



# रावेपुत क्वाइफेन्स

## Building a Powerful India

QUARTERLY NEWSLETTER  
VOLUME II | OCT. - DEC. 2019



**Skill India**  
कौशल भारत - कुशल भारत

विद्युत क्षेत्रीय कौशल परिषद

House Journal of  
Power Sector Skill Council

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### From CEO Desk



### PSSC Continues on its Growth Trajectory.....

Committed to the cause of driving Skill Development Initiative across India, PSSC has been able to skill-train and certify 1.32 Lacs plus participants on All India basis as of 31<sup>st</sup> December 2019. It has further enabled development of robust cadre of certified Trainers, as many as 2150, along with a certified pool of Assessors to the tune of 900 as of end December 2019. The Certified Trainers and Assessors, who meet our rigid standards are the most critical link enabling PSSC to deliver on its mandate. PSSC has an ambitious plan to raise the number of Certified Trainers to 4000 and Certified Assessors to 2000 by the year 2020-21, which will enable it significantly scale up the process of skill development. Further, it also plans to draw larger number of Trainers and Assessors from amongst power sector recently retired professionals, who are likely to be more conversant with the task of training delivery and assessment.

Amongst major projects under implementation is UPPCL RPL Training project. The training has enabled improvement in the quality of workmanship. The workforce is becoming skilled from semi-skilled, which gives them not only higher financial benefit but has also helped in improving, quality of work & has led to minimizing accidents during operation & maintenance of distribution lines. The total participants trained till Dec. 2019 is 9739 out of 12000 target till March 2020.

As regards, Schneider Electric supported project, an MoU has been signed between **Schneider Electric, National Skill Development Corporation (NSDC), National Institute of Solar Energy (NISE) and Power Sector Skill Council (PSSC)** on 6<sup>th</sup> November 2019 for establishment of Centre of Excellence (CoE) at NISE premises Gurugram. This MoU brings the project closer to operationalization. With all necessary requirement in place, the project is expected to be rolled out by end March / early April 2020. This will be followed by establishment of 100 field level training centers supported by Schneider Electric, which will enable PSSC. significantly scale up field level training of Electrician Domestic Solutions, Industrial Electrician and similar job roles, which have been in high demand.

All in all, prospects of PSSC are looking brighter with improved awareness among stakeholders of the need and urgency of skill development.

### Delivery Against Key Performance Parameters

Power Sector Skill Council has completed skill training to 1,62,037 participants and 1,32,275 participants have been certified post assessment till Dec. 2019. Out of this 74013 candidates were eligible for employment (Fresh candidates trained and certified) of which 36479 candidates have been placed which works out to 49.28% of employable candidates. This has been possible with the support and guidance of Stakeholders viz MSDE, NSDC, MoP, CEA, State and Central Power Sector Organisations Training providers and employees etc.

PSSC has been consistently improving the performance on key parameters. The Table given below gives the delivery against Key performance parameters of Power Sector Skill Council.

S. No.	Parameter	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	Cumulative Since Inception (Till Q3)
						(Till DEC. 2019)	
1	Trainers Certified	0	560	641	501	448	2150
2	Assessors Certified	0	190	338	64	246	838
3	QPs Developed	9	18	8	2	3	37
4	Curriculum	0	20	12	2	0	34
5	Learning Contents	0	8	19	4	0	31
6	Industry Members	10	8	85	2	6	111
7	Demand Aggregation( For Job Roles)	0	0	1003	4000	5500	10503
8	<b>Participants Trained</b>						
a)	PMKVY 1 & 2	5062	378	18941	10972	36999	72352
b)	Non-PMKVY	0	1924	12872	15544	17155	47495
c)	SAUBHAGYA	0	0	0	23260	9191	32451
d)	UPPCL	0	0	0	0	9739	9739
	<b>Total Participants Trained</b>	5062	2302	31813	49776	73084	162037
9	<b>Total Participants Assessed and Certified</b>	4166	1956	26448	42710	56995	132275

- Placement for 36,479 candidates against 74,013 certified and eligible candidates has been reported till Dec. 19 ( 49.28 % of certified candidates placed) - Placement data for Q3 year 2019-20 is in the process of compilation where after the placement percentage is likely to exceed 50%.

Overall Training Delivery Statistics				
S. No.	Category	Trained	Certified	Placed
1	Short Term Training	90,224	74,013	36,479
2	Recognition of Prior Learning	72,813	58,262	NA
<b>Total</b>		<b>1,62,037</b>	<b>1,32,275</b>	<b>36,479 (49.28%)</b>

The chart illustrates the cumulative number of participants trained in various skill development programs from March 2015 to December 2019. The Y-axis represents the number of participants, ranging from 0 to 180,000. The X-axis shows the timeline in quarters. The legend identifies four categories: PMKVY 1 & 2 (blue line), Non-PMKVY (orange line), SAUBHAGYA (grey line), and UPPCL (yellow line). A separate blue line represents the total participants trained, which is the sum of the four categories.

Quarter	PMKVY 1 & 2	Non-PMKVY	SAUBHAGYA	UPPCL	Total Participants Trained
Mar-15	0	0	0	0	0
Mar-16	5,062	0	0	0	5,062
Mar-17	7,364	1,924	0	0	9,288
Mar-18	39,177	14,796	0	0	53,973
Mar-19	88,953	30,340	23,260	0	142,553
Till Dec. 2019	162,037	47,495	32,451	9,739	251,722

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## SPECIAL PROJECTS

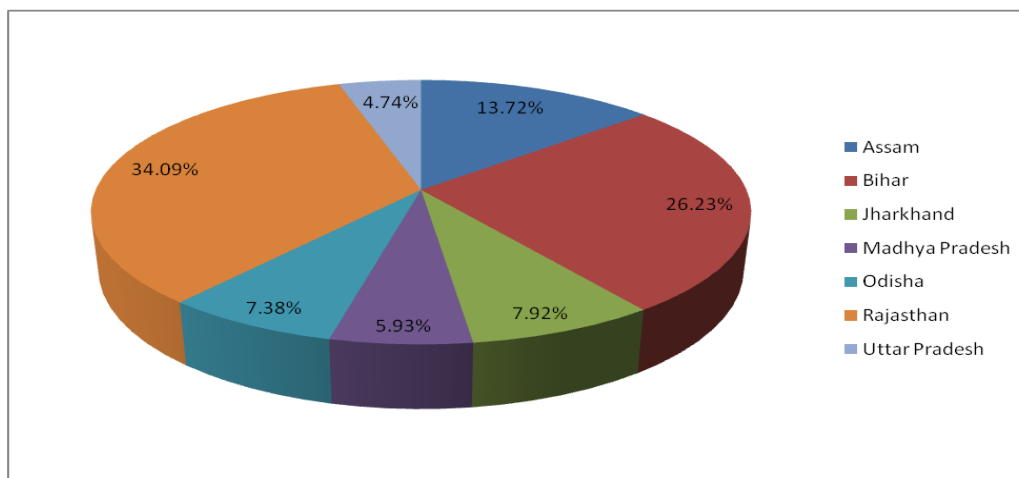
### SAUBHAGYA – Skilling Initiative :An Update

SAUBHAGYA Skilling Initiative has been in progress in 176 Districts across seven focused states of Assam, Bihar, Jharkhand, Madhya Pradesh, Odisha, Rajasthan and Uttar Pradesh between the two Job Roles of Lineman Distribution (Multi Skilled) and Technical Helper. Out of target allocation of 37929 by National Skill Development Corporation (NSDC) 32451 participants engaged in execution of the Saubhagya project have been skill trained and of this 25736 participants have been Certified till

Dec. 2019. The SAUBHAGYA Project aims at achieving Universal Household Electrification providing last mile connectivity including electricity connection to all households. It has been a game changing initiative of Govt. of India that will bring about a complete transformation of rural India in economic, social and educational (in fact all around) terms allowing access to electricity.

The table below indicates the state wise delivery details.

S. No.	State	No. of Districts		Participants trained (as on 31.12.2019)			Participants Certified (as on 31.12.2019)		
		Total	Training commenced	Linemen Distribution (Multi Skilled)	Technical Helper	Total	Linemen Distribution (Multi Skilled)	Technical Helper	Total
1	Assam	33	24	3426	2197	5623	2630	1580	4210
2	Bihar	38	38	3085	4617	7702	2571	3604	6175
3	Jharkhand	24	23	1421	905	2326	1028	711	1739
4	Madhya Pradesh	51	19	930	810	1740	765	707	1472
5	Odisha	30	12	1474	693	2167	1212	601	1813
6	Rajasthan	21	23	2666	213	2882	4443	3673	8116
7	Uttar Pradesh	75	44	5528	4483	10011	2033	178	2211
Total		272	176	18530	13921	32451	14682	11054	25736



## UPPCL RPL Skill Development Initiative

A major skill upgradation initiative has been underway at Uttar Pradesh Power Corporation Ltd. (holding company) having five Distribution Utilities under it across the state of Uttar Pradesh namely **Madhyanchal Vidyut Vitran Nigam Ltd. (MVVNL)**, Lucknow, **Purvanchal Vidyut Vitran Nigam Ltd. (PuVVNL)**, Varanasi, **Dakshinanchal Vidyut Vitran Nigam Ltd. (DVVNL)**, Agra, **Pashchimanchal Vidyut Vitran Nigam Ltd. (PVVNL)**, Meerut and **Kanpur Electricity Supply Company (KESCO)**, Kanpur by Power Sector Skill Council (PSSC) having been entrusted with the responsibility to skill train and certify outsourced workmen engaged in the capacity of **Lineman Distribution** and **Sub Station Operator**, hired by various contractor and outsourced agencies. The project is being delivered successfully with active support of all Stakeholders. As of end of December 2019, **9739** workforce has been successfully trained. Furnished below some snapshots of project delivery.



Training being conducted at UPPCL Conference room Agra DVVNL (Dakshinanchal)



Session being delivered at Mathura DVVNL (Dakshinanchal)



Practical Training at Ghaziabad Centre PVVNL (Paschimanchal)



Training in progress at Ghaziabad Training Centre UPPCL (Paschimanchal)

### Summary of training Delivery of UPPCL—RPL

S.No.	Zone	Districts		Training Completed as on January 2020		Total
		Total	Training Com-menced	Lineman Dis-tribution	Sub-Station Attendant	
	Dakshinanchal VVNL	20	15	1608	143	1751
2	Madhyanchal VVNL	19	16	2685	646	3371
3	Purvanchal VVNL	20	18	2899	253	3152
4	Paschimanchal VVNL	14	11	1329	136	1465
	<b>Total</b>	<b>73</b>	<b>60</b>	<b>8521</b>	<b>1218</b>	<b>9739</b>



## EVENTS & VISITS

### PSSC Participates in 3rd International Conference on "Recent Developments in Control Automation and Power Engineering"



CEO Power Sector Skill Council, Vinod Behari was invited to the concluding session of 3rd International Conference on **"Recent Developments in Control Automation and Power Engineering"** organized by Department of Electrical & Electronic Engineering, Amity School of Engineering & Technology, Amity University, Noida on 11th October 2019. The event was organized to promote innovation and research in power engineering through presentation of papers by researchers and scientists.

Addressing the participants on the occasion, he outlined the urgency of R&D and innovation in power sector. Some of the areas that needed urgent technological breakthrough included issue of grid stability in the face of vagaries in solar power infusion, development of affordable electricity storage devices, reduction in T&D losses as a means to make electricity tariff affordable, reducing cost of smart meters etc....

He called upon scientists and researchers to bring innovation into these critical areas thus making electricity accessible and affordable for common man.

## India ASEAN Business Summit held 11th & 12th of November 2019



PHD Chamber of Commerce Delhi organized India ASEAN Business Summit on 11th & 12th of November 2019 aimed at promoting trade and commerce between India and ASEAN countries.

CEO PSSC participated in the session on 11th November 2019 dealing with promotion of Skill Development across ASEAN Countries

## Schneider Electric Supported Centre of Excellence Project – MoU Executed with National Institute of Solar Energy



It may be recalled that the MoU had been signed between Govt. of India (Ministry of Skill Development and Entrepreneurship) and Govt. of France (Department of Education) for establishment of Centre of Excellence (CoE) for Power Sector supported by Schneider Electric, NSDC and PSSC. Further in order to implement the project, another MoU was signed between **Schneider Electric, NSDC, PSSC and National Institute of Solar Energy** on 6<sup>th</sup> November 2019.

In terms of this MoU, NISE will provide approx.. 4000 sqft built space to house the CoE at their premises on Gurgaon Faridabad Highway. NISE will also extend technical support towards the conduct of market based short duration training program, in addition to regular Training of Trainers and Training of Assessors program that will be held at this centre. With the space for the program, thus being made available, it is expected that the centre will become operational very soon, fulfilling much needed requirements of Power Sector.

## CEO PSSC Visits NTPC Patratu Unit



PSSC has been collaborating extensively with NTPC, a major stakeholder in Power Sector, in terms of providing skilling solution at various projects. In order to explore the possibilities of further scaling of PSSC operation in the Eastern Region. CEO PSSC, Shri Vinod Behari visited Patratu Vidyut Utpadan Nigam (PVUN) of NTPC on 1st November 2019 and held extensive discussion with HR Head Sri PK Biswas on skilling requirement of the organization and PSSC's readiness to support them with a variety of solutions. It was decided that the matter will be taken up suitably for the purpose to provide skill development solutions applicable for construction stage of the thermal plant.

It may be recalled that PVUN is an ambitious joint venture initiative of NTPC and Jharkhand Government that has plans to establish 4000 Megawatt capacity of thermal generation plant at Patratu in Jharkhand. Of these three units of 800 MWs each are in advance stage of construction scheduled for commissioning in the year 2022, while the remaining two units of 800 MWs will follow.



## PSSC to Collaborate with SkillSonics, Switzerland

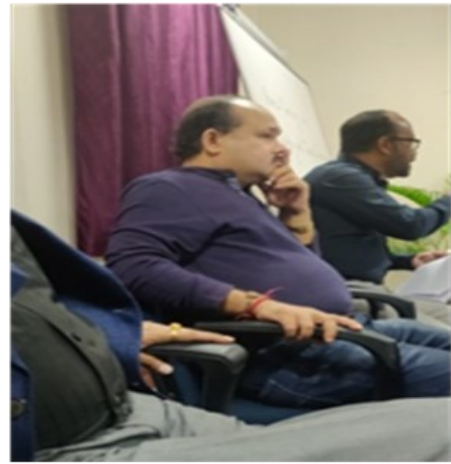


CLB Megha Skill Centre at Jamshedpur, Jharkhand is being run by SkillSonics, a Switzerland based organization, dedicated to the cause of skill development. The CEO of SkillSonics, Shri Prasenjit Kundu had met CEO, PSSC Shri Vinod Behari in September 2019 and both of them had discussed on various possibilities on working together to optimise and synergize their operation. In this context, CEO PSSC Vinod Behari visited CLB Mega Skill Center, SkillSonics at Jamshedpur on 14th of October 2019.

Spread over four acres of land, it has built up area of 12500 square feet with state of the art facilities for training in mechanical and electrical job roles. CEO, Power Sector Skill Council had a good meeting with Center incharge Gaurav Dwivedi who expressed keen interest in rolling out power sector job roles, particularly Electrician Domestic Solutions Industrial Electrician under the aegis of Power Sector Skill Council. He further said that Roll Out plan shall be finalized very shortly in consultation with SkillSonics .....

PSSC looks forward to building a long term and enduring business relationship with the centre.

## WBSEDCL Project Review meeting held at EETI Cooch Behar , West Bengal



West Bengal State Electricity Distribution Company Ltd. (WBSEDCL) Project Review meeting was held at EETI Cooch Bihar , West Bengal on 27/28 of November 2019. Stakeholders who participated in the meeting included Regional Manager WBSEDCL North Bengal, Principal & Faculty of EETI Cooch Behar, Contractors and Outsourcing Manpower Providers of the region and officers from WBSEDCL headquarters Kolkata Mr S. De GM (HRD) & Supdt. Engineer, Mr Adak. Power Sector Skill Council was represented by CEO Vinod Behari.

A detailed review of the various Skill Development projects such as Safety Training, Contract workers O&M training etc was carried out including remedial measures for the areas of concern such as per batch attendance, etc.

Following new initiatives were also discussed.

- 1) Augmentation of Apprenticeship training in full measure, including introduction of optional trades.
- 2) RPL Training and Certification of Contract Workforce engaged in the task of meter reading, billing and revenue collection in North Bengal region approximately 1000 to be funded by NSDC/PBSSDM.

It may be recalled that WBSEDCL remains Key stakeholders of PSSC and PSSC has been supporting them with a variety of need based skilling solutions in the State of West Bengal.

## Training of Assessors (ToA) at Bhartiya Skill Development University (BSDU), Jaipur



Training of Assessors (ToA) was held at Bhartiya Skill Development University (BSDU), Jaipur from 16/12/2019 to 22/12/2019. In all 43 Assessors participated. Prof. S.K. Jhajharia, an eminent expert in power sector, was the Principle Master Faculty.

It may be recalled that PSSC has a long standing relationship with BSDU, which has been set up on Swiss model, providing State of the Art, learning infrastructure at Jaipur in Rajasthan.

## Saubhagya Certificate Distribution Ceremony At Dibrugarh, ASSAM



Certificates were distributed to the successfully qualified participants of Saubhagya Skilling Initiative at Dibrugarh Assam in the presence of Shri Prasanta Phuken, MLA Dibrugarh and Shri Anirban Roy GM, Dibrugar Circle, APDCL, Assam on 4th Nov. 2019. Hon'ble MLA lauded the initiative of skill development undertaken by Power Sector Skill Council.

## Rozgar Mela held at Bikaner on 12<sup>th</sup> – 13<sup>th</sup> Oct. 2019



Rozgar Mela was organised by Power Sector Skill Council in Collaboration with **Training Provider** and Employers namely M/s Kinshu Engineers Pvt. Ltd, Sampoorana Solutions, VJ Job Wala Pvt. Ltd. on 12<sup>th</sup> -13<sup>th</sup> Oct. 2019 at **Seth Tolaram Bafna Academy, Nokha Road Gangashahar, Bikaner-334401(Rajasthan)**. In the Rozgar Mela the aforesaid 3 Companies from Power Sector participated in which 49 job offers were made in different Power Sector job roles.

It may be recalled that PSSC has been organizing and participating regularly in Rojgar Melas and Skill Exhibition as a means to ensure job placement for Training Participants and others eligible. This helps PSSC very considerably in securing job placement for participants as also develop mass awareness on the initiatives of PSSC.

## PSSC Features in PowerLine Journal

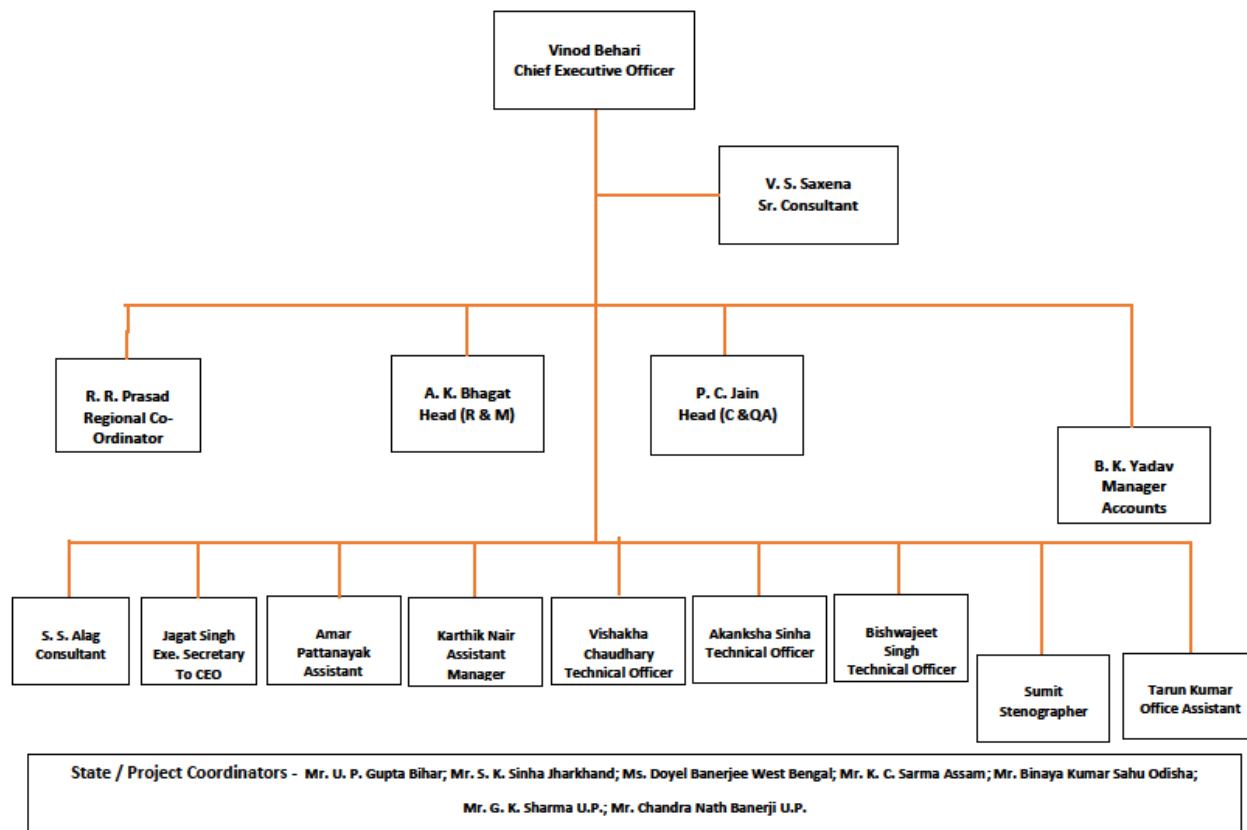
In recognition to the significant work in the area of skill development being carried out by Power Sector Skill Council, PowerLine (an important journal dedicated to power sector) featured a detailed interview of CEO, PSSC Shri Vinod Behari in its last issue published in January 2020.

The Interview dealt with important issues related to genesis and mandate of PSSC, the workforce composition in power sector and challenges being faced, sub sectoral skill gaps initiative being taken by PSSC, its major achievement and upcoming initiative etc.

CEO, PSSC elaborately answered the questions in these areas and stated that PSSC has been developing a supportive skilling eco-system taking on board various stakeholders. He further concluded that challenges notwithstanding the future indeed holds bright and PSSC remains committed to making most of it in a larger national and social interest. A copy of the interview is enclosed with this news letter for the information of our valued readers.



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INDIA'S FIRST POWER MAGAZINE

# POWERLINE

www.powerline.net.in

Volume 24 • No. 5 JANUARY 2020

## Power Shot<sup>16</sup>

National Infrastructure Pipeline proposes major outlay for the sector



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## “We are developing a supportive skilling ecosystem”

Interview with Power Sector Skill Council's Vinod Behari

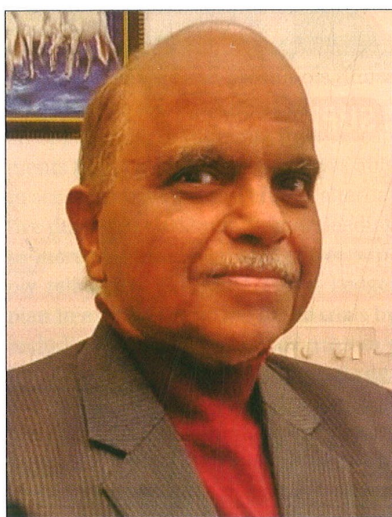
The non-availability of skilled and employable manpower has been a significant challenge for the power sector, especially in the power distribution segment. The Power Sector Skill Council (PSSC) has been playing a key role in bridging this gap between supply and demand. In the past four years, it has helped expand the skilled workforce through various initiatives. In an interview with *Power Line*, Vinod Behari, chief executive officer, PSSC, spoke about the current status of skill development in the sector, PSSC's role in it, the initiatives taken and future workforce requirements...

### Could you explain the genesis and mandate of the PSSC?

PSSC has been set up primarily with the objective of making a skill-trained and certified workforce available for key roles in the power sector. Being promoted by the Ministry of Power, the Ministry of New and Renewable Energy, and the Indian Electrical & Electronics Manufacturers' Association, PSSC has representations from across the sector with all major stakeholders on board. It has been an industry- and employer-driven initiative designed to improve the availability of readily employable and skilled workforce through a robust process of standardisation (occupational standards), skill development, assessment and certification.

In order to deliver on its mandate, PSSC has taken a range of initiatives. It has developed the Qualification Packs/National Occupational Standards (QP/NOS) for major job roles in the power sector that have a high employment potential. These QP/NOS extensively map the job deliverables and performance criterion for the job holder, align them with appropriate skill sets, competencies and specific knowledge inputs, and standardise them across utilities to give them a national character.

PSSC has so far developed QP/NOS with reference to 35 major job roles across power generation, transmission, distribution, downstream operations and equipment manufacturing, etc. These standards capture almost 80 per cent of



entry-level job roles. In addition, PSSC has developed standardised learning resources aligned with applicable QP/NOS. These include textbooks, audio-visual content along with the trainer's guide, assessment and certification tools and protocols, etc. It rolls out its skill development initiatives in partnership with training providers that are accredited after detailed due diligence. Training delivery is followed by third-party assessment of trainees (a mandatory requirement) and certification by PSSC of participants achieving a threshold level of qualification. While on the one hand this ensures standardisation and delivery of skilling processes, on the other it facilitates the industry's acceptance and improves the availability of a readily employable workforce.

### What is the workforce composition in the power sector? What are the challenges being faced?

Currently, the organised workforce in the power sector, covering generation, transmission and distribution, stands at nearly 1.6 million, which is replenished at the rate of around 20 per cent per annum to make good separations on account of mid-career changes, retirement, etc. At senior managerial levels, market forces take care of demand and supply because the numbers are limited. The real challenge lies at the bottom of the pyramid where volumes are high, skilling standards and quality remain uncertain and there is general reluctance of employers to invest in skilling, which eventually impacts the quality of the workforce and increases their exposure to hazards and unsafe operations. Also, the employment landscape in the power sector has been getting fairly complex with the infusion of large-scale contract and outsourced workers. This makes it very difficult to assess precisely the exact shortfall of a skilled workforce and thus ensure their adequate skilling preparedness.

### What are the subsectoral skill gaps and requirements?

Based on the initial skill gap survey conducted by PSSC, the expected incremental requirements for the 10-year period ending 2027 will be around 1.6 million. This covers activities such as operations and maintenance, EPC and project construction requirements and downstream operations such as street lighting and domestic solutions. This, however, does not include the requirements in the renewable energy (which is likely to be of



a huge order considering the 175 GW target by 2022) and power equipment manufacturing segments.

A major discovery of the skill gap survey remains that the real volume of demand growth lies in downstream operations, which are largely part of the unorganised sector. As regards the areas in the power sector that require the largest skilled trained manpower in the organised section, power distribution is on the top. That said, the requirement of a skilled workforce for downstream operations in the last leg of the electricity delivery system such as street lighting, and consumer demand for a range of domestic solutions, etc. have been growing rapidly. This can be attributed to flagship schemes such as The DDUGJY, IPDS and Saubhagya. The estimated incremental requirement of a skilled workforce in downstream operations for the period up to 2027 stands at over 800,000. Therefore, sustained efforts are needed to ensure the availability of a skilled workforce.

#### What have been the major initiatives taken by PSSC?

Preparation completed by PSSC thus far includes the readiness of a robust 1,800 plus certified trainers across multiple job roles and more than 800 certified assessors, as well as the development of learning resources for over 30 job roles in 12 languages. During the past four years of operation, PSSC has achieved skill training and certification of around 126,000 workers across all subsectors, though largely in distribution areas. In the initial years of operation, PSSC confronted several challenges and limitations. Having overcome them to a large extent, PSSC looks forward to delivering bigger numbers in the days to come.

As regards the long-term approach, it will deal with the issue of skilled workforce availability on a comprehensive basis. PSSC is in the process of conducting nationwide demand aggregation for the purpose. Another long-term activity PSSC proposes to pursue is the facilitation

of net export of a skilled workforce to countries abroad, taking advantage of its demographic dividend and young population profile. To this end, PSSC plans to align its QP/NOS to global standards. It plans to begin with SAARC countries in its immediate neighbourhood, where skilling needs and standards are expected to be comparable with Indian standards.

#### What have been PSSC's major achievements and what are the upcoming initiatives?

In the past, PSSC has addressed some of the major skilling challenges, thereby supporting the government's mega socio-economic reform initiative. One of the challenges in the implementation of the Saubhagya scheme in 2017 was related to the uncertain availability of a skill trained and certified workforce at the ground level across remote and rural areas. PSSC, supported by the Government of India, launched the Saubhagya skilling initiative targeting the states of Assam, Bihar, Jharkhand, Madhya Pradesh, Odisha and Uttar Pradesh. PSSC developed a customised qualification pack and used another existing one (on technical helper – power distribution). It took extensive measures and trained a workforce of around 30,000 people under the Pradhan Mantri Kaushal Vikas Yojana, to complete the task of providing electricity access to households.

PSSC's upcoming initiatives include the Railway Electrification Skilling Initiative, targeting skill training and workforce certification for the ambitious railway electrification project. This initiative aims to train and certify nearly 140,000 individuals, both fresh (almost 50 per cent) and mid-career upskilling intervention.

The Bihar ITI Skill Development Project (a tripartite collaboration among the Bihar State Power Holding Company, the Bihar State Labour Resources Department and PSSC) is another major upcoming project. It relates to a demand-driven implementation of training and certification programmes in the power sector at 10 selected ITIs in the state of

Bihar. Demand aggregation carried out by PSSC for this purpose reveals a substantial requirement of trained and certified workforce across multiple job roles, largely in the power distribution area. This is likely to be a path-breaking and model initiative.

#### What are the emerging challenges and the way forward?

In the coming years, electricity distribution and downstream operations, covering energy efficiency projects such as street lighting and a wide range of domestic solutions, are likely to be the key areas of demand from the skilling volume perspective. Further, the MSME and unorganised sectors would obviously be a priority for PSSC. However, the lack of formal skilling standards and the absence of a supportive ecosystem have been serious limiting factors. Skilled workers in our country do not get social recognition. Thus, skilling has low aspirational value for the youth.

Financing skilling initiatives remains the biggest challenge. Some of the other challenges are the reducing number of permanent workers on account of the adoption of flexible outsourced manning solutions; employers' general reluctance to invest in skilling, multi-layering of employment contracts, making the real employer somewhat invisible; inability of candidates to afford the skilling cost; and limited CSR funds for skill development.

PSSC has been addressing these challenges, building robust partnerships with various stakeholders including industry bodies, trader associations, and organised players such as power utilities and equipment manufacturers. All in all, it has been working towards developing a supportive ecosystem with multiple stakeholders on board. This will hopefully enable it to address the skill development challenges. Difficulties notwithstanding, the future indeed looks brighter and PSSC is committed to making the most of it the larger national and social interest. ■