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## Introduction



The Logistics Sector Skill Council (LSC) is a non-profit Section 8 company established through collaboration between the Ministry of Skill Development & Entrepreneurship (MSDE), the National Skill Development Corporation (NSDC), and the Confederation of Indian Industries (CII). Its primary objective is to ensure the availability of skill-trained human resources at the entry level and to upskill the existing workforce in the logistics sector. Formed in 2014 under the auspices of the NSDC and the MSDE, LSC focuses on providing skill training to unemployed youth across the logistics sector and its 12 sub-sectors.

LSC is designated as the implementation partner for the Centre of Excellence for Logistics Training and Excellence (COLTE), sharing a vision aligned with Redington.

### **Vision Statement of COLTE:**

To be the preferred Centre that, transcends towards the creation of a skilled workforce for the sector.

### **Mission Statement of COLTE:**

To empower current resources and expertise around every specific capability to accomplish and sustain world-class performance and value through the Centre of Excellence.



## COLTE Values and Principles

### **Standardization:**

Emphasizing uniformity and consistency in processes and practices to enhance efficiency and reliability.

### **Leveraging Assets:**

Maximizing the utilization of resources and assets to achieve optimal results and value.

### **Measuring Performance:**

Employing metrics and assessments to gauge and enhance organizational and individual effectiveness.

### **Guidance and Governance:**

Providing clear direction and oversight to ensure adherence to established principles and regulations.

### **Create a Pool of Subject Matter Experts:**

Cultivating a diverse group of knowledgeable individuals to contribute expertise and insights.

### **Consistency:**

Promoting uniformity and reliability in actions, decisions, and outcomes across the organization.

### **Continuous Improvement:**

Fostering a culture of ongoing enhancement and learning to adapt to changing environments and demands.

### **Creativity:**

Encouraging innovative thinking and original ideas to drive growth and problem-solving.



## Project Objective



- Develop a consistent stream of proficient workforce for the Logistics Sector through the skill training of young individuals.
- Address the evolving needs of the Logistics Industry in the era of Industry 4.0 by enhancing and retraining skills.
- Establish a research-driven environment to tackle challenges faced by the Logistics Sector through the incorporation of academic projects.
- Serve as a comprehensive resource for all Human Resource-related advancements within the Logistics Sector.



## Course Design and Level Framework

These courses are organized qualifications according to a series of levels of knowledge, skills, aptitude, and responsibility levels defined in terms of learning outcomes which the learner must acquire through formal, non-formal or informal learning which may comprise academics, vocational education, training & skilling and experiential learning including relevant experience and proficiency/professional levels acquired, subject to assessment. They are competency-based and are designed as per the National Skills Qualification Framework (NSQF) by the National Council for Vocational Education and Training (NCVET). These qualifications are approved after a robust and stringent process of NCVET.



**National Council for  
Vocational Education and  
Training**



## Diverse Programs Offered by COLTE

### Skilling Programs:

- ✓ Short-term training ranging from 340 to 360 hours, tailored to specific job roles.

### Upskilling:

- ✓ Comprehensive programs spanning 8 hours to enhance existing skills.

### Academia Interface:

- ✓ 8-hour sessions facilitating interaction between academia and industry



### Industry-Specific Programs:

- ✓ Specialized courses such as NISHE, regulatory and compliance training, International Maritime Dangerous Goods (IMDG) Training, International Air Transport Association (IATA) Training, and more.

### International Mobility Skilling:

- ✓ Programs designed to prepare individuals for skill requirements in an international context.



## Facilities available at the Centre

- ✓ 5 well-equipped classrooms
- ✓ Digital Library
- ✓ 5 Laboratories
- ✓ HMT Simulator
- ✓ Forklift Simulator
- ✓ Telehandler Simulator
- ✓ BoPT Simulator (Virtual Reality - Battery operated Simulator)
- ✓ Warehouse Simulator (Virtual Reality)
- ✓ World Map Route Simulation
- ✓ Supply Chain Simulation







## Phase 1: Pre-Mobilization Preparation



- ❑ Identifying Target Areas: Collaborate with community leaders, non-governmental organizations (NGOs), and government agencies to locate regions characterized by significant economic disadvantage. Engage in outreach via social media platforms. Employ demographic data analysis to pinpoint areas where the impact can be maximized.
- ❑ Assessment of Training Needs: Conduct surveys and assessments to comprehend the precise skills needed by candidates for employability. Customize training programs according to the findings of the assessments.



## Phase 2: Mobilization Strategy

- Awareness Initiative: Coordinate community awareness initiatives emphasizing the advantages of the training programs. Disseminate information through local media, posters, and community meetings.
- Community Involvement: Partner with local leaders and influencers to establish trust and garner support from the community. Facilitate interactive sessions to address concerns and answer queries.



## *RESOURCE MOBILIZATION*

- Dissemination of Information: Establish information desks at strategic locations within the targeted areas to offer comprehensive details about the training programs. Provide helplines for candidates to address inquiries.
- Door-to-Door Outreach: Deploy mobilization teams to visit households and elucidate the advantages of the training programs. Address concerns and clarify doubts during these door-to-door visits.



## Phase 3: Registration and Enrolment



- Registration Facilities: Establish registration centres in conveniently accessible locations within the targeted areas. Supply essential registration forms and offer assistance to applicants.
- Document Compilation: Ensure the gathering of necessary documents, including identification, income proof, and education certificates. Simplify the process for candidates who may lack the required documentation.

## Phase 4: Pre-Training Engagement



- Orientation Workshops: Hold sessions to offer a comprehensive overview of the training programs. Address expectations and resolve doubts during these workshops.
- Individualized Counselling: Provide one-on-one counselling sessions for candidates with specific queries or concerns. Evaluate individual needs and address them accordingly.



## Phase 5: Batch Creation and Assignment

- Batch Formation: Organizing students based on their interests and available seats.
- Allocation: Assigning students to batches based on availability.



## Phase 6: Training and Assessment



- ❑ Training: Training involves aligning with the courses chosen by students and assigning tasks and assignments as per the course content. Our approach goes beyond merely imparting logistics knowledge; we aim to cultivate well-rounded individuals who can thrive as successful employees within the organisation. This is achieved through the development of various skills, including:

- Domain Skills
- Digital Skills
- Behavioral Skills
- Life Skills
- Communication Skills
- Technical Skills

- ❑ Assessment: Assessment is a crucial aspect of our training process and involves evaluating students based on their performance in:

- Theoretical Tests
- Practical performance
- Viva





## Phase 7: Certification



- Certification: Certifying the candidates to validate the knowledge, skills, or quality of a person, product, or process.
- As these accreditations are as per the NSQ Framework they are acknowledged globally.



## Phase 8: Placement

- ❑ **Placement:** Finding suitable employment for individuals for a successful and mutually beneficial match between individuals and available job positions in the industry through various channels:
  - Reach out to the industry for requirements
  - Enable this as a continuous supply of manpower for the growing needs of the industry by conducting campus placements where the industry will participate in the recruitment process in COLTE
  - International placement opportunities through LSC partners like Certif-ID and V1 (a subsidiary of DP World)
  - Facilitate for Apprenticeship under the National Apprenticeship Promotion Scheme (NAPS) of Govt of India as these trainings also qualify for apprenticeship programs
  - Explore opportunities for creating Entrepreneurs in the logistics sector by working with the industry.





