



Construction Skill  
Development Council of India

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## ASSESSORS MEET

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8/4/2017

### POST EVENT REPORT

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*Construction Skill Development Council of India organized an Assessor's Meet to understand the challenges faced by the assessors and to promote quality in the Skill Development Ecosystem. The daylong event was attended by nearly 80 participants comprising of Field Assessors, Lead Assessors, Head of Assessments, representatives of Assessment Bodies etc. from Construction sector. The event covered presentations, panel discussions & open sessions on different aspects of assessments. This report presents an overview and key highlights of the event.*

## ASSESSORS MEET – POST EVENT REPORT

### POST EVENT REPORT

<b>EVENT TITLE</b>	Assessors Meet/Workshop
<b>TIME</b>	9:30 am to 5:30 pm
<b>DATE</b>	4 <sup>th</sup> August 2017
<b>VENUE</b>	<b>Hotel Pride Plaza,</b> Aerocity, IGI Airport New Delhi
<b>ATTENDANCE</b>	Assessors- <b>38</b> Assessment Body representatives- <b>29</b> Special Invitees- <b>7</b>
<b>Chief Guest</b>	Shri Manish Kumar (MD & CEO, NSDC)
<b>Guest of Honor</b>	Col Arun Kumar Chandel (Retd) (Head-SSC Governance, NSDC)
<b>Special Guest</b>	Maj. V C Verma (Retd) (ED, OSE Pvt Ltd and Director, CSDCI)
<b>Special presentation</b>	Ms. Neha Saigal and Ms. Meenakshi from NSDC

**Agenda**

TIME	ACTIVITY	TOPIC
9:30-10:00	Registration & Tea	
10:00-10:10	Welcome note and Opening address by Col Anand Kumar Singh (Retd) (CEO, CSDCI)	
10:10-10:15	Address by Maj. V C Verma (Retd) (ED, OSE Pvt Ltd and Director, CSDCI)	
10:15-10:22	Address by the Guest of Honor, Col Arun Kumar Chandel (Retd) (Head-SSC Governance, NSDC)	
10:22-10:30	Address by the Chief Guest, Shri Manish Kumar (MD & CEO, NSDC)	
10:30-11:00	Presentation by Ms. Jancy Mathew, Head(Standards & Research)- CSDCI	Assessment Criteria, Strategy and Methodology for NSQF qualifications at CSDCI
11:00-11:20	Presentation by Mr. Arvind Srivastava, SPWD	Assessment best Practices- Worldwide Impact on economy and general well-being of society.
11:20-11:40	Presentation by Mr. Ramesh Chander, CSDCI	Assessment Coordination- Practice & Challenges
11:40-12:40	Panel Discussion ( Mr S Z Haider, Mr Rajat Khawas, Mr Mahesh T, Mr Lalit Mathur, Mr Vishnu Kumar, Mr Yajuvendra Singh , Mr Arvind Srivastava, Mr. Surajit Roy)	Career path and opportunities for Assessors- Domestic and International horizon
12:40-13:00	Panel open to take questions	
LUNCH		
14:00-14:20	Presentation by Mr. Yajuvendra Singh, CSDCI	TOA- Domain & Platform Skills Training & Assessment
14:20-14:40	Presentation by Mr. Nilabh, CSDCI	Assessment Checklist and standardizing the protocol for collection of evidences
14:40-15:10	Presentation by Mr. Vishnu Kumar, Demorgia	Assessment modalities and Challenges faced by an Assessor
15:10-15:30	Presentation by Abhijit Das, Mirams	Inclusion of Technology; Evidence- Collection & Management System in Assessments
TEA		
15:45-16:00	Presentation by Mr. Kapil Pruthi, India-Skills	Inspection of center & effective feedback mechanism
16:00-16:45	Panel Discussion ( Mr Sangram Das, Mr H Asgar, Mr B D Thakur, Mr Ramesh Chander, Mr Abhijit Das, Mr Vibhas Kumar, Mr Ravishankar Raman, Maj. Vivek Singh)	Value enhancement in Assessment process- Challenges & Way forward
16:45-17:15	Panel open to take questions	
17:15-17:30	Vote of Thanks & Closing Remarks by CEO, CSDCI	

**HIGHLIGHTS AND ISSUES DISCUSSED IN THE EVENT**

- Col Anand Kumar Singh addressed a warm welcome to all the attendees. He updated on various developments on assessment aspects in the construction sector and emphasized the need of quality, ethical values, relevance & efficiency in assessment eco system.
- Maj. V C Verma addressed and emphasized the need of quality in assessments & expressed that industry needs it most.
- Col Arun Kumar Chandel addressed the gathering and stressed on the good assessment practices.
- Mr. Manish Kumar, CEO-NSDC, gave a brief description of Construction sector with example of South Korea. He explained the demographic advantage India has today which is likely to last till 2050 & emphasised that we must take advantage of this. He presented the prevalent grading and certification system and thanked CSDCI for promoting quality in the Skill development ecosystem pertaining to the construction sector.
- Ms. Jancy, in her presentation, provided an insight into the Assessment Criteria, Strategy and Methodology for NSQF qualifications at CSDCI. She proposed the model hierarchy required in an

assessment agency. She also advised all the AAs to refer to the quality assurance modules developed and uploaded by NSDA on their portal.

- Mr Arvind Srivastava, in his presentation, discussed the best practices prevailing in Europe & USA and explained how the productivity is being impacted positively across countries because of skilled work force.
- Mr. Ramesh, in his presentation, requested the ABs to develop their website, social media channels and emails to promote transparency and awareness. He also shared various challenges faced by CSDCI regarding coordination with assessors.
- The career path & development of an assessor in the assessment ecosystem, challenges being faced by assessors were discussed by panelists at length. Following came as major issues in the discussion:-
  - Career development, prospects of growth & sustainability came as major issue in the mind of assessors entering in the assessment ecosystem.
  - It was brought out by almost all the panelists that skilling ecosystem in India is new & it is developing at fast pace, career of assessors are very promising & assessors have a very good opportunity to develop & grow.
  - Demographic dividend has just started in 2010 & is likely to last till 2050 & hence assessors should not bother about sustainability. There will be a huge requirement of recognized assessment agencies and assessors to take up the task.
  - Mr H Asgar shared how an assessor can up-skill himself by getting certified in higher NSQF job roles pertaining to his occupation.
  - Mr Vishnu stressed on the fact that only certified trainers be recognized as assessors to improve the quality of assessments, as it happens in the academic system.
  - Everyone in the panel agreed on a policy decision, which will enable only skill certified person to enter the job scenario thereby safeguarding the positions of assessors and trainers.
  - Col Anand Kumar Singh shared his vision of scaling up the assessment figures in the construction sector across schemes and states thereby increasing the demand and involvement. He emphasised the need of statewise, language wise availability of assessors for betterment & growth of skill assessment.
- Mr. Yajuvendra Singh, in his presentation, cited the challenges in conducting a TOA program. He stressed on the need of a certified trainer/assessor and explained Takshashila portal & benefits of the same.
- Ms Neha Saigal from Assessment & Certification NSDC & Ms Meenakshi, PMU NSDA presented and emphasized the need of timely assessment & certification and explained the steps & measure to ensure it.
- Mr. Nilabh, in his presentation, explained the quality assurance measures, assessment checklist and factor causing delay in certification after assessments, which needs to be improved by all stakeholders.

- Mr. Vishnu Kumar, in his presentation, shared the challenges faced by an assessor in realistic circumstances.
- Mr. Abhijit Das, in his presentation, shared the technology developed by his firm for e-assessments in unorganized sector.
- Mr. Kapil Pruthi, in his presentation, emphasized on the effectiveness of a proper feedback mechanism and the parameters of a training center inspection checklist.
- The value enhancement in the present assessment scenario was discussed between the eminent panel and following are the excerpts-
  - It was brought by the panel that the assessment fee for assessments be based on competency. Assessment fee for level 4, must be higher than level 2, which is not so at present.
  - Various panelist brought out the challenges being faced in terms of short availability of tools & equipments at Training centers, non-availability of candidates on time.
  - It was also brought out by panelists that assessments needs to be carried out in an environment of trust, which lacks at present.
  - Some of panelists brought out that to attract talent assessment ecosystem needs to improve & provide a clear career path
  - The panelists also discussed the need & relevance of evidence collection & enumerated challenges being faced in field.
  - Col Anand Kumar Singh, CEO CSDCI thanked the panelists & assured them that all the concerns will be taken into account while recommending issues to NSDC/MSDE. However, he emphasized the need of strict quality measures, as this is the only method to instill confidence in industry, trainee or other stakeholders about certified workforce.
- Col Arun Kumar Chandel expressed his gratitude to CSDCI for conducting such a great event and wished success for future conferences. He expressed confidence & satisfaction in assessors/assessment agencies and assured all the assistance in development of a healthy & fair assessment system in India.
- Col Anand Kumar Singh thanked, Guest of honour, Col Arun Kumar Chandel, all assessment agencies, assessors & other audiences for active & fruitful participation in the event.