

# Study Report- RPL in Green Skills



# Presentation Flow

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- A Skill Recognition through RPL-Practices & Issues**

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  - B Country Practices-Green Industries & Inclusion of Green Skills in Training Programs**

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  - D Models for Pilot Projects**

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# **A Skills Recognition through RPL-Issues & Practices**



# RPL Principles

## 1

- **Learner Focussed**-Learners may have acquired skills and knowledge through previous work, volunteering, or training that is comparable to that required for a particular job role, or learning programme. If they can evidence the learning then. RPL might be a good option for them. RPL should be a gateway and not a barrier to learning
- **Accessible**- RPL should be an accessible and inclusive process, applicable to all learners at all levels.
- **Flexible**- The approach taken to RPL by the learning provider or employer needs to be flexible enough to accommodate
- **Reliable, Transparent & Consistent**- In managing RPL processes, reliability, transparency and consistency are necessary to make sure there is confidence in the outcomes.
- **Quality Assured**- RPL should be underpinned by quality assurance mechanisms.

# Skill Recognition through RPL

## Challenges in the skill landscape

### Concept Clarity

- RPL, as a concept is new in India
- Industry understanding of the value of RPL is at a nascent stage
- HR Departments & Management are unable to articulate the plans related to RPL

### Industry Scenario

- In-house or External training programs are being held only for the white-collar workers
- Blue-collar workers are a ignored lot-investment based trainings are never held for them rather induction process is rampant
- Factory based set-ups give emphasis on training manpower but recognition initiatives seem blurred

### Sufferings

- Having prior experience doesn't seem to have benefitted the labor community due to lack of recognition

## Initiatives of RPL\*

- **Adequate resources** will be earmarked under various government schemes for equitable access to RPL programs
- **One of the notable practical implementation is being seen by NSDC**, through its affiliate partners, SSCs are implementing the RPL based trainings through the PMKVY scheme
- **Detailed guidelines** will be provided for RPL initiatives which will ensure quality and consistent outcomes.
- **Industry bodies** at national and local level would start mobilization initiatives
- **Exploration** should be done through multiple avenues across industries for usage of RPL

**Strategic initiatives need to be planned for implementation of RPL**

- **Positioning-** Industry, at present, gives no premium to certification. RPL, being at a nascent stage, would need to position itself strongly for an industry subscription.
- **No investments-** Experienced blue collar workers, till date, haven't gone through much investment based trainings rather than induction based lectures through their supervisors.
- **Conservative ideas-** Refusal of industry to allow training for their shop floor workers or blue collar staff is a key issue faced in the Indian context.
- **Absence of Policy-** Absence of government or labor policy has turned into a license raj for the industry to derecognize the skill sets acquired through informal channels.
- **Narrow knowledge-** Lack of exchange programs with the industry at an international level or even within local level for that sake, has crippled the learning levels of the workers.

- **Mobilization-** Size of the informal sector is bigger than the formal sector. Perhaps, the mobilization plans for the informal sector is not clear.
- **No marketing direction-** No effective communication strategy is planned by the GoI for luring the workers for certification.
- **Absence of financial models-**The blue collar workers, work on a daily wage system with the industry or informally suffer from the absence of any employment structure, thereby making it unjustifiable for them to utilize the certification opportunity. ***A sound financial model should be built to protect their daily losses.***
- **Foggy Prospects-** As placement is the need of every training programme, a mere certification may not be a clincher in the market for the labor class, whose requirement is more financial in nature.
- **Muted Industry interest-**As the main thrust of the industry is to scissor costs, to lure the industry for a financial contribution for RPL seems to be a challenge at this stage.

- **Usage in Workplace-** Usage in the workplace like recruitment, induction, appraisal systems, supervision etc. through RPL are literally non-existent. It could be used for both white collar and blue collar workers and needs to be propagated aggressively.
- **Benefit of the certificate-**How to use the certificate for a better career prospect is still hazy at the policy level.
- **No support structure-**In order to orient the candidates towards a better and brighter future through a career counselling or job mela seems to be absolutely missing. Therefore, the usage of the certificate for a better prospect seems to be addressed.



- **Support Mechanisms-** A strong support system needs to be built up along with the certification process. The same includes a financial and career structure support system.
- **Robust Mobilization Plans-**A robust planning for the informal sector needs to be designed where maximum prospects lie.
- **Industry Participation-**Industry participation through seminars, workshops is the need of the hour.
- **A 360 degree offer-** It should not be restricted to only a process of certification, which may look to labor class, a retail education business. Instead, more offers like career assistance, counselling, should be designed for them to feel the worth of the offer.
- **Incentives for industry-**Whether formal or informal, an incentive design for the industry needs to be planned for allowing their workforce to avail this certification, which means productivity losses for them.

## **B** Country Practices



# **B** Country Practices-Green Industries & Green Skills

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## **Australia**

### **Green Industries**

- Australian is at the forefront of green building and sustainable building practices using design and planning processes that are environmentally sound
- Australian companies are leading practitioners in-master planning, sustainable building design, innovative environmental sustainable development engineering, water capture, saving and storage systems, energy efficient heating, building management systems

## **Australia**

### **Green Skills**

- National Uptake of Green Skills is on rise
- COAG (Council of Australian Governments) endorsed the national Green Skills Agreement (GSA) in 2009
- Sustainable Apprenticeship and Traineeship Courses are being offered through GreenSkills, Australia which is a part of WPC Group, a not-for-profit Group Training Organisation (GTO) specialising in the employment, mentoring and training of apprentices and trainees

# **B** Country Practices-Green Industries & Green Skills

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**UK**

## **Green Industries**

- Green Apple Awards for Environmental Best Practice are given every year to companies best in the area of green practices
- Good Practices-SGS is the world's leading inspection, testing, verification and certification company operating out of UK. Some of its practices include-Improving business environment with indoor and outdoor pollutant monitoring
- UK is a strong performer in terms of venture capital into clean energy technologies
- Leading practitioner in deployment of offshore wind

**UK**

## **Green Skills**

- Plan to bring together a new skills for a green economy grouping of SSCs in order to understand changing requirements more thoroughly and to communicate this to businesses, skills providers and individuals thinking through their long term career choices.
- In April 2012, the Skills Funding Agency which launched the National Careers Service, one of the key features was the development of enhanced online systems to display and explore up-to-date labour market intelligence, including the green economy
- Mobilization of green skills through multiple initiatives like through Union members, employers, trade union representatives
- The Green Skills for Green Jobs summit is the only event in the UK that focuses solely on green skills. The significance and impact of skills development in the construction, offshore wind, renewables, nuclear power, CCS, energy efficiency technologies, engineering, oil & gas, chemicals, water, steel and paper, take centre stage at this one day national, CPD accredited, summit.

# **B** Country Practices-Green Industries & Green Skills

## **Canada**

### **Green Industries**

- Earlier, efforts have been made to promote industry self-regulation through a variety of arrangements.
- Canadian Industry Packaging Stewardship Initiative, the Voluntary Challenge and Registry Programme (created as part of Canada's response to the Kyoto Climate Change Convention) and the Accelerated Reduction/Elimination of Toxics (ARET) are examples
- Sector specific arrangements such as eco-labelling and certification in the forest sector
- Regular monitoring of environmental performance by industries which has reduced negative environmental impacts

## **Canada**

### **Green Skills**

- The Green Skills Network works in partnership with funders, trainers and youth employment centres across the province. Through mutual support it can place youth in meaningful green jobs!
- Labor market study has identified the need for green jobs in Canada.
- Poised growth for Canadian Green Building, thereby building certifications and rating systems are the driving forces for Canadian market to develop green courses for green jobs
- Green Professionals Building Skills Training (GPRO) program – created by the trades for the trades, this certificate program is aimed at contractors and subcontractors, building construction trades, building operators and managers who are seeking a simple and cost effective way to diversify their skills. Mobilization of green skills through multiple initiatives like through Union members, employers, trade union representatives

# B Country Practices-Green Industries & Green Skills

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## Germany

### Green Industries

- EMAS (Eco Management & Audit Scheme) has been adopted by numerous companies and organizations on a voluntary basis
- In Germany, information-based policies, such as environmental labelling, have attained considerable significance
- The label “Blue Angel” is awarded to products and services that are relatively more environmentally friendly than other products and services serving the same purpose
- Incentives for industry for introducing EMS

## Germany

### Green Skills

- Company initiatives are marginal compared to the well structured and organized training system.
- Promotion programs have been established, technical qualification trainings are offered and new study courses and further training with environmentally relevant subjects have been developed.
- German universities established new study courses with focus on environmental technologies. The number of students has been growing in recent years
- The greening of skills is considerably more persecuted in all economic sectors and to a major part captured by the education and training system.

# B Country Practices-Green Industries & Green Skills

## Singapore

### Green Industries

- **Green Future Solutions**-a Singapore-based business that promotes environmental awareness and action, provides consultancy services to help SMEs reduce costs, increase revenue, and become more sustainable.
- **Green Cleaners**-a leading eco friendly cleaning service in Singapore, is one company that is actively marketing itself as a green business. They specialize in providing green cleaning services to offices and bespoke facilities such as kindergartens, hotels, spas, gyms and health studios.
- **Sustainable Singapore Blueprint 2015** has been published, which talks of multiple green initiatives launched since 2009 and planned further

## Singapore

### Green Skills

- New efforts in Sustainability and Liveability would ensure recruitments of green skills.
- GreenCollarAsia.com-Singapore based thought leadership portal with the aim of engaging professionals and organizations around sustainability and leadership
- Singapore Certified Energy Manager (SCEM) programme offers formal training and certification in the area of energy management
- National Environment Agency offers the SCEM Program (Singapore Certified Energy Manager), which offers formal training and certification in the area of energy management.

# B Country Practices-Green Industries & Green Skills

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## India

### Green Industries

- **GOI** plans to promote eco-friendly cars in the country, i.e. CNG based vehicle, hybrid vehicle, and electric vehicle and also made mandatory of 5% ethanol blending in petrol.
- **Green Housekeeping** policies in the hotel industry like solar system, usage of non-toxic biodegradable products and eco-friendly chemicals, recycled STP water is used for garden purpose are some initiatives
- **JBM Group (leading automobile manufacturer)**, has already commissioned its first rooftop solar installation (250 KW) at the India Habitat Centre, New Delhi
- Initiative of **ITC-Wealth out of Waste (WoW) Programme**, which is a recycling program

## India

### Green Skills

- Innovative environmental initiatives in the Auto Industry calls for hiring of green skilled professionals
- In the PVC Production companies, regular classes are held by the environmental group to propagate the idea of clean and pollution free environment.
- In the PVC Production companies, jobs in green skills exist in such organizations especially at the plant level like water recycling expert. In addition, the production departments' job is to identify energy efficient tools and that's how the same is treated as a job.



# Sustainability of Green Skills-Principles, Models & Recognition Patterns





# Principles of Green Skills

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- **Skills supporting resource efficiency-** Businesses need green skills which would lead to strategic business management to build resource efficient business models leading to bottom line benefits, preparation of new regulations, business/financial accounting services around carbon and natural environment accounting, project management skills with clear understanding of resource efficiency, Operator level actions to maximize resource efficiency.
- **Skills supporting low carbon efficiency-** Low carbon industry focuses on energy generation and industry with high energy requirements. Skills include Scientists and Engineers with training or transferrable knowledge for nuclear and renewable energy, technicians with training or transferable knowledge to install energy efficiency measures, skills to design and adopt technologies, products and processes to minimize carbon emissions,
- **Skills supporting climate resilience-**Business requires the capacity to adapt to changes in climate. Necessary skills include Scientific and technical skills such as modelling and interpreting climate change projections, Risk management such as assessments of future resource availability.
- **Skills to manage natural assets-**Natural assets underpin all business practice and the skills include accounting services for natural environment, understanding of environmental impact assessments, understanding and interpretation of environmental legislation targets



# Sample Models

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## German Model:

- **Motor Vehicle Mechatronics Technicians** –BMW- In 2009, BMW implemented a new training module in the existing dual apprenticeship for Motor Vehicle Mechatronics Technicians to learn about hybrid technologies
- **Training for Chemical Technicians as an example for Chemical Industry-** Chemical technicians are trained through companies and at part time schools in Germany. As the idea of Responsible Care (International Initiative) took roots, Chemical Technicians were imparted training in environmental protection as well.

## Singapore Model:

- **National Environment Agency-**The Singapore Certified Energy Manager (SCEM) programme offers formal training and certification in the area of energy management. Designed for engineering professionals who intend to build their careers as energy managers, the programme gives a thorough understanding of the key energy issues either in the building or industry sector.

## India Model:

- **Anand** is committed to protecting the environment and reducing its carbon footprint which is reflected in our technology, our policies, product initiatives and supply chain management. Anand has specially formulated a group EHS policy supported by an 'Environment Health Safety (EHS) Manual' that clearly lays down the group's environment policies and the action expected from employees in this regard. It organizes sustainable programs to minimize pollution to the environment, to protect our material resources, cultural resources, and biota.



# Implemented Pilots

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- **United Kingdom**- UK Green Investment Bank agrees terms on 200 GBP international green investment pilot program which involves recruiting a dedicated team to manage the project
- **Germany**-Inaugural Climate-KIC PhD Summer School, Frankfurt, 2013- One essential Climate-KIC activity is the PhD programme, with, as a central element, the thematic summer school. The Journey, the PhD summer school also aims to equip participants with climate change knowledge and practical tools.

# **D** Pilot Models



# Training Models-Green Skills

		<b>Sponsored/Funded Models</b>	<b>Industrial Captive Training Centre</b>	<b>PPP Model</b>	<b>For-Profit Model</b>	<b>External/Outsourced Training Provider</b>
<b>Business Model</b>	<b>Delivery Model</b>	Face to Face (including industry based learning)	Face to Face	Face to Face	Face to Face	Face to Face
	<b>Fee Model</b>	Candidate	Corporate CSR Funds	Government/Other Funding Sources and Employers/Contractors	Candidate	Candidate
	<b>Funding</b>	Government Funded	Company Funded	Corporate, Govt. Agencies, NSDC	Partial Funding from Corporate	Corporate Funded

# RPL Mobilization Models

		<b>Sponsored/Funded Models</b>	<b>Industrial Captive Training Centre</b>	<b>PPP Model</b>	<b>For-Profit Model</b>	<b>3<sup>rd</sup> Party</b>
<b>Business Model</b>	<b>Mobilization Partners</b>	Industry Partners/Vendors/Contract Manufacturers of Industry	Corporates	Contractors, Corporates	Employment Agencies	Merchants/Shopkeepers/Service Centres
	<b>Sub-Mobilization Partners</b>	NA	Social & Rural Advertising Agencies	Social & Rural Advertising Agencies	NA	NA
	<b>Mobilization Technique</b>	Workshops, Advertisement in Vernaculars/Industry Publications	Robust Outdoor Advertising	Word of Mouth, Rural Campaigns	Word of Mouth, Ads in Employment Papers	Word of Mouth
	<b>Certification Partners</b>	Ministry	Industry	SSC	Industry/SSC	Industry/SSC
	<b>Funding Source for Mobilization</b>	Government Funded	Company Funded	Corporate, Govt. Agencies, NSDC	Partial Funding from Corporate	Corporate Funded

# **E** Way Forward





- Focused investments on Training & Development
- Improve policy coordination & encourage social dialogue
- Focus on the development of portable skills throughout life to encourage occupational mobility
- Encourage individuals and companies to invest in skills development for green growth
- Make retraining opportunities accessible for all, and prioritize training for vulnerable and disadvantaged groups
- Strengthen career guidance on green jobs
- Enable trainers and teachers to keep skills for green jobs up to date
- Improve systems for identifying and anticipating skill needs
- Support training providers as active agents for local sustainable development
- Maximize the jobs potential of the transition to green growth
- Include the greening of TVET in the post-2014 education and sustainable development agendas

# **E** Way Forward for Promoting Green Jobs in Hotel & Auto Industry

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- Reliance on environmental experts who could create strategies for communication, would be a mandate going further.
- Awareness seminars on Green Skills in the Industry and RPL should be organized.
- Innovative sustainability and environmental plans in the Auto sector mandates the **need for green skilled professionals** as well.
- There lies a need for creating a more encouraging ecosystem, characterized by increased thrust on IT, R&D, creation of more value added products, incentives and policy support from the Government, testing and validation centres, and appropriate training infrastructure to spruce up the human resource base, with the objective of positioning the Indian industry prominently on the global automotive map.

# THANK YOU

