

KASE CHRONICLE

The Official Newsletter of State Skill Development Mission



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Breaking Boundaries: KASE Expands Global Skilling Horizons with Australia

On 19th February, Kerala Academy for Skills Excellence took a significant step in expanding Kerala's global footprint in skill development by hosting a high-level delegation from the University of Newcastle, Australia, one of the world's leading industry-focused universities.

Led by Prof. Alex Zelinsky, Vice-Chancellor University of Newcastle, the delegation explored transformative opportunities to collaborate on skilled labour mobility, industry-driven training programs, and career pathways between Kerala and Australia. The team included Prof. Kent Anderson, Deputy Vice-Chancellor; Prof. Craig Simmons,

Pro Vice-Chancellor College of Engineering, Science, and Environment; Prof. Ajayan Vinu, Laureate Professor & Director, Global Innovative Centre for Advanced Nanomaterials (GICAN); Dr. Gurpreet Singh Director, South Asia; and Mr. Irfan Malik President, Australia India Business Council (AIBC) NSW & National Associate Chair.



Australian delegation with Hon'ble Minister for Labour and Skills, Shri V. Sivankutty, and Dr. K. Vasuki IAS, Secretary, Labour & Skills

The delegation met Shri V. Sivankutty, Hon'ble Minister for Labour & Skills Govt. of Kerala, along with Dr. K Vasuki IAS, Secretary, Labour & Skills, Shri. Sufiyan Ahmed IAS Managing Director KASE, and Shri. Vinod TV, Chief Operating Officer KASE, to discuss and deliberate on Kerala's skilling priorities and explore bilateral partnerships in workforce development. The meeting marks a significant step towards fostering global skill collaborations and exploring strategic partnerships between Kerala and Australia.

KASE Pioneers a Landmark Initiative to Elevate Standards in German Language Training

Kerala Academy for Skills Excellence successfully completed its first-ever Zonal-Level Workshops for German Language Training Institutions in collaboration with Goethe Zentrum, Indo-German Chamber of Commerce, ProRecognition, and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, in Trivandrum, Ernakulam and Kozhikode districts.

Germany's growing inclination to engage with Kerala's skilled workforce and its recognition of the State as a reliable source of global talent, align with KASE's larger vision to ensure a seamless transition for skilled professionals to global markets.



Q&A Session during the Zonal Level Workshop in Ernakulam

However, key challenges including limited awareness of German career pathways, weak language training ecosystem, restricted networking opportunities, and inadequate capacity for intercultural integration training etc, hinder Indian youth from becoming “Germany-ready.”. To bridge these gaps, KASE has launched targeted interventions to enhance language training quality and integrate cultural orientation programs, networking over 1,200 German Language Training Institutions across Kerala.

The Zonal-level workshop started off in Ernakulam district on 1st February 2025 at Hotel Monsoon Empress, setting the stage for impactful sessions and thought-provoking discussions. A key highlight was an engaging session by Mr. Bernhard Krieger, CEO of Hands on Solution GmbH, on ‘Unlocking Career Pathways – Migration Opportunities to Germany.’ KASE extends heartfelt gratitude to Mr. Bernhard Krieger and team for the invaluable support.

Building on this momentum, the second workshop held in Trivandrum district on 25th February 2025 at Hotel Dimora and the final lap held in Kozhikode district on 27th February 2025 at Hotel Tiara by MPS, further expanded the dialogue, bringing together distinguished speakers, including Shri. Sufiyan Ahmed IAS, Managing Director, KASE; Major Shashank Tripathi, Protector of Emigrants; Shri. Vinod TV, Chief Operating Officer, KASE; Dr. Syed Ibrahim, Honorary Consul and Ms. Miriam Merkle from Goethe Zentrum; Smt. Sapna Bhosle, ProRecognition; Shri. Sreekanth P K and Shri. Liju George, Triple Win, GIZ; and Shri. Raj Vangapandu, German Varsity for Advanced Studies. Their sessions explored Fair Migration Pathways, Challenges & Solutions in German Language Training, Exploring New Avenues for Skilled Migration, Scope of Dual Education in Germany, and Exploring Career Pathways to Germany.



Distinguished Guests addressing the Zonal Workshop in Trivandrum and Kozhikode

This landmark initiative has established a new benchmark in standardizing training methodologies, promoting ethical migration practices, and strengthening Kerala's reputation as a global talent hub. As Kerala continues to be a preferred talent pool for international employers, KASE remains committed to bridging aspirations with global opportunities and shaping the future of skilled migration.

Investing in Skills: State and Central Programmes Paving the Way for a Skilled India

The recently released Union and State Budget 2025-26 highlight the necessity to accelerate skill development initiatives to boost employment generation, drive economic growth, and promote social progress. At the national level, the Ministry of Skill Development and Entrepreneurship (MSDE) has been allocated ₹6,100 crore to advance the goal of achieving “100% skilled labour with meaningful employment”. The budget prioritizes high-demand sectors and places special focus on artisans, women, minority groups, and labourers. As a result, the budget strengthens the country’s skill ecosystem by building a ‘future-ready’ workforce.



1 Leather and Footwear

2 Toy

3 Food Processing

4 Tourism

5 Maritime

6 Manufacturing

7 Textiles

8 Healthcare

9 Electronics & IT

10 Artificial Intelligence

11 MSME

12 Mining

In line with national priorities, the Kerala Budget 2025-26 emphasizes employability through investments in emerging technologies, the IT sector, and industry-relevant training. A key initiative is the ‘Vijnana Keralam – People’s Campaign,’ aimed at equipping five lakh final-year students with job-ready skills. With an allocation of over ₹300+ crore, the budget aims to bridge the academia-industry gap and build a workforce prepared for evolving job markets.

With a strong focus on skill development, both the Union and State Budgets 2025-26 lay the foundation for a skilled and job-ready workforce. Strategic investments in high-demand sectors, industry-relevant training, and global placement programs are shaping a future driven by skill excellence.



INVEST KERALA

GLOBAL SUMMIT
FEB 21-22, 2025 | KOCHI

The Kerala Academy for Skills Excellence marked its strong presence at the Invest Kerala Global Summit 2025, a landmark event aimed at shaping Kerala's investment landscape, held on February 21-22, 2025, at the Lulu Bolgatty International Convention Centre, Grand Hyatt, Kochi. The summit served as a dynamic platform for discussions on emerging investment opportunities, technological advancements, and the future of Kerala's workforce.

Skill Development as a Key Focus Area

A key highlight of the summit was the panel discussion on 'The Future of Talent', where Dr. K. Vasuki IAS, Secretary Labour & Skills, Govt. of Kerala, and Vice-Chairperson of KASE, emphasized the critical role of skill development in an AI-driven world. She underscored the importance of upskilling, reskilling, and soft skills development in ensuring Kerala's youth remain competitive in a rapidly evolving job market. By stressing that every crisis presents new opportunities, she positioned Kerala's strong global outlook and social capital as key drivers of sustainable growth.



Dr. K. Vasuki, IAS, Secretary, Labour & Skills, at the Panel Discussion on "The Future of Talent" at the Invest Kerala Global Summit 2025

The session explored how AI and digital transformation are reshaping jobs, industries, and skill demands through insights from industry leaders and experts like Mr. Dave West, President, Asia Pacific, Japan & Greater China at Cisco; Shri. Rajesh Varrier, Chairman & MD of Cognizant India; Dr. George Cherian, CEO & Chief Medical Officer of American Mission Hospital; Prof. A. Seshadri Sekhar, Director, IIT Palakkad. The discussion also highlighted that while AI is reshaping industries, sectors like healthcare and agriculture remain relatively resilient, providing ample opportunities for skill-driven employment. These insights further guides KASE in aligning Kerala's talented youth with evolving global trends and equipping them for emerging opportunities.



Shri Sufiyan Ahmed, Managing Director, KASE, engaging with delegates at the Invest Kerala Global Summit 2025

NSDC International Academy Opens in Greater Noida, Expanding Global Skilling Opportunities

Shri Jayant Chaudhary, Hon'ble Minister of State (I/C), Ministry of Skill Development and Entrepreneurship (MSDE) and Minister of State, Ministry of Education, inaugurated the NSDC International Academy in Greater Noida, Uttar Pradesh. This premier institution is a significant step toward bridging the gap between India's skilled workforce and global employment markets. The academy is designed to offer world-class skill development programs, with a strong focus on international career readiness. It specializes in training candidates in foreign languages, including German, Japanese, and English, ensuring internationally recognized certifications such as ÖSD, Goethe, JLPT, and IELTS. These certifications will open doors for aspirants to pursue careers in countries like Germany, Japan, Israel, and the UK.



Hon'ble Minister Shri Jayant Chaudhary, inaugurating the NSDC International Academy in Greater Noida

With a target of training over 1,000 candidates annually, the academy will provide placement assistance, industry partnerships, and career counseling, ensuring a seamless transition from training to employment. Its residential facilities, interactive classrooms, and cutting-edge skill labs create an immersive learning environment that fosters both technical expertise and personal growth.

The NSDC International Academy is a landmark initiative under the Ministry of Skill Development & Entrepreneurship (MSDE), Government of India, reaffirming India's commitment to strengthening global employability and enhancing workforce competitiveness.

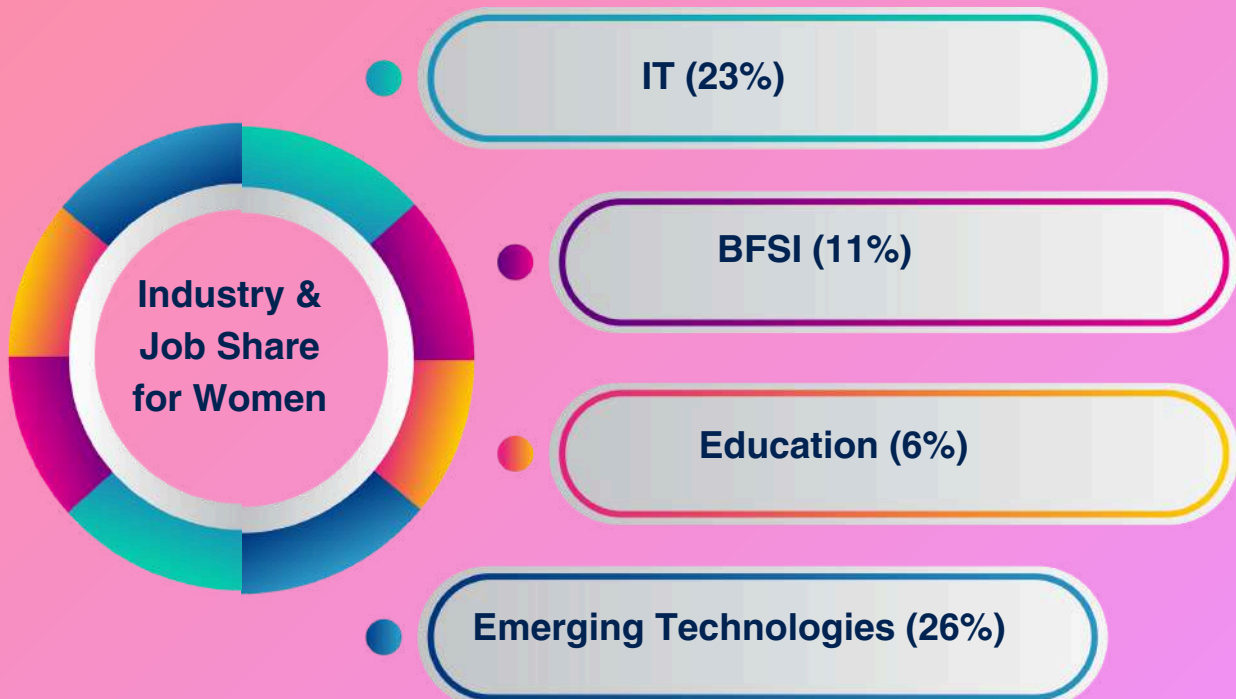
Women Propel India's Workforce Growth in 2025



In 2025, job opportunities for women in India have surged by 48%, driven by the growth of technology and emerging roles, as highlighted by leading recruitment platforms. This upward trend is fueled by key industries such as IT, BFSI, Manufacturing, and Healthcare, which are actively creating opportunities for women, particularly in specialized technology-driven roles.

Notably, 25% of jobs for women this year are for freshers, reflecting a strong demand for early-career professionals in fields like IT, HR, and Marketing.

Women's representation in the white-collar workforce remains highest in:



Accelerate Action, Skill Women and Transform the Future

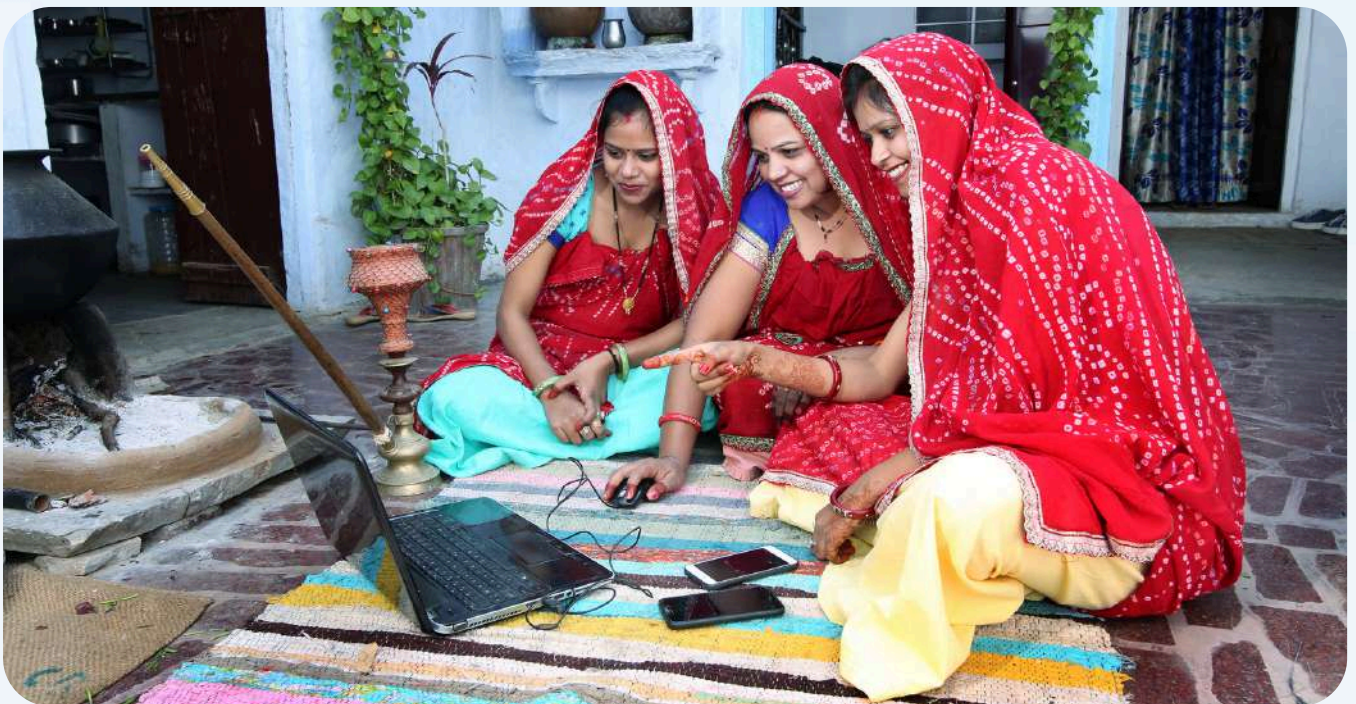
As we observe International Women's Day 2025, it is important to acknowledge that true empowerment lies in equipping women with the right skills to thrive in a rapidly evolving workforce. Skill is a powerful tool to accelerate gender equality, drive economic independence, and enable social mobility. Skilled women break barriers in traditionally male-dominated industries, fuel innovation, and create new opportunities, positioning themselves as key architects of a future-ready world.

The Urgency to Accelerate Action

The International Women's Day campaign theme for 2025 is 'Accelerate Action', a powerful call to address gender disparities at a faster pace.

The **World Economic Forum** reports: *"At the current rate of progress, it will take until 2158, which is roughly five generations from now, to reach full gender parity."*

This slow progress stresses the urgent need for swift and decisive intervention, particularly in skilling, where disparities remain deeply entrenched.



Trends in Women's Workforce Participation

The Periodic Labour Force Survey (PLFS) reports indicate that the female Work Participation Rate (WPR) has nearly doubled to 40.3%(2023-24), showing a significant rise in women's entry across various sectors like skilled agricultural and fishery workers, professionals, technicians & associate professionals and elementary occupation etc, complemented by an upward trend in the Female Labour Force Participation Rate (LFPR). Moreover, the notable decline in the female unemployment rate shows greater job availability, improved employment access and growing job satisfaction.

The Future of Jobs Report by the World Economic Forum (WEF) highlights a growing trend where the majority of companies are prioritizing women in their workforce strategies. In terms of employee demographics, women are identified as the highest priority group for employers. However, despite these positive developments, wage disparities persist. At the upper end of the job complexity spectrum, women earn only 15% more in specialized roles requiring extensive preparation compared to jobs with lower skill demands.

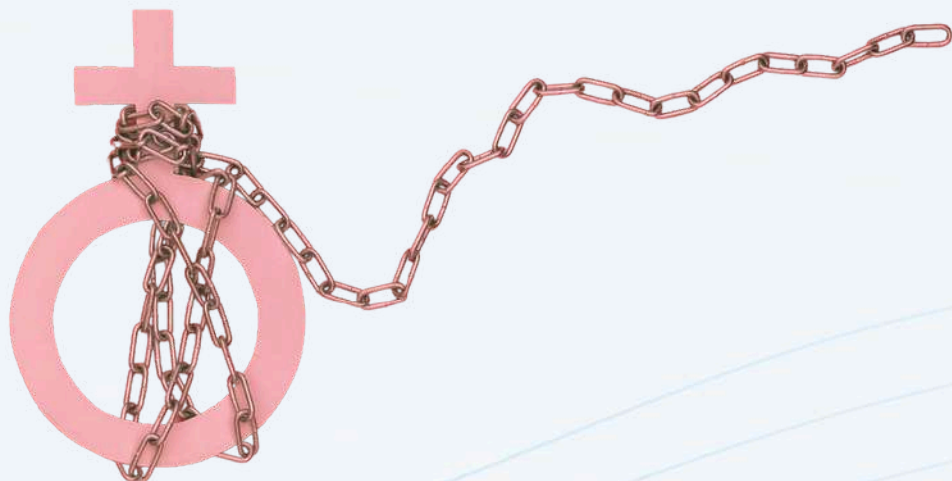
Gender Gap in Evolving Job Market

In today's dynamic job market, ensuring that women are equipped with future-ready skills is fundamental for sustainable progress. While India has made efforts to increase female literacy, a large number of educated women continue to remain unemployed. Women in India face social, historical, and cultural barriers that limit their access to skill development opportunities. Women have a strong presence in sectors like beauty & wellness, healthcare and apparel. However, there is great potential to enhance their representation to ensure more diverse and inclusive workforce opportunities in emerging fields like electronics, hardware, artificial intelligence etc.

With the advent of Industry 4.0, there is a growing emphasis on providing women with access to skill training in new-age job roles such as Artificial Intelligence, 3D Printing, Data Analytics, Robotics, and Cyber Security.

Gender Disparities in Kerala's Workforce

Kerala, despite being one of India's most literate states, continues to grapple with significant gender disparities in employment and wages. Reports from the National Statistics Department highlight that Kerala has a considerable gender wage gap among major Indian states, in both rural and urban sectors. Additionally, the Economics and Statistics Department of Kerala has recorded the highest female unemployment rate in the country. The Kerala State Economic Review has also pointed out persistent gender wage inequality within the state.



The Periodic Labour Force Survey (PLFS) further reveals that Kerala's Worker Population Ratio (WPR) remains lower than that of several states that lag behind in social development indices. Though Kerala has achieved remarkable educational progress, the high levels of female education have not effectively translated into better employability outcomes. Women's representation in salaried jobs remains disproportionately low, leading to low labour force participation rates (LFPR) and WPR. If left unaddressed, this imbalance could hinder economic growth and slow social progress.

Bridging the Gap: A Targeted Approach



To address these challenges, a strategy has been devised to categorize women into five groups, each requiring specialized training and workforce integration.:

- **Unemployed Women:** A significant portion of Kerala's educated women remain unemployed and do not contribute to economic growth. Identifying and providing them with industry-linked skill training can transform them into an employable and productive workforce.
- **Women in Traditional Roles:** Many women continue to work in traditional, unorganized sectors, which are increasingly at risk of automation. To prevent job displacement, these workers need reskilling and upskilling to transition into emerging job roles and remain relevant in the evolving workforce.
- **Young Professionals:** Women who have recently entered the job market need future-ready skills that align with technological advancements. Providing augmented skill training will enable them to adapt, innovate, and thrive in dynamic work environments.
- **Mid-Career Professionals:** As automation transforms various industries, mid-career professionals must be reskilled and upskilled to higher-value, technology-driven roles.

➤ **Repatriates:** Kerala has a large pool of women returning from abroad, bringing valuable experience but often struggling to find jobs that match their skill sets. By providing re-skilling programs tailored to meet State's industry demands, these women can be seamlessly reintegrated into the workforce.

'Decentralized' Skilling- Roadmap for Inclusive Growth

Unlike other States where the focus is on skilling the uneducated, Kerala's primary challenge is upskilling and reskilling the highly educated workforce. The rise of automation and industry shifts necessitate a structured, decentralized skilling approach, ensuring that all potential workforce segments, from unemployed women to mid-career professionals, are identified, trained, and empowered.



The Kerala Skilling Model strategically targets all workforce segments, ensuring women across different socio-economic backgrounds receive skilling, reskilling, and upskilling opportunities. Through innovative training programs and partnerships, Kerala aims to create a robust talent pipeline that meets global workforce standards.

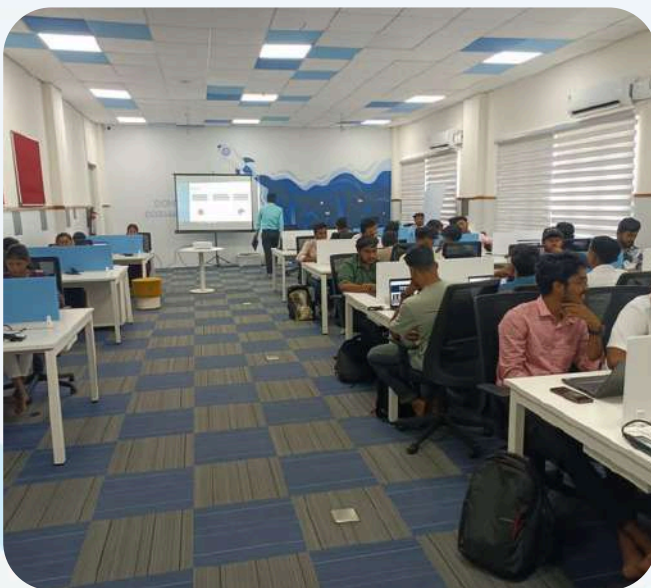
KASE firmly stands in its mission to accelerate action by investing in women's skills, expanding access to industry-aligned training, and strengthening women's participation in high-growth, tech-driven industries. Let us work together to skill women, accelerate action, and transform the future!

Full Stack Development Course: Second Batch Successfully Launched at DSDC, Kottarakkara

Kerala Academy for Skills Excellence is thrilled to announce the successful commencement of the second batch of the Full Stack Development Course, in collaboration with EY and Edunet Foundation at the District Skill Development Centre (DSDC), Kottarakkara, Kollam district. This initiative marks another milestone of KASE's commitment to equip Kerala's youth with future-ready tech skills. Through intensive mobilization drives, orientation sessions, and rigorous selection process, the most deserving candidates were chosen to be part of this highly sought-after program



Adding to the significance of this launch, Smt. Ishitha Roy IAS, Principal Secretary, Higher Education, graced the occasion, interacted with the batch of 40 students, and shared valuable insights on the importance of industry-driven skill development programs in shaping a future-ready workforce. With technology shaping the future, this program is designed to equip aspiring professionals with the expertise to excel in the fast-evolving digital landscape. As we expand such initiatives across Kerala, we continue to bridge the skill gap and create new opportunities for the young talent pool of the State.



Step out of the history that is holding you back. Step into the new story you are willing to create



— Oprah Winfrey

Advancing Skill Excellence: Foundation Stone Laying & Work Commencement at Government ITI Chalakudy

The Government ITI Chalakkudy stands as a key institution among Kerala's technical training institutes, equipping students with essential skills across various disciplines. As part of the State's initiative to upgrade ITIs to international standards, ITI Chalakkudy has been selected for a major transformation in infrastructure and skill development. The Kerala Academy for Skills Excellence (KASE) has spearheaded the transformation, to introduce modernized training labs, advanced classrooms, and industry-aligned skill development programs to ensure high-quality technical education.

As part of the transformation, inauguration of work commencement and foundation stone laying took place on February 21, 2025, at 3:30 PM, with the Hon'ble Minister for Labour & Skills, Shri V. Sivankutty, virtually inaugurating the event. The ceremony was graced by several distinguished personalities, including Shri. Benny Behanan, Member of Parliament, Chalakkudy; Shri. Saneesh Kumar Joseph, MLA, Chalakkudy; Shri. Shibu Valappan, Chairperson, Chalakkudy Municipality; Shri. Arjun Pandian IAS, District Collector, Thrissur; and Shri. Sufiyan Ahmmed IAS, Managing Director, KASE. This event marks a significant step towards enhancing skill training, ensuring students receive world-class education that aligns with industry demands.



Shri. V. Sivankutty, Hon'ble Minister for General Education, Labour & Skills virtually inaugurating the event

Skill Term

Gueridon Trolley : A trolley used in F&B service business on which the food can be cooked, finished, or presented to the guest at the table. A gueridon trolley typically has a gas burner with a chafing dish for cooking or heating food and a cupboard for the necessary ingredients, which may include condiments, liquor, cream, butter, oil, and other ingredients; service equipment such as knives, spoons, platters, and so on.



Sector: Food & Beverage

Glimpses from Zonal-Level Workshop - German Language





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KERALA ACADEMY FOR SKILLS EXCELLENCE
Skill Development Mission of Government of Kerala

KERALA ACADEMY FOR SKILLS EXCELLENCE

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