



UAE-India: Developing a Harmonised Framework for Skill Recognition and Certification



**Senior Official's Meeting
Abu Dhabi Dialogue
30th April 2019**

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Background & Scope

- Governments of India and UAE announced a Skills Harmonisation Partnership in April 2018, with follow up at 2018 Senior Officials' Meeting in Colombo
- A number of anticipated outcomes for developing a harmonized skills ecosystem:
 - Addresses mismatch between workers' skills and requirements of employers
 - Improve skills mix in UAE labour market, leading to higher rates of productivity for business
 - Positively impacts wage structure for expatriate Indian workers
 - Higher rates of mobility for certified workers, improving job security and reducing vulnerabilities
 - Stimulate demand for skilled Indian workers in UAE
- **Goal is to roll out a scalable model under which UAE will recognise an expanding set of Indian qualifications in a number of key sectors, backed up by incentives to promote the employment of certified workers**



Aligning Interests to Increase Recruitment of Certified Workers



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Government of India

GOALS

Seeks to improve mobility of certified workers from India to increase wages, remittances, and higher productivity of workforce

POTENTIAL CHALLENGES

- Skill premium by employers for certified workforce?
- Acceptance from key stakeholders of migration process?

Government of UAE

GOALS

Improved labour market outcomes, including higher productivity, better wage structure, balanced and sustainable labour relations

POTENTIAL CHALLENGES

- Assurance to employers that certified workers respond to requirements?
- Buy-in to skilling by workers and employers through incentives?

Workers / Aspirant Workers

GOALS

Better job matching, better wages and remittances, longer stay and upward mobility

POTENTIAL CHALLENGES

- Investment of time in training and / or cost of certification ?
- Competition with untrained workers competing for similar jobs?

Employers

GOALS

More efficient businesses recognise the value of skilling on productivity and profitability

POTENTIAL CHALLENGES

- Cost effective to hire less qualified workers and train them, and are there productivity dividends of pre-deployment training?
- Impact on market competitiveness due to premium in wages of certified workers?

Five Stage Process for Developing a Skills Ecosystem



Aligning UAE & Indian Occupational Qualifications

UAE and Indian Governments undertake benchmarking exercise of occupational standards



Training and Certification in Accordance with Standards

Government of India affiliated organizations trains / extend certification in accordance with Skill Standards



Recognition of Indian Awarding Bodies

UAE government recognises certification issued by designated Indian Awarding bodies under NCVET/ NSDC



Creating Up-Skilling Infrastructure in UAE

Collaboration for creating up-skilling opportunities for workers, to promote retention and upward mobility



Incentivised Recruitment and Retention of Skilled Workers

UAE government establishes incentives to encourage employers to hire certified workers and workers to seek certification



1 Joint Mapping of UAE & Indian Qualifications

- Abu Dhabi Quality and Conformity Council (AD QCC) and National Skill Development Corporation (NSDC) have undertaken a benchmarking process to review and align comparable occupational standards
- Assessment of standards based on: sector; knowledge skills; performance criteria
- To date, 13 out of 16 QCC Occupational Terms mapped to 15 NSDC Qualification Packs
- This set of recognised occupational standards will increase – additional anticipated sectors will include **healthcare, tourism and hospitality, security, domestic work, retail, as well as ‘Future Technologies’** (e.g. blockchain, 3D printing, AI etc.)
- For Occupational Standards yet to be developed by AD QCC, a system to be created to adopt / recognize Indian Qualifications





Results of Phase I Joint Mapping of UAE-Indian Qualifications

<u>QCC Occupational Term</u>	<u>Indian Qualification Pack</u>	<u>Indian National Skills Qualification Level</u>
ADOT Electrician	Construction Electrician - LV	4
Electrical Technical Supervisor	Supervisor - Electrical Works	6
Automotive Painter	Repair Painter Auto Body	4
Automotive Technician Level 4 - Electrician	Maintenance Technician - Electrical L3	4
	Maintenance Technician - Electrical L4	
Level 2 Trade Assistant Mason Block Layer	Assistant Mason, and One NOS CON/N0111 of Mason General - CON/Q0103	2
Level 2 Trade Assistant Mason Platerer	Mason General	2
Level 3 Senior Trade Assistant Mason	Mason-Tiling	4
	Assistant Mason	2
Automotive Welder	Welding Technician L4	4
Automotive Body Repairer L3	Auto Body Repair Technician	3
Automotive Technician Level 4 - Mechanic	Maintenance Technician - Mechanical L3	3
	Maintenance Technician - Mechanical L4	4
Level 1 Construction Worker - Electrical	Construction Electrician - LV	4
Level 2 Trade Assistant Electrician	Assistant Electrician	3
Level 3 Trade Assistant HVAC Mechanic	Under Process	NA
ADOT Electrical Engineer	Foreman Electrical Works (Construction)	5
ADOT Assistant Electrical Engineer	None	NA
ADOT Senior Electrical Engineer	None	NA

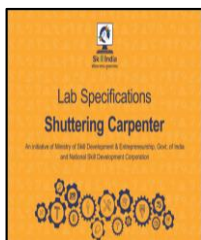
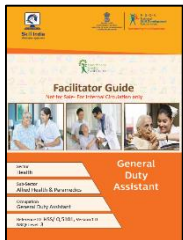
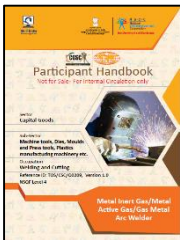
Training and Certification In Accordance with Skill Standards (Skilling Ecosystem in India)

Creation of standards - linked curriculum and content



Awarding Body create **Skill Standards** in line with industry requirements (These benchmarked with Abu Dhabi QCC)

Approval through appropriate **Regulatory Bodies**



Creation of Participant Handbook, Facilitator Guide, Lab Specs.

Training delivery in line with standards



Training Centres Setup as per standardized requirements



Training of Trainers for ensuring quality



Training Delivery tuned for delivering competency as per Skill Standards



Candidates undergo **fresh training/ upskilling**

Assessment & certification based on standards

Assessment Criteria and Question Banks



Assessment conducted by Third Party Certified Assessor



Issuance of **Certification** highlighting **Skill Standards**



Assessment and Certification Process – Indian Context (1/2)



STAKEHOLDERS

Sector Skills Council (SSC)

Assessment Agency

Assessor

Training Centre

NSDC

- Sets standards
- Creates assessment Criteria & protocols
- Certification

- Empanel assessors
- Create question banks with SSC
- Ensures compliance

- Delivery of assessments
- Compilation of results
- Uploading results

- Mobilisation
- Training / up-skilling
- Facilitate conduct of assessment

- QA framework
- Online support
- Overall monitoring

PROCESS

(THROUGH ONLINE PORTAL)

1

Training centre raises request for conduct of assessment to SSC

2

SSC allocates batch to assessment agency

3

Assessment agency allocates the batch to certified assessor

4

Certified assessor conducts standards based assessment

5

Collation and upload of results on online portal by assessor

6

Assessment agency validates assessment results

7

SSC validates assessment results and generate certificates



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Assessment and Certification Process – Indian Context (2/2)



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Quality Assurance Framework – Supported by NSDC

- Defined process for selection of assessment agencies through due diligence
- Strict pre-requisites for selection of assessors
- Process for training of assessors and certification
- Standard Operating Procedures (SOP) for conduct of assessments
- Monitoring and penalty guidelines
- MIS Support – online skill development management system

Key Features

- Third party assessment
- Assessment through certified Assessors
- National occupational standards based assessment criteria & question banks
- Technology led assessments – tablet / invigilated
- Automatic result calculation based on assessment criteria
- System generates certificate with QR Code



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Recognition of Indian Awarding Bodies

- UAE Government will **identify and recognize MSDE / NSDC approved Awarding Bodies** [*currently Sector Skill Councils, later National Council of Vocational Education and Training (NCVET)*] delivering assessment & certification on benchmarked qualifications
- NSDC and Abu Dhabi QCC to work together to **link IT processes for validating candidates certified** by recognized Awarding Body
- UAE attestation of certification not dependent on proof of training: **possession of certificate is sufficient for worker** to be deemed as skilled and qualified
- When UAE-based employer applies for work permit from MOHRE for certified worker, **MOHRE will validate certificate** from AD QCC / NSDC **through QR code / unique certificate number**
- Going forward, MoHRE may work with MSDE / NSDC along with Indian Awarding Body to **recognize specific centres delivering assessments** on benchmarked qualifications





Creating Up-Skilling Infrastructure in UAE

- Technical collaboration for creating up-skilling infrastructure to provide further opportunities for **upward mobility and higher retention** of migrant workers in UAE
- Collaboration to include :
 - Identification of job roles for upskilling opportunities
 - Guidelines for training infrastructure for delivering upskilling courses
 - Processes for creating cadre of qualified trainers
 - Assessment & certification protocols
 - Mutual recognition of qualifications
- Future Collaboration: Delivering courses for local population in **new & emerging areas of technologies including artificial intelligence, blockchain etc.** through various collaborative projects in UAE





Incentivised Recruitment and Retention of Skilled Workers

- Incentives given by UAE government for employers to hire certified workers (through lower work permit fees)
- Certified workers, particularly those who upskill during their employment in the UAE, will have increased mobility upon termination of their contracts (priority for retention and renewal)
- Uncertified workers who are already in the UAE afforded the opportunity to undergo training for the purpose of certification

