

**Planning Commission
(LEM Division)**

**Key Learnings from Second Round of Regional Conferences on Skill
Development- Initiatives by States**

- Monitoring of trainees through biometric attendance check (Andhra Pradesh).
- Setting up of Mission/Sub-Missions with targeted beneficiaries (Andhra Pradesh).
- Conversion of District Employment Exchanges into Human Resource Development Centres encompassing functions of career counseling, training providers for soft skills and placement agencies (Karnataka).
- Entering into MoUs with foreign universities/institutes for training of trainers with international certification (Karnataka).
- Focusing on training specific to local requirements/resources like services sector, precision farming/Nano technology/ tissue culture etc. (Kerala).
- Skill voucher scheme to induce competition among training providers and provide choices to trainees (Gujarat).
- Kaushalya Vardhan Kendra for dealing with women specific soft skills training useful to local requirements (Gujarat).
- Use of Mobile Vans for providing training in remote areas (Rajasthan).
- Development of e-learning material in local language (Rajasthan).
- Fixing minimum placement requirement for selection of training providers and providing bonus for higher levels of placement above the minimum requirement (Orissa).
- Training of housemaids in use of kitchen appliances and preparation of dishes (Madhya Pradesh).
- Rating of ITIs/ITCs based on the certain performance parameters (Madhya Pradesh).

- Assessment under SDI Scheme through “Video Recording” so that well before declaration of the result, assessment of skills and cross verification of genuineness of assessment can be ascertained (Haryana).

Good Practices which emerged from Regional Conferences on Skill Development held during March to May, 2012

1. Andaman and Nicobar Islands

- Through a World Bank assisted Vocational Training Improvement Project about 308 persons have been trained in multi-skilled wood working and construction and 125 persons are undergoing training in these sectors.
- The UT Administration has signed a MoU with V. V. Giri National Labour Institute for Skill Mapping in A&NI: Assessing Supply and Demand Gaps.

2. Andhra Pradesh

- The Rajiv Yuva Kiranalu (RYK) scheme aims to convert non-literate, school drop-outs, unskilled and unemployed youths into productive workforce by building their skills and thereby promoting inclusive growth. A two tier structure has been put in place in the form of Rajiv Education & Employment Council of Andhra Pradesh (REECAP) to lay down macro policy environment and provide guidance and Rajiv Education & Employment Mission in Andhra Pradesh (REEMAP) as a society to act as umbrella for skill development efforts taken up by key departments. The objective is to ensure implementation on a mission mode. The REEMAP functions through 8 Sub-Missions covering different strata of society and region, namely, (i) rural employment for rural youth, (ii) youth of urban slum based self-help groups, (iii) youths of urban areas & ITI (pass/ fail) and unemployed, (iv) for placements for polytechnic(pass/ fail), (v) differently- abled people, (vi) minorities, (vii) scheduled tribes, and (viii) Hyderabad city. The

strategy includes targeting the bottom most of the pyramid by creating electronic registry of unemployed youth; mapping of industry-wise job opportunities; industry focused skill development to youths which is logically linked to jobs in the industry; identification of jobs and job specific training so as to facilitate adequate placement in the industry. It also proposes to undertake post-placement follow up. Introduced monitoring through biometric attendance. A Skill Development Fund has been set up which financed through funds available under various GOI schemes, any gap is met through funding by the State Government. Initial assessment of funds is made by REEMAP for the 8 Sub-Missions.

3. Assam

- Assam has initiated formation of a Skill Development Authority of Assam to encourage Skill Development Initiative in private sector and allocated Rs.3.30 crore for current financial year, i.e. 2011-12..
- Major tie-ups with private sector, international agencies and Central government including (i) Establishment of Hyundai Technical Training Academy in collaboration with Hyundai Motors India Ltd. to Skill the Hyundai Technician. This is a first of a kind in India; (ii) MoU with Tata Motors India Ltd. for up-gradation of Automobile sector; (iii) MoU with Electronic Corporation of India Ltd. for up-gradation of IT sector; (iv) Skill Testing Certification and Research Centre in collaboration with Ministry of Indian Overseas Affairs; (v) India Skill and ASPIRE for Skill Training and International Certification in Hospitality sector; and (vi) collaboration with Japan International Co-operation Agency (JICA) for Skill training and certification in Plumbing.

4. Bihar

- To track the progress of human development, a Manav Vikash Mission has been constituted under the chairmanship of the Chief Minister of Bihar.
- Initiated a new “Special Training Scheme for Rural Youth” to help in employment generation in rural areas.
- Bihar Board of Open Schooling and Examination (BBOSE), as an autonomous organization of Human Resource Development Department has been set up with the mandate to “Reach the Unreached” in terms of education & skill in Bihar through Open & Distance learning mode.
- Bihar Knowledge Centre (BKC) has been established which will be a key interface between students and the industry thereby creating job opportunities for talent of Bihar.
- State has set a specific target for training of youths of different communities every year.
- State aims to set up at least one Region Specific Training Centres like Madhubani paintings, bamboo work and traditional skills.
- On request of M/s Raymond’s, in Patna ITI – a pilot project/module on skill training on machines in tailoring has been started.

5. Chhattisgarh

- Special Career Nirman Yojana for LWE affected districts for counseling and career guidance. 18 Career Nirman camps have been organised in 5 districts of Bastar region. 4785 Students were counseled and got career guidance.
- 300 students psychometrically assessed for engineering career are being given schooling & coaching by the department of Tribal Development & Welfare under the scheme “Prayas”.

- Block level career and counseling fair organized from time to time. Industry associations and social organizations have come forward for mapping activities.
- In line with the National Construction Academy, Hyderabad, the State has created Chhattisgarh Nirman Academy (CNA) to cater to the training needs in construction sector. More than 1000 candidates have been trained and ensured their placement
- Rural Self-employment Training Institute (R-SETI) for providing training to BPL youths for self-employment under SGSY has been established in all districts with the help of Lead Banks.
- More than 3000 educational institutions of Government and private sectors above high school level have been identified for developing as Skill & Entrepreneurship Development Centres (SEDCs).
- Monitoring VTPs of specific sectors through the respective industry/ dealer associations like Automobile Sector through State Level Automobile Dealers Association; Construction Sector through Chhattisgarh Builders Associations has started.
- A State Kaushal Vikas Yojana has been started with provision for placement through a contract with placement agency. Short term courses are certified by the SSDM. Institute-Industry Linkage Cell has been set up in PPP mode. Convergence is a major focus.
- Delegation of skill development activities to district collectors has been made.
- Job fairs at district levels were organized in all districts by employment exchanges. Placement opportunities are also surveyed from Employers/Industries/Service Sector Agencies etc. Job fairs organized in 9 Districts.

6. Dadra and Nagar Haveli

- The UT has conducted an Industrial Survey in 2009 which found that 85% of the workers were without any certification. There is high demand for skilled worker in Mechanical, Electrical, Electrician, Wiremen, Fitter, Fabrication, Electronics, Automobile & Textile sectors. However, the placement provided is 100%.
- UT is providing vertical linkages to the courses at 8+, 10+, and 12+ level by earmarking seats in ITI and Polytechnic admissions. Also horizontal linkages to industry are ensured by providing skill certification and skill upgradation of labour force.

7. Daman and Diu

- The UT has conducted Survey in 2009 through its ITIs to ascertain availability of certified skilled workers. 80% of the workers were without any certification.
- The UT has taken number of initiatives for skilled development viz. vertical linkages to the courses at 8+, 10+, and 12+ levels by increasing seats in training institutions and Polytechnic admissions; provide horizontal linkages to industry by providing skill certification and skill upgradation of labour force and starting courses in different trades relevant to industry.

8. Delhi

- The State aims to address sector specific skill gaps by undertaking sector specific approaches. The construction sector has been identified as a major focus area for bridging the skill gaps as this sector has large number of unorganised workers without skills.
- Private sector is also partnering for skilling and upgradation of skills of construction sector workers: L & T and Construction Industry

Development Council (CIDC) are involved in skilling of construction sector workers.

- The State is also aiming to setup a world class Construction Training Academy for skill upgradation of construction workers. A world class institute for skill development with technical cooperation of Singapore Government is being planned. This institute will have a total intake of 2400 students.

9. Goa

- Human Resource Development Foundation (HRDF): Presently 46 Private Institutes are registered under HRDF Manpower Development Cell (MDC). The Cell provides trainees to establishments for a period of 1 year or 2 years. They are trained by industries on the shop floor.

10. Gujarat

- Skill Vouchers - a mechanism allowing candidates to secure training from any of the listed institutions in the State; payments to institutes are made only after candidates successfully obtain NCVT/GCVT certification.
- Kaushalya Vardhan Kendra started in 2010 –women oriented industry specific soft skill training provided - MES courses are covered at local level by mapping villages. 1074 life skill services have been identified across 17 segments and 163 courses related to these services are being offered at various existing KVKs. 35 new KVKs proposed to be set up in 2012-13 (30 located in tribal areas and 5 for the physically challenged).
- Satellite based training in MES courses for remote tribal & coastal areas.

- Common Web portal with real time data of candidates, training institutions, employers, etc. created.
- Centre for Entrepreneurship Development (CED) promoted by industries to tap perennial shortage of entrepreneurs.
- Gujarat Knowledge Society to provide industry specific skills to 10th and 12th Pass and college students. Introduction of choice based credit system to make students more employable after college education. Industries are being provided incentives for starting skill development courses as per industry needs.
- Mission Mangalam of D/o Rural Development to empower women through skill development in traditional occupations.
- UMEED of D/o Urban Development focusing on livelihood skills for urban youths.

11. Haryana

- Innovative implementation of Skill Development Initiative (SDI) Scheme-Modular Employable Skills (MES) through Web Portal. The Vocational Training Providers are required to register and upload their information.
- The State is also experimenting innovative method of "Assessment" under SDI Scheme through "Video Recording" so that well before declaration of the result, assessment of skills and cross verification of genuineness of assessment can be ascertained.

12. Himachal Pradesh

- A Hydro Engineering college is being set up under Public Private Partnership mode (PPP mode) in the State.
- HP State Technical University has been established from the academic session 2010-11 at Hamirpur.
- Establishment of English Language Labs in all Government Polytechnics and some of the ITIs to improve proficiency in English Language has been undertaken.
- The State is also devising a plan for creation of mentor polytechnics with cluster approach.

13. Karnataka

- An initiative of revamping the existing employment exchanges as Human Resource Development Centres in the PPP Mode has been started. Ten Employment exchanges were initially targeted; however, seven have become operational as HRD Centres. iRize – the employment arm of Manipal Education Group has been selected as a service provider to pilot the operations of HRD Centres. The focus is on providing jobs to job-seekers preferably in the vicinity of their domicile of the candidate. Apart from registration of job-seekers and data management, off-line and on-line skill assessment tests to measure the existing capabilities of job-seekers, followed by carrier counselling and guidance on the basis of assessment report findings and (partial/total) skill intervention is provided as may be needed. Nine mini job fairs were conducted including one exclusive job fair for the physically challenged. Campus recruitments are also held every Saturday, inviting at least two employers every week. Local entrepreneurs are contacted to ascertain their manpower needs.
- Private partnerships with Teamlease, Manipal Education and GIZ, Germany, for various assistance including jobs placements.

- Each MSME unit has been mandated to train youth in the State.
- All registered companies are compulsorily required to register under Apprenticeship Training Scheme.
- Task Force of Industry Associations is coordinating with Directorate of Employment & Training for evolving a methodology for testing and joint certification involving the relevant industry for the specialized modules.
- Karnataka has signed MoU with Kangan University of Government of Australia and TAFE Vocational Educational Institution for training programme on new trends in vocational training methodologies for all faculties to get international certification.
- Satellite education system along with net based facility for some remote training facility being installed in the State.

14. Kerala

- Exploring the avenues for international certification of vocational courses.
- The State is focusing on green field areas like precision farming, nano technology and tissue culture and on the services sector.
- It is proposed to set up The Kerala Academy for Skills Excellence (KASE) as a Section 25 non-profit company fully owned by the Government as an apex institution to initiate, implement, regulate and coordinate focused specialty skill development initiative for different industry domain such as: Construction & Infrastructure; Retail; Tourism; Health Care; Hospitality; IT & IT Enabled Services; Banking and Financial Services; and Media & related sectors.
- It proposes setting up of either separate Special Purpose Vehicles (SPVs) for each domain or Multiple SPVs for same domain under the Apex Company on PPP model. The first SPV is dedicated to the

construction sector (CHAVARA) wherein both government and private sector would put in money.

15. Madhya Pradesh

- Introduced Short term Computer Training scheme for SC and ST candidates with stipend of Rs.500 per month for six months period.
- Through Gramin Technician Yojana, short term skill training is provided with stipend for below poverty line trainees. Skill training is provided in minimum 3 trades.
- Upgradation of district headquarters of ITIs into Model ITI with increase of trades from 6 to 10 and implementation of three shifts. Digital Library and Multimedia Learning Centre in five ITIs. Mentor institute for other ITIs in the districts. Entrepreneurship development and placement cell. Mandatory training of trainers.
- The State has already set up 113 Skill Development Centres (SDCs) covering 43 districts (2 modules in 23 districts and 1 module in 90 districts).
- The State government has commissioned study for "Evaluation and Grading of ITIs" to Quality Council of India. Grading the ITIs is the first of its kind in the country.
- State government has constituted Divisional/District level Committee for Vocational Education and Training (DLCVET) under the Chairmanship of Commissioner/Collector. This is creating awareness for vocational education to the grass root level. Involving local administration, many innovative ideas are being executed in short span of time.
- For training of housemaids in urban areas, a new scheme (Ghareloon Kamkazi Mohillaon Ki Training) is functional in 25 ITIs. These housemaids are given training to operate and maintain various home

appliances and trained to prepare various dishes. Every trainee is given stipend of Rs. 2000/- and a tool kit for maintenance and repair of home appliances. 3956 women have already received training.

- Dr. Ambedkar ITIs - specifically for Schedule Caste boys & girls with free training, boarding and lodging has been planned.

16. Maharashtra

- Skill Development Committees have been set up for 11 high demand trades - Construction, Production & Manufacturing, Textile, Automobile, Hospitality, Health care, Banking, Finance & Insurance, Retail, Pharmaceutical & Chemical, IT & ITES and Agro Processing. Sector Skill Report for 9 of these sectors already released.
- Maharashtra State Skill Development Society established as a single nodal agency, *inter-alia*, for (i) preparation and continuous updation of "State Skill Gap Assessment Report" and "State Skill Development Plan" and (ii) empanelling and grading training providers.
- 10 key departments to lead the Skill Development drive.

17. Meghalaya

- The State has set up the Skill Development Council headed by the Chief Minister of Meghalaya and Skill Coordination Committee headed by the Chief Secretary of Meghalaya.
- The initiative of State's Skill-Gap Analysis has been commissioned to M/S Wipro Consultancy.
- The State has identified 5 potential high demand growth sectors which include retail trade, education, restaurants & hotels, other community, social personal services and manufacturing.

- Short-term Job Oriented Training Courses have been taken up in 8 Sectors and 28 Courses.

18. Mizoram

- The State has also formed Industrial Skill Development for Mizoram for skilling people in the sectors of bamboo based industries, wood based industries, food processing industries, handloom industries and handicrafts.
- The State has launched a New Land Use Policy (NLUP) with focus on vocational skill training. 49 trades have been identified covering 8 departments.
- The State is planning to set up: (i) World Class training institute as Entrepreneur Development Institute in State capital, Aizawl, (ii) Integrated Rural Industrial Training Centre in all the 8 Districts and (iii) Common Facility Centre for every trade within the respective cluster.

19. Nagaland

- The State has entered into collaboration with a number of foreign and domestic institutes and sponsoring students including:
 - (i) 25 students sponsored for vocational studies at Llandrillo College in Wales, UK
 - (ii) 10 students sponsored for courses in Tourism and Entrepreneurial development in Singapore.
 - (iii) Tie up with CMC Kolkata (a TATA group company) for training diploma pass out youth of the State.
 - (iv) 600 youths trained in beauty and spa therapy at Lambency Chrysalis Academy (LCA), Noida (LCA). 100 trainees under training in

LCA and Ananda in the Himalayas, Hyderabad. About 83% placed in 5 Star and high end properties across the country like the Oberoi, Taj, Lakme, Ananda Spa, Headmasters, Chandan Sparsh, Leela, Radisson etc.

(v) Sponsoring youth for on the job training on modern agri technology and animal husbandry at Haenam County, Korea.

(vi) Tie-up for courses like Diploma in BPO management, hospitality and tourism management through Orion Edutech, Kolkata.

(vii) In the process of establishing a flying school at Dimapur in association Academy of Carver Aviation Private Limited, Baramati, Maharashtra.

- The set is setting up the Academy for Music & Performing Arts, which is nearing completion at Jotsoma. A Task Force on Music as Industry to bring more and more investments though the involvement of private sector for creating employment opportunities in the order of 5,000 individuals and is expected that approximately 20,000 individuals will be benefitted through indirect employment during the 12th Plan period.
- The State has started programmes for skilling differently-abled people.
- The State is also planning to establish Skills Schools.

20. Orissa

- Skill gap analysis has been conducted which identified demand for workforce in 3 categories – (i) highly skilled labour needed in sectors like banking, financial services and insurance, IT/ ITES; (ii) skilled workers needed in education and skill development and healthcare sectors; (iii) Semi-skilled requirement in tourism, hospitality, agriculture etc.
- The State has started placement linked training programme in PPP mode through credible training providers. Rs. 2500/- per month is

given to trainees for boarding/ lodging to prevent drop-outs. 5% bonus is given to training providers if placement is in the range of 80 to 90% and 10% bonus given if placement is above 90%. The minimum placement requirement for payment to training providers is 75%.

- The State Employment Mission has been set up. The government aims to reorient employment exchanges to function as Career Guidance Centres. The government also arranges job fairs. Assistance is provided for organisation of Recruitment Rallies for Defence and Para-military services. About 10 to 12 rallies are organised every year.

21. Punjab

- The State has registered the Punjab Technical University as VTP for mobilizing informally trained persons for skill upgradation and testing the prior learning skills through affiliated colleges or learning centres.
- New initiatives have been undertaken to multi-skill as well as multi-certify ITI graduates by imparting short term soft skills courses like (i) Fundamentals of Computers, (ii) Banking and Accountancy in all Government ITIs for its existing students.
- The State plans to create a comprehensive Web Portal. This portal would be in help for online registration of VTPs, trainee placement and job providers or employers.
- State Level Help Line under SDI Scheme-MES for facilitation of counselling, admission and grievances will be started.

22. Rajasthan

- Mobile Skill Training Facility at district level – 6 mobile vans deployed in remote areas in 6 districts of Baran, Barmer, Dungarpur, Jodhpur, Rajsamand and Tonk.
- E-Learning material for two courses in Hindi has been developed.
- Established 7 divisional Construction Academies and trained 1084 youth.
- Established 7 divisional level Rajasthan Institute of Security Education (RISE) for certified training in security education. Trained 3862 youth so far.
- Rajasthan Knowledge Corporation has been set up which has trained more than one lakh youth.

23. Sikkim

- 2% of each line Department's Annual Plan budget has been earmarked for skill training.
- The State has established the State Institute of Capacity Building (SICB) in 2009 for creating 31 Livelihood Schools in PPP mode. 31 Livelihood Schools has become functional. Through SICB, 25 different types of skills trainings are imparted in these Schools. Now there is one Livelihood School in each Assembly Constituency. These Livelihood Schools have trained 1819 students of whom 60% are employed through placement arrangements by service partners.

24. Tamil Nadu

- District Level Private Sector Placement Assistance Programme (PS-PAP): A Placement Assistance Cell will be formed in 37 district employment offices.
- Introduction of E-Modules and Simulator Based Training in trades like Automobile, Production & Manufacturing, Fabrication and Fitting apart from welder, diesel mechanic, fitter, motor vehicle mechanic, turner, machinist and electrician.
- World Class Vocational Training Institute in collaboration with international partner in public private partnership (PPP) model in sectors like aviation and shipping is being planned.
- Smart Card For Skilled Candidates: Successful Students of National Trade Certificate (NTC) will be issued Smart Cards which will contain information about the individual – around 25,000 successful NTC holders and 50,000 persons under MES programme will be benefitted.
- Creation of State Skill Registry: A Data bank of successful candidates of National Trade Certificate issued by the NCVT will be maintained under the Job Portal.
- Job Portal for Private Placement: An interactive job portal will be developed exclusively for successful MES trained candidates and NTC holders. Exclusive technically qualified personnel data facilitating private sector placement.

25. Tripura

- State has done Skill Gap Assessment Study through private consultant. The study has identified high growth sectors for skilling persons.
- Special focus on training of people in rubber industry is being given.
- The State is planning to horizontal mobility for 30% secondary and higher secondary pass-outs to pursue technical/higher studies.

26. Uttarakhand

- Obsolete trades/courses have been identified as a key so as to remove and introduce demand driven trades in about 106 ITIs.
- Admissions in ITIs streamlined. Admission through State level Entrance Examination followed by counseling at district level.
- Multi modular scheme in 4 high growth sectors (Automobile, Plant Processing and Maintenance, Production and Manufacturing & Electrical) introduced in 4 ITIs under CoEs.
- For greater employability, Training Council and Placement Cell (TCPC) established in 10 ITIs with adequate infrastructure for continuous interaction with the prospective employers/industries.
- Institute of Research Development and Training established in Dehradun for Training of Polytechnics teachers and curriculum development as per industry demand.
- Community Development Scheme is being implemented in 15 Government Polytechnics. NGOs with expertise have been involved to impart training to the youths in areas which are relevant to the community, so that employment within the community is generated.

27. Uttar Pradesh

- Web Portal under SDI Scheme-MES for facilitation of VTPs online registration, admission of trainees, placement etc.
- Dedicated Staff Training and Research Centre established for training of trainers.
- Placement Cell created in each Government ITI.

28. West Bengal

- Active involvement of major State government departments in skill development with specific focus in MSMEs, textiles, food processing and horticulture and information technology sectors.
- Providing skill upgradation training to the pre -departure emigrant trainees.
- Providing 50% fund assistance to the registered job seekers participating in vocational training.
- Organizing mock test for various competitive examinations.
- Specific Academic Council for monitoring the syllabus and training for the manpower requirement of IT industries.
- Employment Bank Programme being set up for creation of skill registry. As a starting point, data on ITI/ VE pass-outs are being compiled for the data bank.

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