sets of Indian professionals, thereby contributing to the country's economic growth and development.



Skills Passport

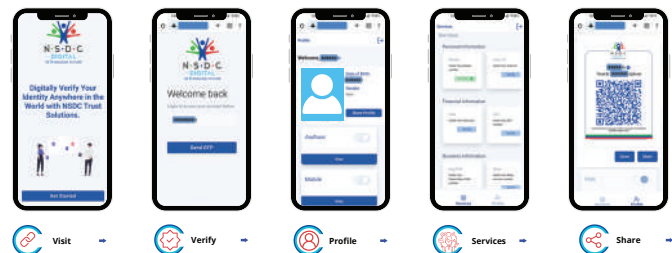
It is an innovative solution for the mutual recognition of skills acquired formally or informally in a digitally digestible format. The express goal is to develop a Skills Passport to further ‘interoperability’ and ‘comparability’ in realization of G20 commitments. Skill Passport draws from international experiences and best practices globally towards creating a portable summary of skill qualifications.

Some of the notable features to be provided under the Skills Passport include sharing individuals Educational, Financial, Utility, Background credentialing, establishing skill and/or academic history, skill vouchers and many more. Skills Passport is an essential tool, to be provided under NSDC’s key digital product for establishing trust within the ecosystem – NSDC Trust.

It is the mission of NSDC to foster trust through Digitally

Verifiable Credentials (DVC) representing candidates' qualifications and achievements in a secure digital format, based on the Verification-as-a-Service model. It will enable a one-stop solution for hassle-free digital verification of identity and credentials for individuals and entities.

It offers identity-checking and mismatch in information across several government and non-government-issued credentials, based on a strong consent mechanism.



Overall, digitally verified credentials provide jobs and opportunity seekers with a more convenient, secure, and credible way to showcase their qualifications, which can help them stand out in a crowded job market any identical & agreed opportunity marketplace and improve their chances of landing their desired outcomes.

Incorporating digitally verified credentials into a digital platform can provide several benefits, including:

- 1. Improved efficiency:** Streamline processes by making it easier and faster to verify an individual's qualifications and credentials. This can help reduce administrative burdens and save time and resources.
- 2. Enhanced security:** Tamper-proof credentials which cannot be altered or falsified, providing an added security layer, and reducing the risk of fraud. This can be particularly important for institutions and organizations that deal with sensitive information or require strict compliance and regulatory requirements.
- 3. Increased transparency:** Helps promote transparency and accountability by providing a reliable and transparent way to verify an individual's credentials. This can be particularly important for organisations that need to ensure that their employees and contractors have the necessary qualifications and skills to perform their jobs effectively.
- 4. Improved access:** Provide individuals with greater access to services and opportunities. For example, individuals may be able to apply for jobs or programs more easily if they can quickly and easily verify their qualifications and credentials.
- 5. Employment verification:** Allow employers to verify the credentials of job candidates quickly and easily, such as degrees, certificates, and licenses. This could help reduce the administrative burden of verifying credentials and improve the accuracy and reliability of employment verification.

INDIAN HEALTHCARE: TALENT IN THE INTERNATIONAL MARKET



The global healthcare system works on the harmonious equilibrium between the demand and supply of healthcare workers. The World Health Organization (WHO) projects a staggering deficit of 10 million healthcare workers¹ by 2030. Estimates show that annually, approximately 56 million people require palliative care, including a range of services delivered by professionals, including physicians, nurses, support workers, paramedics, physiotherapists, pharmacists, and volunteers. However, only around 14% of these people² receive this crucial care, emphasizing the pressing need for workforce expansion to address the growing healthcare demands.

The global healthcare workforce shortage transcends borders, and fulfilling it would need a convergence of demographic forces in developing and developed countries. But this is a complex problem. Developing nations with high birth rates and limited resources face the challenge of meeting the healthcare demands of rapidly growing populations with a shortage of healthcare workers, particularly in rural areas. Conversely, developed countries grapple with ageing populations, leading to distinct healthcare demands focused on geriatric care and managing age-related diseases.

This sector, therefore, calls for dynamic cooperation at domestic and international levels to arrive at optimum solutions. Predicted to be the most significant driver of global growth, the healthcare industry faces talent shortages in critical regions, including Australia (60,000), Germany (55,000), Japan (37,000), the UK (63,000), the US (56,000), Canada (73,000), and the GCC. The projected demand for healthcare professionals in these nations is not only substantial but serves as a clarion call to action. This includes a need for approximately 580,000 nursing professionals to address diverse medical needs, around 900,000 elderly care aides to accommodate an ageing demographic, and over 10,000

physiotherapy apprenticeships, emphasizing the holistic nature of modern healthcare.

India has the potential to address the global healthcare workforce crisis by strategically filling critical gaps. By undertaking necessary skilling and partnership interventions and leveraging its young population, India can meet domestic healthcare needs and propel its growth trajectory by making a lasting impact on healthcare systems worldwide.

India's Strategic Position in the Healthcare Workforce Landscape

As a leading country of origin for professionally qualified physicians and nurses, India is well-positioned to provide a globally skilled health workforce. India poses some of the following comparative advantages over other nations:

- **Well-Established Healthcare Infrastructure:** India's investment in healthcare infrastructure over the years has resulted in a network of modern medical facilities, advanced technologies, and specialized healthcare institutions. This foundation has produced a skilled workforce comprising doctors, nurses, technicians, pharmacists, and other professionals. The rigorous training and exposure that Indian healthcare workers receive equip them to provide quality care across a range of specialties. Moreover, India's diverse patient population prepares healthcare professionals to handle complex cases and adapt to varied healthcare settings.
- **Extensive Pool of Healthcare Professionals:** India's strategic position as a provider of healthcare professionals is underscored by its ability to produce a substantial number of well-trained medical graduates each year. This



allows India to meet its domestic healthcare demands while also channeling a sizable portion of its skilled workforce to address shortages abroad.

- **Large Pool of English-Speaking Individuals:** English proficiency is a key skill in the international healthcare arena, facilitating effective communication among medical professionals, researchers, and patients. India's extensive English-speaking population enables seamless collaboration across borders, bridging cultural and linguistic gaps that often arise in healthcare interactions.

Further, India has taken proactive steps in fostering international collaboration by partnering with numerous countries to enhance the global mobility of healthcare workers. **Some of the significant initiatives by NSDCI are as follows:**

- NSDCI bringing in prominent international and national agencies/bodies such as CBLA-OET, Cambridge, Goethe Institute Germany, Henry Ford USA, CPL Ireland, Silk Road Finland, Tern, Apollo Medskills, GNF, TAKT, Zenken Corporation, Onodera, Fourth Valley, Techno Smile, Huble, etc. to get large job mandates from destination countries, as well as in preparing candidates in language & domain skills. This would eventually support the creation of a strong ecosystem in India to cater to global demands. Currently, more than 2000 live job demands are available to be fulfilled by the Indian healthcare workforce.
- To address the global crunch on the healthcare workforce, NSDCI is focusing on the Creating Sustainable Supply Pool of readily available healthcare workforce through its own and partners network across the pan India level. **Indian Nursing Council, AIIMS Bathinda, Lamrin Skill Tech University,** and other prominent organizations joined hands with NSDCI to support this initiative. Currently, English, Japanese, and German language training is in progress in AIIMS Bathinda, LTSU Punjab, NSDCI Delhi NCR, and NSDCI Kerala Centres. Around 950 Nurses have already been deployed successfully in the UK and Ireland, and over 350 candidates are in training.
- NSDCI has also given a special focus on training the Indian Healthcare Workforce on OSCE (Objective Structured Clinical Examination) and NCLEX (National Council Licensure Examination), as these are the mandatory domain assessments for several large destination countries like the UK, USA, Canada, Australia, Singapore etc.

- NSDCI is working closely with State Government healthcare bodies, and State Skill Development Missions for enabling Indian healthcare workforce to get cutting edge hybrid (online & offline) language training programs for their overseas employment.
- NSDCI is also working on outreach and awareness activities among the Indian healthcare workforce through live interactive sessions for the Indian Healthcare Workforce regarding available international employment opportunities, Facilitating webinars through International Employers, etc. NSDCI also organized G2G and B2B round table meetings in destination countries such as the UK to create awareness, as well as bringing in healthcare employers, associations, and other relevant stakeholders for larger impacts. For example, NSDC International led a delegation to the UK, aiming to strengthen collaboration in healthcare. Focused on empowering Indian professionals in the UK's healthcare industry, the initiative highlights a commitment to skill development and collaborative learning. The visit and associated round table meetings underscore both nations' dedication to fostering cross-border opportunities and healthcare sector collaboration.

Recruitment Drive by UK's NHS Cambridge

Recently, NSDC International, in collaboration with Global Nurse Force (GNF), achieved a significant milestone as a senior recruitment team from the UK NHS Cambridge visited Kerala on September 22nd-25th, 2023, conducting interviews of 80 candidates and offering positions to 67 Indian nursing professionals.

The nurses who secured positions will enjoy competitive salaries ranging from 28,407 GBP to 30,639 GBP per annum (equivalent to 29-31 lakhs INR). Additionally, they will receive enticing benefits such as one month of free accommodation, extendable up to five months, free visa and flights to the UK, reimbursement of IELTS/OET & CBT exam fees, free OSCE training and assessment, and more.

Nevertheless, for India to effectively leverage its potential and fulfill global demand, it must confront and address several challenges. While the country holds substantial promise in meeting international healthcare needs, achieving efficiency as a global supplier necessitates specific measures, including skill alignment with international standards, transparent recognition of cross-border qualifications, and ensuring equitable working conditions for migrant health workers in destination countries. India's role in mitigating the global healthcare workforce shortage aligns with its aspiration to transition into a knowledge-driven economy. By exporting healthcare professionals, India contributes to the improvement of global healthcare standards and practices. The remittances sent back by these professionals' bolster India's economy, enhance foreign exchange reserves, and support domestic investment in education, healthcare, and infrastructure. Additionally, international collaborations and partnerships forged through the exchange of healthcare expertise elevate India's global standing and reputation.

TERN: TECHNOLOGY-DRIVEN HIRING IN THE GLOBAL HEALTHCARE ECOSYSTEM

Technology has transformed all facets of our lives today - from e-commerce and mobility to banking and education. However, one critical area where technological advancements have yet to make a profound impact is in the field of recruitment, especially on the international front. That is the problem being addressed by TERN, a new age International Recruitment Platform that is simplifying and accelerating the migration of IT and healthcare professionals from India. Today, several countries in Europe and other parts of the world are reeling from a shortage of skilled professionals. For instance, the National Health Service (NHS) in the UK is short of over 150,000 professionals today, with the number predicted to grow to over 350,000 in a few years. On the other hand, countries like India are bursting with potential. India has macro tailwinds and a labour surplus with the largest population, globally aspiring youth, English proficiency, upward mobility, and a reputation for a strong work ethic. TERN believes that the supply of skilled labour from India has the potential to alleviate the global labour gap while providing opportunities for career growth to thousands of capable Indians if done in a systematic, ethical, and technology-driven way. Unlike traditional recruitment agencies, TERN's technology-driven approach ensures a seamless, ethical, and transparent migration process, reducing complexities and costs associated with international hiring. TERN stands as the bridge between high-potential Indians and European institutions. The TERN platform leverages state-of-the-art technology to match the perfect candidates for each job. It empowers both employers and candidates by connecting them directly and allowing a seamless recruitment process from job/candidate discovery to interview scheduling. With this comes much greater visibility and increased autonomy for all parties, helping everyone make more informed and considered decisions. Not only this, but TERN's full-stack approach ensures a 10x better experience for all involved.

Services offered to Employers

TERN's end-to-end support for global hiring sets it apart. It provides employers with the following suite of services:

- High-quality candidate database from multiple direct sources - colleges and institutes, professional bodies, training agencies, and strong peer referral network
- Background verification - every detail on the candidate profile is confirmed with reference details available as requested
- Custom-matching of top candidates with relevant roles through AI-driven technology - thus facilitating efficient and targeted recruitment efforts.
- Interview requests to relevant candidates and auto-scheduling of video calls
- End-to-end visa and migration process of the candidate
- Relocation support for candidates as they begin their journey in a new city and a new job, resulting in high retention rates

Services offered to Candidates



- Connecting candidates to multiple employers willing to sponsor their employment - ensuring that they can "choose" their dream job
- Dedicated career counsellors from the industry for interview preparation
- Integration (pastoral) support post migration
- Continued support throughout their career in future upskilling as well as placement opportunities

Partnership with NSDC International

The strategic partnership between TERN and the National Skill Development Corporation International (NSDCI) in India marks a significant collaboration aimed at empowering candidates for successful careers in healthcare. By joining forces with NSDC International, TERN gains access to a pool of skilled and trained professionals who have undergone skill development programs tailored to meet the demands of the healthcare sector. This partnership not only strengthens TERN's candidate database but also reinforces its commitment to sourcing top-tier talent with industry-specific expertise. NSDC International's role in facilitating candidates aligns seamlessly with TERN's mission to bridge the gap between high-potential professionals in India and healthcare institutions globally. The collaboration enables a streamlined process, ensuring that candidates prepared by NSDC International are well-matched to the requirements of healthcare employers partnering with TERN. Through this partnership, TERN contributes to addressing critical staff shortages in the healthcare sector and plays a pivotal role in supporting the career aspirations of individuals in India. Together, TERN and NSDC International form a dynamic alliance poised to make a lasting impact on the healthcare industry by connecting talent with opportunities and driving positive outcomes for both candidates and healthcare institutions.



Krishna Ramkumar

Co-founder & COO, TERN

Krishna started his career as a BCG management consultant for Indian and German clients, after which he built India's leading non-profit, EdTech Avanti, helping underprivileged students. He then worked in senior management roles at Urban Company and LoadShare.

GLOBAL NURSE FORCE: BRIDGING THE GLOBAL HEALTHCARE GAP

The healthcare landscape faces a critical challenge; the World Health Organization estimates a staggering shortfall of 10 million healthcare workers by 2030, jeopardizing access to quality healthcare for millions. In the face of this crisis, international healthcare workforce mobility emerges as a vital solution, but not just any solution. It demands a nuanced approach that prioritizes not only filling gaps but also elevating the quality of care globally.

Global Nurse Force: A Pioneer in Healthcare Talent Mobility

For over 20 years, the Global Nurse Force has been at the forefront of mobilizing healthcare professionals internationally. Our story began with a simple yet powerful mission: to connect talented healthcare professionals from around the world with healthcare facilities facing staffing shortages. We recognized the potential of international mobility to alleviate the global healthcare workforce crisis, and we set out to build a platform that would facilitate this movement ethically and responsibly. Since then, we have become a trusted partner for healthcare facilities across the globe, placing thousands of healthcare professionals in positions where their skills and dedication are required.

A Partnership for Progress: Global Nurse Force and NSDC International



Recognizing the critical role of collaboration in addressing the global healthcare workforce shortage, Global Nurse Force has forged a strategic partnership with the National Skill Development Corporation International (NSDCI). This partnership leverages NSDCI's extensive network of training institutions and skill development programs to provide Indian healthcare professionals with the necessary skills and qualifications to thrive in international healthcare environments. The GNF-NSDCI partnership has already yielded remarkable results. By providing comprehensive training programs, streamlined licensing processes, and cultural orientation workshops, the collaboration has empowered countless Indian healthcare professionals to pursue successful careers abroad. This not only benefits individual healthcare professionals but also injects much-needed expertise into healthcare systems, improving patient care and service delivery.



More Than Just Healthcare Professionals: Agents of Change

Imagine a world where nurses are not just caregivers, but also global health advocates, spearheading research initiatives and promoting best practices. Envision doctors who are healers and cultural ambassadors, bridging communication gaps and fostering patient trust. This is the vision that drives the Global Nurse Force. We meticulously curate a global talent pool of individuals who possess not only the technical skills and clinical acumen but also the compassion, leadership, and adaptability to thrive in diverse healthcare environments. We believe in empowering our professionals to become catalysts for positive change.

Vision for Healthier Future

At Global Nurse Force, we believe that every individual deserves access to quality healthcare. We envision a world where skilled healthcare professionals can seamlessly move across borders, filling critical gaps and strengthening healthcare systems globally. Through our commitment to ethical and sustainable workforce mobility, we strive to empower healthcare professionals and strengthen healthcare systems while working towards promoting global health equity. The global healthcare workforce shortage is a complex challenge, but it is not insurmountable. By working together, Global Nurse Force and NSDCI are committed to mobilizing healthcare professionals and building a world where access to quality care is a reality, not a privilege.



Lalit Pattanaik

CEO, Global Nurse Force

Mr. Lalit Pattanaik has over 20 years of experience assisting international healthcare professionals in living and working in the UK, Ireland, USA, Canada, and Australia. During his career, Mr. Pattanaik has represented Fortune 500 companies, healthcare employers, employees, and foreign nationals in a wide variety of occupations. He earned his JD from the University of California, Hastings College of the Law, and his bachelor's degree in political science from the University of California at Santa Barbara.

CPL HEALTHCARE: CONNECTING TALENT TO GLOBAL OPPORTUNITIES IN HEALTHCARE

Healthcare plays a pivotal role in simplifying the recruitment process for employers and employees alike. In the ever-evolving landscape of healthcare, the demand for skilled professionals continues to outpace the available workforce. Addressing this critical issue requires innovative solutions and strategic partnerships.

For the past 18 years, CPL Healthcare has been a leading provider of healthcare staffing services, catering to the needs of both public and private organizations. Specializing in nursing, medical, allied health professionals, healthcare assistants, and social care workers, CPL Healthcare's approach is rooted in expertise. Our team is primarily composed of health professionals who leverage their knowledge and local insights to provide invaluable advice. CPL Healthcare is dedicated to simplifying the often complex and bureaucratic healthcare employment process, particularly evident in its international recruitment services.

As a global recruitment agency, CPL Healthcare guides both local and international employers and candidates through the intricate paperwork involved in healthcare employment, prioritizing a hassle-free and straightforward process for all parties. CPL provides extensive support to nurses across various domains, including training, visa processing, deployment, and other essential aspects, ensuring a seamless transition for healthcare professionals and organizations seeking their expertise.

One noteworthy aspect of CPL Healthcare's international efforts is the successful collaboration with a distinguished organization in India. Over the past 12 months, this partnership has proven instrumental in alleviating the shortage of skilled nurses in the United Kingdom's National Health Service (NHS) hospitals. The collaborative efforts have facilitated the relocation and employment of nurses, addressing critical gaps in the healthcare workforce.



Serving as a partner to CPL Healthcare, NSDCI consistently demonstrates excellence in the recruitment process. Their professional services, commitment to ethical recruitment practices, and prompt responses to queries have positioned them as a valuable resource. Beyond recruitment, this partnership extends to providing insights on targeting nurses, sourcing top talent, and understanding the unique needs of CPL Healthcare's organization. India has emerged as a pivotal source of skilled healthcare professionals, particularly educated nurses. The dedication and commitment of the nursing workforce in India

have played a crucial role in bridging the workforce gap faced by countries grappling with shortages. The collaboration between CPL Healthcare and NSDCI underscores the importance of leveraging global talent pools to address local healthcare challenges.



Many countries worldwide are grappling with severe shortages of healthcare workers, creating an urgent need for international collaborations. In some instances, the shortage is not only about numbers but also about the specialized skills required in modern healthcare settings. India, with its well-educated and dedicated healthcare workforce, has become a beacon of hope for nations facing such shortages. The shortage of healthcare workers is a global challenge that transcends borders. Developing countries often have a surplus of skilled professionals who, when given the opportunity, can contribute significantly to addressing healthcare workforce shortages elsewhere. In the case of India, the country's abundance of educated healthcare professionals has become a valuable resource for nations in need. CPL's focus on fostering ethical and impactful partnerships aligns with a larger narrative of shared responsibility in addressing global healthcare challenges. In conclusion, CPL Healthcare's international collaborations, especially with its Indian partner, exemplify the potential for positive change through strategic alliances. As the world grapples with healthcare workforce shortages, these collaborations not only meet recruitment needs but also contribute to ethical and impactful solutions. The dedication of healthcare professionals in India, coupled with the expertise of agencies like CPL Healthcare, provides a beacon of hope for a healthier and more resilient global healthcare ecosystem.



Ms. Keelin Moore

Associate Director
CPL Healthcare Ireland

Ms Keelin Moore is a qualified RGN, trained in the Mater Hospital Dublin, one of Ireland's most renowned

Teaching Hospitals. She completed a Higher Diploma in Critical Care Nursing. In 2004, Ms Moore joined CPL Healthcare, where she has since been recruiting Nursing, Allied Health, and Medical Staff for both national and international positions.

SOUNDLINES GROUP: FACILITATING GLOBAL MANAGEMENT SERVICES



Soundlines stands as a distinguished global leader in overseas workforce management, honored with numerous accolades. Operating seamlessly across UAE, KSA, Kuwait, Qatar, Bahrain, Poland, Iraq, Russia, Serbia, Romania, India, Nepal & Bangladesh, our services encompass comprehensive workforce solutions tailored for diverse international human resource demands in various industries. With a robust legacy spanning over two decades, we bring forth a wealth of experience and an expert team dedicated to addressing your overseas staffing needs. At Soundlines, we take pride in our pioneering role, adept at navigating the dynamic landscape of the global market, offering a consolidated platform that presents optimal business solutions under one roof.



Having deployed and seamlessly integrated over 80,000 candidates globally, Soundlines has been instrumental in fostering our clients' multifaceted growth for the past two decades. Our global talent acquisition specialists excel in recruiting qualified candidates within stipulated timeframes, even for the most niche roles. Offering streamlined global mobility services that simplify immigration processes, we

possess the expertise to craft expansion strategies for businesses in the Gulf.

Our holistic HR solutions, encompassing RPO, professional staffing, and organized labor supply, underscore our commitment to providing comprehensive workforce supply services. With an extensive network of in-house testing and training centers, every candidate we hire undergoes rigorous qualification and certification, ensuring their proficiency in their respective roles. We pride ourselves on swift responses and transparent communication, delivering a seamless after-sales experience while optimizing our clients' workforce plans. Our collaborative efforts with NSDCI involve the deployment of skilled Indian professionals in GCC countries, complemented by pre-departure training. As we deepen this relationship, our goal is to collaborate closely in establishing overseas training sectors in Saudi Arabia, focusing on sectors like Construction, Oil & Gas, Hospitality, MEP, etc. To achieve this, we actively seek collaborations with local training partners in the GCC, aligning curricula and setups to better serve the GCC market.



Mr. Bilal Dadan
CEO, Soundlines Group

Mr. Bilal Dadan, a visionary entrepreneur, boasts 16+ years of cross-functional experience in HR. As the CEO of Soundlines Group, he has led the transformation of the company from a small placement firm to a global entity with offices across the UAE, KSA, India, Qatar, Nepal, Bangladesh, and Egypt.

EFS GROUP: FOSTERING INTERNATIONAL COLLABORATION FOR WORKFORCE MANAGEMENT

Established in 2000, EFS Group is a global leader in integrated facilities management services, operating in 23 countries. EFS's clientele portfolio of over AED 9 billion in contract backlog consists of iconic infrastructure projects such as airports, nuclear power stations and large master communities. Its clientele includes the top 200 global multinationals and large governmental entities, including airports, schools, universities and ministries in the UAE, Saudi Arabia, Qatar, Bahrain, and Kuwait. EFS managed flagship projects like Expo 2020, Emirates Nuclear Power Corporation, Dubai Mall, Abu Dhabi Airport, New York University Abu Dhabi and giga projects in Saudi Arabia like NEOM, Dariyah Gate, Jeddah Airport and Al Ula. EFS has created sustainable value for clients and communities, with a proven track record of over 95% contract retention. Home to 25,000 employees from different cultural and professional backgrounds across 30-plus offices, EFS prioritizes embracing and empowering its workforce. The company's journey has been extraordinary, transitioning from AED 75 million in just 10 years to a thriving enterprise surpassing AED 1.75 billion in revenues in 2023.

In a joint initiative aimed at capitalizing on the certified and skilled workforce from India, EFS Group and NSDC International (NSDCI) have forged a collaboration to meet the demand across various sectors and facilitate the mobility of skilled individuals from India to the United Arab Emirates (UAE). This partnership, which initially took shape through Project TEJAS, has since gained momentum and strength, opening doors to numerous opportunities for the Indian workforce. EFS Group, known for its commitment to empowering semi-skilled and skilled migrant workers in the Gulf, officially joined forces with NSDCI in February 2022. This collaboration has allowed both organizations to operationalize opportunities and source candidates for identified job roles, aligning with EFS Group's recruitment mandates. Since May 2022, NSDCI has received an impressive 458 demands across 11



job trades, successfully deploying skilled and trained candidates for six key job roles. Among the positions filled through this collaboration are MEP Supervisor, Chiller Technician, HVAC Technician, Electrical Technician, BMS Operator, STP Operator, Electrician, Plumber, Appliance Technician, and many more.

EFS Group actively engages with NSDCI to identify and finalize job roles, providing meaningful employment opportunities for skilled and certified candidates. The collaboration extends to coordinating visa, insurance, and travel formalities, ensuring

compliance with regulatory requirements for the employment of foreign workers. The transition of candidates from India to the UAE is meticulously managed, with a strong focus on fulfilling the terms and conditions outlined in the employment contracts to safeguard worker welfare.



In a significant development, EFS and NSDCI have recently expanded their partnership to include the establishment of co-branded skilling institutions. This pioneering initiative aims to enhance the employability of Indian nationals both internationally and locally, presenting access to approximately 5,000 overseas jobs for skilled individuals. The collaboration will involve joint course development for the Skill India digital portal, support for accreditation processes, and curriculum development in various co-branded training institutes. These institutions will serve as the platform for delivering EFS Group's in-house programs. The strategic focus lies in advancing placements in key industries such as construction, hospitality, healthcare, facilities management, and more, across the GCC.

The collaboration between EFS Group and NSDCI represents a significant step in empowering skilled workers and fostering collaborative opportunities. By leveraging the talents of the Indian workforce, both organizations are actively contributing to the growth and development of the UAE and beyond. As this partnership continues to flourish, EFS Group and NSDCI remain steadfast in their commitment to providing a pathway for individuals to thrive professionally, while collectively building a brighter future.



Tariq Chauhan

Co-Founder and Group CEO

Tariq Chauhan, Group CEO and Co-Founder at EFS Facilities Services, is a prominent Business Icon and a Best-Selling Author who has made exemplary contributions to the business world and public life. His remarkable achievements within the facilities management (FM) industry in the Middle East have earned him widespread acclaim. He worked with renowned institutions such as the Bank of Oman, Indo Suez, and Wall Street Group. Chauhan holds a distinguished position among Forbes' Top 100 CEOs. In 2014 & 2022, he was featured on the Forbes cover page, a rare recognition for featuring businessmen.

ZENKEN: FACILITATING MOBILITY OF SKILLED INDIANS TO JAPAN

Indian talent is increasingly sought after in foreign countries due to its strong educational background, technical expertise, and sincerity for work. The global demand for skilled professionals in fields such as information technology, engineering and healthcare has created numerous opportunities for Indian professionals. Their adaptability to diverse cultural environments, entrepreneurial spirit, and contributions to sectors like software development, global health and caregiving has further solidified India's reputation as a valuable source of talent on the international stage. Government initiatives, partnerships, networking opportunities and the collaborative nature of NSDC International contribute to a growing trend of successful careers for Indian talent in foreign nations.



In the dynamic landscape of globalization, amid two major trends in Japan—'shortage of human resources' and 'globalization within Japan'—Zenken Corporation plays a crucial role in providing **language education, IT solutions, and overseas human resources**. By making full use of this knowledge, we aspire to expand business opportunities to include horizontal expansion into various industries where there is a shortage of human resources, support for attracting customers using web marketing, employment support, and retention support for hired personnel. In June 2021, Zenken was listed on the Tokyo Stock Exchange Mothers Market (currently Growth Market).

Our purpose statement is “**Create a future not yet imagined**”. We aim to create a society where individuals can achieve their career goals regardless of nationality and cultural background. Zenken Corporation is committed to providing comprehensive and long-term support to candidates throughout their professional journey. We distinguish ourselves by offering ongoing assistance even after candidates have joined their respective companies; ensuring a smooth transition and helping professionals navigate challenges during their tenure. Our services include Japanese language training to enhance communication and cultural integration (for example we offer '**ZENKEN NIHONGO KAIGO**' (Zenken Japanese for Caregivers) a specialized Japanese language education program tailored to support foreign individuals in becoming nationally qualified caregivers, even after securing employment at care facilities. Upon obtaining caregiver certification, foreign personnel can pursue long-term and even permanent caregiving opportunities in Japan), online career counseling leveraging technology, and global recruitment support to assist Japanese companies in identifying skilled professionals worldwide. Beyond recruitment, Zenken remains

dedicated, offering post-hiring assistance to foster a positive and productive work environment for both candidates and hiring companies.

Partnership with NSDC International

Zenken Corporation (Headquarters: Shinjuku-ku, Tokyo; President: Junnosuke Hayashi) signed an agreement with NSDC International in July 2023. The agreement enables cooperation in strengthening the acceptance of highly skilled human resources, including IT engineers, as well as specific skilled human resources in different industries. The essence of this alliance lies in our joint commitment to the training and employment of skilled Indian workers for Japanese companies. The Agreement outlines our shared objectives, including the organization of educational seminars and events focused on the optimal utilization of Indian human resources.

This collaboration has been instrumental in bridging the skills gap and creating valuable employment opportunities for the vibrant pool of Indian youth seeking opportunities in Japan. The synergy between Zenken and NSDC International has not only facilitated professional growth but has also become a cornerstone for fostering cultural exchange between our two nations.

Under the terms of our agreement, NSDC International plays a crucial role in identifying and screening candidates based on the specific job descriptions we provide. This strategic approach ensures a tailored and skilled workforce that seamlessly integrates into our client companies. The candidates identified undergo intensive training in Japanese language and essential skills, preparing them comprehensively for successful employment in Japan.

The outcomes of this partnership are evident in the optimal placements achieved across diverse sectors, reflecting the success of our joint efforts. From pre-screening and training to interviews, visa support, and post-employment assistance, the collaboration covers the entire value chain. This comprehensive support not only streamlines the recruitment process but also ensures the sustained success and satisfaction of the Indian candidates in Japan.

As we embark on this collaborative journey with NSDC International, I believe that our combined efforts will not only enrich the professional landscape but also contribute significantly to the global exchange of talent. Together, we are poised to make a lasting impact on the training, employment, and seamless integration of skilled Indian workers into the Japanese workforce.



Junnosuke Hayashi

President and Representative Director of Zenken Corporation

He decided to start his own business when he was 19 years old and became independent in his 20s.

Joined Zenken Group after building a business model that combined education and IT.



#COMMUNITY CHRONICLES

READERS
SHARE THEIR
EXPERIENCE

TRANSFORMATIVE
CAREER JOURNEY

"My name is Deepak Kumar, and I come from Ghazipur, Uttar Pradesh, India. I belong to a low-income family. I completed my education up to the 12th grade in Ghazipur. One day, at a job fair in Ghazipur, I learned about the opportunity to work abroad through Skill India International Center in Varanasi.

After free residential training, I got selected for a helper position in a Dubai-based security company.

Today, I have a successful career in Dubai, making my family proud. I am grateful to the entire team of SIIC and NSDC International for all of this.



Name: Deepak Kumar
Qualification: 12th
Address: Uttar Pradesh
Job Role: Helper
Employed in: World Security

My name is Rupesh Kumar Rai, a resident of Varanasi. Before joining the SIIC, I worked in a private company where I received a decent salary. I came across an advertisement for overseas jobs by SIIC in the newspaper, and I reached out. After counseling, I was informed that I was eligible for training as a security guard. I underwent a month-long training, which included theory and physical workouts. This training proved immensely helpful, making my interview easier and resulting in my selection by World Security Company, Dubai. Achieving all this in such a short time, without any charges, was like a dream come true. I am grateful to SIIC and NSDC for me and my entire family.



Name: Rupesh Kumar
Qualification: Graduation
Address: Uttar Pradesh
Job Role: Security Guard
Employed in: World Security, Dubai

It is a dream come true. I have worked hard for this for the last 18 months, and finally now I am living my dream. I am enjoying my life and job in the UK. Here I get the chance to interact with people from different cultures, ethnicities, and regions. Every day, I learn something new. This couldn't have been possible without the support of NSDC International. They guided me whenever I was in need, and most of the time they were proactive to prepare me for the next stage. They have conducted mock interviews, which helped me pass the interview on my first attempt. The most important thing was the emotional support given by NSDC, as I was losing my patience due to the lengthy and time-consuming process. I can't thank NSDC International enough for helping me achieve my dream.



Name: Misbaah Badshah Shaikh
Qualification: BSc
Address: Maharashtra
Job Role: Nursing
Employed in: National Health Service, UK

ADAPTABILITY

Adaptability noun | [uh-dap-tuh-bil-i-tee]

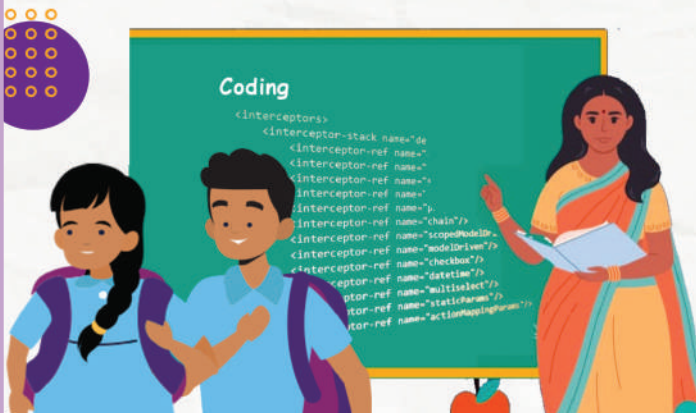
Definition: Adaptability is the ability to modify our thoughts and behavior to effectively respond to uncertainty, new information, changed circumstances, or different people. It includes adjustments in our thinking, emotions, and behavior in response to change, to demonstrate enhanced outcomes. It is our ability to respond to change and a willingness to learn new ways to accomplish work activities and objectives.

As a skill, Adaptability is essential to our psychological health, social success, and academic and workplace achievement.



Adaptability is a vital life skill; it's the compass guiding us through life's ever-changing twists and turns. Adaptability empowers us to navigate uncertainty with resilience. It's the craft of flexing our mindset and responses to change, cultivating not only success but mental well-being, social agility, and triumph in every aspect of life. Embrace adaptability—a genuine game-changer for navigating the dynamic journey of life.

Lata & Subbu are back! They just found out that their school has mandated a 3 month coding workshop for all students.



Lata & Subbu feel a bit nervous about dealing with a completely new subject & a new teacher.

But with time, they adjust their **thinking & emotions** towards the situation.



They decide to approach coding with an open mind & a willingness to learn. Despite challenges, they find ways to practise coding exercises on their **parents mobile phones**.



Lata and Subbu's **adaptability** not only helps them master coding but also cultivates a positive learning environment.

Explore more about the transformative power of **adaptability** on our website!





1 Which ministry is central to India's skill-based mobility efforts?

- A Ministry of External Affairs
- B Ministry of Skill Development and Entrepreneurship
- C Ministry of Commerce and Industry
- D Ministry of Labour and Employment

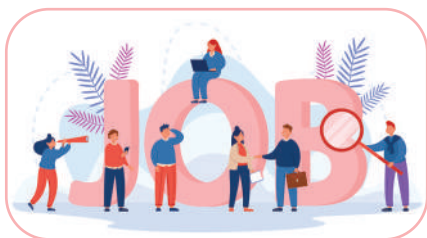


2 How many Skill India International Centres (SIICs) were proposed in Budget 2023-24 to promote skill-based international mobility?

- A 10
- B 20
- C 30
- D 40

3 What is the key role of NSDC in international mobility efforts, according to the provided information?

- A Monitoring and ensuring ethical recruiting
- B Job creation in India
- C Managing immigration policies
- D Cultural immersion for migrants



4 Which countries were mentioned as having potential job opportunities for Indian job seekers in the next five years?

- A Only Gulf Cooperation Countries (GCC)
- B Only developed/high-income countries
- C Europe and North America
- D 16 high-priority destination countries

5 How many women are accounted for in the total migrants from India, according to the provided data?

- A Around 50%
- B Less than 10%
- C Approximately 20%
- D Over 40%



6 According to the data, which Indian state accounted for the highest percentage of migrating women during the reporting period?

- A Kerala
- B Tamil Nadu
- C Karnataka
- D Maharashtra

7 What is the main concern regarding women's international mobility from India?

- A Lack of interest among women to work abroad
- B High representation of women in international migration
- C Predominant migration of women as caregivers
- D Low percentage of women migrants compared to global statistics



8 According to the article, what role can women-only international skill training centers play?

- A Create barriers for women to work abroad
- B Provide mentorship and networking for women
- C Exclude women from global workforce discussions
- D Increase traditional gender roles

9 What percentage of India's population comprises individuals aged between 18 and 35?

- A 50%
- B Over 70%
- C Around 35%
- D Approximately 43%



10 How is India addressing the challenges of Industry 4.0, according to the provided information?

- A By reducing the workforce
- B Emphasizing manual labor jobs
- C Focusing on digital education and skills
- D Ignoring technological advancements

Scoring

- Give 1 point for each correct answer.

Interpretation

- 0-4 points: Keep learning! Consider further research on personal finance topics.
- 5-7 points: Well done! You have a good foundation in financial literacy.
- 8-10 points: Excellent! Your financial knowledge is impressive for a young adult.



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Skills for **All** Anytime Anywhere

Reimagining
India's
Future



Creating a Robust Skill Ecosystem with:



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Government
Schemes



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Industry Connect



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FOR MORE INFORMATION, SCAN THE QR CODE
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