german cooperation
DEUTSCHE ZUSAMMENARBEIT

Funding programme
Partners in Transformation
develoPPP

Implemented by
giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

In Cooperation with
TECH mahindra

Executed by
TECH mahindra FOUNDATION

CASE STUDY

Unlocking the Potential of Technology in Skill Development

Skill Systems are defined by the government, professional associations and employers in collaboration with the labour market. These systems can be developed through education, training and also through community and work experience to then be implemented in the labour market. Technology plays an important role in the improvement of skill systems by increasing the efficiency of acquiring skills, allowing for hands-on application and training in a real-world context which enables practical and active development.

Let's take a deeper look into the role of technology and how it is interwoven into the very fabric of Project ASCENT.
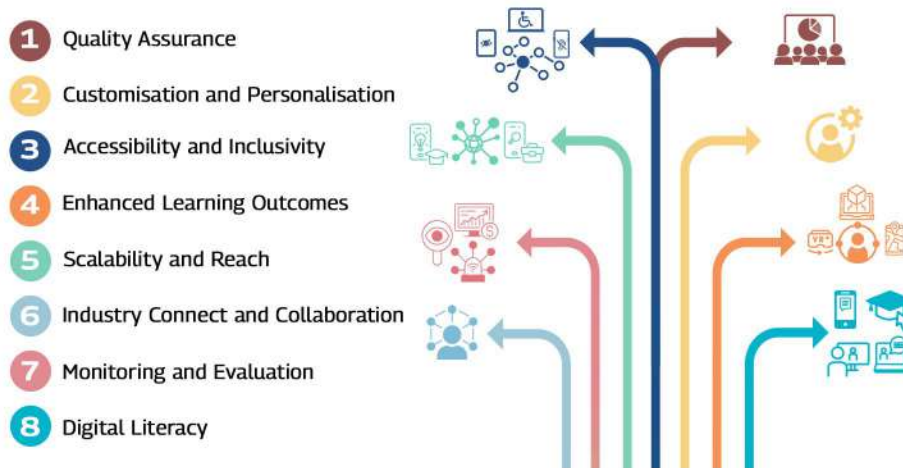
The Role of Technology in Technical and Vocational Education and Training (TVET) Sector

In the fast-evolving landscape of education and vocational training the integration of technology has become not just a desirable enhancement but an imperative necessity.

The impact of the pandemic on the job and skilling industry has been significant. It has led to a visible increase in dropouts from courses and low classroom attendance which is likely to have a long-term impact on access to training. The fear of infection has limited practical training opportunities, necessitating vocational education and training institutes to conduct online classes. However, there are gaps in infrastructure and access to technology that needs to be addressed to ensure learning continues in the post-pandemic era. The demand for accessible, affordable and high-quality education and vocational training has never been more pronounced. Technology with its transformative potential offers a compelling solution to these challenges and can revolutionise the sector.

Furthermore, the pandemic has highlighted the need for upskilling and digital expertise in various sectors. Companies across industries recognise the importance of digital skills for the future but many admit to not having a clear roadmap for this process. The logistics and healthcare sectors in particular have faced challenges due to the pandemic with a need to stabilise businesses, drive digitalisation and adapt to changing conditions.

Here are some reasons for the need and advantages for technological interventions

1. Quality Assurance
2. Customisation and Personalisation
3. Accessibility and Inclusivity
4. Enhanced Learning Outcomes
5. Scalability and Reach
6. Industry Connect and Collaboration
7. Monitoring and Evaluation
8. Digital Literacy

Digital Interventions under project ASCENT

ASCENT is leveraging cutting-edge digital technologies to enhance and enable a paradigm shift in training capabilities and experiences. The technologies used are:

1 AR/VR/Metaverse
2 Learning Management System - Atingi
3 Job Portal for Allied Healthcare Professionals
4 Self-Paced Learning Content
5 Monitoring and Evaluation Portal

1 AR/VR/Metaverse

The project integrates technological interventions such as augmented reality/virtual reality (AR/VR) curriculum, metaverse and online learning to enhance the teaching and learning experience. These digital tools provide interactive and immersive learning experiences allowing trainees to acquire practical skills and knowledge in a simulated environment.
The following courses have already integrated AR/VR/Metaverse and more courses are planned:

- General Duty Assistant
- Emergency Care Assistant
- Logistics and Supply Chain Management
- Dialysis Technician
- Medical Laboratory Technician
- Warehouse Managment

2 Learning Management System - Atingi

The project aims to facilitate online learning through a Learning Management System (LMS) which includes features such as needs assessment, design and integration with other applications.

ATINGI

ASCENT is leveraging the ATINGI digital learning platform to offer innovative e-learning services in order to reach the target youth sector more efficiently and effectively. Atingi is the digital learning platform of the German Federal Ministry for Economic Cooperation and Development (BMZ), implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

Advantages of ATINGI

Free of charge: The atingi LMS is 100% free – whether as a learner, instructor or administrator.

Localised: Atingi currently offers content in English, French, Portuguese, Arabic and Spanish. More languages can be requested as the interface support solver 100 languages.

Digital credentials: Atingi makes course completion more meaningful via digital credentials that are often certified by employers or local authorities.

Diverse content portfolio: Atingi currently offers an ever-expanding library of 300+ free courses on digital, soft & hard skills, life skills, entrepreneurship & more!

Instructional flexibility: Atingi offers 30+ instructional & assessment formats for various learning styles. Use it for self-paced/tutored, blended/online learning, etc.

Safe: Atingi protects data by complying with the EU's "General Data Protection Regulation" (GDPR).

Accessible from any device: Access atingi with desktop browser or any smartphone by downloading the mobile app on android or iOS.

3 Job Portal for Allied Healthcare Professionals

Secondary research conducted by ASCENT team indicates lack of a dedicated job portal for allied healthcare and paramedical professionals. The job portal under ASCENT is a one-stop platform providing job opportunities for youth in this sector and connecting them with industries looking for talent to hire.

4 Self-Paced Learning Content

Self-paced learning content is a valuable resource for skilling youth for better employability as it offers flexibility, convenience and affordability. Under ASCENT, self-paced learning content has been developed that can be accessed at any time and from anywhere making it ideal for youth. This content can be easily customised and used as a cross learning platform for technical, employability and soft skills.

5 Digital Skills Monitor- The online Monitoring and Evaluation (M&E) Portal

The Monitoring and Evaluation (M&E) portal is used for collecting and analysing data to assess the effectiveness of skill training programs. Utilising dashboards, dynamic reports and other digital tools providing real-time insights into ASCENT, ensuring that project is meeting its objectives and youth are acquiring the skills they need to succeed in their careers.
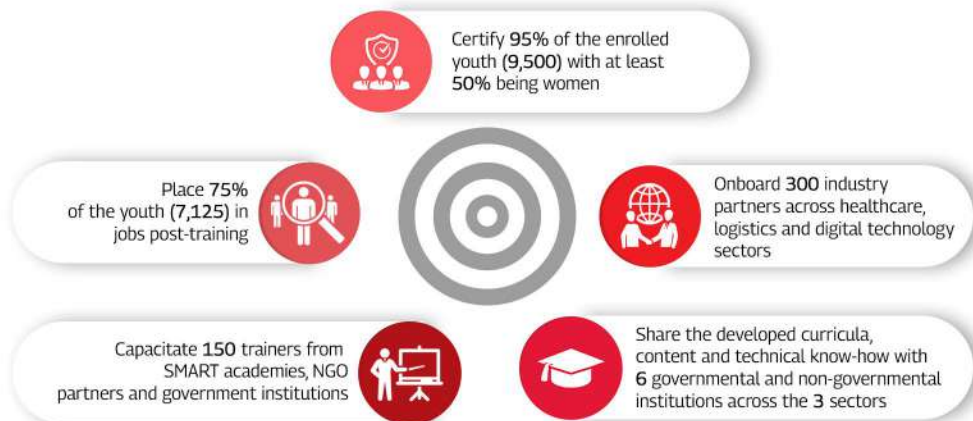
Way Ahead

- The learning materials created along with the repository of knowledge products to be made open source enabling all stakeholders in the target domains of ASCENT to leverage the platform thereby accelerating and empowering the skilling ecosystem of India.

- The job portal developed under ASCENT is open to public and will serve as a connecting platform for industries, private players and youth in the allied healthcare and paramedical sector in India.

- The acceptance of extended technology (AR/VR/Metaverse) by trainees and trainers will pave the way for the expansion and increased usage of these technologies in teaching and learning. This will bring the training experience closer to industry experience, thereby creating an industry ready skilled workforce.

About Project ASCENT

Project ASCENT - Alliance for Skill & Capacity ENhancement with Technology – is a joint initiative by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and Tech Mahindra Limited through its implementing arm, Tech Mahindra Foundation (TMF), with the goal of enhancing the skilling ecosystem through technological intervention. The project falls within the framework of the develoPPP programme, implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

Project Indicators

Certify **95%** of the enrolled youth (**9,500**) with at least **50%** being women

Place **75%** of the youth (**7,125**) in jobs post-training

Onboard **300** industry partners across healthcare, logistics and digital technology sectors

Capacitate **150** trainers from SMART academies, NGO partners and government institutions

Share the developed curricula, content and technical know-how with **6** governmental and non-governmental institutions across the **3** sectors

Contact Information

GIZ India

👤 **Dr. Rodney Reviere**
Cluster Coordinator - Social and Private Sector Development (SPSD)

📍 Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, B5/1 Safdarjung Enclave, New Delhi -110029 India

🌐 www.giz.de

Tech Mahindra Foundation

👤 **Sajid Ali**
Chief Operating Officer
Tech Mahindra Foundation

📍 Harijan Sevak Sangh Campus, Gandhi Ashram, Kingsway Camp New Delhi-110009 India

🌐 techmahindrafoundation.org

For inquiries, contact us via email

🌐 Webpage: ASCENT GIZ - Tech Mahindra SMART Academy (smart-academy.in)

✉ Email ID: academy@techmahindrafoundation.org

Scan QR Code for more info