

Kaushal Augmentation and Restructuring Mission of AICTE” (KARMA)

The Sample Registration System Statistical Report 2018 stated that India has a very young population, that is, 25.9% below the age of 14; 66% in the working-age group of 15-59, and only 8.1% above 60 years. This gives India its demographic dividend

But, at present only 2% of working population is having formal Vocational Training and 6.1% had received non-formal vocational training. So, the country at present is facing a dual challenge of scarcity of skilled manpower in jobs and low skill level of those who are presently in jobs.

Thus, vocational education can be a game-changer to attain desired economic growth of the country. The National Education Policy (NEP) 2020 of India paves the way for the transformational growth of vocational education in the country since it requires all educational institutions to integrate vocational education into their offerings.

Keeping this objective in view, AICTE is initiating “Kaushal Augmentation and Restructuring Mission of AICTE” (KARMA) for all AICTE approved institutions.

Objectives:

The scheme aims at:

- Strategically planned skill initiatives to create skilled and certified workforce, who not only contribute towards the growth of India but also drive the country into becoming the global skills capital.
- Encourage the institutions for making the best use of available infrastructure of higher education system during off hours for skill training by re-aligning the existing infrastructure for the skill courses specially, training AIDS, syllabus, curriculum etc. as per NSQF aligned Qualifications.

The training under the Scheme shall be, any domain-specific demand-led skill training activity preferably in core engineering sectors leading to employment or self-employment that enables a participant to acquire a Skill, duly assessed and certified by an independent third party agency, and which enables

him/her to get wage/self-employment leading to increased earnings, and/or improved working conditions, such as getting formal certification for hitherto informal skills and/or moving from informal to formal sector jobs or pursue higher education/training.

The Technical institutes may also offer training in non-technical courses having job/ self-employment opportunities in the local area if the required infrastructure and trainer is arranged through any Training Partner/ Partner Industry or NCVET /AICTE approved Training Providers.

OPERATIONAL GUIDELINES:

1. Eligibility of the Training Providing Institutes (TPIs):

All existing AICTE approved institutions will be eligible to participate in the scheme. The institutions who are running relevant technical courses will be given approval on priority.

Active participation shall be encouraged by universities and colleges to participate in this initiative.

All selected institutions will have to comply with the norms as specified in the scheme and decided by the Government from time to time for implementation of the scheme.

2. Selection Procedure:

Online applications will be invited from the AICTE approved Technical Institutes/Polytechnics by issuing a Public Notice on the AICTE website. The proposals will be submitted in the prescribed format within specified time. The proposals will be evaluated at AICTE, based on the merit of the proposal.

The list of selected institutions along with programmes will be notified on the AICTE websites and will be intimated through mail id registered on portal.

3. Target Beneficiaries

- School dropouts after class 10th, who want to pursue, attain higher order skills and are living in the vicinity of College/Polytechnic.

- This scheme is applicable to the candidate who have passed at least 10th standard/ ITIs.
- Fulfils other criteria for the respective job role as defined by the NSQF.
- Possesses an Aadhaar card

4. Admission

- Any 10th pass and above may join such programmes. For admission to the programmes offered by the Institutions, preference will be given to the learners living in the local community.
- Institutes can admit 50% of approved intake of AICTE in respective or relevant branch.
- 5% seats shall be offered by every institute to PwD students under Fee waiver scheme.
- There shall be no age bar for admission under this scheme.
- Admission may be done round the year, depending on the duration of the programmes, to facilitate a steady stream of learners joining the college and moving out as trained work force to the job market.

5. Modes of Training

The modes of training that may be adopted under KARMA are:

- 100% contact-based approach: Both theory and practical shall be conducted physically at approved institutions.
- Blended approach: Theory portion of course may be delivered through digital / online mode and the practical portion to be delivered at institute's training centre, by using the physical training infrastructure.

6. The Job roles/ Qualifications:

These Colleges/ Polytechnics will offer credit-based modular programmes, as per the vocational trades prescribed in the *Samagra Siksha* vocational scheme or other NSQF aligned short duration courses which are aligned with the future job/ entrepreneurship opportunities relevant for the target group.

The Skill need assessment of the particular area/ district/ state can be done for selecting the qualifications by the institute. AICTE has also identified some areas as under*:

- 3D Printing
- AI & Robotics
- Architectural Drafting and Basic 3D Design
- Artificial Intelligence, Machine Learning & IoT
- Artificial Intelligence and Data Science
- Big Data Analytics
- Block Chain
- Virtual Reality & Augmented Reality
- Cyber Security and Digital Forensics
- Industrial Automation & Robotics

*(*The Qualifications for these courses are expected to be uploaded on the National Qualifications Register very soon by NASSCOM)*

7. Self-Financing Mode –

The scheme will be implemented in self-financing mode. All the training expenses are to be managed by Institute itself. There is no reimbursement of any type of expenditure incurred for running this scheme.

The fee based trainings may be imparted by the approved institutions/ training provider in popular courses with higher industry demand and above average wages.

The training fee may be decided by the institution according to the level of the qualification.

It is also envisaged that the scheme shall promote fee-based courses in higher level skills and courses that are NSQF level 5 and above.

- 8.** Technical Qualifications and National occupational standard (NOS) available at National Qualification Register can be selected by the institutes for offering the STT. The link for the same is <https://www.nqr.gov.in/>

9. Credit framework:

Banking of credits for skill shall be permitted so as to enable mobility of learners as per progressive job roles in skill vertical and further towards higher studies by means of a bridge course to attain general education credits. The credit framework for these courses will be as notified by the National Higher Education Qualification Framework (NHEQF), which will be coordinated with the National Skills Qualification Framework (NSQF).

10. Infrastructure

The Engineering, Management Institutions/Polytechnics approved under the Scheme shall operate in their existing buildings and premises. Each institute needs to have adequate laboratory / workshop facilities for face-to-face delivery of skills and hands-on practice either owned, arranged through tie up with the partner industry, social organisations imparting skills or NCVET /AICTE approved Training Providers or any other training partner having required infrastructure in the relevant sector.

11. Faculty/ trainers:

In the Institutions, the faculty would typically consist of existing faculty with the institution and a pool of guest / visiting / adjunct faculty taken from either industry or NCVET approved training partners or SKPs approved by AICTE for imparting skills. The mix of permanent /guest / visiting /adjunct faculty would be decided by the host institution.

The list of trainers who are qualified as per the standards defined by SSC or any other approved awarding body is also available at Takshashila portal of MSDE. Trainers can be hired from there as per availability.

The Institutions may also have a Part-Time Nodal Officer for overall coordination of all the courses, liaising with the Industry, SSCs and other Stakeholders. The Host Institution shall consider the contribution of a Nodal Officer in the workload of faculty.

The standard of knowledge and skills of the faculty also need continuous updating through appropriate training and exposure programmes in collaboration with the SSCs and Industry.

12. Assessment:

The skill assessment under this scheme is the prime responsibility of the institute through NCVET approved Assessment Agencies.

Online assessment system and proctored assessment will be prioritized for theoretical and practical assessment (wherever possible).

The assessment and certification process shall be strengthened and reformed in coordination with NCVET.

13. Certification and Awards

On successful completion of training, the certificate will be awarded by the Sector Skill Council OR certifying agencies approved by NCVET.

14. Submission of Progress Reports

The implementing Technical Institution/Polytechnic shall submit the Progress Report of the Scheme on AICTE Portal else Institute/Polytechnic is liable to be cancelled for future execution.

It shall be open to the AICTE to prescribe such conditions, as it may deem fit, from time to time to ensure proper execution of the Scheme.

15. Management Information System (MIS)

A Web-based Management Information Online System (MIS) will be developed by the AICTE and will open on 15.12.2021 for submission of applications and will remain active round the year.

16. District Skill Committees (DSCs) can support the institutions by mapping the local skill demand, mobilization, counselling and placement.

THREE SKILLING MODELS UNDER KARMA:

AICTE has proposed three Models for Skilling of In-school students/ school dropouts, students perusing Technical Education:

- i. Model 1-**Targeting School Dropouts after class 10th pass (long back and recent).

- ii. Model 2:** Targeting Advance level Skilling of students already studying in AICTE approved Technical institutions.

A program for the Skill up-gradation of present technical students will be introduced for making them industry-ready where advance skilling courses will be offered during 4th - 7th semester for making them industry ready. Assessment and other criteria's will be similar to KARMA.

i. Model 3.: Integrating School Education with Higher Education for skilling students

Education needs to shift from corrective to connective, transactional to relational. Henceforth, to establish a **connect between HEIs and schools**, AICTE is suggesting its institutions to start once a week Skill based training for the nearby school students in a "Hub and Spoke" Model.

The relevant skill training by HEI will be given to school students without any financial burden on the student. Any expenditure on trainers and on raw material shall be borne by the institution themselves under social responsibility(CSR).

The skill training to school students by HEIs will be imparted in the excess available infrastructure of the respective Institution during the day or any relevant time slot enabling a strong social connect.

The institutions may contact the nearby schools and bring their students to their campus for one-day Skill based training in a week till the learning outcomes of a specified skill set is achieved. Providing work-integrated learning opportunities and getting students out into the real world is a necessity.

These students will be awarded certificates for these short term trainings (STTs) based on occupational hours and NSQF levels approved by NCVET. The HEIs will be doing assessment without any financial burden on the school students.

This scheme will orient the school students towards not only Skill training but their orientation in long term career building through higher education. This will also result in increased outreach of the Institutions and help them ensure enhanced admissions in Technical courses.

This kind of social connect between the school students and HEIs will go a long way enabling an enhanced enrolment of student admission in higher education.

As a pilot, Government institutions in the district or block level will be mapped with nearby schools.

The Skill Development structure for Model 1, 2 & 3:

The Skill Development programmes offered by any organization can be classified according to the different levels of skills and the eligibility. They are:

S.No.	Programme Level	Target group	Eligibility	Assessment Bodies	Model
1.	Short Term / Stand-alone Skill development programmes	School dropouts with minimum qualification as 10 th pass/ ITIs	As prescribed by NSQF for respective Job roles.	Assessment bodies accredited by the NCVET	1
2.	6 Month Certificate programme	NSQF level 3/ 10+2 with some bridge courses.	As prescribed by NSQF for respective Job roles.	Assessment bodies accredited by the NCVET	

3.	One year Diploma programme*	NSQF level 4 Or NSQF level 3/ 10+2 with some bridge courses.	As prescribed by NSQF for respective Job roles.	Assessment bodies accredited by the NCVET	
4.	Advanced Industry aligned Skill courses	Candidates pursuing B Tech/ Diploma	As prescribed by NSQF for respective Job roles.	Assessment bodies accredited by the NCVET	2
5.	Short Term / Stand-alone Skill development programmes	In school students	As prescribed by NSQF for respective Job roles.	Assessment bodies accredited by the NCVET	3

***Note-The nomenclature of the Diploma [Voc] offered will be Diploma Voc - Sector - Specialization, e.g. Diploma (Agriculture) - [Food Processing]**