



# केन्द्रीय माध्यमिक शिक्षा बोर्ड

(शिक्षा मंत्रालय, भारत सरकार के अधीन एक स्वायत्त संगठन)

**CENTRAL BOARD OF SECONDARY EDUCATION**

(An Autonomous Organisation Under the Ministry of Education, Govt. of India)



सीबीएसई/निदे.(कौ.शि.और प्र.)/एसएचआई/2022

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परिपत्र संख्या शैक्ष.-38/2022

सीबीएसई से संबद्ध सभी संस्थानों के प्रमुख

**विषय:** पीएमकेवीवाई 3.0 योजना के अंतर्गत कौशल केंद्र उपक्रमण के तहत सीबीएसई से संबद्ध स्कूलों में 'कौशल केंद्र' की स्थापना

जैसा कि आपको विदित है कि राष्ट्रीय शिक्षा नीति (एनईपी)-2020 मानव की सभी क्षमताओं - बौद्धिक, सौंदर्य, सामाजिक, शारीरिक, भावनात्मक और नैतिक को एकीकृत तरीके से विकसित करने हेतु अधिक समग्र और बहु-विषयक शिक्षा पर जोर देती है। कौशल केंद्र उपक्रमण एक ऐसा नवोन्मेषी दृष्टिकोण है जिसे प्रधानमंत्री कौशल विकास योजना 3.0 के तहत दिशानिर्देशों के अनुसार लागू किया गया है।

इस योजना में एनईपी 2020 के प्रयोजन को साकार करने के लिए शिक्षा पारिस्थितिकी तंत्र में कौशल प्रशिक्षण कार्यक्रम की शुरुआत पर ध्यान केंद्रित करते हुए 'कौशल केंद्र' के रूप में स्कूल के समय के बाद स्कूल के मौजूदा बुनियादी ढांचे का लाभ उठाने की परिकल्पना की गई है, जिसमें 2025 तक कौशल शिक्षा के लिए कम से कम 50% शिक्षार्थियों को दिशा देने का उल्लेख है।। कौशल केंद्र मुख्य रूप से नोडल कौशल केंद्र होंगे जिनकी पहचान कौशल विकास और व्यावसायिक प्रशिक्षण के अवसर प्रदान करने के लिए 9वीं से 12 वीं कक्षा के स्कूली छात्रों, स्कूल छोड़ने वाले और शिक्षा से बाहर के अभ्यर्थियों से जनसंख्या क्षेत्रों को लक्षित करने के लिए की जाएगी।

इस योजना के तहत, सामान्य रूप से स्कूल के बुनियादी ढांचे का और विशेष रूप से कौशल शिक्षा के बुनियादी ढांचे का स्कूल के नियमित समय के बाद, सप्ताहांत, छुट्टियों, गर्मी की छुट्टियों आदि पर बेहतर उपयोग किया जा सकता है। यह उपक्रमण आस-पड़ोस में स्थित स्कूलों को मान्यता प्रदान करेंगे।

सीबीएसई से संबद्ध निजी स्कूल फीस आधारित मॉडल पर स्कूल परिसर में कौशल सेंटर/कौशल केंद्र शुरू कर सकते हैं। प्रधानमंत्री कौशल विकास योजना 3.0 (पीएमकेवीवाई 3.0) के तहत 'कौशल केंद्र इनिशिएटिव' के संचालन के लिए विस्तृत दिशानिर्देश संलग्न हैं।

सीबीएसई, पाठ्यक्रम और संसाधन सामग्री की सॉफ्टकॉपी प्रदान करने, प्रशिक्षण आयोजित करने, मूल्यांकन करने और सफल प्रशिक्षुओं को प्रमाणित करने के मामले में सहायता प्रदान करेगा।

सीबीएसई से संबद्ध सभी निजी स्कूलों, विशेष रूप से स्कूल, जो अपने स्कूलों में कौशल विषयों को पढ़ा रहे हैं, को अपने परिसर में कौशल केंद्र शुरू करने और कौशल इंडिया पोर्टल (<https://www.skillindia.gov.in>) पर खुद को पंजीकृत करने के लिए प्रोत्साहित किया जाता है।

इस नई पहल में भाग लेने के इच्छुक स्कूल <https://bit.ly/CBSE-SHI> लिंक का उपयोग करके विवरण प्रदान कर सकते हैं (कृपया ध्यान दें कि यह गूगल फॉर्म केवल [cbseacademic.nic.in](https://www.cbseacademic.nic.in) ईमेल आईडी का उपयोग करके ही भरा जा सकता है) जो स्कूल पहले से ही इस पहल के पायलट चरण में भाग ले रहे हैं, उन्हें पुनः आवेदन करने की आवश्यकता नहीं है।

अधिक जानकारी के लिए, स्कूल [cbse.skillhub@gmail.com](mailto:cbse.skillhub@gmail.com) पर ईमेल लिख सकते हैं।

*Rajwajit Singh*  
(डॉ. बिस्वजीत साहा)

निदेशक (कौशल शिक्षा और प्रशिक्षण)

संलग्नक: पीएमकेवीवाई 3.0 के तहत 'कौशल केंद्र पहल' के संचालन के लिए दिशानिर्देश



'शिक्षा सदन', 17 राऊज एवेन्यू, इंस्टीट्यूशनल एरिया, नई दिल्ली-110002  
'Shiksha Sadan', 17, Rouse Avenue, Institutional Area, New Delhi – 110002





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अपने अधिकार क्षेत्र के सभी स्कूलों को सूचना प्रसारित करने के अनुरोध के साथ नीचे दिए गए अनुसार निदेशालय, संगठनों और संस्थानों के संबंधित प्रमुखों को प्रतिलिपि:

1. आयुक्त, केन्द्रीय विद्यालय संगठन, 18, संस्थागत क्षेत्र, शहीद जीत सिंह मार्ग, दिल्ली - 110016
2. आयुक्त, नवोदय विद्यालय समिति, बी-15, सेक्टर-62, संस्थागत क्षेत्र, नोएडा - 201309
3. शिक्षा निदेशक, शिक्षा निदेशालय, राष्ट्रीय राजधानी क्षेत्र दिल्ली सरकार, पुराना सचिवालय, दिल्ली - 110054
4. निदेशक सार्वजनिक निर्देश (स्कूल), संघ शासित प्रदेश सचिवालय, सेक्टर 9, चंडीगढ़- 160017
5. शिक्षा निदेशक, सिक्किम सरकार, गंगटोक, सिक्किम - 737101
6. स्कूल शिक्षा निदेशक, अरुणाचल प्रदेश सरकार, ईटानगर - 791111
7. शिक्षा निदेशक, अंडमान और निकोबार द्वीप समूह सरकार, पोर्ट ब्लेयर - 744101
8. निदेशक, केन्द्रीय तिब्बती स्कूल प्रशासन, ईएसएसएसएस प्लाजा, सामुदायिक केंद्र, सेक्टर 3, रोहिणी।
9. सचिव, सैनिक स्कूल सोसायटी, कमरा नंबर 101, डी-1 विंग, सेना भवन, नई दिल्ली- 110001
10. सेना शिक्षा के अतिरिक्त महानिदेशक, ए-विंग, सेना भवन, डीएचक्यू, पीओ, नई दिल्ली - 110001
11. सचिव एडब्ल्यूईएस, रक्षा मंत्रालय (सेना) का एकीकृत मुख्यालय, एफडीआरसी बिल्डिंग नंबर 202, शंकर विहार (एपीएस के पास), दिल्ली कैंट - 110010
12. सचिव, एकलव्य मॉडल आवासीय विद्यालय (ईएमआरएस), जनजातीय मामलों के मंत्रालय, भारत सरकार
13. अध्यक्ष, ओडिशा आदर्श विद्यालय संगठन, एन-1/9, दूरदर्शन केंद्र के पास, पीओ सैनिक स्कूल नयापल्ली, भुवनेश्वर, ओडिशा-751005
14. अध्यक्ष, सीबीएसई के उप सचिव - अध्यक्ष, सीबीएसई की जानकारी हेतु
15. बोर्ड के सभी विभागाध्यक्ष
16. सभी क्षेत्रीय निदेशकों/क्षेत्रीय अधिकारियों/प्रमुख-सीओई, सीबीएसई इस अनुरोध के साथ कि इस परिपत्र को बोर्ड के सभी संबद्ध स्कूलों के प्रमुखों को उनके संबंधित क्षेत्रों में अनुपालन के लिए भेजें।
17. प्रमुख (मीडिया और जनसंपर्क), सीबीएसई
18. सहायक सचिव (आईटी), सीबीएसई, राउज एवेन्यू इस अनुरोध के साथ कि इस अधिसूचना को सीबीएसई शैक्षणिक वेबसाइट पर अपलोड करें
19. प्रभारी, हिंदी प्रकोष्ठ, सीबीएसई मुख्यालय - इस अधिसूचना के हिंदी अनुवाद के लिए

निदेशक (कौशल शिक्षा और प्रशिक्षण)



‘शिक्षा सदन’, 17 राऊज एवेन्यू, इंस्टीट्यूशनल एरिया, नई दिल्ली-110002  
‘Shiksha Sadan’, 17, Rouse Avenue, Institutional Area, New Delhi – 110002



## कौशल केंद्र पहल

### सीबीएसई से संबद्ध निजी स्कूलों के लिए परिचालन दिशानिर्देश

#### पृष्ठभूमि

राष्ट्रीय शिक्षा नीति में उल्लेख किया गया है कि, 2025 तक, कम से कम 50% शिक्षार्थियों के पास कौशल शिक्षा का अनुभव होगा। यह सरकार को हर साल स्कूल न जाने वाले बच्चों की संख्या का जायजा लेने के लिए एक मजबूत तंत्र का भी सुझाव देता है।

स्कूल कम आयु के बच्चों को जोड़े रखने वाले संस्थान साबित हुए हैं और इसलिए कौशल शिक्षा के लिए ड्रॉप-आउट छात्रों से जुड़ सकते हैं।

माध्यमिक स्तर पर इन पाठ्यक्रमों को चुनने वाले लगभग 13.87 लाख छात्रों के साथ सीबीएसई को कौशल शिक्षा के लिए सकारात्मक प्रतिक्रिया मिल रही है। वर्तमान में 16,842 सीबीएसई स्कूल माध्यमिक स्तर पर कौशल पाठ्यक्रम प्रदान करते हैं और 5,231 स्कूल वरिष्ठ माध्यमिक स्तर पर कौशल पाठ्यक्रम प्रदान करते हैं। लगभग 5,837 स्कूल मध्य विद्यालय स्तर पर कौशल मॉड्यूल प्रदान करते हैं।

कौशल शिक्षा, वयस्क शिक्षार्थियों, युवाओं और स्कूल छोड़ने वालों के लिए उनके रोजगार कौशल को बढ़ाने के साथ-साथ अर्थव्यवस्था में उपलब्ध विभिन्न नौकरी भूमिकाओं के लिए एक सक्षम कुशल कार्यबल विकसित करने में महत्वपूर्ण भूमिका निभा सकती है।

माननीय शिक्षा मंत्री ने वयस्क और स्कूल छोड़ने वाले शिक्षार्थियों हेतु कौशल शिक्षा और प्रशिक्षण के लिए 'कौशल केंद्र' के रूप में स्कूल के समय के बाद स्कूलों के मौजूदा बुनियादी ढांचे का लाभ उठाने की इच्छा व्यक्त की है।

इस कार्यक्रम को चलाने वाले स्कूलों को पड़ोस में बेहतर ब्रांडिंग मिलेगी और नियमित पाठ्यक्रमों के लिए छात्रों का नामांकन बढ़ेगा। यह कार्यक्रम स्कूल को आसपास के उद्योग के साथ जोड़ने में मदद करेगा जिन्होंने कौशल पाठ्यक्रमों को चुना है या जिन्होंने कौशल पाठ्यक्रमों का विकल्प नहीं चुना है जो उन छात्रों के प्रदर्शन के लिए सहायक होगा। सामान्य रूप से स्कूल के बुनियादी ढांचे और विशेष रूप से कौशल शिक्षा के बुनियादी ढांचे का उपयोग स्कूल के घंटों के बाद, सप्ताहांत पर, छुट्टियों के दौरान और साथ ही गर्मी की छुट्टी और अन्य मौसमी छुट्टियों के दौरान किया जा सकता है।

पीएमकेवीवाई 3.0 के तहत "कौशल केंद्र पहल" के दिशा-निर्देश इस दस्तावेज़ के साथ संलग्न हैं। (इस दस्तावेज़ में इसके बाद 'दिशानिर्देश' के रूप में संदर्भित)।

सरकारी स्कूलों में कौशल केंद्रों को पीएमकेवीवाई 3.0 के तहत वित्त पोषित किया जाएगा, हालांकि शुल्क आधारित कौशल प्रशिक्षण कार्यक्रम का प्रावधान है, जैसा कि 2.1.6 दिशानिर्देशों में उल्लिखित है - 'प्रशिक्षण लागत का वित्तपोषण: शिक्षा से बाहर के अभ्यर्थियों के लिए प्रशिक्षण लागत योजना के तहत प्रावधान किया जाएगा। योजना के वित्त पोषण को शुल्क आधारित मोड (एआईसीटीई संस्थानों और निजी स्कूलों) पर चलने वाले केंद्रों को छोड़कर सभी कौशल केंद्रों तक बढ़ाया जाएगा।'

यह योजना सरकारी स्कूलों को अनुदान प्रदान करती है और शुल्क आधारित मोड पर चलाने हेतु कुछ कौशल केंद्रों का प्रावधान है।

सीबीएसई से संबद्ध निजी/स्वतंत्र स्कूल जो शुल्क आधारित कौशल कार्यक्रमों का पालन करेंगे, उन्हें योजना को लागू करते समय निम्नलिखित बिंदुओं पर विचार करना चाहिए।

दिशानिर्देशों में उल्लिखित प्रावधानों के अलावा, सीबीएसई से संबद्ध निजी स्कूलों के लिए निम्नलिखित अतिरिक्त दिशानिर्देश प्रदान किए गए हैं जो शुल्क आधारित मोड पर कौशल केंद्र चलाएंगे।

इन दिशानिर्देशों को संलग्न दिशानिर्देशों के साथ पढ़ा जाना है।

#### 1. शुल्क आधारित मोड -

- शुल्क आधारित पद्धति पर कार्य कर रहे कौशल केन्द्रों के लिए सभी प्रशिक्षण व्ययों का प्रबंधन संस्थान द्वारा ही किया जाएगा। इस योजना को चलाने में किसी भी प्रकार के व्यय की प्रतिपूर्ति नहीं की जायेगी।
- प्रशिक्षण शुल्क संस्थान द्वारा पाठ्यक्रम के स्तर के अनुसार तय किया जा सकता है। हालांकि, प्रति अभ्यर्थी शुल्क सांकेतिक अधिकतम इस प्रकार होगा:

क्र. सं.	पाठ्यक्रम की अवधि (घंटों में)	अधिकतम प्रशिक्षण शुल्क (रुपये में)	मूल्यांकन शुल्क (रुपये में)	संपूर्ण शुल्क (रुपये में)
1	50 तक	3000	300	3300
2	51 से 100	4000	300	4300
3	101 से 150	5000	300	5300
4	151 या अधिक	6000	300	6300

- निजी स्कूलों के लिए शुल्क आधारित मॉडल के तहत, स्कूल प्रशासन पारदर्शी लेखा प्रक्रिया को बनाए रखेगा, कौशल केंद्र कार्यक्रम के लिए एक अलग बैंक खाता बनाए रखेगा।

## 2. आधारभूत संरचना

- a. योजना के तहत स्वीकृत संस्थान अपने मौजूदा भवनों और परिसरों में संचालित होंगे। प्रत्येक संस्थान को कौशल और व्यावहारिक अभ्यास के प्रत्यक्ष वितरण के लिए पर्याप्त कौशल प्रयोगशाला सुविधाओं की आवश्यकता होती है, जो साझेदार उद्योग या एनसीवीईटी / एआईसीटीई / एनएसडीसी / कौशल विश्वविद्यालय द्वारा अनुमोदित प्रशिक्षण भागीदारों के साथ गठबंधन के माध्यम से व्यवस्थित होती है।
- b. पाठ्यक्रम के पाठ्य विवरण में पाठ्यक्रम के लिए आवश्यक उपकरण/सामग्री की सूची होगी।
- c. व्यावसायिक प्रयोगशालाओं, आईसीटी प्रयोगशालाओं, भाषा प्रयोगशालाओं आदि जैसे मौजूदा बुनियादी ढांचे का उपयोग स्कूली छात्रों के लिए कौशल शिक्षा और कौशल केंद्र के लिए भी किया जा सकता है।

## 3. कौशल केंद्र के रूप में चयन के लिए स्कूलों की पात्रता:

- a. सीबीएसई से संबद्ध सभी स्कूल इस योजना में भाग लेने के पात्र होंगे।
- b. प्रासंगिक कौशल पाठ्यक्रम चलाने वाले संस्थानों को प्राथमिकता के आधार पर मंजूरी दी जाएगी।
- c. सभी चयनित स्कूलों को योजना के कार्यान्वयन के लिए समय-समय पर सरकार द्वारा तय दिशा-निर्देशों में निर्दिष्ट मानदंडों का पालन करना होगा।

## 4. चयन प्रक्रिया:

- a. सीबीएसई की वेबसाइट पर सार्वजनिक सूचना जारी कर सीबीएसई से संबद्ध स्कूलों से ऑनलाइन आवेदन आमंत्रित किए जाएंगे।
- b. प्रस्तावों को निर्धारित प्रारूप में निर्दिष्ट समय के भीतर प्रस्तुत किया जाएगा।
- c. प्रस्ताव की योग्यता के आधार पर सीबीएसई द्वारा प्रस्तावों का मूल्यांकन किया जाएगा।

## 5. लक्षित लाभार्थी

- a. वयस्क शिक्षार्थी, युवा और स्कूल छोड़ने वाले छात्र जो आगे बढ़ना, उच्च स्तर के कौशल प्राप्त चाहते हैं और स्कूल के आसपास रह रहे हैं।
- b. अभ्यर्थियों को पाठ्यक्रम में उल्लिखित संबंधित पाठ्यक्रम के लिए आयु, शिक्षा और अन्य मानदंडों को पूरा करना चाहिए।
- c. दिशानिर्देशों के 2.1.9 में उल्लिखित नियमानुसार अभ्यर्थियों की भर्ती आयोजित की जा सकती है, निजी स्कूल शुल्क-आधारित मॉडल के तहत प्रवेश के लिए स्क्रीनिंग मानदंड शामिल कर सकते हैं जैसे कि लड़कियों के स्कूल छात्रों की सुरक्षा को देखते हुए केवल महिला अभ्यर्थियों के लिए प्रवेश को प्रतिबंधित कर सकते हैं। साथ ही, शुल्क-आधारित मॉडल के तहत, कौशल केंद्र, कौशल केंद्र स्कूलों और पड़ोसी स्कूलों दोनों के अभ्यर्थियों को भी प्रवेश दे सकते हैं।

## 6. प्रवेश

- a. दिशा-निर्देशों के 2.2.3 के संदर्भ में, शुल्क-आधारित मॉडल वाले निजी स्कूलों में अभ्यर्थियों की न्यूनतम संख्या नहीं होगी। हालांकि, उन्हें एक बैच में अधिकतम 40 अभ्यर्थियों के मानदंड का पालन करना चाहिए।
- b. पाठ्यक्रम के पाठ्य विवरण में उल्लिखित न्यूनतम योग्यता वाला कोई भी अभ्यर्थी आवेदन कर सकता है। स्थानीय समुदाय में रहने वाले शिक्षार्थियों को वरीयता दी जाएगी।
- c. इस योजना के तहत प्रवेश के लिए कोई आयु सीमा नहीं होगी।
- d. लड़कियों के कौशल विकास कार्यक्रमों में आवश्यकतानुसार प्रतिभागिता हेतु सीबीएसई द्वारा विशेष मार्गदर्शन एवं परामर्श सत्र आयोजित किया जायेगा।
- e. जैसा कि दिशानिर्देशों के 5.1.5 में उल्लेख किया गया है, शुल्क-आधारित मॉडल के लिए नामांकित अभ्यर्थियों के पास आधार संख्या प्रदान करने या सिस्टम जनरेटेड स्वतंत्र पंजीकरण संख्या का उपयोग करने का विकल्प होगा।

## 7. प्रशिक्षण के तरीके

प्रशिक्षण के तरीके जिन्हें अपनाया जा सकता है:

- a. शत-प्रतिशत कक्षा-आधारित दृष्टिकोण: थ्योरी और प्रैक्टिकल दोनों स्कूलों में भौतिक रूप से संचालित किए जाएंगे। अतिथि व्याख्यान, क्षेत्र का दौरा और इंटरनशिप के घटक पाठ्यक्रम का हिस्सा होंगे।
- b. मिश्रित दृष्टिकोण: पाठ्यक्रम का सैद्धांतिक भाग डिजिटल / ऑनलाइन मोड के माध्यम से दिया जा सकता है और व्यावहारिक भाग को भौतिक प्रशिक्षण बुनियादी ढांचे का उपयोग करके संबद्ध प्रशिक्षण केंद्र में वितरित किया जा सकता है। अतिथि व्याख्यान, क्षेत्र का दौरा और इंटरनशिप के घटक पाठ्यक्रम का हिस्सा होंगे।

## 8. पाठ्यक्रम/योग्यताएं जो प्रस्तुत की जा सकती हैं:

- a. जैसा कि दिशानिर्देशों के 2.1.4 में उल्लेख किया गया है, संलग्न दिशानिर्देशों में उल्लिखित पाठ्यक्रमों के अलावा, निजी स्कूल अनुलग्नक-II से उपयुक्त पाठ्यक्रम चुन सकते हैं।
- b. सीबीएसई कौशल आवश्यकताओं के अनुसार सूची में पाठ्यक्रम जोड़ / हटा सकता है।
- c. योग्यता का चयन करने के लिए संस्थान द्वारा विशेष क्षेत्र/जिले/राज्य का कौशल आवश्यकता मूल्यांकन किया जा सकता है।
- d. पाठ्यक्रम की अवधि 1-3 महीने के बीच 50 घंटे या उससे अधिक के बीच होगी। स्कूलों के पास पाठ्यक्रम तय करने का विकल्प होगा।

**9. संकाय / प्रशिक्षक:**

- a. सीबीएसई कौशल प्रशिक्षक के लिए शैक्षणिक योग्यता, पेशेवर योग्यता के साथ-साथ प्रासंगिक अनुभव निर्दिष्ट करेगा।
- b. थ्योरी और प्रैक्टिकल कक्षाओं के संचालन के लिए स्कूल द्वारा पूर्णकालिक या अंशकालिक आधार पर एक योग्य कौशल प्रशिक्षक को नियुक्त किया जाएगा। योग्य मौजूदा शिक्षक व्यावसायिक प्रशिक्षकों के रूप में भी कार्य कर सकते हैं।
- c. स्कूल व्यवसाय जगत से अतिथि व्याख्याताओं, स्थानीय कारीगरों और चिकित्सकों को आमंत्रित कर सकता है। स्कूल ऐसे संगठनों को भी शामिल कर सकते हैं जिनके पास इस क्षेत्र में विशेषज्ञ प्रशिक्षक हैं। कौशल प्रशिक्षण भागीदार (एसटीपी), जन शिक्षण संस्थान (जेएसएस), कृषि विकास केंद्र (केवीके), आदि। यह अतिथि व्याख्यान के लिए कौशल विश्वविद्यालयों, उद्योगों के साथ भी साझेदारी कर सकता है।
- d. स्कूल के प्रधानाचार्य स्थानीय प्रशिक्षकों को शामिल करने के लिए अधिकृत हैं।
- e. कार्यक्रम के समग्र प्रबंधन के लिए स्कूल के प्रधानाचार्य जिम्मेदार होंगे।

**10. प्रशिक्षक का संकाय प्रशिक्षण/क्षमता निर्माण:**

- a. सीबीएसई द्वारा प्रशिक्षकों का प्रशिक्षण नियमित रूप से आयोजित किया जाएगा जिसमें कौशल प्रशिक्षण, व्यावसायिक / कौशल शिक्षाशास्त्र, रोजगार कौशल, उद्यमिता कौशल, उद्योग संबंध, प्लेसमेंट आदि शामिल होंगे।

**11. मूल्यांकन:**

- a. दिशानिर्देशों के 3.9.1 में उल्लेख किया गया है कि, 'स्कूल और एचईआई सहित संस्थान जो पहले से ही अपने बोर्ड/नियामकों के माध्यम से कौशल-आधारित पाठ्यक्रमों की पेशकश कर रहे हैं, यदि संभव हो तो व्यावसायिक पाठ्यक्रम के लिए या एसएससी के माध्यम से, उनके मौजूदा मानदंडों के अनुसार मूल्यांकन और प्रमाणीकरण करने के लिए लचीले हो सकते हैं।' तदनुसार, सीबीएसई द्वारा कौशल केंद्र में छात्रों का मूल्यांकन किया जाएगा। 150 घंटे से कम समय के लिए, ऑनलाइन परीक्षाओं के साथ आंतरिक मूल्यांकन भी आयोजित किया जाएगा। 150 घंटे से अधिक अवधि के पाठ्यक्रमों के लिए, प्रत्येक तिमाही में सीबीएसई द्वारा बाहरी एक्सेसर के माध्यम से व्यावहारिक मूल्यांकन किया जाएगा।
- b. सीबीएसई अल्पकालीन कोर्स पूरा करने वाले प्रशिक्षकों के लिए मूल्यांकन ढांचा तैयार करेगा। मूल्यांकन ढांचे में सैद्धांतिक और व्यावहारिक मूल्यांकन के घटक शामिल होंगे (जहां भी संभव हो)
- c. रूपरेखा के अनुसार अंतिम मूल्यांकन (ऑनलाइन या ऑफलाइन) करने के लिए योग्य कौशल प्रशिक्षकों / मूल्यांकनकर्ताओं को लगाया जाएगा। सीबीएसई सफल अभ्यर्थियों को प्रमाणित करेगा।
- d. मूल्यांकन शुल्क @ रु. 300 प्रति अभ्यर्थी का भुगतान संस्थान द्वारा सीबीएसई को किया जाएगा।

## 12. प्रमाणन और पुरस्कार

प्रशिक्षण के सफल समापन पर, सीबीएसई द्वारा प्रमाण पत्र प्रदान किया जाएगा। प्रमाणपत्रों पर "स्किल इंडिया" का लोगो होगा।

## 13. उद्योगों/शैक्षणिक संस्थानों/कौशल विश्वविद्यालयों/तकनीकी प्रशिक्षण संस्थानों (आईटीआई/पॉलिटेक्निक)/पीएमकेवीवाई/डीडीयू-जीकेवाई/नियोक्ता/उपयोगकर्ता संगठनों के साथ गठबंधन

- पाठ्यक्रमों के चयन, कौशल प्रशिक्षक, नामांकन, अतिथि व्याख्यान, क्षेत्र भ्रमण, व्यावहारिक प्रशिक्षण के लिए उद्योगों/नियोक्ता/उपयोगकर्ता संगठनों की निरंतर संलग्नता सुनिश्चित की जाएगी।
- प्रशिक्षुओं को इंटर्नशिप, प्लेसमेंट और उद्यमिता सहायता के लिए छात्रों को अवसर प्रदान करने के लिए उद्योग के साथ विशिष्ट भागीदारी विकसित की जाएगी।
- कार्यक्रम के प्रभावी कार्यान्वयन के लिए शैक्षिक संस्थानों, कौशल विश्वविद्यालयों, तकनीकी संस्थानों (आईटीआई, पॉलिटेक्निक), प्रधान मंत्री कौशल विकास योजना (पीएमकेवीवाई), दीन दयाल उपाध्याय ग्रामीण कौशल्या योजना (डीडीयू-जीकेवाई) के साथ विशिष्ट भागीदारी विकसित की जाएगी। सहयोग प्रशिक्षण, बुनियादी ढांचे आदि के लिए संसाधन खोजने में सहायता कर सकता है।

## 14. प्रगति रिपोर्ट प्रस्तुत करना

- कार्यान्वयन संस्था सीबीएसई पोर्टल पर योजना की प्रगति रिपोर्ट प्रस्तुत करेगी।
- योजना के उचित निष्पादन को सुनिश्चित करने के लिए सीबीएसई समय-समय पर ऐसी शर्तों को निर्धारित करने के लिए स्वतंत्र होगा, जैसा कि वह उचित समझे।

## 15. प्रबंधन सूचना प्रणाली (एमआईएस)

- दिशानिर्देशों के 2.4.1 के अनुसार राष्ट्रीय कौशल विकास निगम (एनएसडीसी) के माध्यम से पीएमकेवीवाई 3.0 के केंद्रीय घटक के तहत 'कौशल केंद्र पहल' को लागू किया जाएगा। इसे ध्यान में रखते हुए, निजी स्कूलों द्वारा कार्यान्वयन की जानकारी सीबीएसई द्वारा संकलित की जाएगी और आवश्यकता पड़ने पर स्किल इंडिया पोर्टल को प्रदान की जाएगी।
- सीबीएसई द्वारा एक वेब आधारित प्रबंधन सूचना ऑनलाइन प्रणाली (एमआईएस) विकसित की जाएगी। योजना के तहत पंजीकृत प्रत्येक स्कूल को लॉगिन और पासवर्ड दिया जाएगा और उसे अपने डैशबोर्ड के माध्यम से जानकारी प्रदान करने और इसकी समीक्षा करने की आवश्यकता होगी।
- एमआईएस का उपयोग मूल्यांकन और प्रमाणन प्रक्रिया भेजने के लिए भी किया जाएगा।
- सीबीएसई फैकल्टी को नियमित प्रशिक्षण प्रदान करके एमआईएस पर पंजीकृत स्कूलों का समर्थन और संचालन करेगा।





सत्यमेव जयते  
GOVERNMENT OF INDIA  
MINISTRY OF SKILL DEVELOPMENT  
& ENTREPRENEURSHIP

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## GUIDELINES FOR SKILL HUB INITIATIVE

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Pradhan Mantri Kaushal Vikas Yojana (PMKVY 3.0)



**Ministry of Skill Development & Entrepreneurship  
Government of India.**

## **Disclaimer**

All information contained in these Guidelines, subsequently provided/clarified are in good interest and faith. The Guidelines for Skill Hub Initiative document should be used along with the PMKVY 3.0 (2020-21) scheme Guidelines issued by MSDE on December 22, 2020.

These guidelines are valid for the pilot phase of Skill Hub Initiative. MSDE without liability or any obligation, reserves the right to amend, delete or add any information mentioned in this document at any stage.

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## Abbreviations and Acronyms

1.	A&A	Accreditation & Affiliation
2.	ABC	Academic Bank of Credits
3.	AEBAS	Aadhaar Enabled Biometric Attendance System
4.	AEAP	Aadhar Enabled Assessment App
5.	AICTE	All India Council of Technical Education
6.	B&L	Boarding and Lodging
7.	CBSE	Central Board of Secondary Education
8.	CCTV	Closed Circuit Television
9.	CSCM	Centrally Sponsored Centrally Managed
10.	DBT	Direct Benefit Transfer
11.	DM Schools	Demonstration Multipurpose School
12.	DoSEL	Department of School Education & Literacy
13.	DoHE	Department of Higher Education
14.	DSC	District Skill Committee
15.	EMRS	Eklavya Model Residential School
16.	JNV	JawaharNavodayaVidyalaya
17.	JSS	Jan ShikshanSansthan
18.	HEI	Higher Education Institution
19.	IA	Implementing Agency
20.	ICT	Information and Communications Technology
21.	IT	Information Technology
22.	ITI	Industrial Training Institute
23.	KPI	Key Performance Indicator
24.	KVS	KendriyaVidyalayaSangathan
25.	MGNF	Mahatma Gandhi National Fellows
26.	MSDE	Ministry of Skill Development & Entrepreneurship
27.	MSME	Ministry of Micro, Small and Medium Enterprises
28.	MoE	Ministry of Education
29.	MeitY	Ministry of Electronics and Information Technology
30.	MoRD	Ministry of Rural Development
31.	NCERT	National Council of Educational Research and Training
32.	NCF	National Curriculum Framework
33.	NCVET	National Council of Vocational Education & Training
34.	NEP	National Education Policy
35.	NGO	Non-government Organisation
36.	NIOS	National Institute of Open Schooling
37.	NIELIT	National Institute of Electronics & Information Technology
38.	NOS	National Occupation Standards
39.	NSDC	National Skill Development Corporation
40.	NSQF	National Skills Qualifications Framework
41.	OBD	Out Bound Dialling

42.	OJT	On-the-Job Training
43.	PIA	Project Implementing Agency
44.	PFMS	Public Financial Management System
45.	PMKK	Pradhan Mantri Kaushal Kendra
46.	PMKVY	Pradhan Mantri Kaushal Vikas Yojana
47.	QP	Qualification Pack
48.	RPL	Recognition of Prior Learning
49.	RSETI	Rural Self-Employment Training Institute
50.	SANKALP	Skills Acquisition and Knowledge Awareness for Livelihood Promotion
51.	SEB	State Education Board
52.	SEO	State Engagement Officer
53.	SHI	Skill Hub Initiative
54.	SIP	Skill India Portal
55.	SOS	State Open School
56.	SS	Samagra Shiksha
57.	SSC	Sector Skill Council
58.	SSDM	State Skill Development Mission
59.	SMC	State Monitoring Committee
60.	STT	Short Term Training
61.	TC	Training Centre
62.	TP	Training Partner
63.	ToT	Training of Trainer
64.	UGC	University Grant Commission
65.	UT	Union Territory
66.	VET	Vocational Education and Training

## Chapter 1: Envisaged Integrated Skilling through Skill Hubs

### 1.1. Introduction to Integrated Skilling

Integration and mainstreaming of vocational education with general education has been identified as the key reform in the education-skill system of the country for overall gains at the student, community and economy levels. The ‘National Education Policy’ (NEP) 2020 envisages quality holistic education—including vocational education so that students can design their own paths of study and life plans. It emphasizes on flexibility in choice of subjects and strongly recommends no hard separations between the vocational and academic streams, etc. in order to eliminate harmful hierarchies and silos between different areas of learning.

To mainstream vocational education, enable sharing of infrastructure and developing well-defined pathways for students to continue with their chosen academic-vocational pursuits, a scheme of creation of Skill Hubs across the education and skill ecosystem has been proposed to actualize the intent of the NEP on the ground. The implementation of the initiative shall ensure broad-based convergence of vocational education with formal education in a phased manner. The effort would also supplement the objectives of ‘National Policy for Skill Development and Entrepreneurship’ (NSDP), 2015.

Creation of sustainable skill Training Centres, phase-wise introduction of vocational courses in school curriculum in coordination with Ministry of Education (MoE) has also been envisioned in the Guidelines of the PMKVY 3.0. This can be accomplished through technical support, greater cross utilization of available infrastructure from Universities/ Colleges/ Industrial Training Institutes (ITIs)/ Polytechnics/ Schools, and further strengthening of District Skill Committees (DSCs), State Skill Development Missions (SSDMs)/ State Directorate of Technical Education along with handholding, strategic and funding support.

The ‘Skill Hub Initiative’ under the PMKVY 3.0 scheme focuses on the introduction of skill training programmes in the education ecosystems. The Initiative would consider the policy level synergy on integration of vocational education with general education as envisioned in the NEP 2020.

### 1.2. Skill Hubs

Skill Hubs are nodal skill centres identified to provide skill development and vocational training opportunities to target population segments from class 6-8th (introduction to world-of-work through orientation, industry visits, bag-less days), Class 9<sup>th</sup> to 12<sup>th</sup> (aimed at exposing students to skill development avenues), school dropouts, and out-of-education (aimed for academic credit, mainstreaming back to

education and or apprenticeship and employment linkages). Over a period of time, these Skill Hubs will associate with adjoining education and skilling institutions (spokes) over a district, or a cluster of adjacent districts, to provide access to skill development training at hub location or at spoke location. Such adjoining institutions in the vicinity of the Skill Hub may leverage the infrastructure and resources available at the associated Hub for their In-school, drop-outs and out-of-education candidates.

Skill Hubs will be co-opted from the vocational system and education system with participation from MSDE, MoE (Department of School Education & Literacy-DoSEL and Department of Higher Education-DoHE), Ministry of Rural Development (MoRD), Ministry of Micro, Small and Medium Enterprises (MSME) and Ministry of Electronics and Information Technology (MeitY) basis agreed selection criteria including but not limited to the following institutions:

- a. Schools (Government, Government-Aided and Private)
- b. Higher Education Institutions (Engineering, Technical and General Institutions including institutions offering Language courses)
- c. Polytechnics
- d. Industrial Training Institutes (ITIs)
- e. Pradhan Mantri Kaushal Kendras (PMKKs)
- f. Private Training Providers (PMKVY centres, Fee based centres)
- g. Institutions under Jan Shikshan Sansthan (JSS) Scheme
- h. Other Skilling Institutions like RSETI, NIELIT, etc.
- i. Skilling institutions under MSME
- j. Corporate Skill Institutions

### 1.3. Objectives

The 'Skill Hubs Initiative' under PMKVY 3.0 aims at creating shared infrastructure, aligned with the needs of the local economy which addresses the vocational training needs of all target segments. It is also expected that existing resources in education and skilling system can be put to optimum usage by utilization for skilling beyond normal working hours and during weekends. In its full roll-out, the scheme is aimed at the following:

- a. Provision of permanent vocational infrastructure and resources for skilling
- b. To ensure contiguous availability of skill centres for ease of candidates
- c. Introduce vocational learning at an early stage with multiple well-defined pathways for candidates to continue with their chosen vocations
- d. Provide vocational offerings for target segments including in-school, drop-outs and out-of-education candidates

- e. Align the vocational offerings at all levels with overall economic and local economy needs

#### 1.4. Design Principles of Integrated Skilling Model

To create and promote Skill Hubs in the country, the following significant core and peripheral reforms have been envisaged for the design and implementation approach:

- a. Integration of Skills in Education – both School and Higher Education Institutions as envisaged in NEP 2020.
- b. Cross-utilization of available infrastructure with Universities/Colleges/Schools/Polytechnics/Government ITIs for skill development.
- c. Introduction of vocational subjects in schools, until institutionalized by the National Curriculum Framework (NCF).
- d. Academic Bank of Credit (ABC) framework for the recognition of Skills in Education and credit accumulation, transfer, and equivalence with Education, ITI and skilling ecosystem.
- e. Focus on up-skilling/ re-skilling courses through training to increase productivity of existing workforce for the Out of Education segment
- f. Embedding online/digital mode of training for wider coverage
- g. Training for in-school and out of education candidates to provide multiple entry, exit option for students to formal education along with enabling employability skills.
- h. Demand for skilling would be mapped through District Skill Committees (DSCs) along with the provision of Mahatma Gandhi National Fellows (MGNFs). Primary data from districts may be triangulated with PMKVY 3.0 training data, demand from employment through ASEEM portal, sectoral analysis of Sector Skill Councils (SSCs), District Skill Development Plans (DSDPs) and other secondary sources.
- i. Data of existing trainers and Assessors could be collated from National Skill Training Institutes (NSTIs) and Takshashila portal. Identification of vocational resources in school system including the National Council for Teacher Education (NCTE) and District Institute of Educational and Training (DIET) and other platforms would be considered.
- j. Counselling Services shall be provided to all the target population segments based on the aptitude and psychometric tests. This will be done once the candidate is registered for training. For the in-school students, NCERT guidelines will be followed. Further, it is envisaged that counselling services would be institutionalized at the time of entry to Class 9 and Class 11 for better screening of candidates in various streams and Skill Training Hubs services may be leveraged for the same.



### 1.5. Target Segments

For the overall integration of skilling with education, vocational education shall be introduced from Class 6 onwards through introduction to the 'World of Work'. Students through industry visits, and bag-less days may be given orientation of vocational education. Industry visits may also cover visits to local artisans, craftsmen, local manufacturing units, etc. The foundational concepts of courses mapped for Class 9 onwards may be used for Class 6-8 for better synergy. Such vocational needs shall be addressed at Schools as per the NCERT guidelines.

The Skill Hubs initiative in its final roll-out would offer NSQF aligned vocational courses for the following target segments:

- a. **In-school students** (Class 9-12th cohort): Shall be offered a vocational offering as course work having access to dedicated skill labs in identified Skill Hubs.
- b. **School Dropouts** (Class 6<sup>th</sup> to 12<sup>th</sup> cohort): To achieve Vocational skill Certification and academic credit through credit assignment and mainstreaming back to School wherever feasible. Candidates shall also be supported with career counselling before and after training. For children who have dropped out of class 6/7/8, option for continuing vocational education along with mainstreaming will be done.
- c. **Out-of-education candidates:** To achieve vocational skill certificate and academic credit through Skilling/ Re-skilling/ Up-skilling courses.

### 1.6. Envisaged Integration at Various Levels

The operationalization of Skill Hubs shall be based on differentiation between courses, resource intensity, type of institution identified as Skill Hub, pedagogy, and objectives of vocational offerings for in-school and out-of-education candidates.

#### Integration for In-school students

- **Schools:** Skill Hubs emanating from Schools would introduce vocational trades prescribed in the *SamagraShiksha* vocational scheme with suitable enhancement in scope as per the Skill Hubs Guidelines. Over time, they shall incorporate the courses identified through demand mapping from the local economy.
- **Higher Education Institutions:** Skill Hubs emanating from Higher Education Institutions including Engineering Colleges, Polytechnics and General Education Institutions shall introduce vocational trades prescribed in the *SamagraShiksha* vocational scheme or similar other NSQF aligned short duration courses relevant for

in-school students. Over time, they shall incorporate NSQF aligned courses identified through demand mapping from the local economy.

- **Skill Hubs from MSDE System:** Skill Hubs emanating from ITI, PMKKs, JSS, etc. may follow the Hub-n-Spoke model for operationalization the scheme wherein aspects of vocational education (theory part) may be catered to in the school classrooms and practical training at ITI/PMKKs for 1-2 days a week. Skill Hubs from MSDE System shall introduce vocational courses prescribed in the *SamagraShiksha* vocational scheme or other NSQF aligned short duration relevant courses as relevant to local demand.
- **Skill Hubs from other Skill Institutions:** Skill Hubs emanating from non-MoE and MSDE system shall introduce vocational courses prescribed in the *SamagraShiksha* vocational scheme for catering to in-school students. Over time (say over 2 years), they are expected to increase the scope of their offerings to match the demand mapping from district level and secondary sources. Delivery mechanism shall be similar to hub-n-spoke model.

### Integration for Out-of-education candidates

- **Schools:** Short Term training courses will be offered in the premises of schools designated as Skill Hubs for out-of-education youth after school hours or weekends. The courses could be based on the vocational courses being offered in the *SamagraShiksha* as well as any other NSQF aligned courses. Over time, NSQF aligned courses identified through demand mapping from the local economy shall be incorporated. Schools may avail the services of private vocational training providers for offering vocational courses to out-of-education candidates until they develop internal capabilities.
- **Higher Education Institutions (HEIs):** Short term training courses will be offered in the premises of the HEIs designated as Skill Hubs for the out-of-education candidates. The courses may be based on the vocational courses being offered in the *SamagraShiksha* or similar NSQF aligned courses which they are already offering. Over time, they shall incorporate the courses identified through demand mapping from the local economy.
- **MSDE Skill Institutions:** Vocational offerings shall be in the form of fresh skilling, re-skilling and up-skilling vocational courses. The offerings shall be derived from a judicious mix of universal trades and those pertaining to local economy needs.
- **Skill Hubs from other Skill Institutions:** Skill Hubs from skill institutions of other Ministries would expand the scope of their offerings to cater to out-of-education

candidates. The vocational offerings would be similar to other Skill Hubs from education or skill systems.

#### **1.7. Skill Hub Pilot**

**As a step towards implementing integrated skilling through Skill Hubs, a pilot is being launched from January 1, 2022 targeted at out-of-education candidates. The guidelines for the same are appended below.**

## Chapter 2: Skill Hubs Pilot Starting January 1, 2022

### 2.1 Objectives of the Pilot

The pilot scheme is aimed at the following:

- a. Provision of permanent vocational infrastructure and resources for skilling
- b. Driving convergence and integrated skilling across the education and skill ecosystems
- c. Step towards re-positioning the vocational education ecosystem from supply driven to demand driven
- d. Provision of 6-7 Skill Hubs per district in the pilot phase through 5,000 Skill Hubs
- e. Rationalizing the cost of short-term vocational training with de-novo costing

### 2.2 Guiding Principles

Skill Hubs Pilot shall adhere to PMKVY 3.0 Guidelines and administrative structure except the relaxation or exemptions as provided under Chapter-6 herein, to efficiently address the challenges.

**Implementation Agency:** The ‘Skill HubsPilot’ would be implemented under central component of PMKVY 3.0 through National Skill Development Corporation (NSDC) with the support of State Skill Development Missions (SSDMs), State Education Department/Agencies and District Skill Committees (DSCs). It will be responsible for operational aspects including registration on Skill India Portal, trainee life cycle mapping, portal-based IT support, Career Counselling solution, facilitate course material for training, advisory on the strengthening of Skill Hubs, Empanelment of Skill Hubs, Monitoring, etc.

Skill Hubs shall associate with adjoining education and skilling institutions (spokes) over a district, or a cluster of adjacent districts, to provide access to skill development training at hub location or at spoke location. Such adjoining institutions in the vicinity of the Skill Hubs shall leverage the infrastructure and resources available at the associated Hub

**Target Segment:** Skill Training shall be targeted at dropouts and out-of-education candidates.

**Vocational Courses:** Skill Hubs shall offer courses / job roles from multiple sectors with infrastructure capacity and strength of suitable Trainers for delivering high-quality skill development training. In the pilot phase, short term courses based on *SamagraShiksha* vocational courses shall be offered, which shall be upgraded to ‘universal’ trades and local economy relevant trades in the next phases. Course

material to non-MSDE Skill Hubs may be facilitated through direct sharing of handbooks or flexibility to choose from list of publishers including the National Instructional Media Institute (NIMI). Skill Institutions from non-education system may also offer National Skills Qualification Framework (NSQF) aligned employment linked courses.

**Vocational Resources:** Skill Hubs would engage vocational trainers and strengthen vocational capacity required for catering to the candidates in line with demand. Skill Hubs identified from the education system would be able to access the services of PMKKs or standalone training providers or skill knowledge partners until they develop their own resources over time.

**Funding of Training Cost:** Training cost for out-of-education candidates shall be provisioned under the PMKVY scheme. NSDC will directly transfer the funds to the skill hubs including schools. Scheme funding shall be extended to all Skill Hubs except those which shall run on fee-based mode (AICTE Institutions and private Schools). Identified AICTE institutions in difficult geographies/aspirational districts may also be covered under scheme funding.

Short Term training courses based on SamagraShiksha aligned with NSQF will be offered in the premises of schools designated as Skill Hubs for out-of-education candidates after school hours and on weekends.

**Attendance:** Biometric attendance shall be made mandatory for Trainee, Trainers and Assessors. The provision of online attendance endorsed by Head of Institutions through My Attendance portal may be explored until biometric attendance is enabled at School based Skill Hubs.

**Mobilization of Candidates:** Skill Hubs are expected to would work in coordination with adjoining schools, training institutions and District Skill Committees for mobilizing out-of-education candidates. Branding and awareness material shall be shared with respective Skill Hubs to assist in mobilization. Required coordination support may be extended from the State authorities including State Skill Development Mission as required.

**Safety and Security:** While Skill Hubs are expected to address aspects of safety and security of candidates, the district administration may also be advised for safety for late afternoon/evening classes especially for female candidates. For all-Girls Institutions and JNV based Skill Hubs, only female candidates may be enrolled for afternoon/evening classes.

**Assessment and Certification:** Assessment and certification process shall be as per guidelines and norms issued by MSDE/NCVET from time to time. Institutions including Schools and HEIs which are already offering skilling-based courses

through their respective School Education/Technical Boards would have the flexibility to undertake assessment and certification as per their existing norms if they offer NSQF aligned/approved courses. The pilot also provisions for one-time provision of re-assessment for the failed and not appeared candidates at the discretion of Awarding Bodies/ Boards and respective Skill Hubs.

**Monitoring:** The initiative would be monitored at various levels to ensure quality outcomes. This will include progress monitoring tools such as quarterly progress reports, geo-tagging, and audit, etc. Monitoring would be done via technology-driven interventions. In specific cases where discrepancies are found, physical inspections may also be conducted. State and District level agencies (SIS, SSDMs/DSCs) shall be oriented for their roles in monitoring in addition to the central implementation agency.

### 2.3 Identification of Skill Hubs

Skill Hubs may be equipped with appropriate infrastructure and lab equipment for conducting the training in vocational courses prescribed in the *Samagra Shiksha* vocational scheme or similar other NSQF aligned short duration courses as defined under the selection parameters for Skill Hubs.

In the initial phase, around 5,000 such Skill Hubs would be identified in the country from across the education and skill ecosystems including Schools, PMKKs ITIs, Engineering Colleges, General Education Colleges, Polytechnics, Rural Self-Employment Training Institutes (RSETIs), JSS centres, NIELIT centres and MSME Skilling Institutions and other Central/State institutions as the case may be.

Consolidation and geo-spatial mapping of identified Skill Training Hubs would be undertaken for identification of best-fit centers. The number of Skill Hubs would be identified from respective Ministries/ Departments along with their maximum intake capacity basis available infrastructure.

### 2.4 Training Targets

Target shall be assigned up to the maximum capacity of the identified Skill Hubs based on selection criteria/ metrics linked to infrastructure, training capacity, past skilling experience if any, geographical operation, etc.

Trainee life cycle data shall be put on Skill India Portal through a simple automated process.

The running capacity for single batch for the training centre shall be minimum of 15 candidates to maximum of 40 candidates.

## 2.5 Implementation Mechanism

The Steering Committee constituted under the PMKVY 3.0 scheme would oversee and monitor the implementation of 'Skill HubPilot' across the country in the coordination with Ministry of Education (MoE), other Central Ministries, State Skill Development Missions and State Education Departments/Agencies.

For drop out Students, Skill Hubs to coordinate with National Institute of Open Schooling (NIOS)/State Open Schools or respective State Education Board for mainstreaming back to education wherever possible.

## Chapter 3: Governance Structure and Key stakeholders

### 3.1. Steering Committee

**The Steering Committee** constituted under PMKVY 3.0, as apex level committee shall be responsible for broad policy direction, framing operations guidelines, periodic review, monitoring, mid-course correction and convergence of skills and education.

The composition of the Steering Committee is as under:

Steering Committee Composition	Roles to be played in SC
Secretary, Ministry of Skill Development and Entrepreneurship (MSDE)	Chairman
Additional/Joint Secretary (Skill Development), Ministry of Skill Development and Entrepreneurship (MSDE)	Member Secretary
Additional Secretary & Financial Advisor, Ministry of Skill Development and Entrepreneurship (MSDE)	Member
MD & CEO, National Skill Development Corporation (NSDC)	Member
Officers not below the rank of Joint Secretary from Central Ministries	Member
Officers not below the rank of Principal Secretary, Skill Development (or equivalent) from two States*	Member
Chairman of any two Awarding Bodies*	Member
Special Invitees as decided by the Chairman, Steering Committee**	Member

sis (nominated by Secretary, MSDE)

\*\*For Skill Hubs Pilot, the following special invitees may be invited by the Chairman, Steering Committee:

- a. Director General, Directorate General Of Training, Ministry of Skill Development and Entrepreneurship (MSDE)
- b. Additional/Joint Secretary (DoSEL), Ministry of Education (MoE)
- c. Additional/Joint Secretary (DoHE), Ministry of Education (MoE)
- d. Additional/Joint Secretary, Ministry of Rural Development (MoRD)
- e. Additional/Joint Secretary, Ministry of Ministry of Micro, Small and Medium Enterprises (MSME)
- f. Additional/Joint Secretary, Ministry of Electronics and Information Technology (MeitY)

The Steering Committee shall be responsible for the following:

- a. The Steering Committee of the scheme is empowered for taking appropriate decisions in the matters of dynamic fixation of targets and funds. The existing Steering Committee constituted for the Scheme is empowered for taking appropriate decision in matters relating to broad policy direction, dynamic fixation of targets and any deviation in scheme concept note/guidelines, without affecting the financial provisions.

### 3.2. State Monitoring Committee

The 'State Monitoring Committee' shall be constituted at the State level for overseeing the regular functioning of the scheme with participation of State Skill, Education Department, other participating Ministries and DSCs representatives. For any policy or operational corrections, the state monitoring committee shall seek guidance/approval from Steering Committee for improvising the implementation of the Skill HubPilot. It shall be headed by the Principal Secretary/Secretary, in charge of Skill Development Department/SSDMs in the State/UT.

The State Monitoring Committee for the 'Skill HubsPilot' may constituted by taking the following members as proposed below by the competent authority:

Details of State Monitoring Committee Members	Roles to be played in SMC
Secretary, Skill Development Department of respective State/UT	Chairman
Department of Higher Education	Member
Department of School Education	Member
Department of Technical Education	Member
Department of Rural Development/ PanchayatiRaj	Member
MD & CEO, State Skill Development Mission (SSDM) of the State/UT	Member Secretary
Representatives or Chairman of 2 District Skill Committees	Member



Nodal Officer/Representative (not below the rank of Deputy Director) of State Skill Development Missions (SSDMs)	Member
State Director dealing with ITIs	Member

State Monitoring Committee shall be responsible for the following:

- To act as joint monitoring committee for overseeing the regular functioning of the 'Skill HubsPilot', recommending to Steering Committee any policy or operational corrections for improving its implementation, reviewing, and approving of proposals in accordance with the Guidelines or any other functions as deemed necessary by Steering Committee.
- The State Monitoring Committee shall refer the Guidelines of the pilot and shall adhere to the PMKVY 3.0 Guidelines. In case of any deviation from PMKVY 3.0 guidelines, the State Monitoring Committee shall examine the same and place it before the Steering Committee for final approval.
- Periodic review of allocated training targets to all types of identified Skill Hubs within the State/UT.

### 3.3. Ministry of Skill Development and Entrepreneurship (MSDE)

MSDE shall act as the apex body at the National level for coordination and overall implementation of the Skill HubsPilot in coordination with the MoE, MoRD, MeitY, MSME, DGT, SSDMs/DSCs, and other stakeholders.

Target Allocation to Implementing Agencies as provisioned in 'Skill HubsPilot' Guidelines.

Release of funds in accordance with the Guidelines.

Coordination among Stakeholders for handholding and support to ensure smooth execution of these training programme.

Grievance redressal, if any.

### 3.4. State Skill Development Missions (SSDMs)

The role of SSDMs in SHI shall be the following:

SSDMs shall act as the apex body at State / Union Territory level for the pilot in coordination with the MSDE, Education Department/Board, DSCs, Skill Hubs, and other stakeholders, if required.

Provide technical support to Skill Hubs, DSCs, TPs, wherever required

The State Monitoring Committee shall look after the functions of SSDMs and advise for overall improvement of the SHI in consultation with other stakeholders

SSDMs shall extend administrative support to DSCs, Skill Hubs, and other stakeholders.

SSDMs shall issue advisories/instructions for DSCs and others, wherever required; Grievance redressal, if any.

### 3.5. State Education Department / Board/ Council

Support NSDC and SSDMs in the implementation and monitoring of the Skill HubPilot Programme in schools in State/UT.  
 Handholding of the candidates for mainstreaming back to education along with School Skill hubs  
 State Project Director (SPD) to set up help desk at the state level to manage the queries of the School Skill hubs  
 Any other task assigned by State Monitoring Committee.

### 3.6. District Skill Committee (DSC)

District Skill Committee (DSC) would assist in implementation of this Pilot. It will be assisted by the District Education Officer (DEO) in discharging its overall role under the Skill Hub Training Programme within a district. The responsibilities of DSCs in the 'Skill HubPilot' shall be the following:

- To map local skill demand, training facilities and trade-wise trainer availability through scheme resources and through the provision of Mahatma Gandhi National Fellows.
- To actively assist in mobilisation of candidates in coordination with respective Skill Hubs and facilitating initial registration process on the Skill India Portal.
- To verify availability of premises and trainers.
- To monitor and supervise the scheme at the district level and coordinate with nodal implementing agency for ensuring training quality.

### 3.7. Implementing Agency

NSDC shall be responsible for overall implementation of the Skill Hubs Pilot. The responsibilities of Implementing Agency shall be the following:

- To facilitate seamless on-boarding of Skill Hubs in the Skill India Portal (SIP) along with handholding support to the Project Implementing Agencies in maintaining the training life cycle of target segments for payouts and entitlements, as per guidelines.
- To extend knowledge and technical support in coordination with the MSDE, to all Skill Hubs, including a counselling solution for better screening of candidates for various courses.
- Target Allocation to Skill Hubs with a suitable methodology duly approved by the Steering Committee and release of payments.
- Grievance redressal.
- Any other responsibilities as assigned by the MSDE/ Steering Committee.

### 3.8. Awarding Bodies /Agencies for Assessment and Certification

The responsibilities of Awarding Bodies in the Pilot shall be the following:

The assessment and certification process shall be as per guidelines and norms issued by MSDE/NCVET from time to time. Institutions including Schools and HEIs which are already offering skilling-based courses through their Boards/Regulators may have the flexibility to undertake assessment and certification as per their existing norms if possible, for the vocational courses or through other Awarding Bodies.

Finalisation of training content and curriculum in accordance with the approving authority and as per the requirement.

Post-training completion under this Pilot, career path development for trained candidates in terms of further training on high or other NSQFs

Training of trainers and Assessors as required

Assessment and Certification in a time bound manner.

### 3.9. Head of Institutions / Skill Hubs

The Head of the Institutions/Skill Hubs will be responsible for the following:

Develop a strategic plan for the Skill Hubs, in consultation with the stakeholders, including the preparation of a staffing and resource plan.

Undertaking academic and administrative services for the implementation of the pilot.

Promote collaboration and foster inter-disciplinarity both within the Skill Hub, and with other institutions or Skill Hubs.

Deal with the staff deployment matters that fall within the remit of the Skill Hub.

Ensure participation of teachers/trainers and candidates in the implementation of the Skill Hubs Pilot.

Ensure availability of resource materials for training of teachers/ trainers and candidates.

Arrange capacity building programmes for key functionaries and vocational teachers/ trainers.

Handle financial matters, including, the monitoring of expenditure.

Ensure the effective delivery of high-quality VET and the maintenance of academic standards.

Review the performance of the Skill Hub in terms of its objectives as stated in its strategic plan and in its staffing and resource plan and prepare a report.

Undertake continuous monitoring and supervision and reporting of overall functioning of Skill Hubs.

Other duties as may be assigned by the respective higher authorities.

## Chapter 4: Budget and Fund Flow Mechanism

### 4.1. Details on Budget and Funding

The total estimated cost for the pilot SHI to train/certify candidates is approximately Rs. 700 crores (Rupees Seven Hundred Crores).

**Table 2: Details of Cost Components under the Pilot**

Sl. No.	Cost Components		Total Cost (Rs. in Crore)
1 (a)	Operational Cost*	Rs. 7,300/- per Candidate	630.59
1 (b)	Administrative Cost	Component Percentage	
(i)	Administrative Expenditure	6%	37.84
(ii)	Awareness	3%	18.92
(iii)	Scheme level Monitoring, Impact Assessment etc.	2%	12.62
<b>Scheme Outlay [1(a) + 1(b)]</b>			<b>700</b>

\*The component wise break-up of operational cost is mentioned at *Annexure I*.

### 4.2. Fund Flow Mechanis

- Funds under the program shall be transacted under Public Financial Management System (PFMS) Platform.
- The funds may be routed through NSDC directly to the Skill Hubs.
- The direct monetary rewards as paid to candidates shall be done through PFMS linkage with DBT Bharat Portal.
- Considering integration of skill with education, de-linking of PMKVY 3.0 approved tranches pay out mechanism. The tranches pay out under this Pilot will become due and payable upon achievement of new milestones. The milestones proposed are:

**Table 3: Details of tranche and applicable milestones**

Tranche	%	Milestone
Tranche 1	60%	Commencement of Training Batches after on-boarding of Skill Hubs
Tranche 2	40%	Upon successful candidate certification

## Chapter 5: Monitoring

### 5.1. Monitoring Framework

Skill HubsPilot will be monitored at various levels to ensure quality outcome. This will include progress monitoring tools such as quarterly progress reports, geo-tagging, and audit, etc. Monitoring would be done via technology-driven interventions as well as physical inspections for transparency and scalability.

The monitoring structure, the roles, and responsibilities of key stakeholders in monitoring the program will be similar to PMKVY 3.0 Monitoring guidelines.

Evaluation will have specific emphasis on ensuring quality in training delivery and making skilling aspirational in the country. The implementing agency/coordinating agency will be required to submit progress report and evaluation report time to time.

During the lifecycle of training, following indicators will be monitored to ensure the quality of training being provided:

- Attendance of candidates
- Availability of facilities and infrastructure at the Skill Hubs
- Availability of training material as per the guidelines
- Branding of Skill India as per the guidelines
- Regularity of training including batch strength.
- Any unethical practices by Skill Hubs

Following are the monitoring mechanism and tools planned to be used to monitor the initiative:

- Enrolment of candidates will be candidate Aadhar number linked in Skill India Portal (SIP) to avoid any fake enrolments.
- 100% candidate verification using Out Bound Dialling (OBD) and manual calling.
- Attendance monitoring: Project Implementing Agencies (PIAs)/ Skill Hubs are required to submit photograph of daily activities along with manual attendance record in a mobile application and where applicable, AEBAS attendance system will be adopted as permitted by Districts/ States/ UTs.
- Weekly Virtual verification through mobile application.
- Physical surprise visits to Skill Hubs by DSCs/ State Engagement Officers (SEOs).
- CCTV Monitoring: Daily snaps of classroom activities, candidate attendance and control room access to live video footage of Skill Hubs would be made available through this channel. For Government institutions, the Principal/Head of the Institute shall regularly monitor and inspect the Skill Hub for compliance and submit the requisite updates as and when required.

- Candidate assessments will be carried out through Aadhar enabled assessment app (AEAP) to ensure only enrolled candidates are assessed for the batch.
- Performance monitoring: Progress of Key Performance Indicators (KPIs) of the initiative will be monitored through Skill India Portal.
- Branding and Communication: Skill Hubs should adhere to the Branding and Communication Guidelines. Any deviation from the norms will be dealt with as per the monitoring framework of the Scheme.
- Grievance Redressal: An effective grievance redressal mechanism will be put in place. Helpline numbers will also be provided on the website.

The ‘Skill HubsPilot’ is expected to attain completion within stipulated timelines. The key parameters to be monitored at each stage of training lifecycle will be broadly in line with PMKVY 3.0 monitoring guidelines. The consequent management as per defined monitoring penalty grids concerning offences and penalty actions will be followed.

## Chapter6: Exemptions/Deviations from PMKVY3.0 Guidelines

### 6.1. Exemptions/Deviations

The following points cover the exemptions / specific points under the initiative:

Per candidate overall training cost is considered as Rs. 7,300 (Seven Thousand Three Hundred) only as per 4.1.

Accreditation and Affiliation process (with certain exemptions) for centres to come aboard for implementation of the training programme. A simplified process will be adopted to onboard the Skill Hubs in SIP. Government Institutions will be onboarded without physical inspection.

In the pilot phase, only School Dropouts and Out-of-education candidates will be considered as the target segment.

For Schools acting as Skill Hubs, CCTV Monitoring will be encouraged but may not be a mandatory criterion. As an alternative, the Principal/Head of the school shall regularly monitor and inspect the Skill Hub for compliance and submit the requisite updates as and when required.

**Annexure I - Component wise break-up of operational cost**

<b>Details of Operational Cost under the initiative</b>		
<b>Sl. No.</b>	<b>Break-up of Basic Training Cost</b>	<b>Estimate Cost under Skill Hub (Annual) (inRs.)</b>
1	Salary of Trainers	2,40,000
2	Guest Lecture	24,000
3	Course Handbook/s	24,000
4	Raw Material	60,000
5	Training Aid (Internet, Chalk, chart papers, office stationery etc.)	12,000
6	Provision for Maintenance of Tools	30,000
7	Provision for Infrastructure Wear & Tear	24,000
8	Provision for Training of Trainers	10,000
9	Industry Visit Expenses	48,000
10	Electricity Expense	24,000
11	Provision for Counselling	12,000
12	Supervisory Teacher and Housekeeping	96,000
13	Mobilization Expenses	1,20,000
	<b>Total Cost</b>	<b>7,24,000</b>
	Estimated Candidates Catered	120
	<b>Per Candidate Basic Cost (rounded-off)</b>	<b>6,000</b>
14	Assessment Cost	36,000
15	Reward Money	60,000
16	Post Certification Monitoring	60,000
	<b>Total Operational Cost (per Candidate)</b>	<b>7,300</b>

**Notes:**

- MSDE may make a provision for financial assistance to select candidates opting for entrepreneurship/self-employment on a screening and competitive basis under its existing programs (such as SANKALP).
- Reward Money may be deposited directly to the beneficiary candidate using AEPS model.
- The costing is applicable for an average batch size of 30 candidates. Batch size may be increased to a maximum of 40 candidates.
- 15 candidates per batch as the minimum batch size while 40 candidates per batch as the maximum batch size will be considered while forming the batch based on the demand.
- Conveyance cost is payable to persons with disability (PwD) and Transgenders only.



**Additional Resources/Websites**

Sl. No.	Title	Website
1.	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	<a href="https://www.pmkvyofficial.org/">https://www.pmkvyofficial.org/</a>
2.	DeenDayalUpadhyayaGrameenKaushalya Yojana (DDU-GKY)	<a href="http://ddugky.gov.in/">http://ddugky.gov.in/</a>
3.	National Education Policy 2020	<a href="https://www.education.gov.in/sites/upload_files/mhrd/files/NEP_Final_English_0.pdf">https://www.education.gov.in/sites/upload_files/mhrd/files/NEP_Final_English_0.pdf</a>
4.	SamagraShiksha	<a href="https://samagra.education.gov.in/">https://samagra.education.gov.in/</a>
5.	Guidelines for Selection of Vocational Training Providers under Skill Development Initiative Scheme	<a href="http://dectmeg.nic.in/dect/pdf/VTP_Guidelines_&amp;_Forms_-_July.pdf">http://dectmeg.nic.in/dect/pdf/VTP_Guidelines_&amp;_Forms_-_July.pdf</a>
6.	Guidelines for On-the-Job Training for School Students	<a href="http://psscive.ac.in/assets/documents/OJTGuidelines23.3.2021Final.pdf">http://psscive.ac.in/assets/documents/OJTGuidelines23.3.2021Final.pdf</a>
7.	Mobilisation	<a href="https://ddugkysop.in/pluginfile.php/1931/mod_book/chapter/1381/Reference%2011_3.2.2.1.1.pdf">https://ddugkysop.in/pluginfile.php/1931/mod_book/chapter/1381/Reference%2011_3.2.2.1.1.pdf</a>
8.	Public Financial Management System	<a href="https://pfms.nic.in/NewDefaultHome.aspx">https://pfms.nic.in/NewDefaultHome.aspx</a>
9.	Apprenticeship Training	<a href="https://www.apprenticeshipindia.gov.in/">https://www.apprenticeshipindia.gov.in/</a>
10.	Bharat Skills	<a href="https://bharatskills.gov.in/">https://bharatskills.gov.in/</a>
11.	E-skill India	<a href="https://eskillindia.org/">https://eskillindia.org/</a>
12.	Digital Infrastructure for School Education (DIKSHA)	<a href="https://diksha.gov.in/">https://diksha.gov.in/</a>
13.	Skill Development and Management System	<a href="https://www.skillindia.gov.in/">https://www.skillindia.gov.in/</a>
14.	National Qualification Register	<a href="https://www.nqr.gov.in/">https://www.nqr.gov.in/</a>

**Websites of Institute's/Organisations**

Sl. No.	Name	Website
1.	Central Staff Training and Research Institute (CSTARI), Kolkata	<a href="https://www.cstaricalcutta.gov.in/">https://www.cstaricalcutta.gov.in/</a>
2.	National Instructional Media Institute (NIMI) Chennai	<a href="https://nimi.gov.in/">https://nimi.gov.in/</a>
3.	PSS Central Institute of Vocational Education (PSSCIVE), Bhopal	<a href="http://www.psscive.ac.in/">http://www.psscive.ac.in/</a>
4.	National Council of Vocational Education and Training (NCVET)	<a href="https://ncvet.gov.in/">https://ncvet.gov.in/</a>
5.	National Council of Educational Research and Training (NCERT)	<a href="https://ncert.nic.in/">https://ncert.nic.in/</a>
6.	Navodaya Vidyalaya Samiti (NVS)	<a href="https://navodaya.gov.in/">https://navodaya.gov.in/</a>
7.	Kendriya Vidyalaya Sangathan (KVS)	<a href="https://kvsangathan.nic.in/">https://kvsangathan.nic.in/</a>
8.	National Institute of Open Schooling (NIOS)	<a href="https://www.nios.ac.in/">https://www.nios.ac.in/</a>
9.	National Skill Development Corporation (NSDC)	<a href="https://nsdcindia.org/">https://nsdcindia.org/</a>
10.	University Grants Commission (UGC)	<a href="https://www.ugc.ac.in/">https://www.ugc.ac.in/</a>
11.	Jan Shikshan Sansthan	<a href="https://jss.gov.in/">https://jss.gov.in/</a>