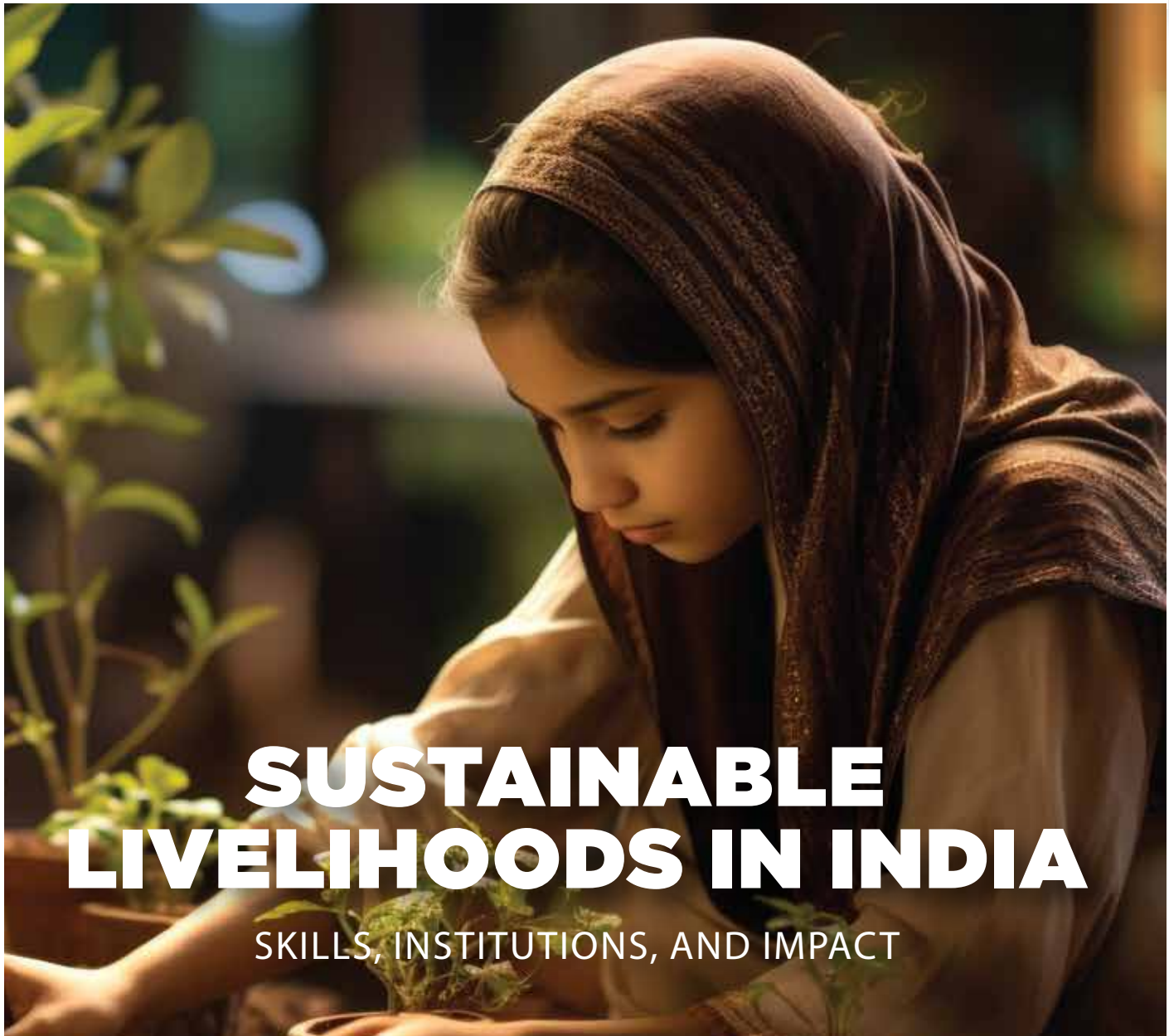




# NSDC CONNECT

January 2025

Issue - 16



## SUSTAINABLE LIVELIHOODS IN INDIA

SKILLS, INSTITUTIONS, AND IMPACT

**VOCATIONAL TRAINING FOR  
SUSTAINABLE LIVELIHOODS**

**A CASE STUDY OF BELGARIA  
TOWNSHIP**

**SUSTAINABLE LIVELIHOODS**

**BHARATIYA  
DEVELOPMENT APPROACH**

**EMPOWERING WOMEN THROUGH ENTERPRISE**

**IMPACT OF THE LAKHPATI  
DIDI SCHEME**



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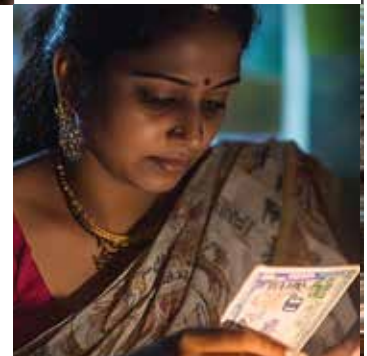
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# Editor's Note



At the outset I wish you a very Happy New Year 2025 and welcome you to the sixteenth issue of NSDC Connect!

The journey towards a sustainable, inclusive, and skill-driven future remains at the heart of national priorities. In this issue of NSDC Connect, we would delve into the critical theme of 'Skilling for Sustainable Livelihoods' exploring how skills development is not just transforming individual lives but also contributing to the larger economic and environmental goals of the country.

In our Spotlight article, we explore the growing importance of skill-based interventions that not only create employment but would also ensure long-term sustainability for individuals, communities, and sectors. This is particularly crucial in rural areas like Nandurbar, where the majority of livelihoods depend on agriculture and related activities. Skills-led interventions focused on modern farming techniques, sustainable agriculture practices, value addition in agri-processing, and improved livestock management can empower these local communities to enhance their productivity, increase incomes, and build more resilient and sustainable livelihoods.

In a Deep Dive article focusing on the CSR partnership between NSDC and Bharat Coking Coal Ltd. (BCCL), we learn about an impactful skill development intervention through Corporate Social Responsibility. Through this partnership, we are not only empowering individuals but also contributing to the long-term sustainability transition in the coal mining regions of India.

One of the exciting Deep Dives in this issue is on Rajasthan's Millets sector and Minakari work. The article not only showcases how skills are enabling Rajasthan's farmers to increase productivity but also positions millets as a sustainable solution for food security and climate resilience in India.

Our In Conversation section features Aashir Sutar, an inspiring leader driving skill development and rural empowerment initiatives. He brings focus to the Lakhpati Didi scheme, a flagship Government of India intervention designed to elevate women's livelihoods by enhancing their skills and income opportunities. These women, part of self-help groups (SHGs), are now earning ₹ 1 lakh annually through a range of their livelihood activities. Their stories are inspiring examples of how targeted skill-building efforts are transforming not only individual lives but also entire communities. This initiative is a key part of India's broader efforts to empower women and ensure their participation in the economic mainstream, fostering sustainable livelihoods for all.

The issue also features News Bytes and NSDC Highlights to spotlight some of the key developments in the skilling ecosystem outside and within our organization, with the latest updates from the Skill India mission, showcasing the ongoing initiatives, achievements, and new collaborations that are shaping India's skilling landscape.

As we reflect on the progress made and the challenges that lie ahead, one thing becomes abundantly clear: skill development is not just a means to an end, but a cornerstone of India's future prosperity. The future of sustainable livelihoods hinges on our ability to equip individuals with the skills needed to navigate a rapidly changing economy.

Let's arm the future with skills to create a brighter tomorrow.

Warm regards,

Jai Hind!

Ved Mani Tiwari - CEO, NSDC

NSDC Connect embodies NSDC's values: Integrity, Innovation, Inclusion, and Impact. We aim to provide trustworthy, innovative, and inclusive content that aims to make a positive impact on education and skill development. Join us in reimagining a better future.



REIMAGINE FUTURE

SPOTLIGHT

## SUSTAINABLE LIVELIHOODS AND THE BHARATIYA DEVELOPMENT APPROACH



The spotlight article for this issue explores sustainable livelihoods through the Bharatiya Development Approach (BDA), integrating global and Indian developmental paradigms. It emphasizes frameworks like the Sustainable Livelihoods Approach, focusing on resilience, equity, and environmental harmony. Central to this is India's cultural philosophy, emphasizing decentralization, local governance, and ecological respect. The article highlights the Nandurbar Experiment for skills-led livelihoods interventions to combat poverty, enhance resilience, and foster community unity. These efforts align with India's broader developmental goals, including the Viksit Bharat mission. The article advocates collective action among stakeholders to mainstream sustainable livelihoods, leveraging local realities and global commitments.



## Arpit Asthana

DGM, Research & Impact, NSDC

Arpit is a software engineer turned development practitioner with over 12 years of experience. A double Masters (MBA from Xavier Institute of Management Bhubaneswar and a Master's in development studies from Tata Institute of Social Sciences Mumbai), Arpit is a former Prime Minister's Rural Development Fellow (PMRDF) and have worked extensively in the rural hinterlands of the country.



## Ragini Thakur

Manager, Research & Impact, NSDC

Ragini is a policy analyst and writer with over 8 years of experience in diverse fields such as policy research, content development, project management, leadership development training and placement preparedness. At NSDC, Ragini leads the content, editing, and publication process for NSDC Connect. She has a postgraduate degree in International Relations from Jawaharlal Nehru University and a passion for inclusive and accessible education.

## Introduction

The term 'Development' means different things to different people and professionals – development practitioners, law makers and general audiences. Defining Development has always been subject to numerous debates amongst the social and political scientists.

'Development' became a major subject of study amongst academicians and policy makers in the USA and western countries after the second World War, especially post-independence of many Asian and African countries. Bringing people out of abject poverty in these countries was the first 'developmental agenda' undertaken by the new governments then.

Development and economic growth were often used interchangeably for many years. However, during the course of time, there was a growing consensus and realization that there are many other factors contributing to development and measuring development with respect to the GDP is misrepresentative. Education including early childhood education, nutrition, health including public health, sanitation, poverty eradication, social equity, and women empowerment are some of the key contributors for an all-round development of a country.

## Development Debates

Historically speaking, various development approaches have been propounded from time to time focussing on poverty reduction and elimination of extreme poverty. These approaches have led to a significant amount of human progress and while no single approach manages to solve all developmental issues, each provides a framework for solving some of the most complex issues of 21st century and provide a pathway for future.

Figure 1: Historical Overview of Development Paradigms

### Ideas about development have evolved



Source: Chapter 4, A historical overview of development paradigms. Report: Perspectives on Global Development 2019, OECD

Following is a brief summary of some of the popular development approaches

### The Human Development Paradigm

Popularized in the 1960s, the Human Development Paradigm emphasized on the quality of human capital, including their skills and education as a means for accumulation of capital. The United Nations Development Programme (UNDP) came out with the first Human Development Report (HDR) in 1990<sup>2</sup> and constructed a composite index called the Human Development Index (HDI). The HDI considers 3 key factors:

- Life Expectancy
- Literacy
- GDP

### Basic Needs Paradigm

The International Labour Organization (ILO) in the 1976<sup>3</sup> called for a basic needs approach to address poverty, advocating that the goal of development is to fulfil the most basic needs of all the people in the shortest possible time. These basic needs included – food, clean water, shelter, clothing, and access to essential healthcare, education, and transport.

### Inclusive Development Paradigm

UNDP has defined inclusive growth as “the process and the outcome, where all group of people have participated in the organization of growth and have benefited from it. Thus, inclusive growth represents an equation-with organization on the left-hand side and benefits on the right-hand side.”<sup>4</sup> This paradigm values the contributions made by each individual and thus implies an equitable allocation of resources benefitting every section of the society. Some of the dimensions covered are:

- Women
- Divyangjan (PwDs)
- LGBTQ+
- Marginalized sections of the society
- Equal emphasis on both rural and urban development
- Focus on both formal and informal labour force
- Focus on all sectors – primary (agriculture, allied and forest), secondary, and tertiary sectors

This paradigm advocates on the strengthening of education, health and public service deliveries and reaching out to the last mile.

### The Sustainable Development Paradigm

The Brundtland Commission on Environment and

Development in “Our Common Future” report published in 1987 highlighted the importance of sustainability as a criterion in all development work. The report stated, “in order for development to be sustainable, it must meet the needs of the present without compromising the ability of future generations to meet their own needs.” This paradigm focusses on two important goals:

- Basic needs for all human beings, i.e. food, clothing, shelter, education, health, and social security, and
- Maintaining ecological balance

### Poverty Reduction Paradigm (MDGs and SDGs)

Over the turn of the century during the Millenium Summit 2000, the term ‘Millenium Development Goals’ (MDGs) were coined by the United Nations and adopted by 189 countries<sup>5</sup>. In 2015, the Sustainable Development Goals (SDGs) were adopted to achieve peace and prosperity for the planet. At the very core, both MDGs and SDGs had the same goal of eliminating poverty, however, the SDGs had a larger platform (17 goals – 169 indicators). SDGs were comprehensive and extended well beyond the social sector.

Figure 2: Sustainable Development Goals



Source: UN.org

### Sustainable Livelihoods Approach

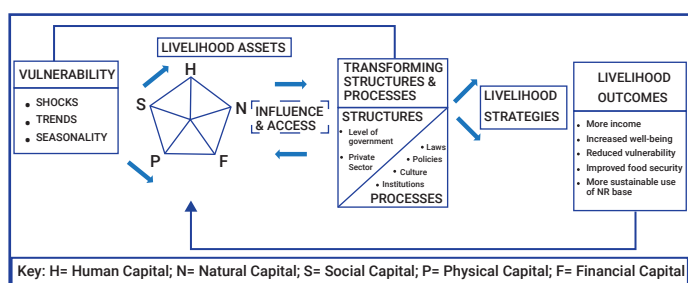
The term 'sustainable livelihood' was first used as a development concept in the early 1990s. Chambers and Conway (1991) defined a sustainable livelihood as “a livelihood comprises the capabilities, assets and activities required for a means of living; a livelihood is sustainable which can cope with and recover from stress and shocks, maintain or enhance its capabilities and assets, and provide sustainable livelihood opportunities for the next generation; and which contributes net benefits to other livelihoods at the local and global levels and in the short and long term.”

One of the reasons for the success of Sustainable Livelihood Frameworks which is categorized as an ‘intentional’ approach to development is its early adoption amongst policy makers in donor institutions and that it offered a fresh vision of a holistic and/or integrative approach with the capacity to analyse and understand the complexity of rural development (Chambers and Conway 1991; Solesbury 2003; UNDP 1999a).

### DFID Sustainable Livelihood Framework

FCDO (Foreign, Commonwealth & Development Office, UK), previously known as DFID (Department for International Development) adopted the sustainable livelihoods framework from its 1997 White Paper on International Development. DFID adopted the Chambers and Conways definition of livelihoods and stated that a livelihood comprises of the capabilities, assets and activities required for a means of living. A livelihood is sustainable when it can cope with and recover from stresses and shocks and maintain or enhance its capabilities and assets both now and in the future, while not undermining the natural resource base.

Figure 3: Sustainable Livelihood Framework (SLF)



Source: FCDO (Foreign, Commonwealth & Development Office, UK)

The framework depicts stakeholders as operating in a Context of Vulnerability, within which they have access to certain Livelihood Assets. These assets are important with respect to a set of social, institutional, and organizational environment which influences the Livelihood Strategies for the individuals/ households/ communities to achieve their Livelihood Outcomes.

This framework provides a checklist of tasks and depicts the way they are linked to each other. The framework also helps in understanding the dependencies of various influences and processes and their interactions in relation to livelihoods.

The Vulnerability Context forms the external environment in which individual, households, and communities exist. It comprises of Trends (i.e. demographic trends; resource trends; trends in governance), Shocks (i.e. human, livestock or crop health shocks; natural hazards, like floods or earthquakes; economic shocks; conflicts in form of national or international wars) and Seasonality (i.e. seasonality of prices, products or employment opportunities) and represents the part of the framework that lies furthest outside stakeholder’s control.

The Livelihood Assets assess the individuals, households, and communities’ strengths and weaknesses to self-define their goals. The asset pentagon is a tool to visualise the strengths endowed - Human Capital, H (skills, knowledge, ability to labour and good health), Natural Capital, N (land, water, forests, air quality, erosion protection, biodiversity degree etc.), Financial Capital, F (cash or cash equivalent), Physical Capital, P (basic infrastructure and producer goods needed to support livelihoods), Social Capital, S (networks and

connectedness that results in increase of people’s trust and ability to cooperate).

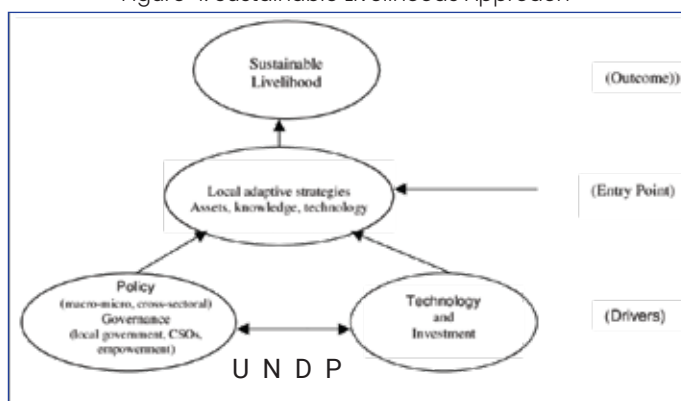
The institutions, organisations, policies and legislation within which the individuals and communities exist forms the Transforming Structures and Processes vertical. The Livelihood Strategies comprises of the range and combination of activities and choices that people undertake in order to achieve their livelihood goals. It is a dynamic process where individuals, households, and communities combine varying activities to meet their diverse needs at different times and on different geographical or economical levels. Livelihood strategies are based on the asset status of the individual, household, and community.

Increase in income (cash), increase in well-being (self-esteem, health status, access to services, inclusion), reduced vulnerability (better resilience through increase in asset status), improved food security and a more sustainable use of natural resources are some of the common livelihood outcomes.

### UNDP Sustainable Livelihoods Framework

Sustainable livelihoods offer a conceptual and programming framework for poverty reduction in a sustainable manner. Livelihoods denotes the means, activities, entitlements and assets by which people make a living. Assets are defined as natural, biological, social, political, human, physical, and economic. The sustainability of livelihoods becomes a function of how men and women use asset portfolios on both a short and long-term basis.

Figure 4: Sustainable Livelihoods Approach



Source: UNDP

Sustainable Livelihoods Framework brings the issues of poverty, governance and environment together. One of the factors which UNDP focusses is the importance of technology as a means to help people rise out of poverty.

#### The Framework has adopted a five-stage approach:

1. Participatory assessment of risks, assets, indigenous knowledge base and the coping and adaptive strategies of communities and individuals.
2. Analysis of micro, macro and sectoral policies that

influence people's livelihood strategies.

3. Assessment of how modern science and technology can help people improve their livelihoods (complementing indigenous technologies).
4. Assessment of social and economic investment mechanisms that help or hinder people's livelihoods.
5. Ensuring that the first four stages are integrated in real time, so that they are part of overall programme development rather than isolated events in time.

The approach adopted is to focus on strengths (i.e. existing assets) and not on needs.

### Bhartiya Development Approach

The Bharatiya Development Approach is based on the concept of 'Ekatma Manav Darshan' (integral humanist thought) which can prove vital in dealing with global problems and ensure सुमंगलम् (Sumangalam, wellbeing) for all which is the fundamental belief of Bharatiya social life. It believes that every human life is in sync with his/ her ecological surroundings and practice adaptive management to meet the requirements. This system obeys and respects the rules of nature.

Bharatiya ways of functioning follow ऋतस्य पंथाः (Rutastha

#### Principles of Adaptive Governance

- विकेंद्रीकरण 'Vikendrikaran'- Decentralization
- स्थानिकत्व ('Sthanikatva'- Promoting Local)
- विविधता का सम्मान ('Vividhata ka samman'- Respecting diversity)
- समन्वय ('Samanvay'-Harmony)
- सृजनशीलता को प्रोत्साहन ('Srujanashilata ko protsahan'- Promoting Innovation)

#### Principles of Adaptive Management

- कर्तव्यभाव ('Kartavyabhav'- Sense of duty)
- कृतज्ञता ('Krutadnyata'- Thankfulness)
- अपरिग्रह ('Aparigraha'- Non-hoarding)
- सामूहिकता ('Samuhikata'- Collectivism)
- स्वावलंबन - परस्परवलंबन ('Swavalambanparasparavalamban'- Independence and interdependence)

panthah), ऋतुचर्या (Rutucharya), दिनचर्या (Dinacharya), and जीवनशैली (Jivanshaili) i.e. protocols guided by the seasonal cycles of nature and modifies lives accordingly. Therefore, developing जन चेतना आधारित स्वायत्त व्यवस्था, i.e., independent local management systems driven by aspirations of people *outside the government controls is a lasting contribution of*

*Bharatiya developmental thought.*

*In the Bhartiya Development Paradigm, the importance of spirituality in refining intentions to increase interaction and enhance the inner experience of the communities has been given a top priority.*

### Adoption of Sustainable Livelihood Framework in India

Livelihood Approaches discussed above attempts to bridge the gaps between macro policies and micro realities. Neither poverty reduction programmes nor participatory development initiatives have been able to do this. Anti-poverty experiments have usually been conceived and implemented at the national level, using per capita income or consumption measures and a manipulation of sectoral policies. Little attention has been paid to the manner in which people live, the resources (assets) used for pursuing livelihoods, or the human and financial costs associated with the implementation of national programmes.

Participatory development, on the other hand, has usually managed to understand how individuals, households, communities prioritize needs, exploit resources and offer solutions to their pressing problems. But a broader alignment of how their needs is fitting with the larger developmental agenda of the country is missed which often results in contrarian views leading to protests, demonstrations and thereby questioning the very means of development.

As of October 2024, there are 2,600+ Government Schemes (State and Central Government) across the country. These schemes range from Social Welfare, Education, Agriculture, Skills and Employment, Health, Housing & Shelter etc. and cater to different target groups like Minorities, Differently Aabled, Below Poverty Line, Widowed, Scheduled Tribes (ST) and Scheduled Castes (SC), Unemployed, Informal workers, Artisans, Street Vendors etc.

Apart from the Government Schemes, a notable number of community led development programmes (post-independence) were kickstarted by the civil society where Government's role was very limited/ negligible during its initiation stage. These programmes can be a source of inspiration and workable solutions to arrive at a pathway for future action.

#### Notable examples of community led development programmes in post-independence India:

- Ralegan Siddhi 1975 – Led by Anna Hazare, this community development programme focused on water conservation and watershed management
- Hiware Bazar 1991 – Led by Mr Popatrao Pawar this programme focused on social cohesion, sobriety amongst youth, and generation of local economic opportunities

- Mendha Lekha 1990s – Led by Devaji Tofa, the ex-sarpanch and Mohanbhai Heerabai Heeralal, this project focussed on the preservation of the identity of Gond community, village level governance, and Integrated Natural Resource Management (INRM) plans in the village.
- Baripada, Dhule 1991 – Led by the local community, this project led to the establishment of Forest Protection Committee (Van Suraksha Samiti) to conserve the surrounding forest area of 445 hectares.

India has one of the youngest populations in the world where the share of working age population is larger than the non-working population. The key to growth is not only infrastructure creation but continuous capacity building and skill development (skill-upskill-reskill) of its workforce for attaining gainful employment and self-employment opportunities.

Though focus needs to be on holistic development, but solutions are to be formulated addressing the hyperlocal needs and requirements of the individuals, households, communities (supply) and local economic needs (demand). A clear understanding of the rural – urban ‘way of life’ is significant while applying any of the sustainable livelihood frameworks. It so often happens that an urban centric path-breaking, aspirational programmes are implemented in rural hinterlands of the country resulting not only in programme failure but also a dent in the morale of the stakeholders—communities, (district) administration and programme funders.

### The Nandurbar Experiment

Enhanced climate change resilience, mitigation and adaptation strategies focussing on vulnerable communities, meeting key Sustainable Development Goals and convergence with existing government schemes are the pillars to undertake skill led livelihood interventions in modern India.

Nandurbar is one such experiment.

Initiated in the early 1990s, Nandurbar skill led livelihood experiment is an amalgamation of the Community Development and Livelihood Programmes with the Sustainable Livelihood Frameworks centric around the Bharatiya Development Approach.

The genesis of this experiment was sparked by the abject poverty in Nandurbar district, dilapidated infrastructure and pathetic social indicators – malnutrition, education and health levels. The Nandurbar Experiment forms its roots in the sustainable living with nature – Lifestyle for Environment (LiFE).

Equipped with the Bhartiya Development Approach, several project interventions are being undertaken in Nandurbar.

These interventions with the Bharatiya Development Approach instilled a sense of unity amongst the communities and oneness with the environment. Wide range of livelihood interventions were undertaken which varied from:

- Area-based approach and integrated watershed management plans.
- Development of land use for forest as well as agricultural land.
- Soil and water conservation to increase land productivity.
- Undertake both farm and non-farm economic activities to increase household income and to reduce dependence of cities (Surat city which is 170 kilometres; 4 hours road distance).
- Multi livelihood avenues - Forestry, Plantation, Horticulture, Poultry, Animal Husbandry, Mini Rice Mills, Village and Cottage industries to encourage eco-development.

### Way Forward

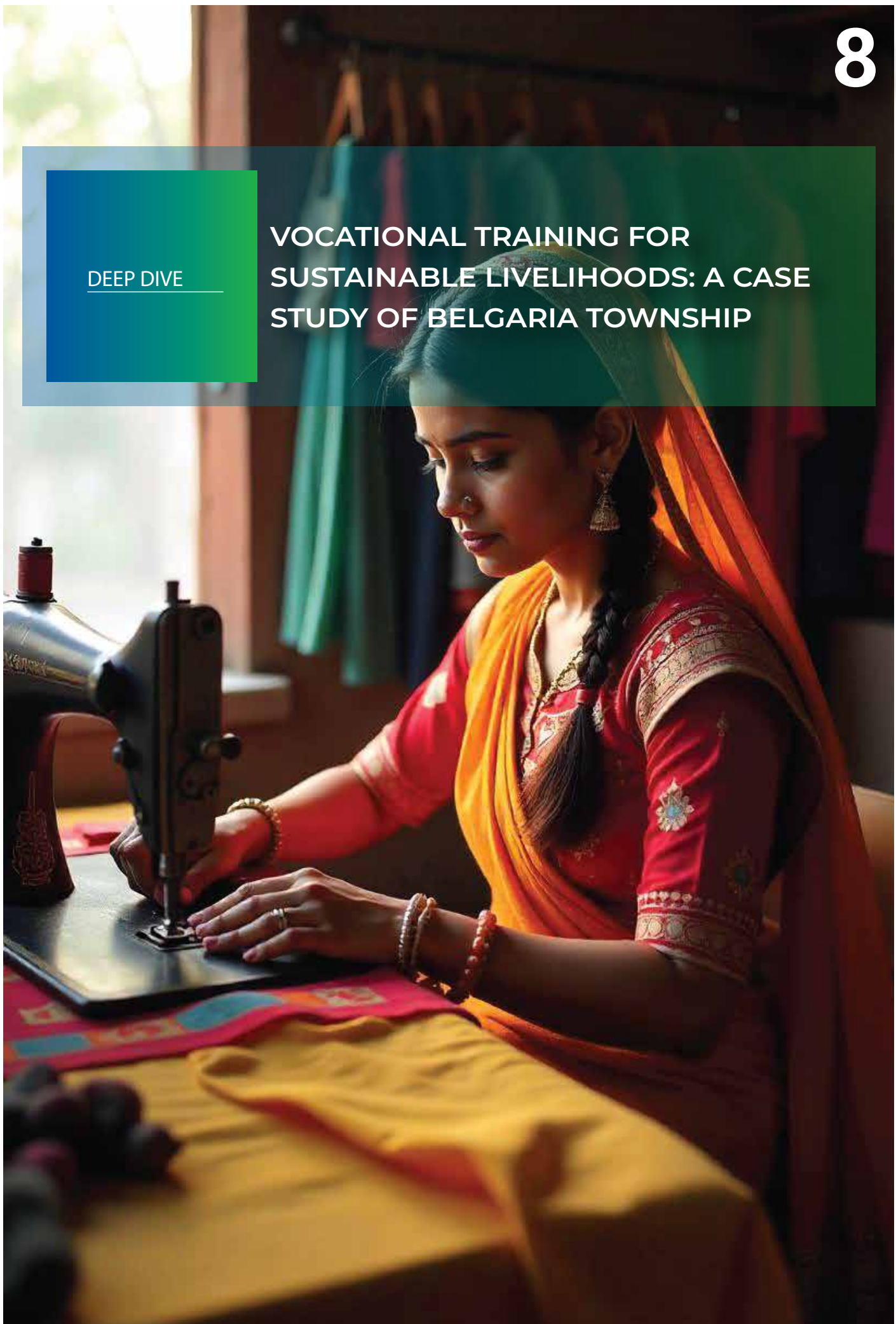
During the last G20 presidency that was with India (September 2023), focus was laid on inclusive, equitable and sustainable growth, women empowerment, digital public literature, technology-enabled development, climate financing, food security and energy security. Bhartiya Development Approach was adopted in the G20 New Delhi Leader’s Declaration as ‘Mainstreaming Lifestyles for Sustainable Development (LiFE)’. This Sustainable Livelihoods Approach adapted to India’s unique developmental needs and historical context, can prove to be a key driver of India’s Viksit Bharat mission. The need of the hour then, is to create more scalable and replicable modalities of execution for this approach. This requires collective efforts and consistent collaboration of government agents, policy practitioners, industries, and academia alike to incentivize, design, and implement this approach in our developmental goals.

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DEEP DIVE

VOCATIONAL TRAINING FOR  
SUSTAINABLE LIVELIHOODS: A CASE  
STUDY OF BELGARIA TOWNSHIP





## Samiran Dutta

**CMD, Bharat Coking Coal Ltd.**

Shri Samiran Dutta is an associate member of the Institute of Chartered Accountants of India. He joined Coal Industry in August 1988 in Bharat Coking Coal Limited, Dhanbad and then was transferred to Coal India Limited, Kolkata, in April 1990 and where he served in different capacities. He was promoted to the post of General Manager (Finance) in January 2018. Shri Dutta took over the charge of Director (Finance) in BCCL w.e.f. 18th July 2019. In addition, he was also given the responsibility of the additional charge of Director (Finance) in Eastern Coalfields Limited, Sanctoria. He has also been entrusted with the additional charge of Director (Finance) Coal India Limited from 1st July 2021 to 27th Dec 2021. He also served as Commissioner, CMPFO for a brief period from Feb'22 to April'22. Considering his vast experience in Coal Industry, Shri Dutta has been bestowed with the charge of Chairman-Cum-Managing Director of Bharat Coking Coal Ltd w.e.f. 28th Dec 2021.



## Introduction

As India endeavours to move towards greater sustainability and adoption of Mission LiFE (Lifestyle For Environment), the Ministry of Coal, Government of India (GoI) remains committed to fulfilling India's growing energy needs while also prioritizing 'due care for local environment and host community'.<sup>1</sup> This commitment is reflected in the Corporate Social Responsibility (CSR) mandate of Coal India Ltd. (CIL) and its subsidiaries as envisioned by the Ministry of Coal. The Ministry identifies Education, Health, Employment, Skill Development, Sports, Livelihoods, and Environment Sustainability as thrust areas for CSR activities.<sup>2</sup> Furthermore, in its CSR policy CIL defines the primary beneficiaries of its CSR activities to be the "Project Affected Areas (PAAs) and those staying within the radius of 25 kilometres of the coal mining projects."<sup>3</sup>

To realize this vision, CIL and National Skill Development Corporation (NSDC) entered into a landmark partnership in 2024 aimed at fostering skill development and imparting vocational training to the local youth across coalfield regions. The partnership outlines the creation of Multi-Skill Development Institutes (MSDIs), designed as state-of-the-art training centers to provide a broad spectrum of skills to local youth. The project targets enhancing employability, self-employment opportunities, and financial stability in the coal mining areas. The initial phase of the project will focus on establishing MSDIs in five subsidiaries of Coal India. These regions have been identified based on the need for comprehensive skill training that aligns with the operational requirements of the coal industry. The second phase will expand the scope, considering other subsidiaries for further development.

## NSDC-BCCL Partnership

In early 2024, BCCL entered into a partnership with NSDC to set up a Multi Skill Development Institute (MSDI) in Belgaria. This state-of-the-art institute is designed to provide world-class vocational training aligned with global standards. The MSDI focuses on equipping underprivileged youth in coalfield areas with accredited, formal skills to enhance their employability and economic well-being. With cutting-edge technical training labs for both theoretical and practical learning, the institute ensures comprehensive skill acquisition. All courses are accredited by respective Sector Skill Councils, ensuring alignment with national standards, and enhancing graduates' employability.

## About BCCL

Bharat Coking Coal Limited (BCCL) was established in January 1972 to manage and operate the coking coal mines in the Jharia and Raniganj coalfields. These coalfields were nationalized by the Government of India in 1971 to ensure the planned

development of India’s limited coking coal resources. BCCL is a subsidiary of Coal India Limited (CIL), which operates under the Ministry of Coal, Government of India. BCCL operates several mines in the Jharia coalfield, focusing primarily on the extraction of coking coal, a significant contributor to the coal industry, producing a substantial portion of the nation’s coking coal.

**BCCL Mission and Vision**

BCCL aims to produce and market coal efficiently and economically, with a focus on sustainability, safety, and environmental stewardship. The company strives to become a global leader in the energy sector, ensuring the country’s energy security while promoting environmentally and socially sustainable growth.

One of the key components of the MoU is a comprehensive needs assessment to be conducted by NSDC within the catchment areas of the selected subsidiaries. This assessment will identify the specific skills needed to increase local employment opportunities, support self-employment, and promote sustainable livelihoods. By equipping local communities with relevant skills, the initiative aims to diversify livelihoods opportunities, promote entrepreneurship, and enhance the financial well-being of individuals in these coalfield regions.

This collaboration between NSDC and CIL marks a significant step in addressing the skill gap in coal mining areas while fostering broader socio-economic development. The project aligns with national objectives of inclusive growth, creating long-term value for both the workforce and the communities in which they live.

The MSDIs are designed to offer training in diverse job roles spanning multiple sectors, including apparel, mining, electrical, tourism and hospitality, and Banking Financial Services and Insurance (BFSI). These sectors were specifically chosen to address regional employment needs and create sustainable career pathways for local youth.



Union Coal Minister Shri G Krishna Reddy visiting MSDI, Belgaria Dhanbad on July 25, 2024

**Belgaria Township Skills and Livelihoods Needs Assessment**

Parallel to the training programmes, NSDC conducted an extensive need assessment in Belgaria and surrounding areas (1.5 sq. km). The assessment aimed to align the MSDI’s initiatives with the community’s socio-economic realities and aspirations. Using tools such as door-to-door surveys, focus group discussions, in-depth interviews, and transect walks, the study gathered insights into education levels, living standards, employment status, and skill training requirements.

1. **Door-to-Door Survey:** Surveyors visited individual households to collect quantitative/ qualitative data directly from respondents.
2. **Focus Group Discussions (FGDs):** Guided discussions with a small group of participants (6–12) to explore their perceptions, attitudes, and experiences.
3. **In-Depth Interviews:** One-on-one semi-structured conversations that delve deeply into the experiences, opinions, and perspectives of respondents to capture detailed personal insights.
4. **Transect Walk Mapping and Resource Mapping:** Researchers/ surveyors walk through Belgaria area to observe and document resources, land use, and infrastructure. This is conducted to map existing assets and identify challenges or opportunities in the community.

Table 1: NSDC Needs Assessment Approach for Belgaria

Quantitative approach	Qualitative approach
Door-to-door survey of 2800 households	FGD with youth (male and female) and SHG members
	In-depth interviews with key stakeholders like RSP College, former village Pradhan, and MSDI employees
	Transect Walk Mapping (TWM) and Resource Mapping

Some of the key highlights from the study include the need for improvements in infrastructure facilities within resettlement areas, such as sanitation facilities, essential water services, and safe spaces for children. Additionally, the study identified the need to address low education levels among residents, with a particular focus on youth. This includes linking them to formal education systems and skilling programmes. Special attention is also required to enhance livelihood opportunities for female-headed households.

The study affirmed a high willingness among residents to participate in skill training, driven by a strong desire to

improve their livelihood options. Key sectors highlighted for intervention include technical and entrepreneurial skills, particularly in industries such as construction, electronics and IT hardware, food processing, apparel, and beauty and wellness. Furthermore, the study noted significant opportunities to link households to banking and financial services, thereby promoting financial inclusion.

such as unemployment and forced migration. The successful completion of the first training batch and the progress of subsequent ones highlights the potential of MSDIs in transforming lives and creating sustainable career opportunities in these regions.



Women candidates getting trained under the Fashionpreneur Course at MSDI, Belgaria Dhanbad

In response to the assessment findings, the CSR partnership is expanding its initiatives. Two additional MSDIs are being established, one in Belgaria and another in Dhanbad. These centers will offer diverse training programmes in sectors such as Tourism and Hospitality, BFSI (Banking, Financial Services, and Insurance) and Electronics and Electricals. Together, these MSDIs aim to impact a total of 660 candidates, equipping them with skills to secure better livelihoods.

### Vocational Training in Belgaria

The project aims to set up three MSDIs with a target of training 720 beneficiaries, contributing to the local economy by equipping individuals with relevant skills for various industries.

As of December 2024, one of the three MSDIs is operational and focuses on imparting training in the fashion design role within the apparel sector. This center is currently providing training to 60 individuals, with the first batch of 28 candidates successfully completing their training and assessment in November 2024. Remarkably, 27 out of the 28 candidates have earned certification, and efforts are being made to connect them with employment and self-employment opportunities. Meanwhile, the second batch of trainees is actively undergoing training.

This initiative underscores the critical role of skill development in driving employment and economic growth within coalfield communities. By targeting multiple sectors and aligning training with industry demands, BCCL and NSDC are working together to foster long-term livelihood improvements and reduce socio-economic challenges

### Way Forward

The role of vocational training in building sustainable livelihoods in Dhanbad & Belgaria is critical to the long-term economic stability and resilience of the community. By fostering entrepreneurship and providing training in various sectors such as healthcare, renewable energy, construction, and fashion, this initiative can reduce the community's reliance on the coal mining industry and open doors to new employment avenues.

The NSDC-BCCL CSR partnership exemplifies how collaborative efforts can drive community transformation.

By addressing immediate needs and aligning initiatives with local aspirations, this partnership is creating pathways for sustainable development. The ongoing expansion of MSDIs underscores a shared commitment to empowering communities and building a skilled, self-reliant workforce for the future.

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DEEP DIVE

**SKILLS-LED LIVELIHOOD INITIATIVES:  
IMPACT STORY FROM RAJSAMAND,  
RAJASTHAN**





### Dr. Kapil D. Chandrayan

Consultant, Research & Impact, NSDC

Dr. Chandrayan is a Consultant at NSDC with extensive experience in strategic communication, stakeholder engagement, and development economics. He has served on various advisory boards and has a strong academic background, including a PhD in Regional Development Economics and an MBA in Marketing.



### Pranav Ranjan

Senior Analyst, Research & Impact, NSDC

Pranav is a seasoned operations professional with a decade of experience spanning in the Education, Skill Development, Government Programme, Telecom, and Banking sector. At NSDC, he plays a pivotal role in the Research & Impact division, overseeing CSR operations and managing impact and livelihood programme operations. Pranav holds a postgraduate degree in IT and Finance from Subharti University, Meerut, and is dedicated to driving initiatives that enhance skill development and create meaningful societal impact.

## Introduction

Rajsamand is renowned for its historical and cultural landmarks, including Rajsamand Lake, Kumbhalgarh Fort, and Nathdwara. Rajsamand Lake, built in the 17th century by Maharana Raj Singh, was designed to provide irrigation and drinking water. Its stunning marble ghats and inscriptions stand as a testament to the region's architectural brilliance. Nearby, Kumbhalgarh Fort, a UNESCO World Heritage Site, boasts the world's second-longest wall, showcasing the martial history of Mewar. Nathdwara, within the district, is famous for its Pichwai paintings, which depict the stories of Lord Krishna. The town is also home to the revered Shrinathji Temple, dedicated to Lord Krishna, attracting thousands of devotees annually. The temple, the spiritual heart of the region, houses a deity of Shrinathji, representing the seven-year-old incarnation of Krishna. Originally worshiped at Jatpura, Mathura, the deity was relocated to Nathdwara from Govardhan Hill in 1672.

Minakari work is an integral part of the cultural identity for Rajsamand, with the town renowned for its exquisite enamel art on gold and silver. This delicate craft has been passed down through generations, yet modernization is crucial to its survival and growth.

The Minakari art from Nathdwara is key symbol of the region's rich cultural heritage. However, challenges such as inadequate training, limited market access, and the lack of modern techniques are causing a decline in both the art form and the livelihoods of its artisans. Similarly, the region's agricultural base, which includes local grains and millets vital for nutrition and traditional cuisine, faces a similar issue. A lack of value-added processing skills limits the economic potential of these resources.

By focusing on skill development in both the artisanal and agri-based sectors, this initiative addresses the need for sustainable livelihood opportunities in Rajsamand, particularly for marginalized rural communities. This project, funded by NSDC and implemented by Sanskriti Vikas Sanstha (SVS), aligns with national initiatives like Skill India, Make in India, and Vocal for Local initiatives by promoting traditional crafts and indigenous food products.

This transformative initiative aims to blend heritage preservation with modern innovation, empowering the communities of Rajsamand. With a focus on skill enhancement and livelihood development, it targets two key aspects of the region's cultural and economic fabric: Nathdwara Minakari art and local grain and millet food processing. The project has the potential to serve as a replicable model for skill-based livelihood interventions, promoting sustainable development across artisanal and agricultural industries throughout India.

## Nathdwara Minakari Art

Rajsamand is renowned for the exquisite Minakari art of

Nathdwara, a centuries-old tradition of enamelling that embellishes religious artifacts, jewellery, and decorative items. Despite its cultural significance, this craft faces challenges, including a decline in artisanal skills, the absence of modern techniques, and limited access to market.



The Skill Enhancement & Development Programme for Nathdwara Minakari art is designed to:

- **Revive Traditional Skills:** Train local artisans in advanced Minakari techniques while preserving traditional methods.
- **Introduce Modern Tools:** Equip artisans with contemporary tools and resources to improve efficiency and craftsmanship.
- **Market Linkages:** Facilitate access to national and global markets through e-commerce platforms and trade exhibitions.
- **Sustainability Focus:** Encourage the use of eco-friendly materials and processes to align with global sustainability standards.

This initiative has already trained over 200 artisans, ensuring the continued vitality of Nathdwara Minakari art while providing sustainable livelihoods to the community.

### Local Grain and Millet Food Processing

Rajasthan's agrarian heritage is deeply tied to its local grains and millets, which are not only nutrient-rich but also environmentally resilient. However, these grains often fail to reach their full potential due to traditional farming practices, lack of processing infrastructure, and limited consumer awareness.

The Farm to Table Innovation Programme aims to:

- **Empower Farmers:** Train small and marginal farmers in sustainable farming practices and post-harvest

- management of grains and millets.
- **Enhance Processing Skills:** Develop skills in modern food processing techniques to create value-added products such as millet flour, snacks, and health foods.
- **Promote Entrepreneurship:** Support local entrepreneurs in setting up small-scale food processing units, thereby creating job opportunities and boosting the local economy.
- **Raise Consumer Awareness:** Conduct awareness campaigns about the nutritional benefits of millet-based products to increase demand in urban and rural markets.

This initiative has led to the establishment of 50 small-scale minakari art and food processing units in the region, benefiting over 500 families and creating a ripple effect of economic growth and food security.

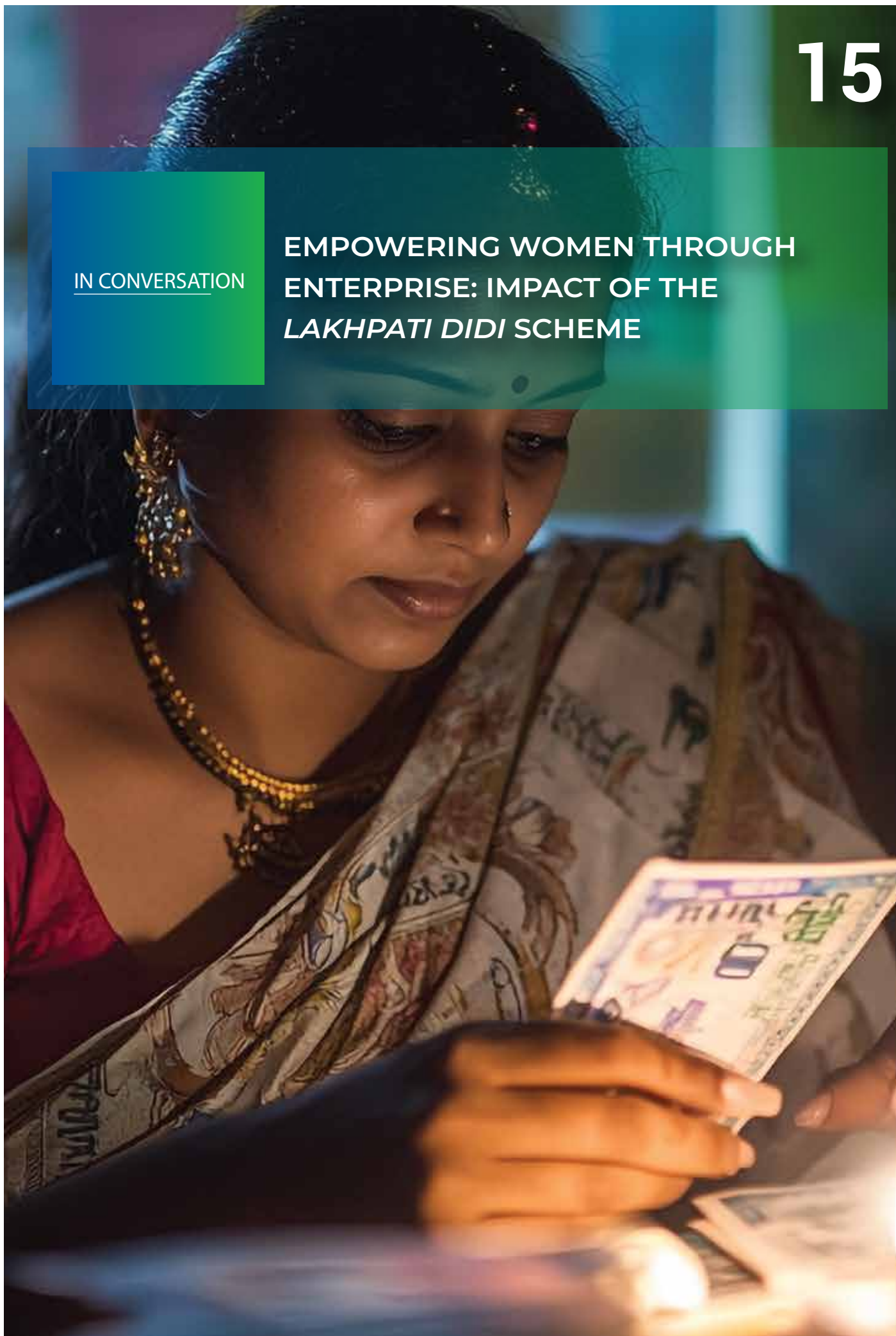


### Conclusion

The Skill-Driven Livelihood Initiative in Rajsamand is not just about preserving heritage; it's about building a sustainable future. By empowering local artisans and farmers with modern skills, tools, and market access, the project is creating a ripple effect of economic growth, sustainable livelihoods, and cultural preservation. The initiative blends tradition with innovation, offering a model for future development that can be replicated across India's artisanal and agricultural sectors. As the project continues to grow, it will not only rejuvenate the Minakari art and local grain markets but also inspire a new generation of entrepreneurs and skilled artisans. The learnings from this initiative will serve as a valuable roadmap for scaling such skill-based livelihood interventions, fostering long-term economic resilience and social empowerment across rural India.

IN CONVERSATION

**EMPOWERING WOMEN THROUGH  
ENTERPRISE: IMPACT OF THE  
*LAKHPATI DIDI* SCHEME**





## Aashir Sutar

VP and Principal, Desai & Associates

Team NSDC Connect in conversation with Aashir Sutar. Mr. Sutar has over 11 years of experience working across diverse roles in strategic advisory, management consulting, academia, and technology design across organizations, including Grameen Foundation, Sattva Consulting, Indian School of Business, and Noora Health. Aashir has an MBA from the Entrepreneurship Development Institute of India and a Bachelor's of Engineering in Computer Science.



**Ragini:** Hi Aashir! I hope you have been doing well. Thanks for taking the time to speak with us. Let us start with you telling us a little bit about your career journey and what inspired you to build a career in the development sector?

**Aashir:** The development sector has always fascinated me. Through my family's contributions to nonprofits over the years, I believed the sector needed multi-disciplinary approach to building solutions. My journey in the development sector began right after engineering, working with multiple nonprofits through the development studies coursework at the Entrepreneurship Development Institute of India. I wanted to explore the field of technology for development, which was at its nascent stage and promising a decade ago. My first stint was developing digital apps and technology platforms at Noora Health, an international nonprofit working in public health. After a brief stint in academia and research at the Indian School of Business (ISB), I entered the social impact consulting space with Sattva Consulting. I had the privilege of working across diverse corporate clients, designing CSR strategies, and managing CSR portfolios, from programme design to M&E and impact assessment. During the same time at Sattva, I worked in ESG strategy and reporting, with the Aditya Birla Group. Right after the first wave of COVID, I joined Grameen Foundation India in the CEO's office. I designed programmes and initiatives across four domains of women's economic empowerment, digital financial inclusion, agriculture and livelihoods, and health & nutrition, raising over USD 15 million from domestic and international donors. Working on credit enablement solutions for women entrepreneurs and farmer producer companies introduced me to the new and emerging field of innovative finance, and brought me to Desai & Associates, where I currently work.

**Ragini:** From a broader perspective, what are your thoughts on sustainable livelihoods in India, especially with respect to empowering women?

**Aashir:** We have seen an upward trend in India's female labour force participation rate, which has continued to rise from 37% (2022-23) to 41.7% in 2023-24. Over one hundred million women are now a part of over nine million SHGs in India, mobilized under DAY-NRLM. There is a projected gap of 145 million women in the workforce by 2047, and the government has set an ambitious target of 75% female labour force participation rate. The majority of women out of the labour force is anticipated to reside in rural areas (70%), and the remaining 30% in urban and peri-urban areas. Last year alone, women entrepreneurs formed over 70% of the total mudra disbursements in India. We have come a long way, and the opportunity before us is tremendous. By increasing sustainable livelihood opportunities for women, we will be able to contribute to the GDP growth and favourable positive flywheel of improved health, nutrition, and education outcomes in the coming decade. Having sustainable livelihoods increases women's confidence, enables them to have improved social capital, and positively impacts their decision-making ability.

**Ragini:** We would like to hear more about the Lakhpati Didi scheme and your involvement in it. How have the participants responded to it on the ground? Could you also share any measurable impact it has had so far, along with any compelling human stories?

**Aashir:** During the Independence Day speech in August 2023, the honourable prime minister announced the Lakhpati Didi, initiated as a flagship program to enhance women's livelihoods in India. The idea was simple: It built upon the existing SHG ecosystem and worked towards deepening, strengthening, and expanding livelihood options for women, enabling them to earn an annual income of ₹ 1 lakh. Of the 10.5 Cr SHG members in India, close to 9% (~93 lakh) women are identified as Lakhpati Didis. The strategic framework of the Lakhpati Didi initiative is heavily focused on a convergence approach, with collaborations under various schemes by the Ministry of Agriculture, Food Processing, Fisheries, MSME, etc. It also emphasizes private sector collaboration across components like capacity building, access to markets, and access to finance. Some of the private sector partnerships include Amazon, Flipkart, GIZ, Intellectap, JioMart, SIDBI, BRAC, NDDDB, World Bank, and the Gates Foundation. Participants have responded favourably to the initiatives. We are also observing a gradual approach of these SHG women building livelihood assets, upskilling on value-added business services, and entering formal markets for selling their goods and services, getting access to higher ticket size bank-loans. While it is too early to comment on hard impact numbers, the program has had a resounding success through various case studies and exemplar examples across the country. Be it Daxaben Birari from Dang in Gujarat, working on Turmeric and masala powders, or Gita Kumari from Bihar working as a business correspondent and customer service point operator in the Jamui district, from Kailash Devi engaged in cold processing mustard oil in Sirsa, Haryana, to Ph. Lini Devi from Bishnupur district of Manipur, working on dried fish trading. We are also observing ever so slight yet steady improvement in the Kishore loan category (ticket size of ₹ 50,000 to ₹ 5 lakh) of the MUDRA borrowing by women entrepreneurs.



*Promoting sustainable livelihoods for women's economic empowerment requires significant investments in building their skills and capacities, including promoting digital and financial skills. It requires a concerted effort to improve women's access to safety nets and government entitlements.*

**Ragini:** Looking ahead, what challenges remain in creating sustainable livelihoods, and what more can be done to address them? We would also appreciate your perspective on existing gaps and areas of improvement.

**Aashir:** Promoting sustainable livelihoods for women's economic empowerment requires significant investments

in building their skills and capacities, including promoting digital and financial skills. It requires a concerted effort to improve women's access to safety nets and government entitlements. Focused initiatives are required for women to build their livelihood assets and improve access to markets and finance. This will gradually increase household income and business growth, generating local employment and enabling more economic activity. It is critical to have a graduation approach, starting with independent income generation of women, and slowly converting them into a formalized business, with handholding support on increasing business growth through market access and product development, and increasing the viability of the business through higher ticket size borrowing through banks.



**Ragini:** Lastly, what advice would you offer to our young readers who may wish to explore sustainable livelihoods as a career? How can citizens play a role in promoting this cause?

**Aashir:** We have so many opportunities to promote women's entrepreneurship and sustainable livelihoods in India. This includes and is used in the funding ecosystem, the nonprofit and implementation agencies, the state rural livelihood missions, various incubation and accelerator initiative, and private sector participation through marketplaces and financial service providers. We have just completed the three decades of the SHG movement scaling up in India, and we are witnessing the next stage of tremendous growth in livelihood opportunities for women in the country. It is an emerging field and requires continuous participation, being a great career choice in the next two decades.

As citizens, we can help these initiatives by buying the products and services brought into existence by these women entrepreneurs. A small incremental change will bring about a massive transformation in due course of time.

## PM Modi Inaugurates Ashtalakshmi Mahotsav, Celebrating Northeast India's Potential



Prime Minister Shri Narendra Modi inaugurated the Ashtalakshmi Mahotsav at Bharat Mandapam, New Delhi, highlighting the Northeast's vibrant culture, natural resources, and developmental strides. The event highlighted the region's crafts, cuisine, and economic opportunities while fostering investments and partnerships.

PM Modi emphasized Northeast India's pivotal role in shaping India's growth, calling the eight states as the "Ashtalakshmi" representing wealth, creativity, and resilience. He highlighted the region's progress in connectivity, skill development, and tourism, citing government initiatives like PM-DevINE and the Unnati Scheme. The event reinforced Northeast India's blending into India's growth story and its unique role in the global economy.

## Union Home Minister Amit Shah Announces Semiconductor Push with Major Investments in Northeast



Union Home Minister Shri Amit Shah, at the 72nd Northeastern Council (NEC) plenary, announced the establishment of three semiconductor units in India, including Tata Semiconductor Assembly and Test Pvt Ltd in Assam, with a ₹27,000 crore investment—the largest so far. The units are set to generate 20,000 direct and 60,000 indirect jobs.

To support this, the Union Ministry of Education is developing courses to equip Northeast youth with semiconductor-specific skills. Assam plans to engage 150 suppliers and source 61 raw materials for the Jagiroad plant, aiming to create 1,500 direct jobs, positioning the Northeast as a semiconductor hub.

## Inaugural Chaudhary Charan Singh Awards Honor Excellence in Rural Development



The first edition of Chaudhary Charan Singh Awards were presented in New Delhi recently, celebrating the legacy of Bharat Ratna Chaudhary Charan Singh. Instituted by the Kisan Trust, the awards recognized contributions to rural development, agriculture, and social welfare.

Honourees included Dr. Rajendra Singh (Sewa Ratna Award), Dr. Firoz Hossain (Krishak Utthan Puraskar), Mr. Pritam Singh (Kisan Award), and Ms. Neerja Chowdhury (Kalam Ratna Award). Union Ministers Shri Dharmendra Pradhan and Shri Jayant Chaudhary

highlighted the late PM's vision of empowering farmers and advancing agricultural innovation. The ceremony also featured a book launch on Chaudhary Charan Singh's life, reinforcing his influence on India's agricultural growth and rural upliftment.

## STRIVE Initiative Transforms India's ITIs, Boosts Inclusivity and Quality



At Kaushal Bhawan, Shri Atul Kumar Tiwari, Secretary, MSDE, highlighted the transformative impact of the Skills Strengthening for Industrial Value Enhancement (STRIVE) project, a World Bank-supported initiative, on India's Industrial Training Institutes (ITIs). The project has achieved a 92% fund utilization rate, boosting enrolment and training quality, while female participation rose from 12% in 2017-18 to 20% in 2022-23.

## NSDC CEO Ved Mani Tiwari Honoured as One of India's Impactful CEOs



NSDC CEO Shri Ved Mani Tiwari was recognized as one of India's Impactful CEOs at the 4th Edition of India's Impactful CEOs Conclave by ET Edge, The Times Group. The award celebrates his transformative leadership and NSDC's pioneering role in the skilling ecosystem. Under Mr. Tiwari's vision, NSDC has become a leader in empowering individuals and shaping industries through innovation and excellence. The conclave highlighted how impactful leadership drives progress, with Mr. Tiwari's dedication serving as an inspiration for greater achievements in the skilling ecosystem.

**GST Exemption for Skill Training Providers Announced at 55th GST Council Meeting**

Finance Minister Smt. Nirmala Sitharaman, following the 55th GST Council meeting, announced key measures to simplify GST processes. A major highlight was the approval of GST exemption for skill training providers, aimed at promoting skill development across India. This decision is expected to incentivize partnerships and reduce operational costs for training providers.

**Union Minister Piyush Goyal Advocates Technology and Sustainability at ULIP Logistics Hackathon 2.0**

Union Minister Shri Piyush Goyal called for full industry integration on the government platforms and collaborations with academia to enhance logistics skills at the ULIP Logistics Hackathon 2.0 Awards Ceremony. Highlighting the importance of AI, data analytics, and sustainable practices, he urged participants to adopt electric mobility, biofuels, and multimodal transport to reduce carbon impact.

Organized with NITI Aayog and Startup India, the hackathon received 4,751 registrations, with 25 finalists highlighting innovative Logistics solutions. Shri Piyush Goyal emphasized innovation, faster infrastructure development, and skill-building to create a future-ready Logistics workforce.

**NSDC and EON Reality Launch XR Initiative for 21st-Century Skills**

India's National Skills Development Corporation (NSDC) has teamed up with EON Reality to enhance skill acquisition using Spatial AI and Extended Reality (XR). By integrating NSDC's nationwide mandate with EON Reality's immersive technology, the initiative boosts learning speed, retention, and global human resources competitiveness. In the first phase, qualifying training institutions and educators receive academic and internship licenses, focusing on true champions of XR-led pedagogy. Tools like Text2XR and AI-assisted teaching convert theory-heavy materials into engaging 3D simulations and assessments. This transformative effort lays the foundation for a bold, scalable, and impactful shift in India's skill development landscape.

**New ITI Upgradation Scheme Likely to Launch in January 2025**

The new Industrial Training Institutes (ITIs) upgradation scheme, announced in the FY25 Budget, is expected to launch in January 2025 after Union Cabinet approval, according to the skill ministry's update to the Parliamentary Panel on Labour and Employment. The ministry has requested reducing the scheme's allocation from ₹1,000 crore to ₹294 crore for FY25 due to limited time. The ₹60,000 crore initiative, unveiled by Finance Minister Smt. Nirmala Sitharaman, aims to upgrade 1,000 ITIs in a hub-and-spoke model over five years to skill two million students. It adopts a challenging method, ensuring the state participation, industry collaboration, and measurable outcomes.

**NSDC Recognized as One of the Best Brands of 2024**

The National Skill Development Corporation (NSDC) was honoured at the 7th ET NOW Annual Awards in Mumbai, celebrating its transformative contributions to India's skilling ecosystem. Recognized for its innovative initiatives, impactful social media presence, and global collaborations. NSDC has trained over 40.19 million individuals, including 18 million women, and placed 9.4 million.

**NSDCI and Physics Wallah Launch BIG Initiative for Skill-Driven Education**

NSDC International (NSDCI) and Physics Wallah (PW) have partnered to launch the Bharat Innovation Global (BIG) initiative, aimed at bridging education and employment gaps. BIG integrates tech-driven learning to align education with workplace needs, offering skill training from Class 11 onwards and catering to ITI, polytechnic, college students, and professionals. It supports government workforce upskilling and aligns with NEP 2020 and UGC's online education framework. NSDC CEO Shri Ved Mani Tiwari emphasized empowering students for future jobs, while PW CEO Shri Alakh Pandey highlighted fostering lifelong learning. The initiative uses AI-driven tools for accessible, personalized, and industry-relevant digital education.

**AI, Upskilling, and Sectoral Growth Shape India's 2024 Job Market**

India's job market in 2024 showcased resilience and adaptability amidst economic shifts. Technology led the change, with demand for AI, ML, and data-related roles surging 102% YoY by Q3. The FMCG and pharma sectors thrived, with hiring intent rising sharply in rural and semi-urban markets. Banking, financial services, and manufacturing sectors also recorded steady growth.

Metro cities like Pune and emerging hubs like Indore and Udaipur drove hiring momentum. However, skill gaps remain a challenge, with 61% of employers prioritizing upskilling to bridge these gaps. As 2025 approaches, upskilling and innovation remain crucial for sustained growth.

### 1 Crore Strong: SIDH's Journey Towards Inclusive Skill Development

SIDH has achieved a significant milestone by surpassing 1 crore registrations, reinforcing its mission to democratize access to quality skill development resources. As a flagship initiative under MSDE's SANKALP programme, SIDH engages users across all states and union territories, reflecting growing trust and inclusivity. The platform leverages advanced technologies such as AI/ML and personalized learning pathways, empowering millions to upskill and reskill effectively, bridging skill gaps and supporting workforce adaptability.

SIDH empowers individuals by creating equal opportunities for upskilling and personal growth. By addressing diverse learner needs SIDH is shaping a skilled, competitive workforce while driving innovation and inclusivity.



### National Skill Development Corporation Receives Arogya World Healthy Workplace Award 2024

The National Skill Development Corporation (NSDC) has been honoured with the Arogya World Healthy Workplace Award 2024, achieving the Silver Level of recognition. This prestigious accolade, conferred by Arogya World India Trust in partnership with the Public Health Foundation of India, highlights NSDC's unwavering commitment to employee health and well-being.

This recognition underscores the commendable efforts of NSDC and its leadership in prioritizing employee wellness, creating a workplace where employees are cared for, happy, and healthy. By meeting Arogya World's rigorous Healthy Workplace Programme criteria, aligned with WHO guidelines, NSDC joins the Elite Club of Arogya World Healthy Workplace Community, impacting over 8 million employees across 245+ companies.

This achievement reflects NSDC's dedication to setting benchmarks for holistic employee well-being and contributing to a healthier and more productive workforce.



### BCC&I conducting a short-term Skill Training Programme for Mangrove Restoration-Livelihood Generation Project under PMKVY 4.0

Under the Reverse Climate Change (RCC) initiative, a unique partnership-based environment project involving Government, Corporates, Institutions and Individuals, the Bengal Chamber of Commerce and Industry is implementing an On -the -Job (OJT) Training programme under PMKVY 4.0, Short Term Training (STT) category, focusing on skilling 5,000 individuals in the Sundarbans for mangrove nursery raising and plantation. This project addresses climate change while generating sustainable livelihoods. Participants undergo a 390-hour training programme, with on-the-job experiences offering practical exposure. The initiative benefits the environment by restoring mangroves, aiding carbon sequestration, and fostering biodiversity. Women make up 90% of trainees, promoting gender inclusivity. Through partnerships with corporates and institutions, the project also integrates CSR funding and Silvo-fisheries opportunities, empowering marginalized communities and aligning environmental and economic goals for impactful, long-term outcomes.



### NSDC Academy partnered with D.Y. Patil Agricultural and engineering University Kolhapur along with Ethnotech Academy to launch Centre for Future Skills.

NSDC Academy inaugurated the second NSDC academy Centre for Future Skills at D.Y. Patil Agricultural and Engineering University, Kolhapur in collaboration of Ethnotech Academy in the esteemed presence of Shri Sanjay D. Patil and other dignitaries.

At the centre, the students will be trained on credit linked industry aligned courses in emerging technologies like AIML, data analytics, AR/VR/Meta, IOT etc and will get an opportunity to take up global certifications from Corporates like Cisco, AWS, Microsoft, Unity etc.



NSDC Academy partnered with Veranda Learning and IAAP Education and Training Pvt Ltd- Indian Entity of IAB UK.

NSDC Academy signed an MoU with Veranda Learning and IAAP Education & Training Pvt Ltd - Indian entity of IAB UK - to officially launch the Certified International Accounting Professional (CIAP) Programme. Designed to meet the demands of the growing Outsourced Accounting Services (OAS) sector in India, CIAP offers a globally recognized curriculum developed in consultation with industry experts. The programme provides placement support, internships, and practical training to help students develop the skills required for successful careers in the accounting profession. With a focus on employability, the programme ensures that students are equipped to excel in this rapidly expanding sector. This collaboration, further supported by the presence of potential employer - Pacific Group of Companies - marks a significant step towards enhancing skill development and career opportunities for aspiring accounting professionals.



NSDC has collaborated with NALSAR university of Law in partnership with Lawsikho to launch of AI for Law programme.

The MoU signing between NSDC and NALSAR University of Law and Lawsikho marked the launch of the AI for Law programme, aiming to integrate Artificial Intelligence (AI) into legal education and practice. This collaboration will equip law professionals with the advanced skills needed to navigate the intersection of technology and law, focusing on using AI tools to streamline legal processes, enhance research, and improve efficiency.

The collaboration aims to foster innovation in the legal sector, promote AI adoption, and enhance employability in the legal profession. It is a significant step in shaping the future of legal education and practice in India.

### Building Connections Through 'Team Up'

At NSDC, we take pride in being a culturally rich organization, where employees and the connections they share are at the core of our success. Initiatives like Team Up bring employees together through engaging activities that build trust, enhance communication, and strengthen relationships. These interactions create a positive and inclusive work environment, promoting collaboration and mutual respect.

Aligned with NSDC's core values of innovation and impact, Team Up inspires camaraderie and teamwork, empowering employees to contribute their best. The activities were met with overwhelming enthusiasm, as employees thoroughly enjoyed the experience, and the active participation of Team Heads added an extra layer of energy and encouragement. By enhancing adaptability and communication skills, these activities help build a motivated and cohesive workforce, driving innovation and measurable outcomes.

At NSDC, we value the bonds our employees form as a cornerstone of our culture. Team Up reflects our commitment to creating a purpose-driven organization, delivering lasting impact in India's skill development landscape.





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