कौशल विकास और उद्यमशीलता मंत्रालय
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP
GOVERNMENT OF INDIA

Guidelines for IndiaSkills Competition 2025, WorldSkills Asia Competition 2025 and WorldSkills Competition 2026

SCAN TO KNOW MORE

July 2025

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Chapter 1: IndiaSkills Competition and WorldSkills Competition

1. Context

1.1 India with 65% of its population in the working age, enjoys a huge demographic dividend. 26% of its population is aged 10 to 24. From being ranked as the tenth-largest economy in the world in 2014, India is projected to become the third-largest economy by 2030, following the USA and China. India's youthful demographic, in contrast to the aging populations of developed nations, will serve as a crucial catalyst for its growth potential (Economic Survey 2024-25).

1.2 Over the past two (2) decades, the proportion of young people with secondary or higher education more than doubled, increasing from 27.9% in 2000 to 58.3% in 2022. Similarly, the percentage of youth with graduate-level or higher education grew significantly, rising from 5% to 14.7% during the same period. Despite the share of youths with a technical degree, diploma, or certificate nearly doubling between 2005 to 2022, it continues to be relatively low at 4.6%. Additionally, the uptake of vocational and skills training is limited, with only about 16% of youth participating, compared to developed economies where 60-70% of young people have received formal vocational or technical training (India Employment Report 2024, ILO).As per the Periodic Labour Force Survey (2023-24), only 4.1% of the population in the age group 15-59 is formally skilled.

1.3. India's demographic dividend is closely tied to the skills, education, physical and mental well-being, of its youth. To fully capitalize on this potential, it is important to prioritize reskilling, upskilling, and new-skilling initiatives that align the workforce with global demands, enhancing both domestic and international employability. Targeted schemes that incentivize skilling and employment creation can bridge the skill gap by providing practical experience and promoting job generation through the right incentives.

1.4. India has an immense potential and offers numerous opportunities in its existing skilling and schooling system, but vocational education is not aspirational among Indian Youth. Strategic measures need to be taken to generate aspirations among Indian youth and there is a huge scope of improvement in skilling infrastructure in Country.

1.5. Skill competitions at National level and participation in international skill competitions like **WorldSkills Competitions (WSC)** and **WorldSkills Asia Competition (WSAC)** may act as a platform to develop aspirations among youth and provide them the opportunity to get trained under the National and International Subject Matter Experts.

1.6. Aspirations to perform at the national level and international level of skill competitions will motivate the youth to pursue vocational education as a path for developing their careers.

1.7. WSC is a global skills competition organized by **WorldSkills International (WSI)**. WSI is an organization that oversees this competition, and it has members from more than 85 countries including India. WSI aims to promote **Vocational**

Education and Training (VET) globally by providing support for developing occupational standards in line with Industry's requirement, setting up training standards, assist in developing Industry Connects and developing training academies.

1.8. It encourages youth to pursue skills-based careers, helping to address skills shortages across industries and geographies. The competition serves as a platform to recognize vocational excellence and inspire young talent worldwide, fostering international collaboration and skills development.

2. National Skill Competition: IndiaSkills Competition

2.1. IndiaSkills Competition (ISC):

ISC is a biennial national competition dedicated to showcasing and honing the skills of Indian youth; organized by the **Ministry of Skill Development and Entrepreneurship (MSDE)**, Government of India.

It aims to identify, nurture, and reward talented individuals in various skills, trades and occupations, aligning Indian skill standards with global benchmarks.

The winners of ISC are trained and prepared to represent India on the world stage, particularly at WSC and WSAC.

2.2. Vision

To position India as a global leader in skilled craftsmanship and technical excellence by fostering a culture of skill development, innovation, and competitiveness among youth.

2.3. Mission:

a) To provide a national platform for young Indian skilled professionals to demonstrate their talent and compete at the highest levels.

b) To promote the importance of skill development as a key pathway for individual growth and national progress.

c) To align Indian skills standards with international standards and prepare participants for global competitions like the WSI.

d) To bridge the gap between industry needs and skill availability by emphasizing industry-relevant skills and training.

e) To create awareness about the career opportunities available through vocational training and skill development.

2.4. Objectives

a) Skill Recognition and Promotion:

- To highlight the importance and value of vocational skills and trades.
- To provide a platform for young talent to gain recognition at national and

international levels.

b) Talent Identification and Development:

- To identify highly skilled youth and facilitate their growth through training, mentorship, and exposure.
- To encourage lifelong learning and continuous improvement among participants.

c) Industry Alignment:

- To ensure that skills training and competition standards are closely aligned with current industry requirements.
- To foster partnerships between industry and skill development institutions.

d) International Participation:

- To prepare Indian participants to compete successfully in International Skills Competitions such as WorldSkills.
- To promote skills on the global stage and facilitate international knowledge exchange.

e) Policy Support and Advocacy:

- To influence and inform policy frameworks to strengthen the relevance and quality of vocational training.
- To advocate for increased investment in skill development initiatives.

f) Enhance Employability:

- To increase the employability of youth by equipping them with industry-ready skills.
- To bridge the skill gap prevalent in the Indian job market.

2.5. Start of IndiaSkills Competition:

a) In 2016, National Skill Competition – IndiaSkills Competition was announced and launched by the then Honourable President of India. Since then, a structural approach to organize the Skill Competitions was started.

b) In IndiaSkills Competition 2016, around 5,000 competitors registered in 20 Skills and followed by the series of screening process; a total of 160 Competitors participated in National Competitions.

c) In IndiaSkills Competition 2018, around 50,000 competitors registered in 50 Skills. 20 States/ Union Territories (UTs) conducted their district and state level competitions the very first time. A total of four (4) Regional Skills Competitions (RSC) were conducted in Jaipur, Bengaluru, Bhubaneswar and Lucknow. The National Level Competition was organised in October

2018 at New Delhi with 500+ Competitors participating after winning the respective State and Regional Level Competitions.

d) IndiaSkills Competition 2021-22 saw a massive surge in the number of registrations. 2,50,000+ competitors registered in 54 Skills for which 26 States/ UTs conducted their district and state level competitions. A total of four (4) RSCs were conducted in Patna, Vishakhapatnam, Gandhinagar and Chandigarh. The National Level Competition was organised in January 2022 at New Delhi with 550+ Competitors participating after winning the respective State and Regional Level Competitions.

e) IndiaSkills Competition 2023-24: ISC2023-24 was launched by the then Honorable Minister, Ministry of Skill Development and Entrepreneurship on 17th October 2023 and registrations were opened on **Skill India Digital Hub (SIDH)** in 61 Skills (52 official skills and 9 exhibition skills).

- More than 2,50,000 Competitors registered in 61 Skills.
- A total of 30 States/ UTs conducted their district and state level competitions.
- The National Level Competition was organised in May 2024 at New Delhi with 900+ Competitors participating and 450+ Industry Subject matter Experts participated to assess the best talent.
- More than 200+ Industry and Academia extended their support in the overall event.

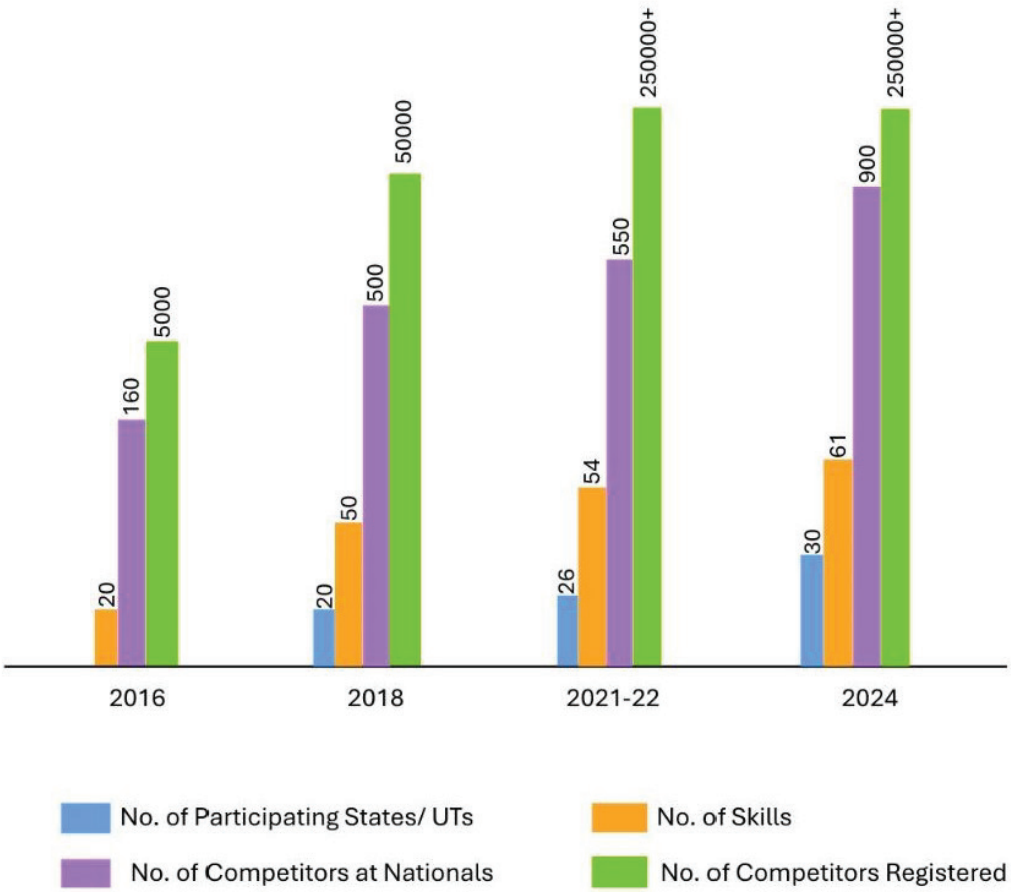

Figure 1: IndiaSkills Competition (2016 - 2024)

2.6. ISC Structure and Skills:

a) Structure:

- It begins with the registration of competitors on a centralised online portal of MSDE.
- Details of the competitors will be shared with respective nodal bodies like **State Skill Development Mission (SSDM)** or Sector Skill Councils (SSC) responsible to conduct the initial level of competitions i.e. District, State or Track II competitions (for details refer to the Selection Process Section).
- The Gold and Silver Medal winners of each skill of the state-level competitions and maximum of four (4) competitors from Track II Competitions advances to the Regional Skills Competitions (RSC) as per the Region-wise Classification of States/ UTs.
- The Gold and Silver Medal winners of each skill from each RSC qualify for the IndiaSkills National Competition, where they compete for the title of national champion in their respective skills.
- The national winners (Gold, Silver and Bronze Medal winners) are then put into the training and development programme and further based after series of technical assessment rounds one competitor/team represent the country in WSC.

b) Skills and Eligibility at ISC:

- The Skills at ISC are Industry driven Skills aligned with WSC and WSAC.
- In line with WSC, the skills at ISC are mapped under six (6) major categories as listed below:
  - Construction and Building Technology
  - Creative Arts and Fashion
  - Information and Communication Technology
  - Manufacturing and Engineering Technology
  - Social and Personal Services
  - Transportation and Logistics
- Participants in ISC are between the ages of 16 and 25 years.
- This age range mirrors the age range for global competitions like WSC and WSAC.

2.7. Impact of ISC:

a) Skill Development: ISC directly contributes to the enhancement of the country's skilled workforce, which is crucial to India's economic growth and development.

b) Increased Awareness: The competition helps raise awareness about the value of VET, encouraging more young people to pursue careers in skilled trades.

c) Industry Collaboration: ISC fosters stronger partnerships between industry leaders, educational institutions, and government bodies, ensuring that the training and skills imparted align with real-world industry demands.

d) International Recognition: By preparing and sending the best Indian talent to represent the country in WSC and WSAC, ISC ensures that India competes on the global stage and stays connected to global trends in vocational training and skill development.

e) Motivation for Youth: ISC inspires countless young people to pursue vocational training and develop skills that are vital to the country's growing economy. It also helps break the stigma associated with traditional trades and skilled professions.

3. WorldSkills International

3.1. WorldSkills International (WSI) is a global non-profit organization that is dedicated to promoting VET around the world.

a) It was founded in 1950 and has since become the world's largest international competition for skills development, serving as a platform for young people to showcase their vocational abilities.

b) The organization's mission is to raise the profile and recognition of skilled people, and to showcase the importance of skilled trades and professions in the modern world.

3.2. Key Objectives:

a) Promote Vocational Education and Skills Development: The main objective of WSI is to promote excellence in vocational skills and education. It does so by fostering collaboration between industry leaders, educators, governments, and young professionals from around the globe.

b) Raise Awareness of Skilled Professions: WorldSkills aims to increase public awareness of skilled trades and highlight their importance in building strong economies and societies.

c) Encourage Global Collaboration: By bringing together young professionals from around the world, WSI encourages cross-cultural exchange, networking, and collaboration among vocational education providers and industries.

d) Provide a Platform for Skill Excellence: The organization offers young people a platform to demonstrate their skills at the international level, which can lead to career advancement opportunities.

3.3. Structure and Membership:

a) WSI is a global network of countries and regions, each of which is represented by a national member organization.

b) As of 2025, WSI has 89+ countries as a member or an associate member.

- India has been participating since 2007 and the membership of WSI was initially with Confederation of Indian Industries (CII).
- In 2011, membership was transferred to **National Skill Development Corporation (NSDC)** and after the formation of MSDE in 2015, membership of WSI was transferred to MSDE and NSDC became the **Project Implementation Agency (PIA)** for ISC and WSC.

c) Every member country/ organisation is being represented by a team of Delegates i.e. Official Delegate, Technical Delegate, and Technical Delegate Assistant.

- Official Delegate (OD): OD represents their Member Country/ Organisation in the Strategic Development Committee (SDC) and the General Assembly (GA) of WSI.
  - OD possess knowledge of important decisions made by the SDC. They are also informed of organizational and technical matters via the GA and their partnership along with their Technical Delegate (TD).
  - OD is responsible for conveying all the information to their member organization and other relevant national stakeholders and providing feedback to the Board members responsible for SDC leadership of WSI.
- Technical Delegate (TD): Each Member Country/ Organisation nominates one TD as their representative on the Competitions Committee of WSI.
  - TD participates in the Competition Committee meetings at the General Assembly, and in **Competition Preparation Week (CPW).**
  - TD attends the CPW meetings and participates in all the scheduled meetings for TDs including any training sessions. If not, that member country/ organisation will be limited to having Competitors in three (3) skill competitions at the upcoming WSC.
  - TD ensures timely provision of information and completion of tasks assigned by WSI.
  - TD ensures that all their competitors have the relevant Technical Description, Competition Rules, and Health, Safety, and Environment regulations and all other Official Competition documentation.
  - TD informs the Experts of their detailed responsibilities and ensure that they have the required Technical Description, the Competition Rules, and Health, Safety, and Environment regulations and all other Official Competition documentation.

- TD also ensure that all Experts are registered on the website so they can access all resources directly via the Expert Centre of WSI.

- Technical Delegate Assistant (TDA): Member Country/ Organisation appoints TDA to support the OD and TD to carry out their duties.

d) WSI is governed by a Board of Directors, which is responsible for overseeing the operations, policies, and strategic direction of WSI.

4. WorldSkills Competitions

4.1. The WorldSkills Competition (WSC) is a flagship biennial event of WSI. It is the largest international skills competition for young professionals in the world, showcasing the skill and expertise of young people in more than 60+ Skills.

4.2. The competition aims to inspire young people to pursue careers in vocational education and to recognize the importance of skilled work in today's economy.

4.3. India at WSCs:

a) WorldSkills Competition London 2011

- India participated in 15 Skills and secured 39th rank

b) WorldSkills Competition Leipzig 2013

- Participated in 22 Skills and secured 33rd rank

c) WorldSkills Competition Sau Paulo 2015

- Participated in 27 Skills
- Secured 29th rank by winning 8 Medallion for Excellence

d) WorldSkills Competition Abu Dhabi 2017

- Participated in 26 Skills
- Secured 19th rank by winning 1 Silver medal, 1 Bronze medal and 9 Medallion for Excellence

e) WorldSkills Competition Kazan 2019

- Participated in 44 Skills
- Secured 13th rank by winning 1 Gold Medal, 1 Silver Medal, 2 Bronze Medal and 15 Medallion for Excellence

f) WorldSkills Competition Special Edition 2022 (held at multiple locations in 15 countries of Europe, Asia, USA etc.)

- Participated in 50 Skills
- Secured 11th rank by winning 2 Silver Medal, 3 Bronze Medal and 13 Medallion for Excellence

4.4. The last WSC was held at Lyon, France from 10-15 September 2024.

a) Team India participated in 52 Skills with 60 Competitors

b) Composition of Team India:

- 60 Competitors
  - 20 % Female Competitors and 12 Competitors with ITI background

- 52 WorldSkills India Experts: 3 Chief Experts, 7 Expert Leads and 42 Experts.
- 5 Interpreters

c) India's Performance in WSC2024:

- Team India secured 13th position in WSC2024 by winning 4 Bronze Medals and 12 Medallion of Excellences.
- Bronze Medals in Industry 4.0 (Team Skill), Hotel Reception, Patisserie and Confectionary and Renewable Energy Skill.
- Medallion for Excellences in Additive Manufacturing, Automobile Technology, Beauty Therapy, Cabinet Making, Car Painting, Cooking, Cyber Security (Team Skill), Graphic Design Technology, Jewellery, Mechatronics (Team Skill), Web Technology and Water Technology Skill.

d) Key Highlights of India's performance at WSC2024:

- Bronze Medals in new age skills like Industry 4.0 and Renewable Energy
- Medallions for Excellence in future skills like Additive Manufacturing, Cyber Security and Mechatronics
- Consistent performance in skills like Hotel Reception, Patisserie and Confectionary, Jewellery, Graphic Design Technology, Automobile Technology and Beauty Therapy
- Won Medallions for the first time in Cooking and Cabinet Making.

Figure 2: WorldSkills Competitions (2011 - 2024)

4.5. Key Aspects of WSC:

a) Frequency:

- WSC is held every two (2) years, typically in a different host city around the world.

- Over 60 countries participate in this high-profile event (Associate Members of WSI cannot enter an official team in the biennial Competition), bringing together young talent to compete in over 60 skills across various industries, from traditional skills (e.g., Carpentry and Plumbing) to more advanced skills (e.g., Robotics, Info Tech, and Mechatronics).

b) Skill Categories:

WSC covers over 60 skill areas including both traditional and new-age skills. All the skills of the WorldSkills are broadly categorized under six (6) sectors. The list of Skills at WSC can be referred at: *https://worldskills.org/skills/*.

Figure 3 : Skill Categories at WSC

c) Competitors:

The competition is open to the candidates aged up to 25; however, the age criterion varies according to the Skill and is notified by WSI to member countries.

- Competitor must not be older than the age of 22 years, in general.

- However, Competitor must not be older than of age of 25 Years while participating in Skills like Digital Construction, Cloud Computing, Cyber Security, ICT Network Infrastructure, Additive Manufacturing, Industrial Design Technology, Industry 4.0, Mechatronics, Optoelectronic Technology, Robot Systems Integration, Water Technology, Dental Prosthetics and Aircraft Maintenance.

- Competitors are selected through a national selection process of the member country.
- The competitors come from a variety of backgrounds, such as Schools, Technical Training Institutes, Polytechnic, Engineering Colleges, Vocational Centres, and other academic institutions.

d) Competition Format:

- The competition consists of various skill challenges and tasks which tests the applied skills of the participants.
- Each skill category has specific evaluation criteria, and competitors are judged on their performance by a panel of experts.
- The competition involves both individual and team skills, designed to simulate real-world scenarios.
- The competitions are set up as timed events where competitors are required to complete the assigned test projects within the specified time.

e) Judging Criteria:

- Competitors are evaluated based on a number of criteria, such as accuracy, speed, quality, safety, and adherence to the defined WorldSkills Standards.

4.6. Benefits of the WorldSkills Competition:

a) Professional Growth:

- The competition allows professionals to test and refine their skills in a global environment.
- The participants gain valuable experience that sets them apart in the job market.
- The competition offers insights into best practices and innovations within various industries, allowing competitors to expand their technical knowledge and expertise.

b) Global Recognition:

- Winning or even participating in WorldSkills provides international recognition, opening doors to global job opportunities.
- Employers worldwide respect the WorldSkills medal as a sign of high skill levels and dedication.

c) Networking:

- Participants meet and interact with other skilled young professionals, industry leaders, educators, and government representatives.
- This networking helps establish lifelong connections and collaborations.

d) Promoting Vocational Education:

- WorldSkills showcases the value and prestige of vocational education, encouraging young people to pursue career paths that might not require a university degree but still offer fulfilling and lucrative careers.

e) Inspiration for Future Generations:

- The competition inspires young people around the world to aspire to careers in skilled professions, showcasing how these jobs are essential to modern economies.

5. IndiaSkills Competition 2025

5.1. Objective:

a) To prepare Indian youth to perform at par with the global standards, enabling them to represent the country with excellence at international platforms of WSC2026.

b) To improve India's ranking at WSC2026.

c) To shift societal perceptions by celebrating vocational skills and providing incentives, making skilled trades and technical fields a respected and appealing career choice.

d) To align vocational training with global standards and industry requirements, ensuring candidates acquire practical skills that are relevant to Industry and making them competent to perform at their best in International Competitions.

e) To create a sustainable and scalable training facilities in line with global standards that can be expanded to reach more participants and adapt to changing industry needs.

5.2. Key Components of ISC2025:

a) Key Stakeholders and their roles

b) Governance Mechanism

c) Eligibility Criteria for participation

d) Skills Competition Calendar

e) Selection Process – Skills, Competitors and Experts

f) Training and Development

g) Monitoring, Evaluation and Feedback

h) Finance/Funding

i) Awareness and Promotion

j) Grievance and Dispute Resolution

k) Reward and Recognition

6. Key Stakeholders and their roles

6.1. Ministry of Skill Development and Entrepreneurship (MSDE), GoI:

MSDE plays a crucial and central role in the IndiaSkills Competition (ISC), ensuring that the ISC aligns with the India's broader goals for skill development and vocational training. As the nodal body responsible for promoting skill development in India, MSDE's roles and responsibilities are multi-faceted and include policy formulation, coordination, oversight, funding, and promotion of the competition. Below are the specific roles and responsibilities of MSDE:

a) Skill Development Strategy: MSDE is responsible for defining the skill development strategy for the country. This includes ensuring that the ISC aligns with the GoI's vision for VET and contributes to the skill development goals set in national policies.

b) Setting Standards and Frameworks: MSDE plays a key role in setting the standards and guidelines of skill competition. This involves working with industry and academia to ensure that the competition reflects industry needs and international standards.

c) Ensuring Regional and State Involvement: MSDE plays a critical role in coordinating the participation of States/UTs. It ensures that regional rounds are carried out effectively and that the States/ UTs are well-prepared to host and manage local competitions. MSDE facilitates the collaboration between State Governments, Industry, and Training Organizations to create awareness about ISC and encourage maximum participation.

d) Allocating Budget and Financial Support: MSDE ensures that sufficient funds are allocated for the ISC. This includes funding for National, Regional, and State-level competitions, as well as for training programs for competitors for participation in international trainings, competitions like WSAC and WSC.

e) Preparation for Global Representation: MSDE ensures that the winners of IndiaSkills are trained and prepared to compete in international platforms such as WSAC and WSC.

f) Monitoring Training Standards: MSDE oversees the quality of training provided to winners of National skill Competition i.e. IndiaSkills and ensures that same are relevant, of high quality, and aligned with global standards.

g) Evaluating the Impact: MSDE regularly monitors and evaluates the impact of the ISC in terms of skill development outcomes. This includes tracking the career progression of participants, especially the winners who go on to represent India internationally.

6.2. Directorate General of Training (DGT): DGT plays a key operational role in the ISC. DGT's long-standing ecosystem of vocational training in India, which includes Industrial Training Institutes (ITIs), apprenticeship, and craftsman training scheme acts as a pivotal role in preparing and mobilizing skilled talent for the competition.

a) Identifying Talent from ITIs: DGT has more than 15,000 ITIs across India, which are the primary feeder for skill-based competitions in approx. 20 skills aligned with the skills at WSC. It helps identify top-performing students from ITIs to register and compete in the skill competitions.

b) Ensuring Nationwide Participation: DGT ensures the participation of trainees from across the country, including from remote and underserved regions, helping democratize access to the competition.

c) Providing Training Infrastructure: DGT leverage its network of ITIs to host practice sessions and even district/state level competitions in coordination with SSDMs.

d) Industry Linkages: DGT fosters partnerships with industries to sponsor, train, or recruit top talent from ITIs who participate in ISC or represent the country in WSC.

6.3. State Skill Development Missions (SSDMs): SSDMs play a crucial role in mobilizing talent, organizing competitions at the district/ state level, and coordinating with DGT and NSDC to ensure that the best-skilled youth from State/ UT domicile are represented at the national level competition. SSDMs create an enabling environment for the skills competition and plays an important role towards the following:

a) Outreach and Awareness Campaigns: SSDMs are responsible for creating awareness about the ISC across schools, colleges, ITIs, polytechnics, and other training institutions in the States/ UTs.

b) Mobilizing Youth Participation: SSDMs mobilize young, eligible candidates from rural, semi-urban, and urban areas to participate in the competition through extensive outreach programs, roadshows, social media, and stakeholder engagement activities.

c) Inclusivity and Access: SSDMs ensure that youth from remote and underprivileged backgrounds are included, making the competition inclusive and representative of the state's talent pool.

d) Submission of a proposal to MSDE/ NSDC for confirming the official participation of the States/ UTs in ISC and to seek the support funding.

e) SSDMs are responsible for conducting the initial rounds of the ISC i.e. District and State level competitions.

f) Jury for the district/ state level competitions should meet the eligibility criteria as mentioned in the ISC Rules. (refer **Annexure III**)

g) SSDMs ensure that the competitions are conducted as per guidelines from MSDE, including adherence to skill standards and fair evaluation practices.

h) Organize training of competitors coming out from both Track I and Track II up to National Skill Competition (refer to the selection process section).

i) Submission of the Utilization Certificates (UCs) of the support funding received towards the IndiaSkills.

j) Promotes industry network for effective mobilization and conduct of competition in the State.

k) Invites skilling institutions to conduct screening/ internal competitions and select the candidates who can participate in District/ State level competitions by registering on SIDH only.

l) Make the arrangements for toolkits, travel for State level winners and regional level winners for participation in Regional and National level Competition respectively.

m) Creation of district and state level competition batches on SIDH for creditization of skills of competitors at district/state level.

n) SSDMs may suitably reward the top three (3) Competitors of their respective States/ UTs.

6.4. National Skill Development Corporation (NSDC): NSDC is the Program Implementing Agency (PIA) of ISC, WSAC and WSC under the aegis of MSDE, Govt of India. The roles and responsibilities of NSDC are outlined below:

a) Planning and Organizing the Competition:

- Overall Event Management: NSDC is the nodal agency responsible for the planning, coordination, and management of the ISC at the regional and national level.
- Competition Framework: NSDC designs the competition format, skill categories, and rules aligned with WSI standards (Refer to the resource section of ***https://worldskillsindia.co.in/***
- Scheduling and Logistics: NSDC manages venues, logistics, equipment, and other operational requirements necessary to conduct smooth and standardized competitions.

b) Coordination with Stakeholders

- Timely submission of reports and take necessary approvals from MSDE.
- Engages with Industry Partners, SSC, and private training providers to ensure relevance of skill sets and garner support for training, judging, sponsorship, and placements of the competitors.
- Provide technical support related to ISC and WSC to DGT and SSDMs.

c) Develop suitable mechanism for the conduct of ISC.

d) Manage registration process (on SIDH).

e) Finalize guidelines for selection process of experts and competitors under the guidance of MSDE.

f) Promote Industry/Academia participation and support in Skill Competitions.

g) Capacity Building of States / UTs for conducting District/ State Level Competitions.

h) Analyse the proposals received from the States / UTs for their official participation in IndiaSkills.

i) Disbursement of support funding to the States/UTs in line with the National Executive Committee (NEC) approved support funding matrix based on the proposals submitted by the States/UTs.

j) Organize Regional and National Competition in line with WorldSkills Standards (refer to Annexure III for ISC Rules) in fair and transparent manner.

k) Liaising with the States/UTs on the submission of UC of the support funding extended to the States/UTs.

l) Prepare Indian Team for successful participation in the WSC including training (both domestic and overseas), administrative requirements and other activities with necessary approvals from MSDE.

m) Periodically provide an update to MSDE & NEC about the progress of ISC and India's preparation for WSAC and WSC.

n) Coordination with WSI and WSA Secretariat for participation in Competition Preparation Week (CPW), Strategic Development Meetings, Working Group Meetings, GA meetings of WSI and WSA, conduct of Access Program of WorldSkills India Experts (WSIE), etc.

7. Governance Mechanism

To govern and monitor the implementation of the overall conduct of the skills competition, the following mechanism will be established.

7.1. National Executive Committee (NEC): The NEC, for Skill Competitions will oversee the implementation of ISC, participation in WSA and WSC. In addition, NEC will also review and recommend the budget for ISC, WSAC, WSC along with the other related activities. The proposed composition of NEC is given below:

a) Additional Secretary or Equivalent, MSDE as the Chairperson

b) Representative of DGT at DDG level

c) Chief Executive Officer (CEO), NSDC

d) Representative of UGC at Director level

e) Representative of AICTE at Director level

f) Director/ Deputy Secretary, MSDE (IndiaSkills/ WorldSkills)

g) Technical Delegate, IndiaSkills/ WorldSkills, NSDC – Convener

Committee may invitee the experts from Industry, Academia and the representatives from other Central Ministries/State Governments as "Special Invitee".

8. Eligibility Criteria for Participation

a) ISC is open for all the Indian Nationals as per the age criteria given below:

- Minimum Age: 16 Years
- Maximum Age: (i) Competitor must be born on or after 1 January 2004, in general; (ii) Competitor must be born on or after 1 January 2001 for the 13 Skills i.e., Digital Construction, Cloud Computing, Cyber Security, ICT Network Infrastructure, Additive Manufacturing, Industrial Design Technology, Industry 4.0, Mechatronics, Optoelectronic Technology, Robot Systems Integration, Water Technology, Dental Prosthetics, and Aircraft Maintenance.
- For details, please refer to the **Annexure I.**

Age Criteria may change subject to the notification/ announcement by WSI.

9. Selection Process: Skills, Competitors and WorldSkills India Expert

9.1. Selection of Skills: Skills at ISC 2025 are aligned with the skills hosted by WSC2026 which broadly comes under two (2) categories:

a) Official Skills: These are the skills which are confirmed for the WSC2026 by WSI. For details, please refer to Annexure I.

b) Provisional Skills: These are the skills which have been newly introduced by WSI for WSC2026.

- These are called provisional skills because their confirmation for WSC2026 depends on number of member countries opting for their participation.
- Ratification of these skills will be done by WSI by September – October 2025.
- If any of the Provisional Skill is not being converted to Official Skill for WSC2026, the participation in the same skill will be limited to ISC2025 only.
- For the list of Provisional Skills, please refer to the Annexure I.

c) ISC2025 has both individual and team skills, designed to simulate

real-Industry scenarios during the competition.

- Team Skills are the skills in which two (2) competitors form a team and compete in the competition. For the details of Team Skills, please refer to the **Annexure I.**

9.2. Selection of Competitors:

9.2.1. The selection of competitors for ISC2025 will follow a structured and multi-tiered process of registration and competitions designed to identify and nurture the best skilled youth across India. This process is designed to ensure transparency, inclusivity, and alignment with national and international skill standards and will involve the following steps:

a) The Skill-wise registration of competitors for participation in ISC2025 will be made on SIDH.

b) One Competitor can register only once and in one skill only.

c) Post registration, details of the competitors will be shared with respective SSDMs according to the skills opted by the respective State/ UT for the conduct of District/State level competition.

d) Skills which are not being opted by States/ UTs for their district/state level competition, details of the competitors in such skills will be shared with the respective SSCs for the conduct of Track II competitions across the country. For this purpose, 63 Skills has been aligned with 20 SSCs in their respective sectors .

e) For detail, please refer to the **Annexure II.**

9.2.2. The overall structure of the selection process and related tracks for participation in IndiaSkills is highlighted in Figure 4.

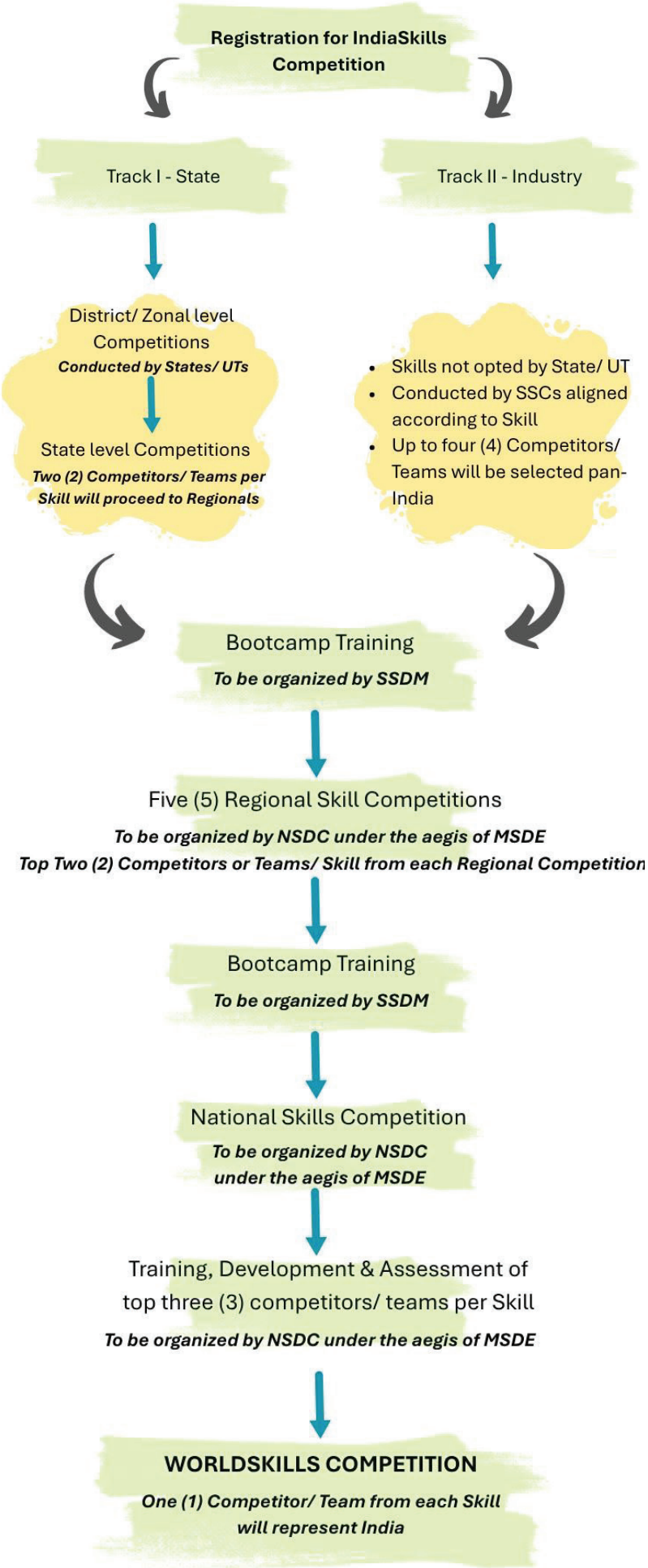

Figure 4: Competitor's Selection Process

9.2.3. State Competitions (Track I): The District/ State Level Competitions will be conducted by the SSDMs in the skills opted by the respective State/ UT in the proposal submitted for support funding.

a) States/ UTs to ensure maximum participation of the candidates across all the skills.

b) Registrations for the participation by the candidates will be done on SIDH completing the e-KYC process. No other mode of registrations will be considered.

c) State/ UT may opt to conduct individual district level competition or club the district to form zones for conducting the zonal level competitions within the State/ UT.

d) Test Projects, associated infrastructure list along with marking scheme will be provided by NSDC to all the SSDMs.

e) Based on the District/ State Level Competition, the States/ UTs will nominate top two (2) Competitors/ Teams per skill to the next level of skills competition i.e. RSC.

f) The Support funding will be provided to the States/ UTs in line with the NEC approved payout matrix based on their proposals submitted for official participation in ISC.

g) The said support funding may be used by the States/ UTs towards the following:

- Media, Advocacy and Outreach around IndiaSkills
- Conduct of District/ State Level Competitions
- Infrastructure Setup at the competition
- Raw Material and Consumables for the competition
- Logistic arrangements of Competitors for District/ State/ Regional and National Competitions.
- Logistic arrangements for Jury/ Assessors for district and state level competition.
- Training of winners of State Level (Track I) and Track II Competitors

9.2.4. Industry Track (Track II): The Competitions in the skills which are not being opted by the State/ UT in their proposals for official participation in IndiaSkills, will be conducted by the respective SSCs.

a) Details of the competitors (registrations on SIDH) according to the skill will be shared with the respective SSCs.

b) SSC may conduct one or more track II competitions across the country in

their given skills, ensuring all the competitors gets the platform to showcase her/ his skills.

c) Up to four (4) competitors per skill will be selected from track II competitions from all over India for the next level of skills competition i.e. RSC.

9.2.5. Boot Camp Training Post State/ Track II Competition:

a) For the winners of State and Track II competitions, boot camps will be organised by SSDMs to prepare them for the next rounds of competition.

b) Details of the Track II winners will be shared with the respective SSDMs by NSDC for the necessary arrangements, as the winners of track II competition will be representing their native states in Regional and National Competition.

c) Sample Test Projects, infrastructure list and marking scheme for RSC will be provided to all the SSDMs by NSDC, which may be used for the boot camp trainings.

d) Prior to the completion of the training, 12-18 hours of mock competitions may be organized to prepare the competitor in a better way.

e) Responsibility to train the winners of Track-I/ II competitions prior to regional competitions will be with the respective SSDMs.

9.2.6. IndiaSkills Competition – Regionals

a) A total of five (5) RSCs will be organised in each region i.e. North, West, East, South and Northeast.

b) RSCs will be organised to align the competitors with national/ international benchmark standards.

c) NSDC under the guidance of MSDE will be organising the RSC in the five (5) regions as per the classification of States/ UTs given in table below:

Region	State/UTs
East	Andaman & Nicobar Islands
	Bihar
	Chhattisgarh
	Jharkhand
	Odisha
	West Bengal
	Daman and Diu & Dadar Nagar Haveli

Region	State/UTs
West	Gujarat
	Madhya Pradesh
	Maharashtra
	Goa
	Rajasthan
North	Chandigarh
	Delhi
	Haryana
	Himachal Pradesh
	Punjab
	Jammu and Kashmir
	Ladakh
	Uttarakhand
	Uttar Pradesh
South	Andhra Pradesh
	Telangana
	Kerala
	Lakshadweep
	Karnataka
	Tamil Nadu
	Puducherry
Northeast	Arunachal Pradesh
	Assam
	Manipur
	Meghalaya
	Mizoram
	Nagaland
	Sikkim
	Tripura

Table 1: Region wise State/UT Classification

d) Respective SSCs will be responsible for setting up the competition infrastructure, raw material, consumables, tools and equipment, ensuring each competitor gets the fair and transparent opportunity to participate.

e) Skill Competition Committee (SCC): SCC will be formed to resolve the issues, grievances, disputes and appeal pertaining to RSC and ISC. SCC comprises of Past/Present Skill Competition Managers and Past Chief Experts at WSI

- Roles and Responsibilities of SCC:
  - Overseeing the Conduct of Skill Competition.
  - Issue & Dispute Resolution.
  - Checking of the Results.
  - Recommendation to NEC for improvement in conduct of Competitions.
  - The SCC can make decisions arising from any matter relating to the conduct of the skill competitions (RSC and National Skill Competition) which is not covered in the Competition Rules.

f) Please refer to Annexure III for ISC (Regiotnal and National) Competition Rules.

g) Gold and Silver Medal Winners of each skill (Individual or Teams) from each RSC will move to National Skill Competition.

9.2.7. Boot Camp Training Post RSC:

a) For the winners of RSC, boot camp training of duration 10-15 days will be organised by SSDMs.

b) Sample Test Projects, infrastructure list and marking scheme for national skill competition will be provided to all SSDMs by NSDC, which may be used for the boot camp trainings.

c) Prior to the completion of the training, 12-18 hours of mock competition may be organized to prepare the competitor in a better way.

d) Responsibility to train the competitors prior to national competition is with respective SSDM.

9.2.8. IndiaSkills Competition – National

a) ISC-National will be organised centrally by NSDC under the guidance of MSDE.

b) ISC will be organised to align the competitors with international benchmark standards.

c) Respective SSCs will be responsible for setting up the competition infrastructure, raw material, consumables, tools and equipment ensuring each competitor gets the fair and transparent opportunity to participate.

d) Skill Competition Committee (SCC): refer to the point number 9.2.6.

9.3. Competition Information System (CIS):

a) For the first time in ISC, WSI's Competition Information System (CIS) will be introduced from the RSC level.

b) CIS software is a tool that manages the assessment and results of the skills competition. It is used to create or import marking schemes, generate marking forms, and record or calculate assessment information for each Competitor.

c) CIS ensures that marks conform to pre-defined rules for each competition.

d) CIS calculates all the results for every competition, lists all medal winners, and can also generate overall results for each State/ UT.

e) Using the CIS will ensure:

- Alignment with WorldSkills' technical and administrative protocols
- Familiarity for Indian competitors and experts with systems used at the international stage
- Smoother transition from national to international competition

f) CIS usage will enable:

- Collection of detailed performance data across skills
- Identification of gaps and strengths by skill, state, or competitor
- Centralized access to competition documents, schedules, and results
- Real-time alerts for competitors, experts, and stakeholders
- Professionalism, fairness, and scalability of the competition

9.4. Selection of WorldSkills India Experts (WSIE):

a) WSIEs are the experts who are responsible for providing the management, guidance, and leadership during the Regional(s) and National Skill Competition of ISC in their respective skills.

b) WSIEs are the member of the Skill Management Team during Regional(s) and National Competition of ISC for their respective Skill (please refer **Annexure III**).

c) WSIE ensures that the competition environment allows each Competitor to produce the best possible work during the competition days of RSCs and

National Skill Competition at ISC and plays a crucial role in managing the Jury's preparation, execution, assessment and marking.

d) WSIE is ultimately responsible for the integrity and safety of the RSCs and National Skill Competition and for ensuring compliance with all the pertinent rules, procedures, and assessment practices (please refer to Annexure III for ISC rules).

e) WSIE is responsible for the training and assessment of ISC winners and prepare them for WSAC and WSC.

f) WSIE will be representing the country in International Competitions like WSAC and WSC along with the competitors.

- As per WSI Competition Rules (refer to the Resource Section of WorldSkills India website **https://worldskillsindia.co.in/downloads.php)** every competitor is to be accompanied by her/ his Expert during the WSC.

g) WSIE Selection:

- The preference will be given to the Experts who have represented India in WSC2024 and meet the following criteria:
  - who were engaged in the full-time training of IndiaSkills Competition 2024 gold medal winners.
  - the domain expertise with relevant education (Degree/Diploma) in the same skill.
  - who have the designated training facility (academic/industrial) to train the competitor.
  - have the knowledge of WorldSkills International's marking and assessment process.
  - who were engaged in successful conduct of IndiaSkills Competition in their respective skill;
- The Experts must have the No Objection Certificate (NoC) from their employer for the regular engagement in the training of Indian Competitor and to represent the country in WSAC2025 and WSC2026.
- Nominations of any new WSIEs will be sought from respective SSCs as per the aligned Skill (refer to Annexure II for Skill Mapping with SSCs)
- Indian Expert/s who has been selected as Chief Expert at WSC2026 will be WorldSkills India Expert by default for WSAC2025 and WSC2026.

- Service Level Agreement (SLA) with detailed roles, responsibilities and duration as per the ISC Competition rules will be signed WSIE and the respective SSC.

10. ISC2025 Calendar

Considering the calendar and related timelines of WSC2026, the indicative calendar for the ISC2025 and allied activities is given in the table below:

S. No.	Description	Timelines
1	Release of IndiaSkills Guidelines	July 2025
2	Registration for IndiaSkills Competition	July–August-September 2025
3	Submission of Proposals by SSDMs for notifying skills for participation and support funding	30th August 2025
4	Sharing of IndiaSkills Registration Data with States/SSCs for organising district/state/Track II competitions	1st Week of October 2025
5	Conduct of State and Track-II Competitions	October-November 2025
6	Regional Competitions (5)	December '25 -January 2026
7	National Competition (IndiaSkills)	February 2026
8	Domestic and International Trainings of the winners of IndiaSkills	Till September 2026
9	WorldSkills Competition 2026	22-27 September 2026

Table 2: Indicative ISC2025 and WSC2026 Competition Calendar

11. NSQF Alignment and Creditization

11.1. All the 63 trades/skills/ job roles identified for WSC will be aligned to National Skills Qualifications Framework (NSQF) by the respective SSCs.

11.2. Certification:

- Five (5) types of certificates shall be awarded to the participants at various stages post successful participation at each level of the competition as per prescribed norms.
- Participants will be awarded certificates only at the highest level of participation in their journey.

11.3. NSQF Level: To maintain the uniformity of credits, equity of vocations and promoting aspirational value in all types of skills, all the qualifications shall be

pegged at NSQF level 4.5*. (*This level represents skill competency only and in no manner should be construed as or considered for Academic Equivalence.)

11.4. Batch creation on SIDH till State Level Competition will be the responsibility of SSDMs and for RSC and ISC, respective SSCs will be responsible for the same.

11.5. Accumulation of the credits at various stages of the competition shall be as follows:

S. No	Type of Certificate	Stage	Certification	Percentage of Total Credit accumulated at this level	Credit allocation percentage	Credits published on the Certificate (rounded off)
1	District Level	District Level Competition	By concerned SSC	10%	10%	2
2	State Level	State Level Competition	By concerned SSC	20%	30% (10+20)	5
3	Regional Level	Regional Level Competition	By concerned SSC	30%	60% (10+20+30)	10
4	National Level	National Level Competition	By concerned SSC	40%	100% (10+20+30+40)	17

Table 3: NSQF Creditization

12. Training and Development of ISC Winners

The Top three (3) winners/team (Gold, Silver and Bronze) of ISC 2025 will be considered for the training, development and selection program for WSC2026 along with participants of WSAC2025 (explained in Chapter 2).

a) Phase 1: Baseline Skill Gap Assessment (0–2 Months):

- The objective will be to assess the ISC winners and WSAC participants against the WorldSkills standards. This will include the following:
  - Trainings will be conducted according to the technical description and WSOS.
  - Series (Maximum 3) of Technical Skill Assessments (TSA) by WSIE using the CIS. These will be the mock competitions set according to the past WSC test projects, marking methods and time duration (16-22 hour).
  - Soft skills, language, and psychological profiling of the competitors
- Based on the performance of the competitor during the TSA, one (1) competitor/team will be selected to represent the country at WSC2026.

b) Phase 2: Advanced and Industry-Integrated Training (2-6 Months)

- Domain-specific training under WSIE as per modules of WSOS.
- Focus will be on speed and accuracy with real-world problem-solving and mock projects aligned with WSOS.
- Training on software, machines, equipment as per WSC standards.
- Regular mock tests modelled on WorldSkills scoring patterns with Simulation of WorldSkills environment under timed, high-pressure settings.
- Language and communication skills training
- Physical fitness and time management modules

c) International Exposure and Competency Trials clubbed with Phase 2:

- Participation in international training camps and friendly competitions with fellow member countries of WSI. This will be subjected to the invitation to participate from the fellow member countries of WSI.
- Cross-training with international experts by inviting them to India to train Indian Competitors.

d) Psychological Conditioning clubbed with phase 1 and phase 2:

- Mental strength and resilience coaching
- Nutrition, sleep, and stress management support

13. Finance/Funding

13.1. ISC is a collaborative platform where Government, Industry, Academic Institutions, Industry Associations and Chambers come together for the successful conduct of the competitions and training of the candidates. The respective SSDMs also plan and manage the finances to conduct the competitions at State/ UT level through the State budget as well as contributions from the industry, sponsors etc.

13.2. To encourage and support the SSDMs to manage, organize competitions at State and District level, support funding will be provided by MSDE, GoI through NSDC.

13.3. The Support Funding to States/UTs will be provided based on the parameters including the youth population of the State as per census 2011 and the no. of Skills in which a State/ UT would organize the State level competitions.

a) The base amount of support funding to the States/UTs will be Rs. 20 Lakhs, subject to the conduct of district/state level competitions in minimum five

(5) Skills in general, three (03) Skills for States/UTs of Northeast and Hilly regions).

b) The maximum amount is capped at Rs. 75 lakhs

c) The amount over & above the base amount will be provided based upon the youth population of a State/ UT & the number of skills opted by a State/ UTs, as per the matrix given as under:

1A	
Youth Population* of a State/UT (Cr.)	Rs. /Lakhs
<=0.1	2
0.1 to <0.2	5
0.2 to <0.5	10
0.5 -1	15
1+	20

1B	
No. of skills opted by a State/UT	Rs/ Lakhs
5/3	5
06-10	10
11 -20	15
21 -30	20
31 -40	25
40+	35

Table 4: Support Funding Matrix for States/ UTs

*Population between the age group of 15-24 is referred to as youth as per 2011 census

d) Disbursement of the Support Funding for ISC2025:

- 50% of the approved amount based on the submission of proposal by States/ UTs
- Release of second tranche of support funding post submission of UC for the complete expenses done in ISC2025.

e) States/ UTs cannot carry forward the unspent balance of the previous cycle, i.e. ISC2021-22 and ISC2023-24. Account of these cycles (ISC2021 and ISC2024) to be settled separately.

- UC and Audit Report (AR) need to be submitted by all the States/ UT, if not submitted.
- Fund Mobilization and its utilization must be reflected in SSDMs Financials.
- Any unutilized fund by the SSDMs shall be mandatorily refunded to NSDC.
- If any interest is earned on the grant received from NSDC, it must be remitted back to NSDC.
- The States/UTs will be eligible for the support funding for ISC2025, subject to the settlement of accounts of ISC2021 and ISC2024.

13.4. There will be a provision of support funding to the SSCs for ISC2025 as per the deliverables mentioned below:

a) Developing content and capacity:

- Developing test projects, marking scheme and infrastructure list for District/Zonal, State/ Track II, RSC and ISC.
- Developing NSQF aligned Qualification Packs (QPs) as per WSOS and getting National Council for Vocational Education and Training (NCVET) approvals.
- Developing training delivery plans for boot camps designed in between each stage of the competition cycle and supporting the SSDMs for training of the winning competitors.
- Developing Question Banks for each skill with 100-200 questions (Cognitive + Domain + Soft Skills)
- Supporting the SSDMs in developing State-wise partner connect with:
  - Industry
  - Academia
  - Technical Institutions
- Developing technical handbook per skill
- Industry Partner: Minimum three (3) National Partner per trade with sponsorship for raw material, Subject Matter expertise and consumables for competitions.
- Training of State Trainers/ Jury and submission of the TOT report to NSDC.
- Advocacy on social media, Website and Newsletter
- Trade wise Tutorial Video

b) Track II Competitions, Regional Skill Competitions and IndiaSkills Competitions:

- Conduct of Track II Competitions.
  - Selection of candidates in offline mode needs to be done for all the competitors for skills not opted by States/ UTs.
  - Creation of Competition Batches on SIDH for NSQF level Creditization.
  - Record of all screening process and conduct of track II competition to be kept.
  - Process followed and details of selection - Jury, Competition Venues, dates, duration, test projects to be provided to NSDC.
  - Travel, boarding and lodging of candidates, WSIE, Jury and

Workshop Managers.

- Cost of raw material, consumables, Subject Matter Expertise to be contributed by Industry/ Academia.

- Roles and Responsibility of SSCs in RSC and ISC:
  - To set up the competition infrastructure in line with the set standards and test projects and the number of competitors, meeting the defined timelines of the competition.
  - Traveling of WSIE, Jury/ Track II competitors, Workshop Managers.
  - Logistics cost associated with movement of tools/ machines/ equipment.
  - Cost of raw material, consumables, and Subject Matter Expertise may be contributed by Industry/ Academia.
  - Creation of competition batches on SIDH for NSQF creditization.

13.5. Support Funding to SSCs post ISC2025 for training of ISC winners will be provided for the below mentioned activities:

a) To Train the IndiaSkills Winners in line with WorldSkills Standards in Industry/ Academia where WSIE is associated along with its team of trainers.

b) Arrangement of Infrastructure, tool, equipment in line with WorldSkills standard.

c) Residential Facility within/ near the Training facility; comfortable boarding and lodging arrangement need to be provided to the candidates

d) To provide the complete training delivery plan (Week-wise and Month-wise) to WorldSkills India team of NSDC

e) Submission of training progress report fortnightly.

f) Conduct regular mock/ practice test for candidates as per WS standard.

g) Travel, Boarding and Lodging of any other outstation Industry subject matter, if required.

h) Arrange the travel of candidates from their native place to training location and vice versa (one time).

i) Daily attendance of candidates needs to be kept and provided to WorldSkills India team of NSDC at the time of submitting UC.

j) Arranging tool kit for WSC2026 (if applicable to the Skill)

13.6. Amount of the support funding to SSCs will be decided and approved by NEC. The major components for support funding are:

- Developing content and capacity
- Conduct of Track II Competitions
- Technical and Logistic arrangements for RSC and ISC
- Training and Development of Indian Competitors for WSC2026

a) SSCs will be submitting the UC after the conclusion of respective activity for which funds have been given.

b) Fund Mobilization and its utilization must be reflected in SSCs Financials.

c) Any unutilized fund by the SSC shall be mandatorily refunded to NSDC after the conclusion of respective activity for which funds have been given.

d) If any interest is earned on the grant received from NSDC, it must be remitted back to NSDC.

14. Monitoring, Evaluation and Feedback

14.1. Finance and Budget: The overall review of the expenditure and performance under the competitions will be done by the NEC.

14.2. Performance Metrics: Regular assessment based on technical skills, soft skills, and overall preparedness for competitions.

14.3. Digital Tracking System: Implementation of online portal (CIS) to track progress, provide feedback, and offer personalized improvement plans. Implementation of CIS of WSI in ISC and mock tests during training period.

14.4. Continuous Improvement: Post-competition analysis to identify areas for improvement in training and preparation.

15. Awareness and Promotion

15.1. Mass Media Campaign:

- Launch of nationwide multimedia campaign (TV, radio, print, and digital) with inspiring stories of past winners and successful competitors to showcase the significance of IndiaSkills and WorldSkills participation.
- Webcasts on ISC and WSC.

15.2. Social Media Advocacy:

- Use social media platforms (Instagram, Facebook, Twitter, LinkedIn) to run campaigns targeted at young people.
- Collaborate with influencers, educators, and industry experts to amplify messages about the importance of vocational training and skills competitions.

15.3. Documentaries and Success Stories:

- Produce and share short films or documentaries about previous ISC winners and their journeys, highlighting how participating in WSC has transformed their lives and careers.
- Publish success stories in both regional and national media outlets to inspire others.

15.4. Skills Awareness Programs in Schools and Colleges:

- Partner with educational boards/ University Grants Commission (UGC)/ All India Council for Technical Education (AICTE) to conduct awareness sessions in schools/Colleges, where representatives from IndiaSkills explain the competition process, benefits of participation, and how students can get involved.
- Create interactive workshops or webinars with IndiaSkills champions as role models, talking about their experiences and encouraging peers to participate.

16. Grievance and Dispute Resolution

16.1. Any issue, dispute and grievance arising during the competition will be addressed by SCC and by Appeal Committee , if not resolved by SCC. Please refer to the **Annexure III.**

16.2. Secretary, MSDE will be the highest level of authority for any grievance associated with ISC2025.

17. Rewards and Recognition

17.1. The State Level Winners may be suitably rewarded by the SSDMs.

17.2. The Regional and National competition winners would be suitably rewarded as recommended and approved by NEC.

17.3. The WSAC and WSC winners and experts would be suitably rewarded as recommended and approved by NEC.

Chapter 2: WorldSkills Asia Competition

1. Introduction

1.1. In 2018, the Abu Dhabi Centre for Technical and Vocational Education and Training (ACTVET) established WSA, an international non-profit organization, aims to promote high-quality vocational education and training throughout Asia and to raise awareness of the value of professional excellence.

1.2. WSA works with its members and partners to organize biennial skills competitions to showcase skills excellence and demonstrate the great importance that skilled people play in promoting rapid and sustained economic growth.

1.3. Focusing on the four (4) major pillars Promoting Skills, Education and Training, International Cooperation and Skills Competitions, WSA is envisioned to be the Asian hub for skills excellence and development, geared towards making a better world through the power of skills.

1.4. WSA provides a platform for Asian educators, policy makers, industry partners and other organizations to exchange insights, thoughts and ideas about new trends and inventions, enhance the technical and vocational education and training standard, and collaborate with various institutions and organizations to leverage and build sustainable economies.

1.5. WSA has more than 30 member countries from Asian Continent and India became a Member of WSA in 2025. Standard Operating Procedures, Skill Standards, Competition, Skill Specific Rules and Policies of WSA are aligned with WSI which includes the following key objectives:

a) Promote the development of quality vocational and technical and work values among the youth and skilled workers

b) Foster technical cooperation in vocational/technical education and training between members.

c) Encourage close cooperation between governments, industries, employers' and workers' organizations, and vocational training institutions.

d) Provide a vehicle to recognize work excellence and develop new generation of highly skilled workers.

2. WorldSkills Asia Competition 2025

2.1. Since the formation of WSA, two (2) WorldSkills Asia Competitions (WSACs) have been conducted with the first one in 2018 and second in 2023. Both the competitions were conducted in Abu Dhabi, United Arab Emirates.

2.2. The third (3rd) WSAC will be hosted by Chinese Taipei from 27 to 29 November 2025 with participation of 500+ competitors in 38 Skills from 40 member and guest countries across Asia, including Experts, Competitors, and Officials.

3. Important Dates for participation in WSAC2025

Please refer to Table below for the important dates:

S. No	Heading	Date
1	Finalisation of Skills	31 March 2025
2	Registration of Team (Competitors, Experts, Officials)	1 May – 15 July 2025
3	WorldSkills Asia Competition 2025	27 -29 November 2025

Table 5: Timelines of WSAC2025

4. Selection Process: Skills, Competitor and Experts

4.1. Skills in WSAC2025:

- The categories of skills at WSAC are similar to WSI as given below in Figure 5:

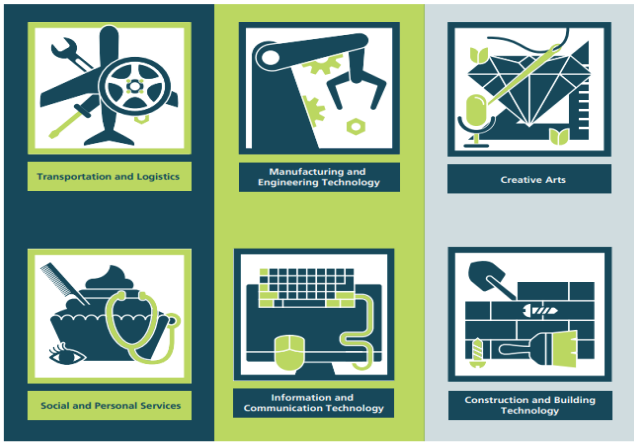

Figure 5: Skill Categories at WSAC2025

4.2. Moreover, the Skills at WSAC2025 are divided into two (2) categories:

4.2.1 Official Skill: Skills in which competition is confirmed in WSAC2025 (refer to **Annexure IV**).

4.2.2 Exhibition Skill: Skills in which competition will be confirmed by WSA Secretariat, if more than five (5) member countries opt to participate in WSAC2025. It will be communicated to all the member countries after 15th July 2025 (once registration process is over). These Skills are Wall and Floor Tiling, and Painting and Decorating

4.2.3 WSAC2025 has both individual and team skills.

Team Skills are the skills in which two (2) competitors form a team and compete in the competition. For the details of Team Skills, refer to the Annexure IV.

4.3. Selection of the Competitors:

4.3.1. India's participation in WSAC2025 will be a part of preparation for WSC2026, so the age eligibility criteria for India's participation will be followed as per WSC2026.

4.3.2. For WSC2026, Competitors must be born on or after 1st January 2004 i general. However, Competitors must be born on or after 1st January 2001 for seven (07) Skills available at WSAC2025 i.e., Digital Construction, Cloud Computing, Cyber Security, Information Network Cabling, Industrial Design Technology, Mechatronics, Robot Systems Integration.

4.3.3. Participants of International Skill Competition are selected through IndiaSkills Competition (ISC). Accordingly, the winners of ISC2024 (Silver or Bronze Medal winners) who fulfil the age criteria for participation in WSC2026 will undergo training, technical assessment rounds, and participate in WSAC2025.

4.4. Selection of Skills:

4.4.1. Out of total 38 Skills (Official + Exhibition), ISC 2024 was conducted in 37 Skills. One Skill "IT Network System Administration" was not part of ISC2024.

4.4.2. The Criteria for the Selection of Skill for WSAC2025:

- Availability of the Competitor as per age criteria of WSC2026.
- Training Venue with requisite infrastructure in line with WSC.
- Availability of Expert and Team of Trainers.

4.5. Selection of WorldSkills India Experts (WSIE) for WSAC2025:

WSIEs for WSAC2025 are the experts who will be responsible for the training of Indian Competitors for participation in WSAC2025. For the Expert Selection criteria, please refer to point 9.4 of Chapter-1.

5. Training, Development and Selection round of the Competitors

5.1. The training of Silver/ Bronze Medal/ Medallion for Excellence Winners of ISC2024 will be initiated from July 2025.

- Phase 1: Baseline Skill Gap Assessment:
  - The objective will be to assess the Silver/Bronze Medal/ Winners of ISC2024 against the WorldSkills standards.
  - Trainings will be conducted according to the technical description and WSOS.

- Series (Maximum 3) of technical skill assessments (TSA) by WSIE using the CIS. These will be the mock competitions set according to the past WSC test projects, marking methods and time duration (16-22 hour).
- Soft skills, language, and psychological profiling of the competitors
- Based on the performance of the competitor during the TSA, one competitors/teams will be selected to represent the country at WSAC2025.
- In case, where only one competitor is eligible, there will be no TSA.
- In case of team skills, where three (3) competitors are eligible, TSA will be conducted on individual level to form the best combination.
- Eliminated candidates, willing to participate in ISC2025, may register on SIDH and follow the complete selection process.

• Phase 2: Advanced and Industry-Integrated Training

- Domain-specific training under WSIE as per modules of WSOS.
- Focus will be on speed and accuracy with real-world problem-solving and mock projects aligned with WSOS.
- Training on software, machines, equipment as per WSC standards.
- Regular mock tests modelled on WorldSkills scoring patterns with Simulation of WorldSkills environment under timed, high-pressure settings.
- Language and communication skills training
- Physical fitness and time management modules

• International Exposure and Competency Trials clubbed with Phase 2:

- Participation in international training camps and friendly competitions with fellow member countries of WSI. This will be subjected to the invitation to participate from the fellow member countries of WSI.
- Cross-training with international experts by inviting them to India to train Indian Competitors.

• Psychological Conditioning clubbed with phase 1 and phase 2:

- Mental strength and resilience coaching
- Nutrition, sleep, and stress management support

5.2. Competitors participating in WSAC will enter the training and development phase for preparation of Indian Competitors post ISC2025 and will follow the process of training and selection for WSC2026.

6. Finance /Funding

Budget will cover the major cost heads like (a) Participation in WSAC2025 in Chinese Taipei; (b) Travel, Boarding and Lodging of Competitors; (c) Domain Training Cost; (d) Stipend to Competitors; (e) International Training; (f) Toolkits for WSAC2025, etc.

6.1. Support Funding to SSCs for training of WSAC Competitors:

a) There will be a provision of support funding to respective SSCs for the training of Competitors for WSAC.

b) This support funding will be approved by NEC and disbursement will be through NSDC.

c) The major key deliverables of SSCs for which support funding will be provided are as follows:

- To Train the competitors in line with WorldSkills Standards in Industry/ Academia where WSIE is associated along with its team of trainers.
- Arrangement of Infrastructure, tool, equipment in line with WorldSkills standard.
- Residential Facility within/ near the Training facility. Comfortable boarding and lodging arrangement need to be provided to the candidates.
- To provide the complete training delivery plan (Week-wise and Month-wise) to WorldSkills India team of NSDC.
- Submission of training progress report fortnightly.
- Conduct regular mock/practice test for candidates as per WS standard
- Travel, Boarding and Lodging of any other outstation Industry subject matter, if required.
- Arrange the travel of candidates from their native place to training location and vice versa (one time).
- Daily attendance of candidates needs to be kept and provided to WorldSkills India team of NSDC at the time of submitting UC.
- Arranging tool kit for WSAC2025 (if applicable to the Skill).

d) Amount of support funding to SSCs will be decided and approved by NEC.

e) SSCs will be submitting proper UC after the conclusion of the training program.

f) Fund Mobilization and its utilization must be reflected in SSCs Financials.

g) Any unutilized fund by the SSC shall be mandatorily refunded to NSDC after the conclusion of the training program.

h) If any interest is earned on the grant received from NSDC, it must be remitted back to NSDC.

Annexure I: Skills for IndiaSkills Competition 2025

S. No	WSC Sector	Skill	Eligibility	Category of Skill	Type of Skill
1	Construction and Building Technology	Bricklaying	Born on or after 01 January 2004	Official	Individual Skill
2	Construction and Building Technology	Cabinetmaking	Born on or after 01 January 2004	Official	Individual Skill
3	Construction and Building Technology	Carpentry	Born on or after 01 January 2004	Official	Individual Skill
4	Construction and Building Technology	Concrete Construction Work	Born on or after 01 January 2004	Official	**Team Skill**
5	Construction and Building Technology	Electrical Installations	Born on or after 01 January 2004	Official	Individual Skill
6	Construction and Building Technology	Joinery	Born on or after 01 January 2004	Official	Individual Skill
7	Construction and Building Technology	Landscape Gardening	Born on or after 01 January 2004	Official	**Team Skill**
8	Construction and Building Technology	Painting and Decorating	Born on or after 01 January 2004	Official	Individual Skill
9	Construction and Building Technology	Plastering and Drywall Systems	Born on or after 01 January 2004	Official	Individual Skill
10	Construction and Building Technology	Plumbing and Heating	Born on or after 01 January 2004	Official	Individual Skill
11	Construction and Building Technology	Refrigeration and Air Conditioning	Born on or after 01 January 2004	Official	Individual Skill
12	Construction and Building Technology	Wall and Floor Tiling	Born on or after 01 January 2004	Official	Individual Skill
13	Creative Arts and Fashion	3D Digital Game Art	Born on or after 01 January 2004	Official	Individual Skill
14	Creative Arts and Fashion	Fashion Technology	Born on or after 01 January 2004	Official	Individual Skill
15	Creative Arts and Fashion	Floristry	Born on or after 01 January 2004	Official	Individual Skill
16	Creative Arts and Fashion	Graphic Design Technology	Born on or after 01 January 2004	Official	Individual Skill
17	Creative Arts and Fashion	Jewellery	Born on or after 01 January 2004	Official	Individual Skill
18	Creative Arts and Fashion	Visual Merchandising	Born on or after 01 January 2004	Official	Individual Skill
19	Creative Arts and Fashion	Digital Interactive Media	Born on or after 01 January 2004	**Provisional**	Individual Skill

S. No	WSC Sector	Skill	Eligibility	Category of Skill	Type of Skill
20	Information and Communication Technology	IT Network Systems Administration	Born on or after 01 January 2004	Official	Individual Skill
21	Information and Communication Technology	Software Application Development	Born on or after 01 January 2004	Official	Individual Skill
22	Information and Communication Technology	Mobile Applications Development	Born on or after 01 January 2004	Official	Individual Skill
23	Information and Communication Technology	Web Technologies	Born on or after 01 January 2004	Official	Individual Skill
24	Information and Communication Technology	Intelligent Security Technology	Born on or after 01 January 2004	**Provisional**	Individual Skill
25	Information and Communication Technology	Software Testing	Born on or after 01 January 2004	**Provisional**	Individual Skill
26	Manufacturing and Engineering Technology	Autonomous Mobile Robotics	Born on or after 01 January 2004	Official	**Team Skill**
27	Manufacturing and Engineering Technology	Chemical Laboratory Technology	Born on or after 01 January 2004	Official	Individual Skill
28	Manufacturing and Engineering Technology	CNC Milling	Born on or after 01 January 2004	Official	Individual Skill
29	Manufacturing and Engineering Technology	CNC Turning	Born on or after 01 January 2004	Official	Individual Skill
30	Manufacturing and Engineering Technology	Electronics	Born on or after 01 January 2004	Official	Individual Skill
31	Manufacturing and Engineering Technology	Industrial Control	Born on or after 01 January 2004	Official	Individual Skill
32	Manufacturing and Engineering Technology	Industrial Mechanics	Born on or after 01 January 2004	Official	Individual Skill
33	Manufacturing and Engineering Technology	Mechanical Engineering CAD	Born on or after 01 January 2004	Official	Individual Skill
34	Manufacturing and Engineering Technology	Renewable Energy	Born on or after 01 January 2004	Official	Individual Skill
35	Manufacturing and Engineering Technology	Welding	Born on or after 01 January 2004	Official	Individual Skill

S. No	WSC Sector	Skill	Eligibility	Category of Skill	Type of Skill
36	Manufacturing and Engineering Technology	Unmanned Aerial Systems	Born on or after 01 January 2004	**Provisional**	Individual Skill
37	Social and Personal Services	Bakery	Born on or after 01 January 2004	Official	Individual Skill
38	Social and Personal Services	Beauty Therapy	Born on or after 01 January 2004	Official	Individual Skill
39	Social and Personal Services	Cooking	Born on or after 01 January 2004	Official	Individual Skill
40	Social and Personal Services	Hairdressing	Born on or after 01 January 2004	Official	Individual Skill
41	Social and Personal Services	Health and Social Care	Born on or after 01 January 2004	Official	Individual Skill
42	Social and Personal Services	Hotel Reception	Born on or after 01 January 2004	Official	Individual Skill
43	Social and Personal Services	Pâtisserie and Confectionery	Born on or after 01 January 2004	Official	Individual Skill
44	Social and Personal Services	Restaurant Service	Born on or after 01 January 2004	Official	Individual Skill
45	Social and Personal Services	Retail Sales	Born on or after 01 January 2004	**Provisional**	Individual Skill
46	Transportation and Logistics	Autobody Repair	Born on or after 01 January 2004	Official	Individual Skill
47	Transportation and Logistics	Automobile Technology	Born on or after 01 January 2004	Official	Individual Skill
48	Transportation and Logistics	Car Painting	Born on or after 01 January 2004	Official	Individual Skill
49	Transportation and Logistics	Heavy Vehicle Technology	Born on or after 01 January 2004	Official	Individual Skill
50	Transportation and Logistics	Logistics and Freight Forwarding	Born on or after 01 January 2004	Official	Individual Skill
51	Construction and Building Technology	Digital Construction	Born on or after 01 January 2001	Official	Individual Skill
52	Information and Communication Technology	Cloud Computing	Born on or after 01 January 2001	Official	Individual Skill
53	Information and Communication Technology	Cyber Security	Born on or after 01 January 2001	Official	**Team Skill**
54	Information and Communication Technology	ICT Network Infrastructure	Born on or after 01 January 2001	Official	Individual Skill
55	Manufacturing and Engineering Technology	Additive Manufacturing	Born on or after 01 January 2001	Official	Individual Skill
56	Manufacturing and Engineering Technology	Industrial Design Technology	Born on or after 01 January 2001	Official	Individual Skill

S. No	WSC Sector	Skill	Eligibility	Category of Skill	Type of Skill
57	Manufacturing and Engineering Technology	Industry 4.0	Born on or after 01 January 2001	Official	**Team Skill**
58	Manufacturing and Engineering Technology	Mechatronics	Born on or after 01 January 2001	Official	**Team Skill**
59	Manufacturing and Engineering Technology	Optoelectronic Technology	Born on or after 01 January 2001	Official	Individual Skill
60	Manufacturing and Engineering Technology	Robot Systems Integration	Born on or after 01 January 2001	Official	**Team Skill**
61	Manufacturing and Engineering Technology	Water Technology	Born on or after 01 January 2001	Official	Individual Skill
62	Social and Personal Services	Dental Prosthetics	Born on or after 01 January 2001	**Provisional**	Individual Skill
63	Transportation and Logistics	Aircraft Maintenance	Born on or after 01 January 2001	Official	Individual Skill

Annexure II: ISC2025 Skills mapping with SSCs

S.No	WSC Sector	Skill	Aligned SSC
1	Construction and Building Technology	Bricklaying	Construction SSC
2	Construction and Building Technology	Cabinetmaking	Furniture SSC
3	Construction and Building Technology	Carpentry	Furniture SSC
4	Construction and Building Technology	Concrete Construction Work	Construction SSC
5	Construction and Building Technology	Digital Construction	Construction SSC
6	Construction and Building Technology	Electrical Installations	Electronics SSC
7	Construction and Building Technology	Joinery	Furniture SSC
8	Construction and Building Technology	Landscape Gardening	Agriculture SSC
9	Construction and Building Technology	Painting and Decorating	Construction SSC
10	Construction and Building Technology	Plastering and Drywall Systems	Construction SSC
11	Construction and Building Technology	Plumbing and Heating	WMPSC
12	Construction and Building Technology	Refrigeration and Air Conditioning	Electronics SSC
13	Construction and Building Technology	Wall and Floor Tiling	Construction SSC
14	Creative Arts and Fashion	3D Digital Game Art	Media SSC
15	Creative Arts and Fashion	Fashion Technology	Apparel SSC
16	Creative Arts and Fashion	Floristry	Agriculture SSC
17	Creative Arts and Fashion	Graphic Design Technology	Media SSC
18	Creative Arts and Fashion	Jewellery	GJSCI
19	Creative Arts and Fashion	Visual Merchandising	Retail SSC
20	Creative Arts and Fashion	Digital Interactive Media	Media SSC
21	Information and Communication Technology	Cloud Computing	IT SSC
22	Information and Communication Technology	Cyber Security	IT SSC
23	Information and Communication Technology	ICT Network Infrastructure	Telecom SSC
24	Information and Communication Technology	IT Network Systems Administration	Telecom SSC
25	Information and Communication Technology	Software Application Development	IT SSC
26	Information and Communication Technology	Mobile Applications Development	IT SSC
27	Information and Communication Technology	Web Technologies	IT SSC
28	Information and Communication Technology	Intelligent Security Technology	Electronics SSC
29	Information and Communication Technology	Software Testing	IT SSC
30	Manufacturing and Engineering Technology	Additive Manufacturing	Automotive SSC

S.No	WSC Sector	Skill	Aligned SSC
31	Manufacturing and Engineering Technology	Autonomous Mobile Robotics	Electronics SSC
32	Manufacturing and Engineering Technology	Chemical Laboratory Technology	Life science SSC
33	Manufacturing and Engineering Technology	CNC Milling	Capital Goods SSC
34	Manufacturing and Engineering Technology	CNC Turning	Capital Goods SSC
35	Manufacturing and Engineering Technology	Electronics	Electronics SSC
36	Manufacturing and Engineering Technology	Industrial Control	Automotive SSC
37	Manufacturing and Engineering Technology	Industrial Design Technology	Media SSC
38	Manufacturing and Engineering Technology	Industrial Mechanics	Automotive SSC
39	Manufacturing and Engineering Technology	Industry 4.0	Automotive SSC
40	Manufacturing and Engineering Technology	Mechanical Engineering CAD	Capital Goods SSC
41	Manufacturing and Engineering Technology	Mechatronics	Electronics SSC
42	Manufacturing and Engineering Technology	Optoelectronic Technology	Electronics SSC
43	Manufacturing and Engineering Technology	Renewable Energy	GreenJobs SSC
44	Manufacturing and Engineering Technology	Robot Systems Integration	Automotive SSC
45	Manufacturing and Engineering Technology	Water Technology	GreenJobs SSC
46	Manufacturing and Engineering Technology	Welding	Automotive SSC
47	Manufacturing and Engineering Technology	Unmanned Aerial Systems	Electronics SSC
48	Social and Personal Services	Bakery	Tourism SSC
49	Social and Personal Services	Beauty Therapy	BWSSC
50	Social and Personal Services	Cooking	Tourism SSC
51	Social and Personal Services	Hairdressing	BWSSC
52	Social and Personal Services	Health and Social Care	Healthcare SSC
53	Social and Personal Services	Hotel Reception	Tourism SSC
54	Social and Personal Services	Pâtisserie and Confectionery	Tourism SSC
55	Social and Personal Services	Restaurant Service	Tourism SSC
56	Social and Personal Services	Dental Prosthetics	Healthcare SSC
57	Social and Personal Services	Retail Sales	Retail SSC
58	Transportation and Logistics	Aircraft Maintenance	Aerospace and Aviation SSC
59	Transportation and Logistics	Autobody Repair	Automotive SSC

S.No	WSC Sector	Skill	Aligned SSC
60	Transportation and Logistics	Automobile Technology	Automotive SSC
61	Transportation and Logistics	Car Painting	Automotive SSC
62	Transportation and Logistics	Heavy Vehicle Technology	Automotive SSC
63	Transportation and Logistics	Logistics and Freight Forwarding	Logistics SSC

Annexure III: IndiaSkills Competition Rules

1. Background and Overview

National focus and importance have been accorded to Skill Development by GoI. With several inherent benefits of skill competitions, a structured approach with active participation of States has been envisaged under the IndiaSkills State, Regional and National Skills competition program.

The participants of IndiaSkills Nationals will emerge from the winners of State and Track II Track. The winners of ISC undergo the training prior to their participation in WSC.

Apart from 57 Official Skills and 6 Provisional (Refer Annexure I) Skills have been also included. All skills are divided into the following six categories.

1. Construction & Building Technology
2. Creative Arts & Fashion
3. Information & Communication Technology
4. Manufacturing & Engineering Technology
5. Social & personal Services
6. Transportation & Logistics

Refer **Annexure I** for Skills (along with age criteria)

2. Scope, Conduct of Competitions & Code of Ethics

2.1. Scope

This encompasses framework, norms & defines basic rules & regulations for the organization and execution of the ISC.

All the stakeholders and participants must abide by the Competition Rules. This document is aligned to the competition documentation and rules used by WSI. The skill competitions will be based on core values of:

- Fairness
- Transparency
- Integrity
- Partnership
- Excellence

2.2 Conduct of Competitions

While NSDC will be the Project Implementing Unit to organize competitions, conduct and management of ISC requires active support and involvement of

SSC, Corporates, Academic Institutions, Subject Matter Experts & other stakeholders. The competition arena will be prepared in accordance with the Test project and infrastructure list. For management of competition &

Issue and dispute resolution, there will also be a framework and hierarchy to address issues and disputes as under:

2.3 Code of Ethics

The Code of Ethics acts as a guide to behaviour and decision making for Skill Competitions. The core values are diversity, excellence, fairness, innovation, integrity, partnership, and transparency. All stakeholders must be acquainted with and act in accordance with the Code of Ethics

3. Roles & Responsibilities

3.1. Skill Competition Committee (SCC): SCC Comprises of MSDE Officials, DGT Officials and Skill Competition Managers/Chief Experts at WorldSkills International

3.2. Roles and Responsibilities of SCC**:**

- Overseeing the Conduct of Skill Competition.
- Issue & Dispute Resolution.
- Tabulation and checking of Results.
- Recommendation to NEC for improvement in conduct of Competitions.
- The Competitions Committee can make decisions arising from any matter relating to the conduct of the skill competitions which is not covered in the Competition Rules.

3.3. WorldSkills India Expert and Jury

A group of WorldSkills India Experts (WSIE) and Jury are responsible for assessing Test Projects within a respective skill competition. The WSIE and Jury are responsible for the proper conduct of the competition in compliance with Competition Rules.

3.4. Skill Management Team (SMT)

Each skill will have a Skill Management Team (SMT) which is responsible for the proper conduct of the competition in compliance with Competition Rules. The SMT will comprise of WSIE, Jury Members, SSC Representative and Workshop Manager.

3.4.1. WSIE is a neutral person with experience in a skill, trade, or technology who is managing the technical implementation of skill competition at Regional and National Competition.

WSIE along with SSC are responsible for planning and running their skill competitions in accordance with the key sustainability principles and initiatives, including in the development of the skill competition, Test Project design and required infrastructure. A WSIE is required to conduct with the highest levels of integrity, honesty, and fairness. One of the most important requirements in this regard is to ensure that no unfair advantage accrues to any Competitor or group of Competitors through receiving advance information about the Test Project that other Competitors do not receive.

WSIE may also take part in the assessment process only when the Competitor(s) is not related to them/ from the same institution.

3.4.2. Jury Member

A person with experience in a skill, trade, or technology who is representing in the skill competition related to their expertise.

- Must have a formal and/or recognized qualification with proven industrial and/or practical experience in the skill in which they are accredited of minimum 10 years.
- They should also know and abide by the Competition Rules, the Technical Description and other official Competition documentation.
- Possess the expertise mandated by the India Skills framework.
- Must be of the highest integrity, honest, objective and fair, and prepared to cooperate with others as required.
- Familiar with Test Projects and infrastructure facilities.
- Understand & abide by competition rules and documentation.
- Interact with Experts and Workshop Instructors and delegate duties for successful completion of test and marking.
- Maintain the confidentiality of Test Projects

  All Jury Members need to certify that no Competitor is related to them/from the same. In case of exception, SCC will authorize the same, but such Jury Member will refrain from assessing compatriot competitor.

3.4.3. SSC Representative

SSCs are primary stakeholders, and a representative will form part of the SMT. Such SSC representatives will play a crucial role in conduct, observance of rules and ensuring impartiality.

3.4.4. Workshop Manager

The Workshop Manager is responsible for workshop installations, preparation of materials, workshop

security, Health, Safety, and Environment and the general tidiness and neatness

of the workshop area.

3.5. Team Leader (TL)

Team Leaders are people selected by the States to look after the comfort and welfare of competitors during the Competition.

As a Team Leader one must have a high degree of responsibility towards his/her competitors. Additionally, a Team Leader will act as a mentor and shall be responsible for care of the competitor during IndiaSkills. Responsibilities include, but not limited to:

- Support to Competitors before, during, and after the Competition.
- Make the Competition a positive experience for the Competitors.
- Prepare Competitors in non-technical aspects of the Competition.
- Ensure that all Competitors are properly briefed regarding all aspects of the Competition like stay arrangements, transportation arrangements, timings of competition, food, other events.
- Be a spokesperson for the Competitors to the Competition stakeholders, i.e. SMT, ISCC etc
- Be responsible for the conduct of their team from arrival at the Competition until their departure.
- Team Leaders are always available to the competitors.
- Protect Competitors against unnecessary media attention. Journalists should make an appointment with Competitors, through Team Leaders, in order not to disturb the Competitors during the Competition.
- Ensure competitors adhere to the safety norms & wear PPEs during the competition.
- Ensure competitors adhere to Competition timings.
- Make the competitors aware of the Closest emergency exit and highlight and assist in case of any medical contingency.

4. Competition Rules & Regulations

4.1. Test Project

Test Project is an assessment vehicle. Each skill has a Test Project for the competition to attempt where Competitors demonstrate their mastery of Skill.

The Test Project for IndiaSkills Regional and Nationals are designed for 12-22 hours which competitors are made to complete within 3 days; however, Extension of competition time can be given with the approval of SMT and lost hours due to malfunction (breakdown of equipment) can be made-up with the permission of SMT.

- The Test Project could be modular or subdivided into modules and marking is done accordingly known as Criteria and Sub Criteria's.
- Each Criteria and Sub Criteria has aspects which are allotted points for assessment.

4.2. Infrastructure

Infrastructure List is the list of material and equipment to be provided by the Competition Organizers for the conduct of Skill Competition.

Tool Kit Competitors need to bring their own toolkits.

Hand tools and Safety Kits are skill specific. Competitors need to bring their own hand tools as per the defined list given by respective SSCs. Safety Kits are mandatory for maintaining health and safety norms. Skills in which safety kits like safety shoes, gloves, eye protection wear, helmet, ear buds etc. are mandatory, competitors won't be allowed to compete.

4.3. Competition Rules

For successful conduct of India Skill Competitions, the following rules are followed; namely:

- Team leaders, SMT are only permitted to enter the workshop of their skill area. No visitor nor observers are permitted inside the workstation without the prior permission of the Mentor/ Chief Expert.
- Competitors must carry a valid government issued photo id in original on 1st day of competition for identification.
- Stakeholders shall ensure that the above principles of honesty, fairness and transparency are observed always.
- In case a competitor needs to withdraw due to illness or accident, marks will be awarded for the work completed.
- In the event of Competitor falls ill or has an accident, it must be informed to SMT).
- All personnel in each skill-specific workshop will receive a health and safety orientation before the Competition starts. This orientation will be the responsibility of the Workshop Manager (WM) within each workshop.
- Any additional clarifications will be based on the Competition rules version 10.1 dated 22.02.24 of WorldSkills International (refer to the resource section of WorldSkills India Website)
- Competition Rules for the selection process for skills in which Heavy Machines and Infrastructure is required and are limited in number like CNC

Milling, CNC Turning, Mechatronics, or any other skill, all stakeholders will be provided with a separate document approved by ICC.

- Skill Specific Competition Organizers must ensure Workstation are checked for equipment safety and functionality prior to commencement of Competition on all days or before commencement of second shift of Competitions.

4.4. Health and Safety

- All incidents can be prevented, and every effort shall be made to identify hazards and inform the management accordingly.
- All participants will assume liability for all risks of injury and damage to property, loss of property, which might be associated with or result from participation in the event. The organizers will not be liable for any damage, however, in case of Injury the competitor will immediately inform the immediate organizer for medical attention. States to submit undertaking as attached as Appendix.
- The Skill Specific Personnel Protective Clothing must be worn during the conduct of Competition.
- All accredited participants and supporting volunteers will abide by rules and regulations with regards to Health, Safety, and Environment of the Competition venue.
- Competitors and accredited participants must familiarize themselves with the Occupational Health and Safety Regulations prior to attending the Competition.

4.5. Access to the Workshops

- Only people with official accreditation shall have access to workshops. Experts, Workshop Managers.
- Workshop Manager Assistants are required to be accredited for access to the skill competition they are registered for.
- Team Leaders may have access to all workshops where their competitors are participating at any time and may contact their competitors but only if there is a genuine reason. They must introduce themselves to a member of the Skill Management Team and get permission before entering and interacting.

4.6. Quality Assurance

Quality Assurance of skill competitions is important from the point of view of maintaining standards, adherence to process, proper evaluation and transparency.

4.7. Assessment & Marking

Assessment & Marking will be based on the modules to be performed as under:

- Main criteria
- Sub criteria
- Aspects
- Descriptions

4.7.1. Assessment Norms

Assessment at ISC falls under 2 types, for which use of explicit benchmark is essential for each aspect, namely.

- Measurement
- Judgment

4.7.2. Marking Scheme

Marking Scheme describes how the Jury team assesses the competitor's work. It is designed to allocate marks for each aspect of performance.

4.7.3. Assessment & Marking

As followed in WSI, there will be no compatriot Expert marking.

4.7.4. Measurement (previously known as Objective)

- Used to assess accuracy, precision and other performance that can be measured in a robust manner.
- It is marked as Binary- YES or NO. OR against a pre-determined scale of conformity to a given benchmark.

4.7.5. Judgement (previously known as Subjective)

- Used to assess the quality of performance. There might be small difference of view when applying external benchmarks.
- It is marked independently by 3 experts and then collated by Show of cards.

The design and use of either of these methods must relate to best practice in industry and business

For Judgement, the scores from 0 to 3 shall relate to industry and business as follows:

0: performance below industry standard to any extent, including a non-attempt

1: performance meets industry standard

2: performance meets industry standard and surpasses that standard to some extent

3: excellent or outstanding performance relative to industry's expectations.

4.7.6. Teams for Assessment and Marking

1 Expert + 5 Jury form a team for assessment and a minimum of 3 for to be nominated for assessment, these can be supplemented by others to coordinate the scores for JUDGMENT.

To replace expert to prevent Compatriot marking.

For observation and training purpose

4.8. Competitor Rights & Responsibilities

4.8.1. Eligibility Criteria

For ISC and WSC2026 the only eligibility criteria is age. Refer to Annexure I age criteria.

4.8.2. Familiarization

The SMT is responsible for ensuring that all Competitors are provided with the following information:

Competition Rules

- Code of Ethics and Conduct
- Health, Safety, and Environment documentation
- Test Projects
- Briefing on any additional tools and/or any equipment or material(s) that may be required
- Competitors have time to prepare their workplaces and to check and prepare tools, materials and measuring equipment
- All Competitors are provided with a Communication Card with one red side and one green side with symbols to facilitate visual communication
- Failure by a Competitor to comply with safety directions or instructions may result in the deduction of marks. Continuous or repeated unsafe practice may result in Competitors being temporarily or permanently removed from the Competition.
- Information of their being able to access to their Team Leader in case of any issue.
- Be aware of the medical facilities available and report medical issues, if any.
- Dishonesty and indiscipline will invite penalty as decided by the SMT/ SCC.

- Competitors have the right to expect fairness, honesty, and transparency during the Competition in terms of the following:

- Right to expect that no other Competitor will receive unfair assistance or

- Any intervention that may provide an advantage of any sort.

IMPORTANT: Should a competitor have an issue it must be brought to the attention of SMT immediately and the TL may be called. Disputes will be referred to SCC.

No complaint will be accepted after the competition is over.

5. Issue & Dispute Resolution

The use of the terms "issue" and "dispute" for IndiaSkills will be as follows:

- Issues are topics or problems for discussion or debate that relate to managing and running a skill competition. All issues should be resolved within the skill competition by the Skill Management Team

- Disputes are disagreements or arguments that occur due to the escalation of:

  - an unresolved issue beyond the Skill Management Team.

  - an alleged breach of the rules

Dispute: All disputes must be recorded in the Complaint Management Register before the close of day. No Complaint unless unavoidable/grave will be entertained after the due period.

Basic Principles

- No-one, except the compatriot Team Leader, is allowed to communicate with a competitor involved or alleged to be involved in a dispute at any stage of the dispute.

- Competitors must be able to continue their work while the issue and dispute resolution process is being conducted Natural justice must apply, i.e. innocent until proven guilty and fair hearing is given

- The number of people present at related meetings needs to be managed and balanced

- Skill Competitions Committee must reach a decision in all cases. This decision is final. However, in those disputes dealing with alleged breaches of the rules and/or Code of Ethics and Conduct or other contentious issues - the matter may be taken to the Appeals Committee.

5.1 Process Flow for Issue Resolution

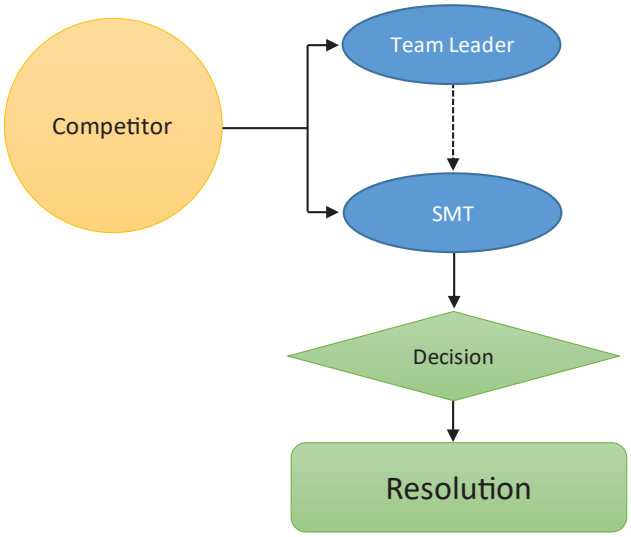

Figure 6: Process Flow for Issue Resolution

5.2 Process Flow for Dispute Resolution

Issues are resolved at the SMT level, unresolved issues are labelled as disputes & are resolved at SCC level / Appeal Committee. All the disputes shall be resolved by the close of the day/last day of the competition. A flowchart for dispute resolution is given below:

5.3 Penalties

If there is clear evidence of action, the following penalties will apply:

- If a competitor breaches the Competition Rules or skill specific rules, the penalty should be deduction of marks as decided by SMT and/or ICC. In case, breach of rules is severe in nature, SCC & the Appeals Committee may also debar the competitor from the participation in the competition.
- If a WSIE/Jury breach the Competition Rules or skill specific rules, WSIE/Jury is removed from the workshop and has no further contact with their competitor & involvement in any marking.
- In situations where either there is not clear evidence showing the breach of the rules, and/or in case unambiguously documented rule, decision of the ICC will be final.

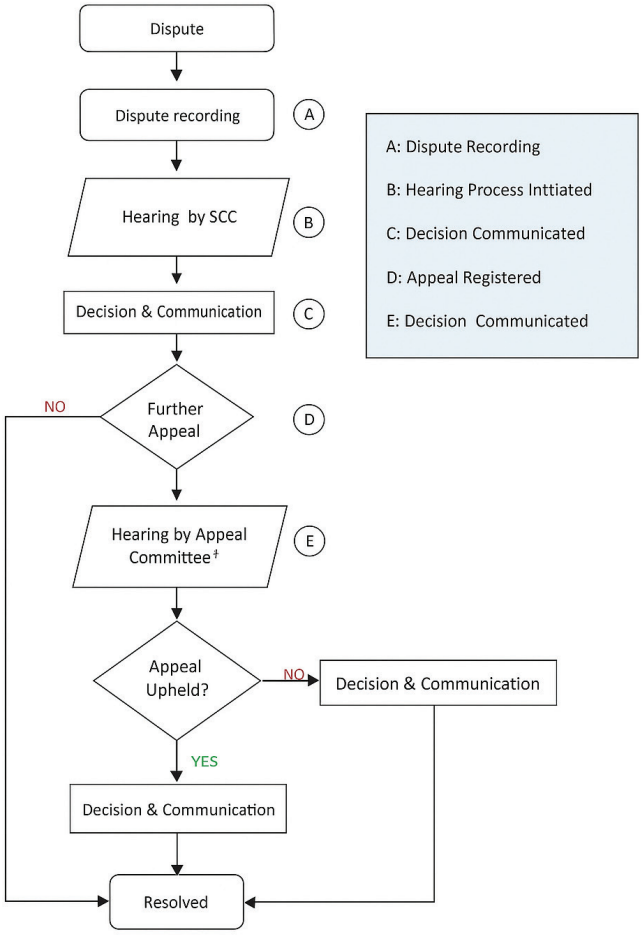

Figure 7: Flowchart for Dispute Resolution

Annexure IV: Official Skills of WSAC2025

Sl. No.	Sector	Skill	Type of Skill
1	Construction and Building Technology	Bricklaying	Individual Skill
2	Construction and Building Technology	Cabinetmaking	Individual Skill
3	Construction and Building Technology	Digital Construction	Individual Skill
4	Construction and Building Technology	Electrical Installations	Individual Skill
5	Construction and Building Technology	Joinery	Individual Skill
6	Construction and Building Technology	Plastering and Drywall Systems	Individual Skill
7	Construction and Building Technology	Refrigeration and Air Conditioning	Individual Skill
8	Creative Arts and Fashion	3D Digital Game Art	Individual Skill
9	Creative Arts and Fashion	Fashion Technology	Individual Skill
10	Creative Arts and Fashion	Floristry	Individual Skill
11	Creative Arts and Fashion	Graphic Design Technology	Individual Skill
12	Information and Communication Technology	Cloud Computing	Individual Skill
13	Information and Communication Technology	Cyber Security	**Team Skill**
14	Information and Communication Technology	Information Network Cabling	Individual Skill
15	Information and Communication Technology	IT Network Systems Administration	Individual Skill
16	Information and Communication Technology	IT SoftwareSolution for Business	Individual Skill
17	Information and Communication Technology	Mobile Applications Development	Individual Skill
18	Information and Communication Technology	Web Technologies	Individual Skill
19	Manufacturing and Engineering Technology	Autonomous Mobile Robotics	**Team Skill**
20	Manufacturing and Engineering Technology	CNC Milling	Individual Skill
21	Manufacturing and Engineering Technology	CNC Turning	Individual Skill
22	Manufacturing and Engineering Technology	Electronics	Individual Skill
23	Manufacturing and Engineering Technology	Industrial Control	Individual Skill
24	Manufacturing and Engineering Technology	Industrial Design Technology	Individual Skill
25	Manufacturing and Engineering Technology	Mechanical Engineering CAD	Individual Skill
26	Manufacturing and Engineering Technology	Mechatronics	**Team Skill**
27	Manufacturing and Engineering Technology	Robot Systems Integration	**Team Skill**
28	Manufacturing and Engineering Technology	Welding	Individual Skill
29	Social and Personal Services	Beauty Therapy	Individual Skill
30	Social and Personal Services	Cooking	Individual Skill
31	Social and Personal Services	Hairdressing	Individual Skill
32	Social and Personal Services	Health and Social Care	Individual Skill
33	Social and Personal Services	Restaurant Service	Individual Skill
34	Transportation and Logistics	Autobody Repair	Individual Skill
35	Transportation and Logistics	Automobile Technology	Individual Skill
36	Transportation and Logistics	Car Painting	Individual Skill

List of Acronyms

- ACTVET – Abu Dhabi Centre for Technical and Vocational Education and Training
- AICTE – All India Council for Technical Education
- AR – Audit Report
- CE – Chief Expert
- CII – Confederation of Indian Industries
- CIS – Competition Information System
- CPW – Competition Preparation Week
- DGT – Directorate General of Training
- GoI – Government of India
- GFR – General Financial Rules
- IDRC – Indian Dispute Resolution Centre
- MFE – Medallion for Excellence
- MSDE – Ministry of Skill Development and Entrepreneurship
- NCVET – National Council for Vocational Education and Training
- NEC – National Executive Committee
- NSDC – National Skill Development Corporation
- NSQF – National Skills Qualifications Framework
- OD – Official Delegate
- QP – Qualification Pack
- RSC – Regional Skill Competition
- SCC – Skill Competition Committee
- CEO – Chief Executive Officer
- SIDH – Skill India Digital Hub
- SMEs – Subject Matter Expert(s)
- SMT – Skill Management Team
- SSCs – Sector Skill Councils
- SSDMs – State Skill Development Mission(s)
- SLA – Service-Level Agreement
- TL – Team Leader
- TCE – Technical Chief Expert
- TD – Technical Delegate
- TDA – Technical Delegate Assistant
- UCs – Utilization Certificates
- UGC – University Grants Commission
- VET – Vocational Education and Training
- WSA – WorldSkills Asia
- WSAC – WorldSkills Asia Competition
- WSC – WorldSkills Competition
- WSI – WorldSkills International
- WSIEs – WorldSkills India Expert(s)
- WSOS – WorldSkills Occupational Standards

SCAN TO KNOW MORE

Ministry of Skill Development & Entrepreneurship
Kaushal Bhawan, New Moti Bagh New Delhi, 110023