



ANNUAL REPORT 2025-26



Stronger Together, Transform Tomorrow

Partnerships and Skills Creating a Stronger Tomorrow

2025-26 IMPACT

SKILLS • INNOVATION • OPPORTUNITY



20,000+

MOBILISED



10,000+

TECHNICIANS
UPSKILLED



7,000+

PLACED



12,255+

WOMEN TRAINED
& ASSESSED



1.11 Lakh

NATIONAL
AUTOMOBILE OLYMPIAD
REGISTRATIONS

1

Skill Training Program Management

- 1.1 Government-Funded Programs
- 1.2 Industry-Led CSR Initiatives
- 1.3 Upskilling & Certification Programs

2

Generating Livelihood Opportunities

- 2.1 Industry-Led Training Centers
 - 2.1.1 Engineering & Manufacturing Centers
 - 2.1.2 Component Manufacturing
 - 2.1.3 Dealership Centers
- 2.2 Apprenticeship Programs
- 2.3 Job Fairs & Career Events
- 2.4 Placement Support Services

3

Academic Partnerships

- 3.1 School-Level Engagements
 - 3.1.2 Samagra Shiksha Programs
 - 3.1.2 Assessment and Certification
- 3.2 Higher Education Engagements
 - 3.2.1 Short Term Program
 - 3.2.2 Bachelor of Vocational (B.Voc) Programs
 - 3.2.3 Skill Labs
 - 3.2.4 International Partnerships

4

Celebrating Skills & Innovation

- 4.1 Participation in WorldSkills
- 4.2 NAO in Partnership with CBSE

5

Strengthening Capacity

- 5.1 Course Development & Curriculum Design
- 5.2 E-Learning Initiatives
- 5.3 Training of Trainers (ToT) & Assessors (ToA)

6

Celebrating Skills & Innovation

- 6.1 Empowering Women Through Skills
- 6.2 Diploma & Advanced Learning Programs
- 6.3 ASDC Operated Training Centers

7

Communication & Outreach

- 7.1 Social Media Presence
- 7.2 Public Relations & Media Coverage
- 7.3 Events & Campaigns

Annual Report 2025-26

Stronger Together, Transform Tomorrow

This theme focuses on the power of partnership. It shows that by aligning our expert skills and resources, we create a unified force capable of leading and changing the entire industry for the better.

This is about collective growth. It reminds us that while individual skill is important, we achieve greatness only when we work together. Our combined energy today is what builds a successful career and a brighter tomorrow.

Uniting elite skills with strategic partnerships creates an unstoppable momentum. By moving as one, we transform today's training into a high-performance future for the entire industry

286

Total Training Partners Added

178

New Affiliated Training Centres
(Industry Center Include)

443

Trainers Certified

44

Total Industry Partners

100

Total Approved Qualifications

575

Certified Trainers

Chairperson Note :

Stronger Together, Transform Tomorrow

"The future belongs to those who build it, together."

The Indian automotive industry is entering a new era – one defined by innovation, sustainability, and rapid technological change. As we navigate this transformation, one thing is clear: the future will be built not by individual efforts, but through collective action and shared purpose.

India's automotive sector continues to be a key driver of economic growth, employment, and innovation. Yet, with the rise of electric mobility, digital technologies, and evolving consumer expectations, the need for a future-ready workforce has never been greater.

Our theme for 2025–26, "Stronger Together, Transform Tomorrow," reflects the power of partnership. By bringing together industry, academia, government, and skilling institutions, we can create a unified force that equips our workforce with the skills, adaptability, and vision needed for tomorrow's mobility landscape.

At ASDC, collaboration remains at the heart of our mission. We are committed to building an inclusive and agile talent ecosystem – one that empowers youth, promotes women's participation, and fosters innovation and entrepreneurship across the automotive value chain. Curriculum reform that integrates EV technologies, artificial intelligence, and sustainable manufacturing into ITI, polytechnic, and engineering programmes is no longer optional – it is the foundation of India's mobility future.

India's young population – with 65% under the age of 35 and over 2.5 million STEM graduates annually – is our greatest competitive advantage. By aligning skilling efforts with international standards, we can position India not only as a manufacturing hub, but as a trusted global source of future-ready automotive talent.

As we look ahead, let us continue to work together with purpose and determination. By combining our strengths today, we can transform the future of automotive skills and position India as a global leader in mobility and talent development.

Together, we are stronger. Together, we will transform tomorrow.

Vinkesh Gulati
Chairperson, ASDC

CEO Note:



India's automotive industry is advancing at an unprecedented pace, driven by innovation, sustainability, and evolving mobility solutions. As we move into this exciting new era, the importance of collaboration has never been greater. The future of our industry will be shaped not by isolated efforts, but by the strength of our partnerships and our shared commitment to progress.

Our theme for 2025-26, **"Stronger Together, Transform Tomorrow,"** reflects this vision. It highlights the power of bringing together industry, academia, government, and training partners to build a robust and future-ready automotive workforce. By aligning our expertise, resources, and aspirations, we can create lasting impact across the entire mobility ecosystem.

At ASDC, we remain committed to equipping India's workforce with the skills required for tomorrow's automotive landscape. From electric mobility and advanced diagnostics to digital technologies and sustainable practices, our focus is on developing talent that is agile, innovative, and industry-ready.

Equally important is our commitment to inclusive growth. By expanding access to skilling opportunities for youth, women, and aspiring entrepreneurs across geographies, we are ensuring that the benefits of industry transformation are shared widely and equitably.

As we look ahead, our path is clear. By working together, leveraging our collective strengths, and embracing innovation, we can transform today's challenges into tomorrow's opportunities.

Together, we are building a stronger workforce, a stronger industry, and a stronger future.

Arindam Lahiri
Chief Executive Officer



Dr. Hanif Qureshi

Additional Secretary, Ministry of Heavy Industries

India's automotive sector is entering a transformative phase, driven by innovation, sustainability, and advanced manufacturing. As we accelerate our efforts toward electric mobility and green growth, building a skilled and future-ready workforce remains essential. ASDC continues to play a vital role in aligning skilling initiatives with industry needs, creating a strong bridge between policy and practice. Through close collaboration among government, industry, and academia, we can equip our workforce with the capabilities needed to lead the future of mobility and strengthen India's position as a global automotive leader.



Prabhu Nagaraj

Operating Head – Corporate Affairs Honda Motorcycle & Scooter India Pvt. Ltd. (HMSI)

The future of mobility will be defined by our ability to collaborate, innovate, and prepare talent for emerging opportunities. As the automotive landscape transforms, building a workforce equipped with future-ready skills is essential. Through strong partnerships and a shared vision, we can empower individuals, foster innovation, and create a more sustainable and competitive industry.

Rama Shankar Pandey

Co-Founder Autoverse Mobility & Executive Director Paracoat Products Ltd

Attracting & Building talent for the mobility sector is central to India's growth and global competitiveness. In this regard, projects like National Automobile Olympiad has confirmed that the early engagement with school going students create a larger demand for Automotive skills, and in future it will also ease the sourcing of bright young talent, suitable for the everchanging technology landscape of our Industry. Our focus must also be on developing capabilities that are resilient, future-focused, and relevant. ASDC has demonstrated how meaningful collaboration between industry, academia, and policymakers can create lasting impact. By working together, we can empower individuals with the knowledge and confidence to succeed, while laying the foundation for a stronger, more innovative, and globally respected automotive ecosystem





Shailesh Chandra

President, SIAM

The future of the automotive industry will be shaped by our ability to prepare people for change and progress. As mobility solutions become more advanced, the need for a capable, adaptable, and forward-looking workforce has never been greater. ASDC has played a significant role in creating this talent pipeline by aligning skill development with the emerging needs of the industry. Its collaborative approach is enabling professionals at every level to embrace new technologies, enhance productivity, and contribute meaningfully to the sector's evolution. Together, we are building a stronger foundation for sustainable growth and long-term success of Indian Automobile Industry.

Vikrampati Singhanian

President, ACMA

The future of the auto component industry will be shaped by the strength of our partnerships and our shared commitment to excellence. As technology, sustainability, and global competitiveness redefine the sector, collaboration across industry, academia, and skilling institutions becomes more important than ever. By aligning expertise, resources, and vision, we can build a workforce that is agile, innovative, and ready to meet the demands of tomorrow. Together, we are creating not just skilled professionals, but a stronger, more resilient industry prepared to lead the next era of automotive transformation.



C S Vigneshwar

President, FADA

Our association with ASDC has been one of the most rewarding investments in building future-ready talent. Over the years, we have seen the program evolve continuously, with each batch demonstrating higher levels of skill, confidence, and industry readiness. Its relevance to current industry needs and commitment to excellence make it a truly impactful initiative. The strength of this partnership reflects the power of collaboration in shaping a capable workforce. We are proud to be part of this journey and look forward to working together to create even greater impact in the years ahead.





Rajesh Menon

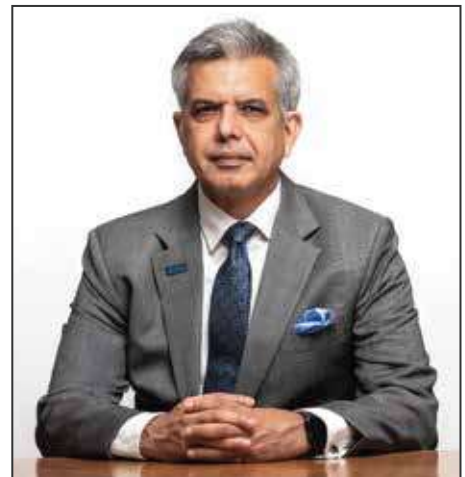
Director General, SIAM

The future of the automotive industry depends not only on technological advancement but also on strong collaboration between industry, institutions, and skill development partners. At SIAM, we firmly believe that meaningful progress is achieved when stakeholders work together with a shared vision. Initiatives such as the SIAM-ITI collaboration reflect this commitment by strengthening industry-academia linkages and creating pathways for youth to gain relevant, future-ready skills. By combining expertise, resources, and collective efforts, we can nurture skilled talent, support innovation, and build a stronger, more sustainable automotive ecosystem for the future.

Vinnie Mehta

Director General, ACMA

India's automotive ecosystem is powered by collaboration, innovation, and a strong focus on workforce development. At ACMA, we believe future-ready talent depends on sustained industry-skilling partnerships. Our collaboration with ASDC is advancing practical learning, apprenticeships, and large-scale upskilling across the mobility ecosystem. As the industry evolves, building capabilities in advanced manufacturing and emerging mobility technologies will be essential to maintaining India's global competitiveness and preparing the next generation for the future of mobility.



Saharsh Damani

CEO, FADA

India's automotive retail network 15,000 dealerships, 30,000 plus outlets is not just the industry's last mile; it is its most critical growth frontier. As the sector navigates an unprecedented multi-powertrain transition, a skilled, future-ready workforce is no longer a priority it is a prerequisite.

As a founding member of ASDC, FADA has long believed that the most impactful skilling happens closest to the workplace. Embedding training within dealerships builds technical depth, creates meaningful employment for India's youth, and strengthens the retail ecosystem from the ground up. This is institution building for the long term and FADA's commitment to advancing this mission alongside ASDC remains absolute.

Governing Council Members

Guided by deep industry expertise and strategic foresight, the Governing Council Members play a pivotal role in shaping ASDC's vision, strengthening industry-academia collaboration and driving skill development initiatives aligned with the evolving needs of India's automotive and mobility sector.

Vinkesh Gulati

Chairperson – ASDC
Director – United
Automobiles

Prabhu Nagaraj

Vice Chairperson – ASDC
Operating Officer, Corporate
Affairs,
HMSI, Co-Chair, SIAM Skilling
Group – Honda Motorcycle &
Scooter India Ltd.

Rama Shankar Pandey

Treasurer – ASDC
and Executive Director –
Paracoat Products Ltd.

C S Vigneshwar

Dy. Managing Director
Anaamalais Toyota



Saharsh Damani

CEO
Federation of Automobile
Dealers Associations
(FADA)

Aditya Ganesh

President (Castings Division) |
Strategy Head (Steering
Division)
Rane Madras Ltd

Sriram Viji

Managing Director
Brakes India Private Ltd.

Vinnie Mehta

Director General
Automotive Component
Manufacturers Association
(ACMA)



Vikrampati Singhania

Managing Director
J.K. Fenner (India) Ltd.

Dr. Natwar Kadel

Chairman, SIAM Human Capital
Group and Vertical Head –
Human Resource Hyundai
Motor India Ltd.

Ajay Sharma

Vice President, Service,
Motorcycle B.U. Bajaj Auto Ltd

Rajesh Menon

Director General
Society of Indian Automobile
Manufacturers (SIAM)



Rajesh Swaika

CFO, NSDC & NSDC
INTERNATIONAL
National Skill Development
Corporation

Dr. Hanif Qureshi , IPS

Additional Secretary
Ministry of Heavy Industry (MHI)

Manish Kumar

Deputy Secretary
Ministry of Heavy Industries,
MOHI

Vision



To continuously develop and upgrade automotive skills for higher value creation, enabling capital formation, increased economic activity, and sustainable job opportunities.

Mission



- To make skills aspirational and seamlessly integrated with academic pathways
- To strengthen industry-relevant skilling that drives employability and economic growth.
- To recognize, honour, and celebrate skilling achievements across the ecosystem.

Chapter 1: Skill Training Program Management

1.1 Government-Funded Programs

Schedule Caste (SC) Welfare Scheme, Govt of Tripura

Empowering Communities Through Skill Development: ASDC Launches Short-Term Training Program in Tripura

The Automotive Sector Skill Council (ASDC) proudly launched a Short-Term Training (STT) programme in Tripura under the Scheduled Caste (SC) Welfare Scheme, reaffirming its commitment to inclusive and equitable skill development. This initiative is aimed at training 45 candidates in Light Motor Vehicle (LMV) driving, equipping them with industry-relevant skills and nationally recognized certification to enhance their employability in the automotive sector.

Through a blend of structured classroom learning and practical, hands-on training, the programme empowers participants with the technical competencies, confidence, and road-readiness required for sustainable livelihoods. Beyond skill acquisition, the initiative serves as a catalyst for social and economic upliftment, creating pathways to meaningful employment for individuals from Scheduled Caste communities.

By expanding access to quality skilling opportunities, ASDC continues to strengthen India's automotive talent pipeline while advancing the broader vision of an inclusive, self-reliant, and future-ready mobility ecosystem.



Maha Jyoti Initiative, Govt. of Maharashtra

The Automotive Skills Development Council (ASDC) is implementing the Short-Term Training (STT) programme under the Maha Jyoti initiative in Maharashtra to promote inclusive growth and sustainable livelihood opportunities for youth from socially and economically disadvantaged communities.

Under this initiative, 1,033 candidates across identified districts in Maharashtra will be trained through residential and non-residential modes in high-demand automotive job roles. The programme combines industry-aligned training with practical exposure, equipping participants with technical skills, workplace readiness, and enhanced employability.

Through this initiative, ASDC continues to empower youth, foster self-reliance, and contribute to building an inclusive and future-ready workforce.



Automotive
Welding Machine
Technician



CNC Machining
Technician, Sales
Executive



Automotive
Telecaller



Automotive sales
executive

The programme is designed to deliver comprehensive, industry-aligned training through a blend of theoretical learning and practical, hands-on exposure. Aligned with National Occupational Standards (NOS) and the National Skills Qualifications Framework (NSQF), the curriculum focuses on technical competencies, safety practices, workplace readiness, and essential life skills, including digital literacy and financial awareness.

Training will be delivered through both residential and non-residential modes, supported by robust infrastructure, biometric attendance systems, and continuous monitoring to ensure quality and compliance. Upon successful completion, candidates will receive industry-recognized certification, enhancing their employability and career prospects.

A key objective of the initiative is to empower youth by creating pathways for both wage employment and self-employment. Through strong placement support, post-placement tracking, and ongoing guidance, ASDC aims to foster sustainable livelihoods, reduce unemployment, and drive socio-economic upliftment across Maharashtra.



NUA Odisha Scheme – Govt. of Odisha

The Directorate of Skill Development and Technical Education & Training (DSDE), Government of Odisha, in partnership with ASDC, successfully implemented a Short-Term Training (STT) programme under the NUA Odisha Scheme, targeting 720 unemployed youth.

Training was delivered in the job roles of Two-Wheeler, Four-Wheeler, and Electric Vehicle Service Technicians, combining theoretical learning with hands-on practical exposure. The programme equipped candidates with industry-relevant skills in vehicle servicing, diagnostics, maintenance, and emerging EV technologies.

This initiative has significantly enhanced employability, leading to placements in workshops, authorised service centres, and EV enterprises, while also encouraging self-employment opportunities. It has contributed to income generation, reduced unemployment, and supported the development of a skilled workforce for the automotive and electric mobility sectors.



1.2 Industry-Led CSR Initiatives

The Automotive Skills Development Council (ASDC) continues to play a pivotal role in strengthening India's skilling ecosystem through innovative, industry-aligned Corporate Social Responsibility (CSR) initiatives. A defining feature of ASDC's approach is its industry-led implementation model, which ensures that skill development extends beyond classroom learning and is deeply integrated with real-world industry exposure.

By providing candidates with hands-on training in actual workplace environments, these initiatives effectively bridge the gap between skilling and employment. This experiential approach not only enhances candidates' technical competencies, workplace readiness, and employability, but also enables industry partners to build a skilled talent pool tailored to their operational standards and evolving workforce requirements.

Such programs create a win-win ecosystem:

For Candidates:

Access to real-world training, improved technical competencies, and better employment opportunities.

For Industry:

Availability of a job-ready, skilled talent pool aligned with industry expectations.

In collaboration with leading industry partners and foundations, ASDC has successfully implemented several high-impact CSR initiatives across the country. Among its flagship programmes are:



HCLFoundation



Project Bohler Spark Scholars – A CSR initiative by Voestalpine, focused on nurturing young talent through industry-relevant technical training and practical exposure, aligned with global manufacturing standards.

Project Nayi Pehchaan – A CSR initiative by Jai ShivShakti Health & Educational Foundation (JSSF) Empowers underserved youth with market-relevant skills, enabling sustainable livelihoods and long-term career growth.

Project Nayi Udan – A CSR initiative by HCLFoundation, promotes employability in the driving domain through industry-aligned training, practical learning, and sustainable livelihood opportunities.

Project Saksham Safalta – A CSR initiative by Lumax Charitable Foundation, Designed to enhance youth employability through structured skill training and on-the-job exposure, ensuring industry readiness.

Project Umeed – A CSR initiative by JSW Foundation Provides comprehensive skill training and industry exposure to youth from marginalized communities, fostering hope and opportunity.

Project Vahan & EV Shiksha – A CSR initiative by Michelin, Builds job-ready talent in the driving domain through demand-driven training, hands-on learning, and employment-linked opportunities.

In partnership with HCL Foundation, ASDC implemented a Skill Development Initiative for Taxi Drivers in Bengaluru, training 120 candidates, including 91% women. Conducted at Ashok Leyland IDTR, the programme focused on safe driving, road safety, customer service, communication, digital literacy, and life skills.

Under Project Vahan & EV Shiksha, a CSR initiative by Michelin, ASDC is developing industry-ready drivers through demand-driven training, practical learning, and employment linkages.



The initiative reflects ASDC's commitment to inclusive growth, women's empowerment, and sustainable livelihoods in India's evolving mobility ecosystem.

BPCL Project PRAGATI



BPCL Project Pragati is a targeted skill development initiative designed to strengthen the technical capabilities of roadside mechanics and service assistants within the informal automotive service ecosystem. The programme focuses on bridging critical skill gaps by equipping participants with the knowledge and practical expertise required to service and maintain BS6-compliant two-wheelers and four-wheelers.

With the automotive industry transitioning to advanced BS6 technologies, the initiative provides training in modern vehicle systems, including fuel injection, electronic control units (ECUs), and emission control mechanisms. A strong emphasis is placed on hands-on learning, enabling participants to effectively use diagnostic tools for accurate fault identification and troubleshooting.

The programme also promotes health, safety, and hygiene (HSH) practices, encouraging safe working conditions, proper tool handling, and environmentally responsible operations. Through this initiative, ASDC and BPCL are empowering roadside mechanics with future-ready skills, enhancing service quality, improving livelihood opportunities, and facilitating their integration into a more organized and efficient automotive service ecosystem.



Eklavya Kushal (initiated by Shabari Mahamandal)



In the heart of Junnar, a transformative journey is taking shape at the newly established Forklift Operator Training Centre, where curiosity is being nurtured into meaningful careers. This initiative is empowering tribal and rural youth by providing hands-on, practical training that bridges the gap between aspiration and opportunity in the logistics and industrial sectors.

Through structured learning modules and real-time equipment handling, trainees are acquiring industry-relevant skills that make them job-ready from day one. The programme not only focuses on technical expertise but also emphasizes safety practices, discipline, and professional development, ensuring holistic growth for every participant.

With expert mentorship from the Automotive Skills Development Council (ASDC), strong support from Godrej Enterprises, and dedicated collaboration with Shabari Adivasi Vitta Va Vikas Mahamandal, this initiative stands as a compelling example of the power of partnership. Together, these organizations are creating an ecosystem where youth are not only trained but are also empowered to build sustainable livelihoods.

More than just a training centre, it is a gateway to self-reliance, dignity, and a brighter future for aspiring individuals.



1.3 Upskilling & Certification Programs



The Automotive Skills Development Council (ASDC), in collaboration with Lucas Indian Service Limited, launched a high-impact CSR initiative in April 2025 to strengthen the capabilities of India's automotive workforce. The programme focuses on building future-ready skills through industry-aligned training, practical learning, and enhanced employability.

Training has been delivered in the Two-Wheeler Technician job role, with emphasis on advanced automotive technologies, including BS6 systems, electronic fuel injection, diagnostics, and systematic troubleshooting. Through workshop simulations, live demonstrations, and tool-based learning, participants gain valuable hands-on experience and practical expertise. The programme also promotes standardization of service practices, improving quality and consistency across the automotive service ecosystem.

Aligned with evolving industry needs, the initiative integrates soft skills, workplace safety, and customer handling to ensure holistic development and job readiness. A notable component of the programme is the LIS Unnati initiative for **30 women** drivers, which promotes women's empowerment by equipping participants with driving proficiency, road safety awareness, and sustainable livelihood opportunities. Through structured implementation, assessment, and certification, this partnership continues to bridge skill gaps, enhance productivity, and contribute to a more skilled, inclusive, and future-ready automotive workforce in India.



The launch of the SKH SmartWeld Centre of Excellence (COE) in February 2026 marked a significant milestone in advancing next-generation skilling for India's automotive manufacturing sector. Established by the Automotive Skills Development Council (ASDC) in partnership with Sat Krishna Public Charitable Trust (SKH), the initiative is redefining welding training through innovation, technology, and industry integration.

Located in Manesar, the state-of-the-art COE offers advanced training through welding simulators and robotic systems, enabling precision-based, safe, and industry-relevant learning. Designed to train approximately 900 diploma and technical candidates, the programme is creating a robust pipeline of highly skilled professionals equipped to meet the evolving demands of modern automotive manufacturing.

Key highlights of SKH SmartWeld COE

- ✓ **Future-Ready Skill Training:**
Focus on **MIG, TIG, ARC, and robotic welding technologies** aligned with Industry 4.0 needs
- ✓ **Simulation-Based Learning:**
Use of **advanced welding simulators and robotic arms** for real-time, risk-free practical exposure
- ✓ **High-Impact Short-Term Model:**
15-day intensive training program combining theory, practical, safety, and assessment
- ✓ **Simulation-Based Learning:**
Use of **advanced welding simulators and robotic arms** for real-time, risk-free practical exposure
- ✓ **Comprehensive Curriculum:**
Includes **quality inspection, defect analysis, HSE practices, and workplace readiness skills**
- ✓ **Strong Industry Integration:**
Bridging the **academia-industry gap** through hands-on exposure and real-world applications
- ✓ **End-to-End Execution by ASDC:**
Covering **mobilization, training, certification, and placement linkages**
- ✓ **Employment & Career Focus:**
Emphasis on certification and placement opportunities to ensure measurable outcomes

More than a skilling initiative, the SKH SmartWeld Centre of Excellence is creating a sustainable talent pipeline for the automotive and allied sectors. By bringing together advanced technology, industry expertise, and structured training, it is developing a workforce that is skilled, industry-ready, and equipped for the future.



The Wuerth SkillShine Project is a focused and industry-driven initiative by the Automotive Skills Development Council in partnership with Wuerth India Private Limited, aimed at strengthening the rapidly growing automotive detailing and surface protection segment in India.

Designed to meet the evolving demand for premium automotive care services, the project equips working technicians with advanced, market-relevant skills that enhance service quality, precision and customer experience. Unlike conventional skilling programs, SkillShine follows a specialized upskilling model tailored for existing professionals, enabling them to transition into higher-value automotive service roles.

The program offers intensive, hands-on training in specialized domains such as Paint Protection Film (PPF), Ceramic Coating, and Sun Film application, along with critical processes including surface preparation, defect correction, curing techniques, and quality inspection. The training methodology emphasizes practical application and industry standards, ensuring technicians are job-ready from day one.

A defining feature of the initiative is its Recognition of Prior Learning (RPL) framework, through which technicians' existing competencies are formally assessed, upgraded, and certified. This not only enhances professional credibility but also improves employability and income opportunities within the premium automotive aftermarket ecosystem.

Implemented across key metropolitan markets, the project promotes accessibility, industry integration, and standardized service practices. In addition to technical expertise, the training incorporates workplace safety, quality assurance, and customer-centric service delivery, preparing technicians for professional excellence in modern detailing environments.

Through the Wuerth SkillShine Project, ASDC is not only advancing specialized automotive skills but also contributing to the professionalization and long-term growth of India's automotive detailing industry.



Chapter 2: Generating Livelihood Opportunities

2.1 Industry-Led Training Centers

Catalysing Industry-Owned Skilling Models

Across the Automotive Ecosystem

The Automotive Skills Development Council (ASDC) continues to strengthen industry-driven skilling through its Industry Engagement Initiative. In FY 2024–25, ASDC collaborated with ACMA member companies, OEMs, and dealer networks to establish Skill Centres within existing infrastructure, including Dojo Centres.

These centres serve as hubs for training, upskilling, and certification for both entry-level candidates and the existing workforce. Through this initiative, ASDC provides comprehensive support, including curriculum alignment, certification, and adherence to CSR and NCVET guidelines, helping build a skilled and future-ready automotive workforce.

Strategic Industry Engagement Highlights (FY 2025–26)

Engaged with
100+

ACMA member companies through targeted outreach.

Conducted
25+

leadership interactions across the automotive industry

Encouraged companies to:

- Convert Dojo Centres into Skill Centre
- Integrate skilling initiatives with CSR programmes
- Certify their workforce under ASDC frameworks

Key Milestone

In collaboration with NCVET, ASDC launched the Diploma in Manufacturing Technology and Diploma in Automobile Technology (Service), based on a work-integrated model comprising:



20%
classroom learning



80%
on-the-job training

This model ensures industry readiness while creating a pipeline of skilled, job-ready talent. This work-integrated model ensures that learners are job-ready and well-acquainted with real-world production environments, leading to improved placement outcomes and higher retention. At the same time, it enables industry partners to develop a skilled talent pipeline tailored to their specific operational requirements.

Industry Association Growth

Core

Partner Type	FY 2023-2024	FY 2024-2025	Fy 2025-2026
OEM	28	7	7
Component Manufacturer	41	7	34
Dealer	16	12	3
Total	85	26	44

By enabling industries to lead the skilling agenda within their own facilities, ASDC is bridging critical skill gaps while strengthening the competitiveness, inclusivity, and future-readiness of India’s automotive sector.

Benefits of Industry-Led Training Centers

Stakeholder	Benefit Area	Key Benefits	Impact/Outcome
Students / Trainees	Industry-Relevant Skills	Curriculum aligned with real industry needs and latest technologies	Reduced skill gap; job-ready workforce
	Employability	Strong industry linkages and placement support	Higher placement rates; faster employment
	Practical Exposure	Hands-on training, live projects, shop-floor experience	Improved technical competency and confidence
	Modern Infrastructure	Access to advanced tools, machines, and digital platforms	Better quality learning aligned with industry standards
	Career Awareness	Exposure to job roles and career pathways	Informed career decisions and growth planning
	Soft Skills Development	Training in communication, teamwork, discipline, safety	Improved workplace readiness
	Certification	Industry-recognized certifications aligned with national frameworks	Increased credibility and employer trust
Government / Policymakers	Skill Gap Reduction	Training aligned to sector-specific demand	Balanced supply- demand in workforce
	Employment Outcomes	Focus on outcome-based skilling	Reduced unemployment and underemployment
	Cost Efficiency	Shared investment with industry (PPP model)	Better utilization of public funds
	Industry Linkages	Strong collaboration between training ecosystem and employers	Dynamic and updated curriculum
	National Missions Support	Alignment with initiatives like Make in India, Skill India	Strengthened national economic agenda
	Economic Growth	Skilled workforce boosts productivity and investment	Growth in manufacturing and services sectors
	Quality Assurance	Industry standards in training delivery	Improved consistency and quality of skilling programs
	Technology Adoption	Training in emerging technologies (EVs, automation, Industry 4.0)	Future-ready workforce
	Demand-Driven Ecosystem	Shift from supply-led to demand-led training	Higher efficiency and relevance in skilling
	Public-Private Partnership	Collaborative training model	Scalable and sustainable ecosystem
	Regional Development	Alignment with local industry clusters	Balanced regional economic growth
	Talent Pipeline	Access to trained and job-ready candidates	Reduced hiring and onboarding costs
	Productivity	Employees trained on actual processes and tools	Increased operational efficiency
	Attrition Reduction	Better job-role alignment and expectations	Improved retention rates

2.1.1 Engineering & Manufacturing Centers

The Automotive Skills Development Council (ASDC) has expanded its industry footprint by establishing training centres within leading automotive manufacturing facilities. These centres serve as hubs for hands-on skilling, upskilling, and certification for both new entrants and the existing workforce.

Aligned with India's manufacturing ambitions, the initiative equips workers with advanced technical skills while also supporting Recognition of Prior Learning (RPL) and short-term training. In FY 2025-26, ASDC enabled skill development through 35+ such centres across 10+ states, strengthening industry-aligned skills near key industrial clusters.

Impact Summary

35+

Active Training Centres
across India

20+

Job Roles Offered,
including Machining,
Assembly, CNC
Operations, Quality
Control, Welding, and
Press Shop

Presence Across
10

States, including
Maharashtra, Haryana, Tamil
Nadu, Punjab, Karnataka,
Madhya Pradesh, Uttar
Pradesh, and Rajasthan

Key Focus Areas:

Practical shopfloor
training, Recognition of
Prior Learning (RPL),
entry-level short-term
training, and CSR-led
skilling initiatives

Sr No	TRAINING PARTNER NAME	TRAINING CENTER NAME	STATE	CITY	ASSOCIATION TYPE (COMPONENT MANUFACTURE R/OEM/DEALER SHIP/SDC)
1	Hero MotoCorp Ltd	Hero MotoCorp Ltd-Haridwar	UTTARAKHAND	Haridwar	OEM
2	TOYOTA KIRLOSKAR MOTOR PRIVATE LIMITED	Toyota Technical Training Institute	Karnataka	Ramanagara	OEM
3	HERO MOTOCORP LIMITED	Hero MotoCorp Ltd.- NEEMRANA	Rajasthan	Alwar	OEM
4	LYRON	LYRON	UTTAR PRADESH	VARANAS	OEM
5	India Yamaha Motor (P) Ltd	YTS Don Bosco Technical School	Assam	Guwahati	OEM

These centres address critical skill gaps across the automotive supply chain while serving as a sustainable model of industry-led skilling. Each candidate is awarded an NCVET-aligned certification, ensuring formal recognition of skills acquired in real production environments.

Manufacturing Centers

Advancing India's Automotive Manufacturing Capabilities through Integrated Skilling

In FY 2025-26, Automotive Skills Development Council (ASDC) intensified its efforts to strengthen workforce capabilities in automotive manufacturing. This was achieved through the targeted expansion of training infrastructure, deeper industry collaboration, and the agile development of future-ready curricula and occupational standards.

Aligned with national priorities such as Make in India, these initiatives aim to position India as a globally competitive automotive manufacturing hub, underpinned by a highly skilled and industry-ready workforce.

Industry Engagement and Partnerships

In FY 2025–26, Automotive Skills Development Council (ASDC) will significantly scale its industry collaboration efforts to strengthen alignment between skilling frameworks and evolving automotive sector needs.

Establishing 35+ industry-led training partnerships, with a strong emphasis on automotive OEMs and component manufacturers

Deepening engagement with over 100 industry partners across manufacturing, EV, and R&D domains

Conducting six Expert Group Meetings (EGMs) centered on Manufacturing, EV & Future Technologies, and Advanced R&D

Driving the co-development of updated curricula and Qualification Packs aligned with Industry 4.0, automation, and future mobility technologies

Through these initiatives, ASDC aims to ensure that skilling ecosystems remain responsive, future-ready, and closely integrated with industry advancements.

2.1.2 Component Manufacturing

Industry Affiliation

Sr No	TRAINING PARTNER	TRAINING CENTER	STATE	CITY
1	VICTORA FOUNDATION	VICTORA SKILL CENTER OF EXCELLENCE	HARYANA	FARIDABAD
2	BSA EDUTECH INDIA PRIVATE LIMITED	FAURECIA EMISSIONS CONTROL TECHNOLOGIES INDIA PVT LTD-CHENNAI	TAMIL NADU	KANCHIPURAM
3	BSA EDUTECH INDIA PRIVATE LIMITED	GURIT WIND PVT LTD	TAMIL NADU	KANCHIPURAM
4	BSA EDUTECH INDIA PRIVATE LIMITED	KUS AUTO INDIA PVT LTD	TAMIL NADU	KANCHIPURAM
5	BSA EDUTECH INDIA PRIVATE LIMITED	KYUNGSHIN INDUSTRIAL MOTHERSON PVT LTD	TAMIL NADU	KANCHIPURAM
6	BSA EDUTECH INDIA PRIVATE LIMITED	MODINE THERMAL SYSTEMS PRIVATE LIMITED	TAMIL NADU	KANCHIPURAM
7	BSA EDUTECH INDIA PRIVATE LIMITED	SONA BLW PRECISION FORGINGS LIMITED	TAMIL NADU	KANCHIPURAM
8	BSA EDUTECH INDIA PRIVATE LIMITED	THE SUPREME INDUSTRIES LIMITED	TAMIL NADU	KANCHIPURAM
9	BSA EDUTECH INDIA PRIVATE LIMITED	DAESEONG INDIA AUTOMOTIVE PRIVATE LIMITED	TAMIL NADU	KANCHIPURAM
10	BSA EDUTECH INDIA PRIVATE LIMITED	TRACTORS AND FARM EQUIPMENT LTD-CHENNAI (TAFE)	TAMIL NADU	CHENGALPATTU
11	BSA EDUTECH INDIA PRIVATE LIMITED	RANE MADRAS LIMITED	TAMIL NADU	CHENNAI
12	BSA EDUTECH INDIA PRIVATE LIMITED	SUPER AUTO FORGE PRIVATE LIMITED	TAMIL NADU	CHENNAI

Sr No	TRAINING PARTNER	TRAINING CENTER	STATE	CITY
13	BSA EDUTECH INDIA PRIVATE LIMITED	INDIA JAPAN LIGHTING PVT LTD	TAMIL NADU	TIRUVALLUR
14	BSA EDUTECH INDIA PRIVATE LIMITED	PCA AUTOMOBILES INDIA PRIVATE LIMITED	TAMIL NADU	TIRUVALLUR
15	BSA EDUTECH INDIA PRIVATE LIMITED	CHEMPLAST SANMAR LTD METTUR PLANT 2	TAMIL NADU	SALEM
16	BSA EDUTECH INDIA PRIVATE LIMITED	CHEMPLAST SANMAR LTD METTUR PLANT 3	TAMIL NADU	SALEM
17	BSA EDUTECH INDIA PRIVATE LIMITED	GENAU EXTRUSIONS PRIVATE LTD. UNIT 2	TAMIL NADU	KRISHNAGIRI
18	BSA EDUTECH INDIA PRIVATE LIMITED	WEG INDUSTRIES (INDIA) P LTD.	TAMIL NADU	KRISHNAGIRI
19	BSA EDUTECH INDIA PRIVATE LIMITED	AXLETECH INDIA PRIVATE LIMITED	TAMIL NADU	KRISHNAGIRI
20	BSA EDUTECH INDIA PRIVATE LIMITED	CARBORUNDUM UNIVERSAL LIMITED	TAMIL NADU	KRISHNAGIRI
21	BSA EDUTECH INDIA PRIVATE LIMITED	CHEMPLAST SANMAR LIMITED, CUSTOM MANUFACTURED CHEMICALS DIVN	TAMIL NADU	KRISHNAGIRI
22	BSA EDUTECH INDIA PRIVATE LIMITED	ANDERSON GREENWOOD CROSBY SANMAR LIMITED	TAMIL NADU	PUDUKKOTTAI
23	BSA EDUTECH INDIA PRIVATE LIMITED	SANMAR MATRIX METALS LIMITED-PUDUKKOTTAI	TAMIL NADU	PUDUKKOTTAI
24	BSA EDUTECH INDIA PRIVATE LIMITED	XOMOX SANMAR LIMITED-PUDUKKOTTAI	TAMIL NADU	PUDUKKOTTAI
25	BSA EDUTECH INDIA PRIVATE LIMITED	FAURECIA EMISSIONS CONTROL TECHNOLOGIES INDIA PRIVATE LIMITED (BANGALORE)	KARNATAKA	BANGALORE
26	BSA EDUTECH INDIA PRIVATE LIMITED	IFB AUTOMOTIVE PRIVATE LTD	KARNATAKA	BANGALORE
27	BSA EDUTECH INDIA PRIVATE LIMITED	CHEMPLAST CUDDALORE VINYLs LIMITED	TAMIL NADU	CUDDALORE
28	BSA EDUTECH INDIA PRIVATE LIMITED	CHEMPLAST SANMAR LIMITED-KARAIKAL	PUDUCHERRY	KARAIKAL
29	BSA EDUTECH INDIA PRIVATE LIMITED	APTIV COMPONENTS INDIA PVT LTD- CHENNAI	TAMIL NADU	KANCHIPURAM
30	BSA EDUTECH INDIA PRIVATE LIMITED	BSA CORPORATION LIMITED	TAMIL NADU	KANCHIPURAM
31	BSA EDUTECH INDIA PRIVATE LIMITED	HIGHLY MARELLI MOTHERSON THERMAL SOLUTIONS PRIVATE LIMITED	TAMIL NADU	CHENGALPATTU
32	DANA ANAND INDIA PVT. LTD.	DANA ANAND INDIA PVT. LTD. - DEXTERITY CENTRE	MAHARASHTRA	PUNE
33	SWARAJ ENGINES LIMITED	SWARAJ ENGINES LIMITED	PUNJAB	S.A.S. NAGAR (MOHALI)
34	SAMKO AUTOMOTIVE SOLUTIONS	SAMKO AUTOMOTIVE SOLUTIONS	THANE	MAHARASHTRA

2.1.3 Dealership Centers

Strengthening Sales and Driver Roles in India’s Transforming Mobility Ecosystem

As India’s automotive sector advances through rapid digitalisation and electrification, Automotive Skills Development Council (ASDC) is strengthening capacity building in sales, customer service, and driver roles through its nationwide network of certified training centres. These initiatives align workforce capabilities with evolving consumer expectations, enhancing customer experience, improving road safety, and supporting efficient last-mile

Sr No	TRAINING PARTNER NAME	TRAINING CENTER NAME	STATE	CITY	ASSOCIATIAON TYPE (COMPONENT MANUFACTURE R/OEM/DEALER SHIP/SDC)
1	Auric Motors Pvt Ltd	Auric Motors Pvt Ltd	Rajasthan	Bikaner	DEALER SHIP
2	Gandhi Auto Agencies	Gandhi Auto Agencies	Maharashtra	Ratnagiri	DEALER SHIP
3	Gandhi Auto Agencies	Gandhi Auto Agencies	Maharashtra	Ratnagiri	DEALER SHIP
4	Delphi-TVS Technologies Limited	Delphi-TVS Technologies Limited	TAMILNADU	CHENNAI	DEALER SHIP
5	VALUEDRIVE TECHNOLOGIES PRIVATE LIMITED	SPINNY - BILASPUR CENTRE	Gurugram	Haryana	DEALER SHIP

Key Projects in Sales & Road Transport Domains

Sr No	Project Name	Type of Project	Job Role Name	Target Numbers	Status as of 1 st April 2026
1	Nayi Udaan	STT	Taxi Driver	120	Completed
2	Vahaan	STT	Light Motor Vehicle	15	Completed
3	Vahaan	STT	Commercial Vehicle Driver	20	Completed

An Industry Engagement Expert Group Meeting (EGM) for the Sales and Road Transportation domains was held on 18 June 2025 at Federation of Automobile Dealers Associations (FADA). The session witnessed active participation from Dealer Principals representing diverse locations across India, enabling valuable industry insights and collaborative dialogue.

2.2 Apprenticeship Programs

During FY 2025–26, Automotive Skills Development Council (ASDC) strengthened the implementation of apprenticeship training under the National Apprenticeship Promotion Scheme (NAPS), focusing on enhanced industry participation, regulatory compliance, and improved performance outcomes.

A total of 288,756 apprenticeship contracts were generated across approximately 3,700 establishments against an annual target of 255,642, achieving 112.95% of the prescribed target. This performance reflects sustained industry engagement and effective mobilisation across regions, with the Central & Western and Southern regions emerging as key contributors.

Contract auto-verification stood at 0.30%, ensuring adherence to due diligence and quality standards.

Assessment activities remained robust, with 12,438 assessments conducted, surpassing the annual target. Coverage continued to remain above the benchmark of 30% of on-the-job training (OJT) completion, in line with National Skill Development Corporation (NSDC) guidelines, reinforcing efforts to strengthen certification outcomes and maintain quality standards.

To enhance stakeholder coordination and grievance redressal, 22 TPA-JAA coordination meetings were conducted during the year.

Capacity-building initiatives were further strengthened through the organisation of 10 NAPS workshops across multiple locations, engaging both establishments and students. These efforts contributed significantly to awareness generation and ecosystem strengthening, with targeted outreach also extended to prospective apprentices in the North-Eastern region.

The ASDC Support Portal successfully resolved 216 queries/issues, ensuring timely assistance to stakeholders. In addition, active participation in job fairs organised by NSDC and various State Governments supported broader employment promotion and skill development efforts.

Overall, FY 2025-26 reflects steady progress in strengthening institutional mechanisms, expanding outreach, and achieving key objectives. The focus going forward will remain on improving retention rates, enhancing assessment coverage, and further streamlining processes for more effective apprenticeship implementation.



NAPS WORKSHOPS - FY 2025-26

Sr No	Location	Date	WORKSHOP FOR
1	Kolkata	28-May-25	Students
2	Hosur	11-Jun-25	Establishment
3	Puducherry	18-Sep-25	Students
4	Chennai	19-Sep-25	Establishment
5	Raebareli	11-Nov-25	Students
6	Rohtak	25-Nov-25	Students
7	Jaipur	25-Dec-25	Students
8	Shillong	28-Jan-26	Students
9	Ludhiana	04-Feb-26	Establishment
10	Faridabad	19-Feb-26	Establishment
TOTAL			10

Key Highlights

Automotive Skills Development Council (ASDC) emerged as the No. 1 Sector Skill Council (SSC) in conducting NAPS workshops during FY 2025-26.

ASDC became the first SSC to organise NAPS workshops specifically for students, enabling early engagement of future apprentices.

It also achieved another milestone by being the first SSC to conduct a NAPS workshop in the North-Eastern region of India.

Puducherry witnessed its first-ever skill development event through ASDC's NAPS workshop for students, marking a significant outreach achievement.



2.3 Job Fairs & Career Events

Overview

ASDC continues to play a pivotal role in bridging the gap between skilled candidates and industry requirements through structured Job Fairs and Career Events conducted across multiple states.



Geographic Coverage

Job fairs were conducted across key states including Uttar Pradesh, Bihar, Maharashtra, Tamil Nadu, Rajasthan, Uttarakhand, Karnataka, Gujarat, Haryana, and Punjab, ensuring strong regional inclusivity and wider outreach.

Employer Participation

Leading employers from the Automotive, EV, Driving, and Dealership sectors actively participated, providing diverse employment opportunities across roles.

Candidate Profile

Candidates from varied educational backgrounds, including 10th, 12th, ITI, and Diploma holders, participated in the recruitment drives.

Outcomes & Impact

The job fairs facilitated significant employment generation, reflecting strong industry engagement and a healthy selection ratio.

2.4 Placement Support Services

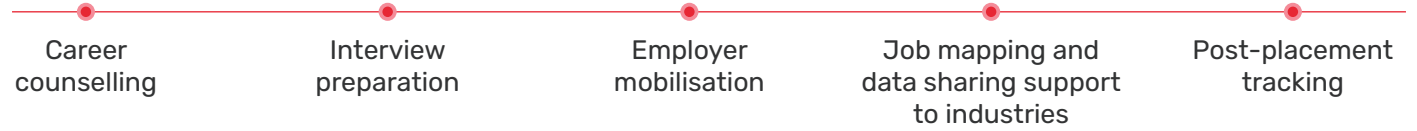
Overview

Automotive Skills Development Council (ASDC) provides end-to-end placement support services to ensure candidates are industry-ready and successfully placed in relevant job roles.

Key Metrics



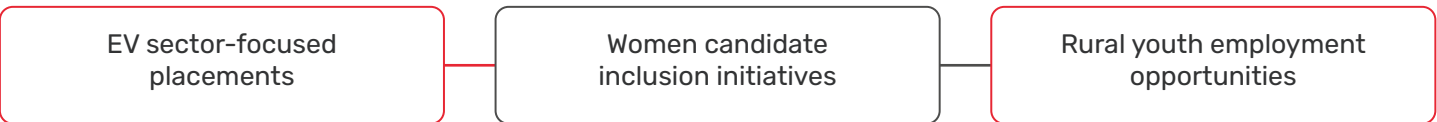
Support Activities



Industry Linkages

Strong partnerships with OEMs, dealerships, EV companies, driving partners, and TPAs enabled effective and sustained placement outcomes for trained candidates.

Special Initiatives



2.4.1 Domestic Placement

Placement Snapshot

✓

Job Offers:
14,000 (Interviews + Direct Placement Support)

✓

Total Domestic Placements:
9,750

✓

Average Placement Percentage:
70%

Key Recruiters

Hero MotoCorp, Maruti Suzuki, Royal Enfield, Tata Motors, Mahindra & Mahindra, Hyundai Motor, Honda Motor, JBM Group, Ola Electric, Ather Energy, and multiple TPAs.

Job Roles

↗

Service Technicians

↗

Sales Executives

↗

Drivers (LMV)

↗

EV Technicians

Job Roles

↗

Entry Level: ₹12,000 – ₹16,000

↗

Skilled Roles: ₹20,000 – ₹40,000

Placement Reach Across India

ASDC-trained candidates have secured placements across major automotive hubs and emerging mobility markets, including Delhi NCR, Patna, Lucknow, Jaipur, Kolkata, Agra, Gurugram, Bengaluru, Aurangabad, Chennai, and several other locations across the country. Placements are aligned with project requirements, dealership networks, and evolving industry demand.

Placement Trends

The placement ecosystem continues to witness consistent year-on-year growth, driven by increasing demand for skilled professionals in the automotive and electric vehicle (EV) sectors. Industry expansion, technological advancements, and the growing focus on organized service networks have further accelerated employment opportunities for certified candidates.

Success Story – Women Empowerment in Automotive

The Automotive Skills Development Council has played a significant role in promoting women’s participation in the automotive sector by training thousands of women in key job roles such as Automotive Service Technician, Sales Executive, and Driver.

These trained candidates have been successfully placed with leading automotive companies and dealership networks, where they are actively contributing to service operations, customer engagement, and mobility services. The initiative has not only enabled women to achieve sustainable livelihoods and financial independence but has also strengthened the industry by fostering a more skilled, inclusive and diverse workforce.



Dashboard Summary

Sr No	Particular	Count
1	Job Fairs Conducted	22
2	Candidates Supported	25,000
3	Job Offers to Candidates	14,000
4	Candidates Placed	9750
5	Employers Engaged	450
6	Average Placement	70%



Chapter 3: Academic Partnerships

3.1 School-Level Engagements

Under the Samagra Shiksha Programme, ASDC plays a key role in integrating vocational education within the school ecosystem, enabling students from Classes 10 and 12 to gain early exposure to automotive skills and industry-aligned learning. Through structured assessments and certification, ASDC ensures competency-based evaluation across theory, practical, and viva components, strengthening students’ employability and career readiness.

Over the years, ASDC has facilitated a steadily growing number of assessments across schools, reflecting the increasing adoption and impact of vocational training. These engagements have been instrumental in bridging the gap between education and employability while creating early awareness of career opportunities in the automotive sector.

3.1.1 Samagra Shiksha Programs

Samagra Shiksha Programme – ASDC Assessment Report

The Samagra Shiksha is a flagship initiative of the Government of India aimed at strengthening the school education ecosystem by integrating academic learning with vocational and skill-based education from pre-primary to senior secondary levels. The programme focuses on equipping students with employable skills from an early stage. Within this framework, vocational education in the automotive sector has gained significant traction, with Automotive Skills Development Council (ASDC) serving as a key assessment and certification body.

Overview of Vocational Integration

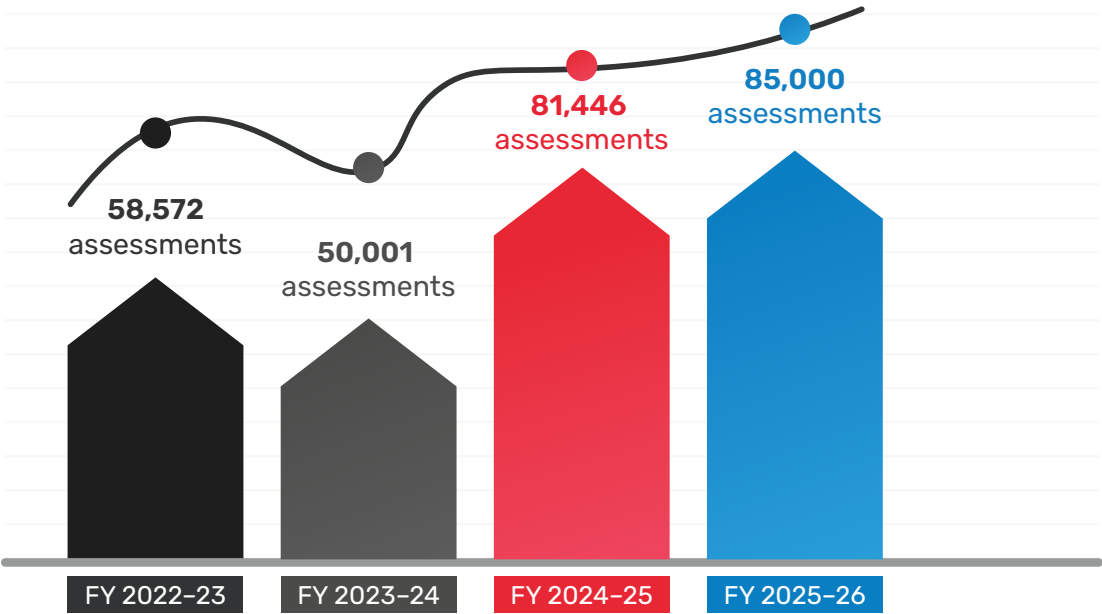
The programme aims to bridge the gap between education and employability through industry-aligned vocational courses at the school level. For students of Classes 10 and 12, it offers sector-specific training for entry-level automotive roles such as service technician and automotive assembly assistant.

ASDC, as the Sector Skill Council for the automotive industry, is responsible for developing Qualification Packs, defining Occupational Standards, and conducting assessments aligned with national skill frameworks, ensuring industry-relevant certification outcomes.

Assessment and Certification Framework

ASDC’s assessments under the programme are competency-based and include theory, practical, and viva evaluations. This holistic approach ensures students are evaluated on both knowledge and practical application, enhancing their readiness for employment and further skilling.

Assessment Performance (FY 2022–23 to FY 2025–26)



Key Impact

The initiative has enhanced student employability, provided early industry exposure, strengthened certification value, and improved awareness of automotive career pathways.

Conclusion

The Samagra Shiksha programme, supported by ASDC’s structured assessment framework, continues to play a vital role in strengthening vocational education and building a future-ready workforce for India’s automotive sector.

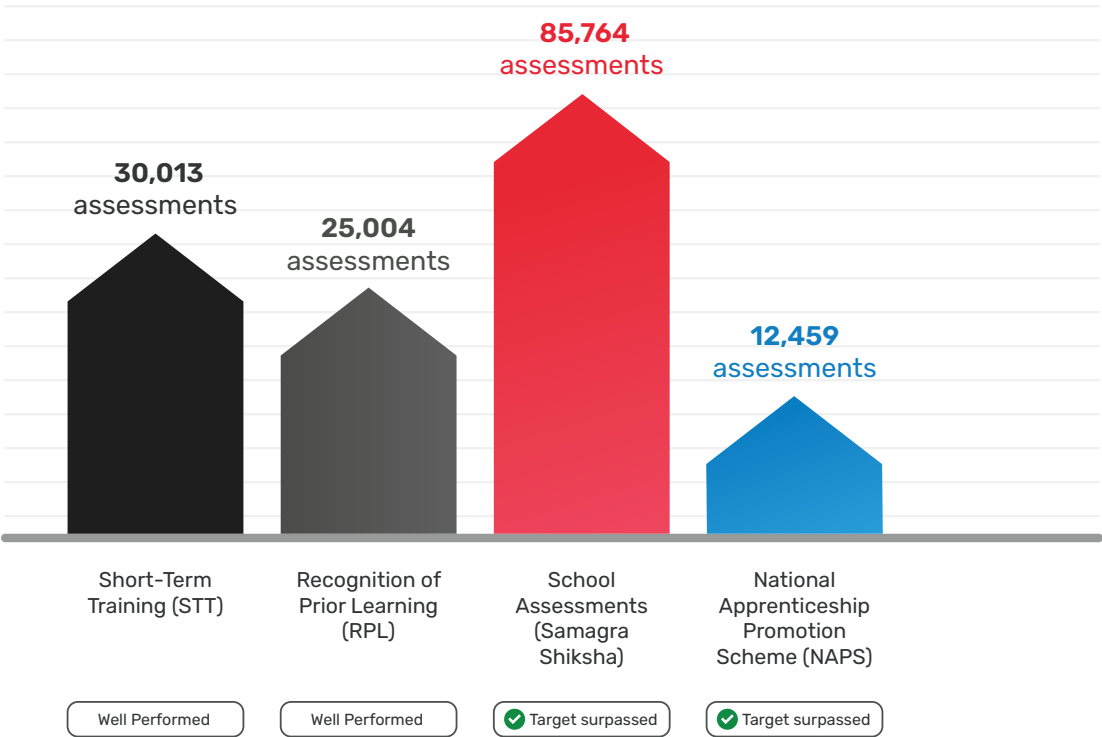


3.1.2 Assessment & Certification Overview

FY 2025–26 marked another year of strong growth and operational excellence for ASDC’s Assessment & Certification Division. As the Awarding Body for the automotive sector under NSQF, ASDC continued to strengthen the credibility of skill certification by delivering assessments at scale, expanding industry collaborations, and embracing digital transformation.

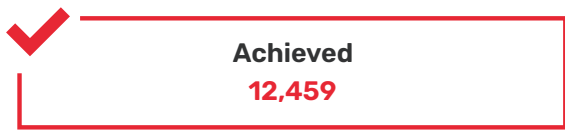
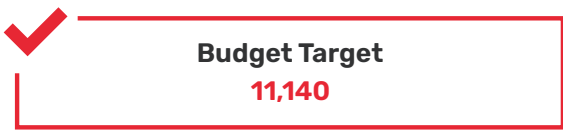
During the year, ASDC conducted over **1.53 lakh assessments** across government, institutional, and industry-led initiatives, enabling thousands of candidates to earn nationally recognized certifications and enhance their employability.

Scheme-wise Performance - FY 2025-26



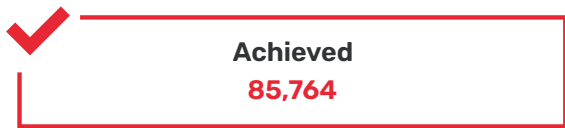
NAPS: Exceeding Expectations

The National Apprenticeship Promotion Scheme (NAPS) continued its strong momentum, with ASDC surpassing its annual target and further strengthening industry engagement within the apprenticeship ecosystem.



Empowering School Students through Vocational Education

School Assessments under Samagra Shiksha remained the largest contributor to assessment volumes during the year. By assessing more than 85,000 students, ASDC continued to promote vocational education and career awareness among young learners.



BAJAJ BEST: Scaling Industry-Academia Collaboration

One of the standout achievements of FY 2025–26 was the remarkable growth of the BAJAJ BEST programme. The initiative witnessed a 126% increase in certifications, expanding its reach across leading engineering institutions and strengthening industry-academia partnerships.

Institution	FY 24-25	FY 25-26
Symbiosis Institute of Technology, Pune	209	288
People's Education Society, Bengaluru	87	183
SASTRA University, Thanjavur	105	242
Shiksha Mandal's Bajaj Inst. of Tech., Wardha		137
C V Raman Global University, Odisha		24
UPES, Dehradun		34
Total	401	908

Digital Certification & Industry Partnerships

DigiLocker-Based Digital Certification

ASDC successfully introduced DigiLocker-based digital certification, enabling candidates to access secure, verifiable, and readily shareable credentials. The initiative marks a significant step towards a more accessible and technology-driven certification ecosystem.

CSR & Market Led Assessments

ASDC conducted **14,360 assessments** through CSR and industry-led initiatives in partnership with leading automotive and industrial organizations, strengthening industry confidence in ASDC certifications.

Sr No	Industry Partner	Sector / Programme
1	Maruti Suzuki India Limited	Automotive / CSR Skilling
2	Hero MotoCorp Limited	Two-Wheeler / CSR Training
3	Bajaj Auto Limited	Automotive / BEST Programme
4	BPCL (Bharat Petroleum Corp. Ltd.)	Allied Sector / CSR Training
5	80+ OEMs & Industry Partners	Pan-India Assessment Network/ CSR Training

Quality Assurance

ASDC continued to uphold the highest standards of assessment integrity through standardized processes, certified assessors, periodic audits, effective grievance redressal, and continuous alignment with NSQF standards.

Strategic Way Forward – FY 2026–27

ASDC will focus on expanding apprenticeship and institutional assessments, strengthening industry partnerships, introducing emerging technology job roles, and enhancing digital assessment capabilities.

Focus Area	Strategic Action
STT & RPL Performance	Enhanced training partner engagement and real-time tracking
NAPS Expansion	New employer partnerships across additional states and regions
EV & New Technologies	Introduce EV and Industry 4.0 job roles into NSQF framework
Digital Assessment	AI-based proctoring and digital assessment platform rollout
BAJAJ BEST Scale-Up	Expand to additional universities; target 1,500+ certifications
CSR Portfolio	Onboard new OEM and Tier-1 partners for CSR assessments
State Government	Deepen vocational assessment integration with state departments
Monitoring Systems	Strengthen tracking, reporting, and grievance mechanisms

FY 2025–26 was a year of strong growth and innovation for ASDC's Assessment & Certification Division. Through large-scale assessments, digital transformation, and industry collaboration, ASDC continued to strengthen the credibility and reach of skill certification across the automotive sector.



3.2 Higher Education Engagements

Overview:

In alignment with the National Education Policy 2020, our institution prioritizes practical training and skill development alongside traditional academics. Our short-term certificate courses aim to bridge the skill gap and enhance career prospects for individuals seeking to thrive in today's dynamic job market.



NEP 2020 is built on the foundational pillars of Access, Equity, Quality, Affordability and Accountability



This policy is aligned with the 2030 Agenda for Sustainable Development



This policy aims to transform India into a vibrant knowledge society and global knowledge superpower by promoting holistic, flexible, multidisciplinary and high-quality education aligned with 21st-century needs.

3.2.1 Short Term Program

Focus Area: NEP Implementation at Educational Institutions Development of Credit-Based Skill Qualifications in Emerging Technologies

As part of its commitment to aligning with the National Education Policy (NEP) 2020, the Automotive Skills Development Council (ASDC) has taken significant steps toward integrating skill-based education within the higher education ecosystem. In line with NEP's emphasis on holistic and multidisciplinary learning, ASDC is developing credit-linked, 60-hour short-term skill-based qualifications in cutting-edge technologies, designed to be offered as elective courses across Higher Educational Institutions (HEIs).

Target Audience:



Third-year UG students preparing for either higher studies or the workforce



Students seeking elective, skill-based learning that improves job readiness

Eligibility Criteria for Institutions:



Must be recognized under **Section 2(f) of the UGC Act, 1956**



Required internal approvals (Governing Body, Council, or Board)



Must have infrastructure and training capacity to deliver technical skill courses

Additional Highlights:



Courses based on detailed **skill gap analysis** and **industry demand**



Delivery supported by industry professionals and subject matter experts



Institutions encouraged to establish Centers for Skill Development



Each center must publish course details, eligibility, and placement outcomes online

List of job role:

Sr No	Occupation	QP/Job Role Name	Job Role ID	NSQF Level	Total Course Duration in Hrs
1	Automotive Product Designing	Computer Aided Product Design	ASC/N8114	5.5	60
2	Automotive Product Designing	Product Reverse Engineering	ASC/N8115	5.5	60
3	Automotive Product Development	Industrial Robotic System Planning	ASC/N8353	5.5	60
4	Automotive Product Development	Industrial Robotic System Integration	ASC/N8352	5.5	60
5	Production Engineering	Advanced Course in Data Analysis (Manufacturing)	ASC/N6460	5.5	60
6	Production Engineering	Foundation course in Data Analysis (Manufacturing)	ASC/N6461	5.5	60
7	Production Engineering	IIOT Application in Cyber Security (Manufacturing)	ASC/N6462	5.5	60
8	Production Engineering	IIOT Application in Predictive Maintenance (Manufacturing)	ASC/N6463	5.5	60
9	Production Engineering	Fundamentals of Low-Cost Automation in Manufacturing Process	ASC/N6464	5.5	60
10	Automotive Product Designing	Fundamentals of Automotive Functional Safety Design	ASC/N8116	5.5	60
11	Automotive Product Designing	Fundamentals of Connected Vehicle (V2X) Technology	ASC/N8117	5.5	60
12	Automotive Product Designing	Fundamentals of Electric Vehicle Battery Pack Design	ASC/N8118	5.5	60
13	Automotive Product Designing	Fundamentals of Electric Vehicle Powertrain Design	ASC/N8119	5.5	60
14	Automotive Product Designing	Foundation course in Flex Fuel Engine Design	ASC/N8120	5.5	60
15	Vehicle Sales	Automotive Loans and Financing	ASC/N1013	5	60
16	ASC/N1013	Automotive Loans and Financing	ASC/N1014	5	60

Eicher Van – Awareness Session held at HEIs

- MOU signing events showcased through institutional and industry collaboration photographs
- Eicher Van awareness sessions conducted across HEIs, providing students with hands-on exposure to Eicher products and technologies
- Sessions combined classroom learning with practical interaction inside the van, enabling real-time industry exposure and skill development



MOU with AICTE:



ASDC has entered into a strategic partnership with the All India Council for Technical Education (AICTE) to strengthen India's automotive education and skilling ecosystem. The collaboration aims to bridge the gap between academia and industry by aligning technical education with evolving mobility sector requirements.

Key focus areas include faculty and student development, institutional capacity building, and promotion of research and innovation in the automotive sector. ASDC will act as a knowledge partner by providing technical expertise, co-hosting initiatives, and enabling industry-academia collaboration for enhanced learning outcomes.



3.2.2 Bachelor of Vocation (B.Voc) Programs

ASDC has introduced B.Voc programs across multiple educational institutions with the objective of promoting industry-integrated and skill-oriented education in alignment with AICTE guidelines and the National Credit Framework (NCrF). The initiative is designed to bridge the gap between academic learning and industry requirements by incorporating practical training, hands-on learning experiences, and sector-relevant competencies into the curriculum.

The programs are structured to provide students with workplace-ready skills, enhancing their employability and preparing them for evolving industry demands. In addition to technical knowledge, the curriculum emphasizes experiential learning through apprenticeship opportunities, industry exposure, and application-based training methodologies.

Furthermore, the B.Voc framework supports academic mobility and progression by enabling students to pursue minor degree pathways and credit-based learning models. Through this initiative, ASDC aims to strengthen vocational education, encourage industry-academia collaboration, and create a sustainable ecosystem for skill development and career advancement.

Key Highlights:



Industry Collaboration: Courses designed with input from automotive industry partners.

Domains Covered:



Automotive Service



Electric Vehicles (EV)



Manufacturing



Mechatronics



Product & Vehicle Design

Student Participation: In 2024, 246+ students trained and assessed across specialisations.

As per NEP 2020:

- Programs aligned with Apprenticeship Embedded Degree Models.
- Academic credits awarded for skill-based learning modules.
- Courses match NSQF levels for national portability.

Program Features:



Modular structure with exit options.



Real-time exposure through labs and internships.



Industry certification and placement assistance.

NEP Credit-Based Certificate Courses

As part of NEP 2020 implementation, ASDC introduced 60-hour, credit-based short-term skill qualifications to be offered as electives by HEIs. These programmes enhance employability, offer credit-based certifications, and include expert-led sessions along with industry visits and internships, ensuring strong real-world exposure and improved job readiness.

Our short-term certificate courses offer the following advantages:

Exposure to future technologies

Development of practical, industry-relevant skills valued by employers

Enhancement of existing knowledge and qualifications

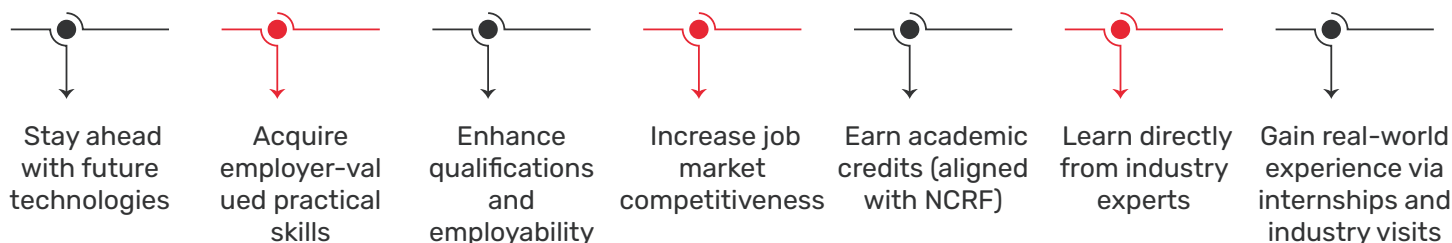
Improved marketability and better job prospects

Credit-based certification opportunities

Learning from industry experts through dedicated sessions

Access to industry visits and internships for real-world exposure

Benefits for HEIs and Students:



3.2.3 Skill Labs

To strengthen experiential learning and align education with evolving industry requirements, ASDC has established advanced Skill Labs and Centres of Excellence (CoEs). These initiatives bridge the gap between theoretical learning and practical exposure in emerging areas such as Electric Vehicles (EVs), smart manufacturing, robotics, artificial intelligence, and Industry 4.0 technologies.

The Skill Labs offer hands-on training through smart manufacturing and AI-enabled laboratories, EV battery testing and BMS systems, and integrated innovation facilities within institutions. This enables learners to gain

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The Skill Labs offer hands-on training through smart manufacturing and AI-enabled laboratories, EV battery testing and BMS systems, and integrated innovation facilities within institutions. This enables learners to gain practical exposure to real-world automotive systems and simulation platforms, enhancing technical competence, employability, and innovation capability.

Aligned with the National Education Policy (NEP) 2020, these initiatives promote vocational education, reduce drop-out rates, and encourage multidisciplinary career pathways. Overall, the Skill Labs create a strong ecosystem for industry-ready talent development and future technology readiness in the automotive sector.

List of Established Labs

Sl.N	Institutions/ Partner Name	Location	Lab Type
1	Saveetha University	Chennai	Electric Vehicle Lab
2	Learning Hub	Kolkata	Electric Vehicle Lab
3	Government Industrial Training Institute	Rasanpur, Odisha	Electric Vehicle Lab
4	Government Polytechnic	Sonepur, Odisha	Electric Vehicle Lab
5	Hindustan Educational Institutions, Coimbatore	Coimbatore, Tamil Nadu	Electric Vehicle Lab
6	United Group of Institutions	Prayagraj, Uttar Pradesh	ECE Lab (Advanced IoT, IIoT, AI/ML & FPGA Development Systems)
7	Chrisnela Pty Ltd, Sa	South Africa	Electric Vehicle Lab

Skill Labs equip students with practical competencies in emerging technologies, enabling industry-relevant skills and future-ready career pathways.

Current Demand Areas

- Passenger, commercial, and heavy vehicle technicians
- Vehicle mechatronics technicians
- Paint and body technicians
- Industrial mechatronics technicians



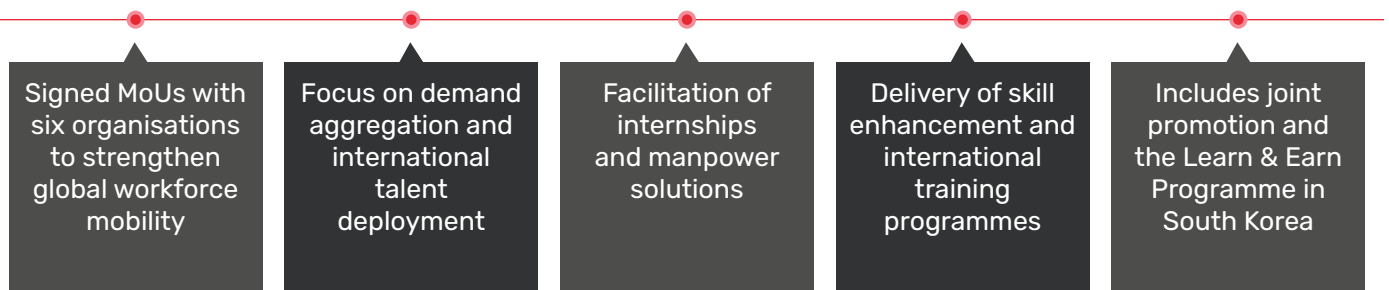
3.2.4 International Partnerships

ASDC has launched a dedicated International Engagement and Placement vertical to create structured pathways for Indian talent in global employment markets, with a strong focus on the automotive sector.

The initiative enhances global employability through internationally aligned training in technical skills, soft skills, and language proficiency. By collaborating with global employers, government and MEA-approved recruitment agencies, and training partners, ASDC is enabling seamless overseas mobility and certification recognition.

This strategic effort aims to position India as a preferred global source of skilled and certified automotive talent while creating international career opportunities for Indian professionals.

OUR PARTNERSHIPS



Focus Area: Creating global employment and internship opportunities for Indian talent in the automotive sector through strategic international collaborations.

Global Workforce Mobility

Enabling international employment and internship opportunities for skilled Indian automotive professionals

Promoting Learn & Earn and Ausbildung (Germany's dual vocational training model) programmes

Facilitating demand-led global placements across key international markets

Global Curriculum & Skill Alignment

- Integrating ASDC-certified automotive skills with global standards

- Offering technical training combined with language pathways, including B1-level German proficiency

Strategic Global Partnerships

- Collaborating with international employers, OEMs, and recruitment agencies such as Kukje India Group

- Promoting placements, internships, and upskilling through joint initiatives and co-branded platforms

Key Initiatives

Launch of the Learn & Earn Programme in South Korea through ConnectED, a Kukje India Group initiative

Promotion of global education and career pathways through webinars and seminars in schools and colleges

Focus areas include Smart Car Engineering, Smart Mobility, and Semiconductor & Electronic Engineering

Key Achievement

- Conducted online interviews for **100+** heavy vehicle driver candidates

- **52** candidates selected for placements in Romania, with work permits received for 19 candidates



Chapter 4: Celebrating Skills & Innovation

4.1 Participation in WorldSkills

WorldSkills Asia Taipei 2025



The WorldSkills Asia Competition 2025, held from 27–29 November 2025 at the Nangang Exhibition Center, Taipei, brought together skilled youth from across Asia to compete in advanced technical and vocational skill categories. Representing India, ASDC participated in the Robot System Integration and Industrial Control categories in partnership with leading industry organizations.

India secured a Bronze Medal in the Robot System Integration category, highlighting the technical capability, innovation, and global competitiveness of Indian youth in emerging manufacturing and automation technologies. The participation further strengthened India’s presence on the international skilling platform and reinforced ASDC’s commitment to promoting world-class skill development through strong industry collaborations and advanced training ecosystems.

Indian Participants – WorldSkills Asia Taipei 2025

Skill Category	Competitor Name	Expert Name	Training Partner	Training Location
Robot System Integration	Dinesh R Shivam	Arjun Naresh	Fanuc India	Bengaluru
Industrial Control	Sumit	Rajesh Patil	Schneider Electric India	Kashipur, Uttar Pradesh



Global Skills Challenge Australia 2026

ASDC represented India at the Global Skills Challenge Australia 2026, held in New South Wales from 27 August to 1 September 2026, across three skill categories: Additive Manufacturing, Automobile Technology and Industrial Mechanics.

The team gained valuable international exposure and benchmarking experience ahead of WorldSkills Shanghai 2026.

Highlight: Gold Medal in Additive Manufacturing, showcasing India's excellence in advanced skills on the global stage.



ASDC successfully managed 10 key skill categories under IndiaSkills Competition 2025–26 as part of India's preparation roadmap for the WorldSkills Competition Shanghai 2026. The initiative focused on future-ready and automotive sector skills including Automobile Technology, Additive Manufacturing, Industry 4.0, Welding, Industrial Control, Industrial Mechanics, and Robot Systems Integration.

A structured competition ecosystem comprising District, State, Regional, and National-level competitions was implemented to identify, train, and nurture skilled youth talent across the country. The competition witnessed an overwhelming response with 49,732 registrations under ASDC-managed skill categories, contributing 13.74% of the total IndiaSkills registrations nationwide.

Regional and National competitions were conducted in collaboration with leading industry partners such as FANUC, NAMTECH, SANY India, Lincoln Electric India, Hero Gurukul, Axalta Coating Systems, and iACE, ensuring participants received industry exposure and practical skill-based assessments aligned with global standards.

Outstanding performers across all categories were awarded Gold, Silver, and Bronze medals, recognizing excellence in automotive and advanced manufacturing skills. The top-performing competitors and teams will now undergo advanced domestic and international training, along with Technical Skill Assessments (TSAs), to finalize India's representatives for the WorldSkills Competition Shanghai 2026.

Through these initiatives, ASDC continues to strengthen India's global skilling ecosystem by fostering technical excellence, industry partnerships, innovation, and international exposure opportunities for the country's youth.

Skill Categories Under ASDC

S. No.	Skill Category	Skill No.	Eligibility (Born on or After)	Participation Type
1	Additive Manufacturing	57	01 January 2001	Individual
2	Autobody Repair	13	01 January 2004	Individual
3	Automobile Technology	33	01 January 2004	Individual
4	Car Painting	33	01 January 2004	Individual
5	Heavy Vehicle Technology	49	01 January 2004	Individual
6	Industry 4.0	48	01 January 2001	Team of 2
7	Industrial Control	19	01 January 2004	Individual
8	Industrial Mechanics	01	01 January 2004	Individual
9	Robot Systems Integration	63	01 January 2001	Team of 2
10	Welding	10	01 January 2004	Individual

Way Forward – WorldSkills Shanghai 2026

The top-performing competitors and teams from IndiaSkills 2025–26 will undergo advanced domestic and international training, along with Technical Skill Assessments (TSAs), to finalize India's representatives for WorldSkills Competition 2026. ASDC remains committed to strengthening India's global skilling ecosystem through industry partnerships, technical excellence, and international exposure opportunities.



4.2 NAO in Partnership with CBSE



National Automotive Olympiad 2025

The Automotive Skills Development Council (ASDC) flagship initiative, the National Automotive Olympiad (NAO) 2025, achieved unprecedented scale and impact in its mission to nurture early interest and excellence in the mobility sector.

The programme recorded **1,37,459** registrations, reflecting a nearly 4.4-fold increase over the previous year. A total of **46,027** students successfully completed assessments, more than tripling participation levels compared to 2024. The Grand Finale, held at Toyota Kirloskar Motor, Bidadi, brought together the top **190** finalists for an immersive industry exposure experience, further strengthening industry-academia collaboration.

The Olympiad expanded its footprint across **911** schools in **26** states, while also strengthening its global reach with participation from 5 countries, up from 3 in previous editions.

The Grand Finale brought together the top 190 finalists for an immersive industry exposure visit at the Toyota Kirloskar Motor manufacturing facility, offering firsthand experience of real-world automotive operations.

NAO 2025 successfully bridged classroom learning with industry exposure, reinforcing its role in building a future-ready talent pipeline for India's evolving mobility ecosystem.

Sr No	Particulars	2022	2023	2024	2025
1	Registration	6,457	32,253	31,287	1,37,459
2	Assessed	5,126	15,269	15,035	46,027
3	Schools	93	894	527	911
4	State	23	23	23	26
5	Countries	3	3	3	5



Schools Engagement

Automotive Skills Development Council (ASDC) participated in the CBSE 3rd National Summit on Facilitating School to Work Transition and Skill Expo, organised by Central Board of Secondary Education (CBSE) on 23 August 2025 at Chennai.

ASDC showcased its Next-Gen Mobility Learning Solution, highlighting future-ready technologies and skill-based learning aligned with the National Education Policy (NEP) 2020. The exhibit attracted engagement from educators, students, and policymakers, further strengthening ASDC's visibility and contribution to the school-to-work transition ecosystem.



Chapter 5: Strengthening Capacity

5.1 Course Development & Curriculum Design

The Automotive Skill Development ecosystem plays a vital role in building a future-ready workforce for the evolving mobility sector. A strong emphasis is placed on developing industry-relevant and forward-looking courses that align with the rapidly changing automotive landscape.

With the sector transitioning towards electric, hybrid, and digitally enabled technologies, the need for dynamic and adaptable curriculum has become increasingly important. The curriculum development approach is guided by industry collaboration, national skill standards, and emerging technological trends, ensuring strong alignment with initiatives such as **Skill India** and **Make in India**.

Industry-Driven Content Development

The curriculum is developed through close engagement with key stakeholders, including automotive OEMs, Tier-1 suppliers, training institutions, and academic partners. This collaborative approach ensures alignment of all programmes with real-world job roles and industry expectations.

All courses are structured in accordance with National Occupational Standards (NOS) and Qualification Packs (QPs), enabling learners to acquire practical, job-ready skills across key areas such as manufacturing, research and development, service and maintenance, sales and transportation. This framework ensures strong domain expertise while also supporting skill diversification in line with evolving industry needs.

Quality Assurance and Continuous Improvement

A robust mechanism for content validation, expert review, and periodic updation ensures that all courses remain relevant, current, and effective. Continuous industry feedback is systematically integrated to further enhance the quality of curriculum and its delivery.

Through these efforts, the organization remains committed to delivering high-quality, future-ready training programmes that enhance employability and support long-term career progression.

Domain-wise Distribution of Qualification Packs (QPs) and EV Roles – FY 2025–2026

The domain-wise distribution indicates that Manufacturing accounted for 55 roles (51 QPs and 4 EVs), followed by Service with 25 roles (22 QPs and 3 EVs). The Research & Development domain contributed 15 roles (11 QPs and 4 EVs), while Road Transportation included 9 roles (5 QPs and 4 EVs). The Sales domain comprised 8 roles, all under QPs.

Overall, the portfolio spans 112 roles, including 97 QPs and 15 EVs.

Domain	Number of Job Role	EV Job Roles	Total
Manufacturing	51	4	55
Service	22	4	25
Sales	8	0	8
Road Transportation	5	4	9
Research & Development	11	4	15
Total	97	15	112

5.2 E-Learning Initiatives

ASDC has significantly expanded its E-learning capabilities to meet the growing demand for flexible, technology-enabled, and inclusive skilling solutions. This initiative is being driven in close collaboration with leading automotive OEMs and reputed training institutions, ensuring that the content remains aligned with industry expectations and evolving workforce requirements.

Expanded Digital Course Portfolio

The E-learning platform currently offers 50+ courses across technical and non-technical domains. Designed with a focus on inclusivity, the courses are available in both English and Hindi, enabling learners from diverse regions to access and benefit from the content. During FY 2025–26, the platform recorded strong engagement with over 18,000 enrolments, reflecting its growing reach and relevance among learners.

Focus on Emerging and Industry-Relevant Skills

The platform is continuously updated to reflect the latest industry trends and technological advancements. New courses have been introduced in specialized areas, including liquid nitrogen applications, ensuring alignment with evolving technical requirements.

In addition to technical training, dedicated modules on employability skills have been incorporated, focusing on communication, workplace readiness, and problem-solving abilities.



Flexible and Learner-Centric Approach

- ✓ **Anytime, Anywhere Access:**
Enables learners to access courses across devices, ensuring flexibility and convenience.
- ✓ **Self-Paced Learning:**
Allows individuals to learn at their own pace, catering to diverse learning needs and schedules.
- ✓ **Interactive Learning Experience:**
Features a user-friendly interface designed to enhance engagement and ease of navigation.
- ✓ **Integrated Assessment & Certification:**
Provides structured evaluations and industry-recognized certifications to validate learning outcomes and enhance employability.

Continuous Content Enhancement

Regular updates and continuous improvements ensure that course content remains relevant, practical and aligned with industry expectations. The adoption of modern digital learning methodologies further enhances learner engagement and improves learning outcomes.

Through its E-learning initiatives, the organization continues to bridge skill gaps, expand access, and promote lifelong learning, contributing to a more skilled and employable workforce.

ASDC has developed a portfolio of 52 e-learning courses in both Hindi and English, ensuring wider accessibility and inclusivity across diverse learner segments. These courses have been designed in collaboration with key industry and knowledge partners, including Eicher, Bolt Earth, Toyota, Google, Wadhvani Foundation, school programmes, Bikedost, and Simulanis, leveraging their domain expertise and industry insights.

5.3 Training of Trainers (ToT) & Assessors (ToA)

The Automotive Skills Development Council (ASDC) has revamped its Training of Trainers (ToT) and certification framework for FY 2025–26, with a strong focus on Electric Vehicles (EVs), Industry 4.0 roles, and gender inclusivity. The updated approach ensures trainers are both skilled educators and technical experts in future mobility.

Promoting women's participation remains central to ASDC's strategy, with a clear shift from training female candidates to certifying female trainers—strengthening inclusivity and leadership in the automotive sector.

Women Trainer Stats & Impact

The Automotive Skills Development Council (ASDC) is strengthening women's representation in its trainer ecosystem to drive inclusive learning. While women form ~15% of the automotive workforce, up to 30% seats in select training programs are reserved for them.

A growing pool of women trainers is emerging in EV and soft-skill domains. Key ToT initiatives like Saksham II have certified women in roles such as Automotive Telecaller and Showroom Host, enabling them to mentor future talent.

Integrated Trainer & ToT Ecosystem

The Automotive Skills Development Council (ASDC) has strengthened its Training of Trainers (ToT) ecosystem to ensure consistent, high-quality instruction across its network. A centralized Trainers Portal streamlines the journey from eligibility to advanced certification, creating a future-ready trainer base.

Specialized ToT programs in Electric Vehicle servicing are bridging critical skill gaps in green mobility. All training is aligned with the National Skills Qualification Framework (NSQF) and regularly reviewed by the Qualification Review Committee (QRC).

With 723 certified trainers and 250+ training hubs nationwide, ASDC also maintains a national master trainer pool on the Skill India Portal for transparency and real-time capacity tracking.

Linked Futuristic Job Roles for Trainers

Training programs under the Automotive Skills Development Council (ASDC) are now closely aligned with Industry 4.0 and EV specializations. Trainers are being upskilled for key roles such as Electric Vehicle Service Technician and EV Quality Control Inspector.

The curriculum also connects trainers to advanced Design & R&D roles (NSQF Level 5.5–8), including Automotive Product Development and Sustainable Battery Pack Design. In addition, emerging roles in Data & AI—such as Automotive Dealership Data Science Specialists—are being integrated, with a focus on predictive analytics and IoT-driven diagnostics.

Trainer Eligibility & Experience Requirements

The Automotive Skills Development Council (ASDC) aligns trainer eligibility strictly with the National Skills Qualification Framework (NSQF), with requirements defined by qualification level and job role.

Engineering graduates (B.E./B.Tech) typically require 4–5 years of industry experience along with 1 year of training experience for advanced technical roles. Diploma holders are expected to have 5–6 years of industry experience and 1 year of training exposure.

ITI/NSQF-certified professionals (Level 4–5) generally require 3 years of industry experience plus 1 year of training experience. Master Trainers must possess advanced facilitation skills and are often certified under the “Lead Trainer” qualification pack to effectively manage learner-centric training environments.

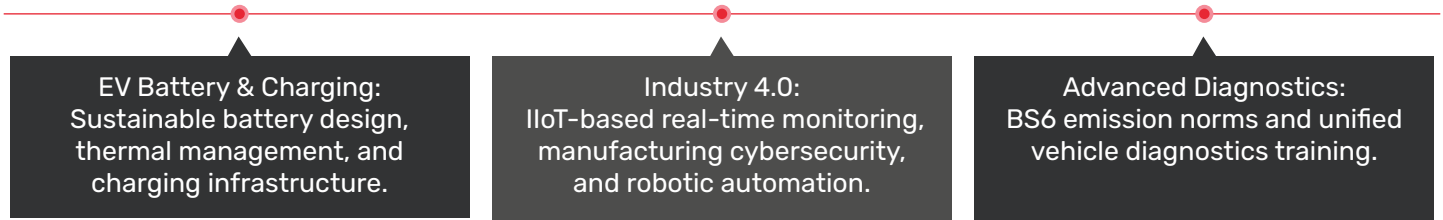
Training of Trainers (ToT) Program Structure

The Automotive Skills Development Council (ASDC) ToT program ensures trainers are skilled in both technical domains and modern pedagogy. It follows a blended learning model combining online and hands-on training for future-focused roles.

For specialized areas such as EV powertrain design, a minimum score of 80% in the relevant Qualification Pack is required, along with a recommended 80%+ certification in “Trainer (VET and Skills)” to ensure training quality and consistency.

Futuristic Specializations for Trainers

The Automotive Skills Development Council (ASDC) is strengthening trainer capabilities across next-generation automotive technologies:



Training of Assessors (ToA)

The Automotive Skills Development Council (ASDC) Assessor role is a critical link between training and employment, ensuring industry-ready skill validation amid the rise of EVs and Industry 4.0.

The Training of Assessors (ToA) program serves as the final quality assurance stage, where certified industry experts evaluate learner competency against defined standards. Assessors act as custodians of industry benchmarks and are in high demand across 35+ emerging job roles requiring advanced technical validation.

All assessments are conducted through third-party Assessment Bodies using ASDC-approved, active industry professionals to ensure transparency and credibility.

Training of Trainers (TOT)			
FY 2024-25	FY 2025-26	FY 2026-27	Till Date
186	455	118	759

Training of Assessors (TOA)			
FY 2024-25	FY 2025-26	FY 2026-27	Till Date
220	78	74	372

Assessment Focus & Outcomes

Evaluation Focus:
Assessments include rigorous practical exams and face-to-face Viva evaluations to test real-world readiness

Current Metrics:
As of early 2026, ASDC has completed 100 ToA programs, with 91 existing assessors upgraded.

Merged Ecosystem: ToT to ToA Link

The Automotive Skills Development Council (ASDC) ensures a strong feedback loop between Training (ToT) and Assessment (ToA) to uphold certification quality and industry relevance.

Digital Integration:
Trainers and assessors are tracked through the Skill India Portal for transparency and monitoring.

Futuristic Alignment:
Assessors are trained on 35+ EV-focused Qualification Packs, including EV powertrain design and IIoT-based predictive maintenance.

Gender Inclusion:
Women industry experts are being encouraged to join the assessor pool, especially in dealer sales support and service advisory roles.

Digital Quality Controls

To eliminate bias, the assessment process is digitized.

✓ **Human-Intervention-Free:**
Assessments for certain modules are entirely automated to ensure consistent scoring.

✓ **Evidence-Based:**
Viva and practical scores are uploaded in real-time to the Skill India dashboard to prevent data manipulation.

Strategic Career Growth & Opportunities

Independent Consulting:

Work with multiple empanelled assessment agencies.

Industry Recognition:

Established as subject matter experts contributing to workforce quality.

Global Mobility:

Aligned with international standards via World Skills benchmarks.

Career Progression:

Opportunities to advance as Master or Lead Assessors overseeing assessment systems.



Chapter 6: Celebrating Skills & Innovation

6.1 Empowering Women Through Skills

The Automotive Skills Development Council (ASDC) is committed to inclusive growth by empowering women through industry-aligned skill development programs. Focused on enhancing participation in the automotive sector, ASDC equips women with technical, employability, and soft skills for sustainable careers.

Flagship initiatives such as SAKSHAM (supported by Hero MotoCorp) have trained thousands of women in automotive sales and service roles, enabling strong industry placement outcomes. Similarly, the Umeed project (supported by JSW Foundation) has strengthened women’s financial independence through targeted skilling and capacity building. Through such initiatives, ASDC continues to promote gender diversity in a traditionally male-dominated sector, enabling long-term career growth and contributing to broader socio-economic development.

12000+ females trained in dealership roles.

Key Impact Highlights

Pan-India Implementation:
Women-focused programs successfully delivered across multiple states, ensuring wide outreach and inclusion.

Women-Centric Approach:
Dedicated programs exclusively designed for women to promote gender inclusion in the automotive sector.

Placement Opportunities:
Strong focus on employment outcomes, with trained candidates placed in relevant job roles.

Strong Industry Partnerships:
Collaborations with leading organizations like Hero MotoCorp and JSW Foundation to drive impactful CSR initiatives.

Economic Empowerment:
Women beneficiaries achieving financial independence and contributing to household incomes

Breaking Stereotypes:
Encouraging women’s participation in a traditionally male-dominated industry.

Holistic Development:
Integration of soft skills, communication, and workplace readiness alongside technical training.

Scalable Model:
A sustainable and replicable approach to CSR-led skill development initiatives.



6.2 Diploma & Advanced Learning Programs

ASDC Diploma Programme

The Automotive Skills Development Council (ASDC) Diploma Programme is a structured vocational initiative designed to bridge the gap between academic learning and industry requirements. Aligned with the National Council for Vocational Education and Training (NCVT) and the National Skills Qualification Framework (NSQF), it supports the vision of the National Education Policy (NEP) 2020 by promoting skill-based, employability-focused education.

Programme Overview

The Automotive Skills Development Council (ASDC) Diploma Programme provides industry-relevant technical knowledge, hands-on training, and on-the-job exposure to prepare learners for careers in the automotive and manufacturing sectors.

With multiple entry and exit pathways, the programme ensures flexibility and accessibility for learners from diverse educational backgrounds.

Key Features

The Automotive Skills Development Council (ASDC) Diploma Programme offers:

NSQF-aligned, nationally recognized diploma certification

Industry-oriented curriculum combining theory, practical training, and workplace exposure

Flexible pathways: 3-year diploma after Class 10 or 2-year diploma after Class 12

Credit-based structure with progressive certifications at each stage

Strong focus on employability through skill-based learning and assessment

Full compliance with national vocational education standards

ASDC Diploma Program- Current Status

S.N	Diploma Name	Partner Signed	Training Locations	Total Enrolled
1	Diploma in Manufacturing Technology	8	12	917
2	Diploma in Automobile Technology (Service)	4	4	347
Total		12	16	1264

Partner in Manufacturing Technology

- Sellowrap Industries Ltd (Ranipet)
- Hero MotoCorp Ltd (Manesar)
- TeamLease Foundation
- Subros Ltd (Manesar, Karsanpura, Noida, Pune, Chennai)
- Lumax Mannoh Allied Technologies Ltd (Manesar)
- Sansera Engineering Ltd (Bengaluru)
- Global Autotech Ltd (Noida)
- Anjali Foundation (Gurugram)

Partner in Automobile Technology Services)

- George Telegraph Training Institute (Kolkata)
- Kuttukaran Foundation (Thrissur)
- Frostees India Pvt. Ltd. (Kolkata)
- Automobile Doctor India Pvt. Ltd (Bhubaneswar)

6.3 ASDC Operated Training Centers

Bajaj STEP Programme

The Bajaj Service Technician Excellence Program (STEP) is a flagship CSR initiative by Bajaj Auto, implemented in collaboration with the Automotive Skills Development Council (ASDC), to develop skilled talent for the two-wheeler service sector.

The programme empowers youth and roadside mechanics with future-ready, industry-aligned skills, improving employability and enabling transition into structured service careers.

STEP delivers blended training combining classroom learning with hands-on shopfloor exposure, focusing on product knowledge, advanced diagnostics, and service centre operations.

Through this initiative, Bajaj Auto contributes to workforce development, inclusion, and the creation of a skilled, future-ready automotive service ecosystem.



Chapter 7: Communication & Outreach

7.1 Social Media Presence

The Automotive Skills Development Council (ASDC) maintains an active digital presence across leading social media platforms to enhance outreach and engagement with stakeholders. Through regular updates, success stories, and programme highlights, ASDC strengthens awareness of its initiatives, promotes skill development opportunities, and connects with youth, industry partners, and training ecosystem stakeholders nationwide.

Interactive Bees

The Automotive Skills Development Council (ASDC) is continuously strengthening its outreach and engagement across the automotive ecosystem through strategic communication.

To support this vision, ASDC partnered with Interactive Bees, a leading 360-degree creative and digital communications agency with over 17 years of expertise across digital and offline platforms. Through this collaboration, Interactive Bees has played a key role in enhancing ASDC's brand presence, communication strategy, and stakeholder engagement initiatives.

With data-driven insights, impactful storytelling, and innovative campaign execution, Interactive Bees continues to amplify ASDC's messaging and connect with a wider audience across industries, institutions, and aspiring professionals. Their integrated approach ensures consistent communication across all touchpoints, making them a trusted partner in ASDC's mission to drive innovation, skilling and industry transformation.

Omega Media Labs

In today's fast-evolving communication landscape, effective media outreach and digital engagement are vital to building awareness and strengthening stakeholder connect. During FY 2025–26, ASDC, in collaboration with Omega Media Labs (OML), adopted an integrated communication approach spanning public relations, media outreach and digital platforms. Through thought leadership, event amplification, social media campaigns and audio-visual storytelling, ASDC strengthened visibility for key initiatives such as the National Automotive Olympiad, Annual Conclave, Partner Forum and convocations. These efforts enhanced ASDC's brand presence while deepening engagement with industry, institutions and aspiring youth.



7.2 Public Relations & Media Coverage

Public relations and media engagement continued to play a vital role in strengthening ASDC's visibility and stakeholder outreach during FY 2025–26. Through strategic media outreach, thought leadership initiatives, event coverage and digital storytelling, ASDC amplified its mission and key initiatives across platforms. Consistent engagement with media and communication partners helped enhance brand presence, showcase industry collaborations and create greater awareness around skilling, employability and the future of mobility.

Public Relations and Media Outreach

ASDC continued to strengthen its media presence and stakeholder engagement through strategic public relations and integrated communication efforts during FY 2025–26. With support from Omega Media Labs, ASDC enhanced visibility across print, digital and broadcast platforms while amplifying key initiatives, leadership perspectives and industry collaborations. Organic participation at leading industry forums such as the Global Sustainability Summit, India EV Conclave, ET Auto EV Conclave & Retail Forum and BW Auto events further strengthened stakeholder networking, fostered strategic partnerships and enhanced media visibility. Consistent digital amplification and media outreach ensured a strong and continuous presence across ASDC events. Overall, ASDC secured **331 media coverages**, generating an estimated **advertising value of ₹2.15 crore** and achieving a **reach of over 98 crore** across national, industry and Hindi media platforms, reinforcing its position as a leading voice in automotive skilling and workforce development.



Broadcast and Content Amplification

Audio-visual storytelling was further strengthened through collaboration with Aap Ki Baat on DD National, enabling the Automotive Skills Development Council (ASDC) to showcase its initiatives in a compelling and impactful format. A total of **11 episodes** went live, with each featured segment of **6–8 minutes** reaching an average audience of around **25 lakh** viewers. These episodes effectively highlighted ASDC's success stories, key initiatives and industry collaborations, while significantly enhancing national-level visibility, credibility and brand recall.



Social Media Strategy and Performance

A structured social media strategy drove consistent growth, visibility, and engagement for the Automotive Skills Development Council (ASDC). Content was strategically curated across informative, promotional, and engaging formats, aligned with key campaigns and on-ground events including industry conferences, training launches, course promotions, and festive initiatives—collectively generating over **184K impressions**.

LinkedIn remained a primary engagement platform, leveraging timely and insight-driven content around key campaigns such as Road Safety Week, Women's Day, and other thematic initiatives. These were further strengthened through AI-led content formats and real-time event coverage, enhancing audience interaction and thought leadership positioning.

YouTube emerged as a powerful channel for visual branding, where video-centric campaigns and event highlights achieved over **500K impressions**, along with a **cumulative watch time of 858.9 hours**, reflecting strong audience traction and content effectiveness.

Creative communication consistently highlighted student success stories, training journeys, industry collaborations, campaign narratives, and event showcases, strengthening brand recall and deeper audience connect. Overall, the integrated digital and campaign-led approach significantly enhanced ASDC's visibility, engagement, and stakeholder outreach across platforms.

Delhi's draft electric vehicle policy 2026: Year-wise incentives to buy electric autos & two-wheelers; also for women, transgenders

The policy is expected to be approved by the Transport Department and will be placed in the public domain before being notified as a Delhi law, says a senior official.



Electric cars on the road. Delhi's draft electric vehicle policy 2026 is expected to be approved by the Transport Department and will be placed in the public domain before being notified as a Delhi law, says a senior official.

Year-wise incentives of up to ₹10,000 per kWh (allowing loan for electric two-wheelers - capped at ₹30,000 - and ₹10,000 for electric auto rickshaws, along with incentives for scrapping old vehicles, expansion of charging infrastructure, as well as setting up systems for battery recycling and disposal are likely to be among the key features of the Delhi government's upcoming Electric Vehicle (EV) Policy 2026, officials said.

Aimed at curbing vehicular pollution and promoting adoption of electric vehicles, the proposed draft EV Policy 2026 is set to be announced in the Budget Session beginning March 15. The current policy, launched in 2020 and extended multiple times, will expire on March 31, 2026. The new policy will be valid until 2030.

"After the policy is announced, the Transport department will send the final draft to the Cabinet, once approved, it will be placed in the public domain before being formally notified, likely from the next financial year," a senior official said.

विकेश गुलाटी बने स्किल्स डेवलपमेंट काउंसिल के चेयरमैन

प्रयागराज: प्रयागराज निवासी विकेश गुलाटी को राष्ट्रीय शिक्षा एवं उद्योगिकी विकास के अखिल भारतीय विकास केन्द्र (एएसडीसी) का नया चेयरमैन नियुक्त किया गया है। वह दिल्ली में सीटिंग में बैठे हुए हैं।

नए चेयरमैन - गुलाटी
एएसडीसी के नए चेयरमैन के रूप में नियुक्त हुए विकेश गुलाटी का पता प्रयागराज में है।

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Prayagraj's Vinkesh Gulati Appointed Chairperson of ASDC

Prayagraj: Prayagraj industrialist to lead national automotive skilling body. In a development that brings pride to Uttar Pradesh, Vinkesh Gulati, a resident of Prayagraj has been appointed as the new Chairperson of Automotive Skills Development Council (ASDC), the apex body for skilling in India's automotive sector. He succeeds F.R. Singhvi, who completed his successful tenure this month. On assuming charge, Mr Gulati said: "It is a matter of great pride to take this responsibility while representing Uttar Pradesh. My priority is to ensure that youth from UP and across India are trained in industry-relevant skills, especially in emerging fields like electric mobility and advanced automotive technologies. ASDC will continue to build opportunities that create both employment and entrepreneurship." Outgoing President F.R. Singhvi lauded Gulati's appointment, saying: "ASDC has built a strong base in automotive skilling, and I am confident that Mr. Gulati will lead the council to even greater heights. His roots in Uttar Pradesh and his industry-wide experience bring a unique strength to ASDC."



Why smart manufacturing engineers are in high demand

Smart manufacturing engineers are in high demand as they play a critical role in driving industrial automation and digital transformation.

By Anshu K. Choudhary, Managing Director, ASDC



In today's fast-paced industrial landscape, the demand for smart manufacturing engineers is growing rapidly. These professionals are at the forefront of driving industrial automation and digital transformation.

As the world of work changes, the need for smart manufacturing engineers is growing. These professionals are at the forefront of driving industrial automation and digital transformation.

Smart manufacturing engineers are in high demand as they play a critical role in driving industrial automation and digital transformation.

Understanding smart manufacturing

Smart manufacturing combines physical systems, data, and intelligent automation to create intelligent production systems. These systems not only enhance efficiency but also enable real-time monitoring of the entire production process.

Think of it as a factory floor where machines talk to each other, and decisions are made automatically. This is the essence of smart manufacturing.

Smart manufacturing engineers are in high demand as they play a critical role in driving industrial automation and digital transformation.



The Automotive Skills Development Council (ASDC) is a leading organization in the field of automotive skilling. It is dedicated to providing high-quality training and certification for automotive professionals.

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Vinkesh Gulati joins Bharat Association of Road Safety Volunteers as founding member

Gulati, the current Chairperson of the Automotive Skills Development Council, will lead safety initiatives across the country as a founding member and will serve as Vice Chairperson and President - Corporate Affairs.



New Delhi: Vinkesh Gulati, the current Chairperson of the Automotive Skills Development Council, has joined the Bharat Association of Road Safety Volunteers (BARS) as a founding member and will serve as Vice Chairperson and President - Corporate Affairs.

Gulati, who has also served as the President of FADA for 2020-2022 term, said road safety must evolve beyond policy discussions into a national movement anchored in collective responsibility and sustained collaboration.

Announcing his association with BARS, Gulati emphasised that road safety in India requires accessibility, stronger governance mechanisms and active public participation. He described the initiative as a people-centric platform designed to unite volunteers, industry leaders, policymakers, civil society organisations and community stakeholders under a common framework.

Accelerating India's automotive future: Unlocking opportunities, overcoming roadblocks

India's automotive sector stands at the cusp of transformative growth, driven by electrification, digitalisation, and global trade. Industry leaders describe this as a golden opportunity to shape the future of mobility.



As India continues its journey on the global mobility map, the automotive industry finds itself at a golden opportunity to shape the future of mobility. This is a golden opportunity to shape the future of mobility.

At the heart of this vision is a commitment to innovation, collaboration, and sustainable growth. The industry is poised to lead the world in the future of mobility.

In a collective yet forward-looking spirit, the leaders of India's automotive industry, including the President of the Automotive Skills Development Council, are united in their vision for the future of mobility.

With this vision, the industry is poised to lead the world in the future of mobility. The industry is poised to lead the world in the future of mobility.

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7.3 Events & Campaigns

The year witnessed the successful execution and digital amplification of 55 events across **FY 2025-26**, spanning both online and offline formats. This included three flagship annual properties—the ASDC Annual Conclave, ASDC Partner's Forum, and the National Automobile Olympiad (NAO) Finals—which served as key pillars for stakeholder engagement, industry collaboration, and large-scale visibility.

In addition to these marquee initiatives, several focused programs and campaigns such as NAPS Workshops and the Saksham Project were strategically leveraged for digital storytelling, ensuring consistent audience engagement and outreach throughout the year.

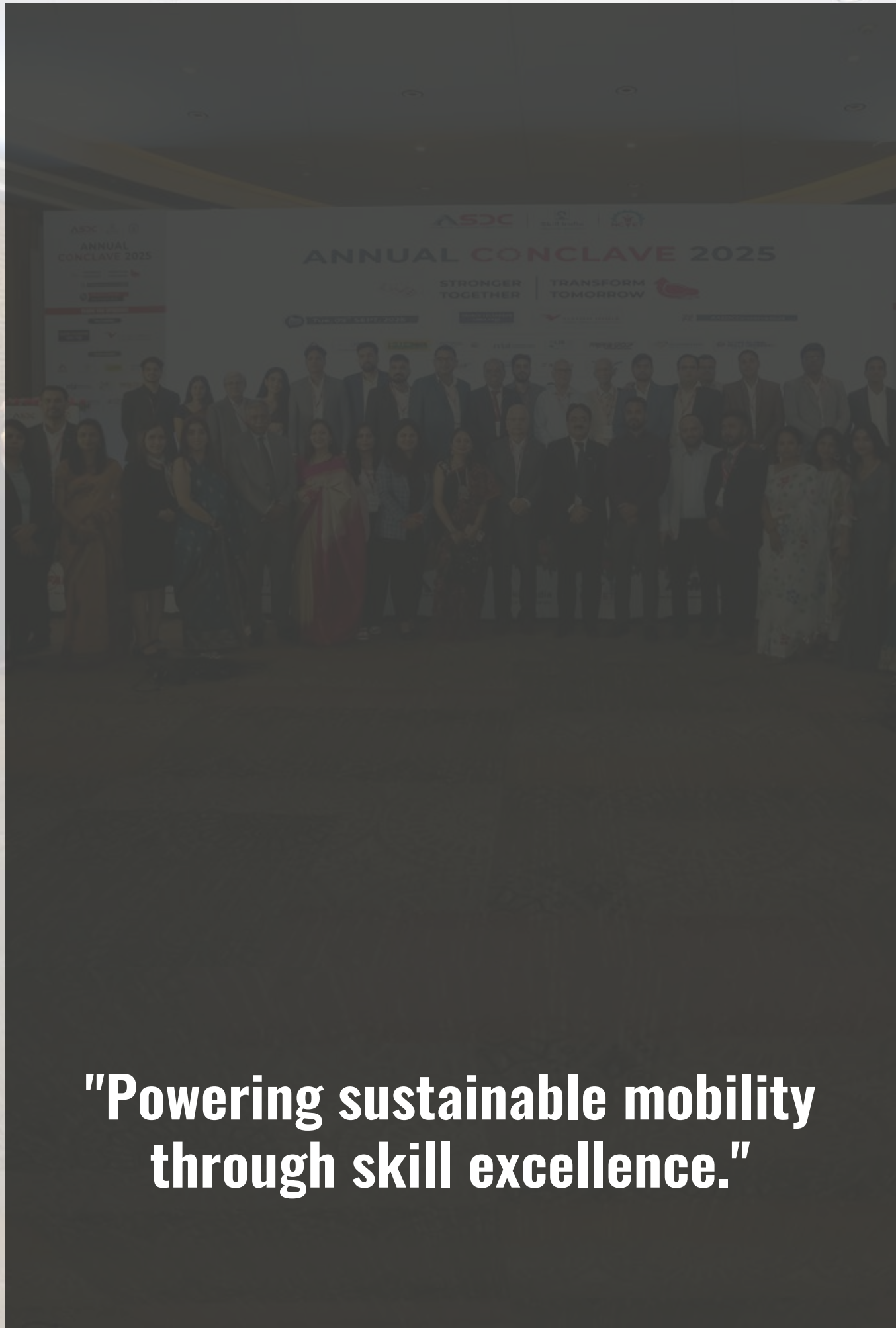
National Road Safety Week and International Women's Day emerged as strong thematic anchors, enabling the creation of timely, relevant, and high-impact content that resonated effectively with diverse audience segments.

Overall, the focused execution of event-led campaigns and a well-integrated digital strategy resulted in sustained growth, enhanced brand visibility, and a significant boost in ASDC's overall digital performance.

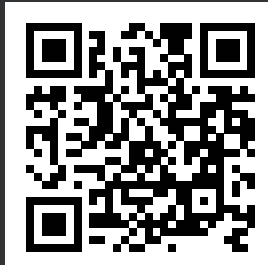








**"Powering sustainable mobility
through skill excellence."**



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