



# **Skill Development Initiative in India (Ministry of Labour and Employment)**

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# Indian Context

- Largest democracy in the world with 1.2 billion population.
- “Youngest nation” in the world with 54% population under the age of 25 years.
- Median age of 24 years as compared to 30 for China, 38 for Europe and 41 for Japan.
- Global skilled manpower shortage of 56.5 million by 2020 while India to have surplus of 47 million.



# Employment & unemployment scenario in India



Total Labour force : 469.94 million

Total Employment : 459.10 million

Total number of open unemployment : 10.84 million

Unemployment rate as percentage of total labour force : 2.3%

Employment in organized Sector (2004) : 26.4 million

Employment in unorganized sector : 432.7 million

Entry into the labour force every year : 12.5 million



# The National Policy on Skill Development

Formulation of **National Policy on Skill Development** in 2009 which provides a holistic framework to address all issues systematically.

- Target to train 500 million persons by 2022.
- Aim to enhance individual employability and strengthen competitiveness of the country.
- It addresses issues of expansion of outreach, equity & access, quality & relevance, creation of Sector Skill Councils, development of Labour Market Information System, National Vocational Qualification Framework, etc.



# **The vision of the National Policy on Skills Development**

- A skill development system based on strong public-private partnership;
- The formation of Sector Skills Councils as an institutional mechanisms to facilitate active participation of social partners;
- The establishment of a LMIS that will make training provision more relevant to need the industry.
- Achieving inclusive growth by providing equal access to training to all and responding to the needs of the unorganised sector (90% of economic activity)



## The vision of the National Policy on Skills Development (...contd)

- The development of entrepreneurial skills
- The development of a system in which qualifications are quality-assured and recognised nationally as well as internationally
- The promotion of Life Long Learning and the continuous upgrading of skills and knowledge



# System of Vocational Education and Training in India



The technical and vocational education and training system (TVET) in India develops human resource through a three-tier system:

- Graduate and post-graduate level specialists (e.g. IITs, NITs, engineering colleges) trained as engineers and technologists.
- Diploma level graduates who are trained at Polytechnics as technicians and supervisors.
- Certificate level for higher secondary students in the vocational stream and craft people trained in ITIs as well as through formal apprenticeships as semi-skilled and skilled workers



## Central Ministries and Departments currently involved in skill development

- Ministries with training capacity

Ministry of Agriculture

Ministry of Communication and IT

Ministry of Health and Family Welfare

Ministry of Human Resource Development

Ministry of Labour and Employment

Ministry of Micro, Small and Medium  
Enterprises

Ministry of Railways

Ministry of Road Transport and Highways

Ministry of Textiles

Ministry of Tourism



## **Central Ministries and Departments currently involved in skill development (contd....)**

- **Ministries which fund Skill Development program through external training agencies**

Ministry of Commerce and Industry

Ministry of DoNER

Ministry of Minority Affairs

Ministry of Rural Development

Ministry of Food Processing Industries

Ministry of Social Justice and Empowerment

Ministry of Tribal Affairs

Ministry of Housing and Urban Poverty Alleviation

Ministry of Woman and Child Development

Ministry of Youth Affairs and Sports

# Co-ordination among Stakeholders

- National Skill Development Agency
- National Skills Development Corporation



# **Ministry of Labour and Employment**

## **Directorate General of Employment and Training**



At the National level Directorate General of Employment & Training (DGE&T) in Ministry of Labour and Employment is an important organization for development and coordination of the vocational training including Women's Vocational Training to the employable youth in the country and to provide skilled manpower to industry besides providing Employment Services. Vocational Training is a concurrent subject of both Central & State Government.



## Advisory Bodies

The Government is advised by two tripartite bodies at the National level, namely:

- National Council for Vocational Training (NCVT)
- Central Apprenticeship Council (CAC)

The major functions of NCVT:

- To award National Trade Certificates
- To prescribe standards - syllabi, equipment, and scale of accommodation, duration of courses and methods of training, periodical inspections of training institutions, eligibility for the award of National Trade Certificates.

The major functions of CAC:

- To advise the Central Government in the Framing of Rules
- Determining the “designated trades
- Laying down syllabi

# A few funding windows for increasing seats in ITIs

- MSDP- 10% of funds have to be used for skilling, block-wise plans to be prepared, many ITIs already sanctioned
- SCA to SCSP- 10% of funds to be used for skill development, not enough proposals being prepared
- SCA to TSP- 10% of funds to be used for skill development
- BOCW Cess – Substantial unutilized and continuously growing amount, 20% of opening balance has to be used for skill development, skill development of workers and their dependents in all sectors including construction allowed. Can also be used to add capacities in existing ITIs



# FLAGSHIP SCHEMES UNDER DGE&T



# Craftsmen Training Scheme (CTS)

- **Number of ITIs** : 10,750 (Govt.-2275 & Pvt.- 8475) as on 22<sup>nd</sup> Oct. 2013
- **Seating Capacity** : 1.523 millions
- **Number of trades** : 133
- **Duration** : 6 months to 3 years
- **Entry Qualification** : 8<sup>th</sup> to 12<sup>th</sup> Standard
- **Age** : 14 and above



# Apprenticeship Training Scheme (ATS)

- Establishments Covered : 28,500
- Trades : 260
- Seats Located : 346 thousands
- Duration of the Courses : 6 months to 4 years
- Entry Qualification : 8<sup>th</sup>-12<sup>th</sup> Standard & ITI pass out
- Age (Min.) : 14 years

## **Skill Development Initiative Scheme - MES**

- Skilling through 633 modular courses across 66 sectors
- 7,966 VTPs (3,057 Govt. and 4,909 Pvt.) of which 3,764 are active across India
- Around 20 lakh people trained since inception
- Third party assessment through 83 Assessing bodies
- Certification by NCVT
- Recognition of prior learning (RPL) and direct testing
- Focus being shifted from mere training and certification to employability and employment

# Up-gradation of 1,396 Government ITIs through PPP

- Year of launch : 2007-08
- ITIs covered : 1,227
- Fund released : USD 638 mn.
- Salient features : Interest free loan of .5mnUSD/ITI  
Institute Management Committee  
headed by an industry partner.  
Moratorium – 10 years;  
Repayment period – 20 years

# World Bank Assisted Vocational Training Improvement Project

- Year of agreement: 2007
- Scheme size : US\$280 million
- ITIs covered : 400
- Activities :
  - a) Multi-skill courses in Centres of Excellence-CoE; BBBT/AM courses
  - b) Setting up of Institutes for Training of Trainers [ITOTs]
  - c) Strengthening of 14 Central Institutions
  - d) Innovation/ Incentive / Studies



# Shortage of Trainers

Develop vast pool of trainers :

- Current capacity – about 2000 per annum.
- Required capacity - about 20,000 per annum.
- Private sector to be encouraged to set up Institutes for Training of Trainers.

# Enhancing Training of Trainer Capacity

- Converting 4 MITIs (Haldwani, Jodhpur, Calicut and Choudwar) to ATIs
- Increasing capacities in existing ATIs/RVTIs
- Funding States under VTIP to set up 7 IToTs
- Encouraging private sector to set up IToTs
- Setting up 32 ATIs and 20 RVTIs in PPP mode
- Setting up 9 RVTIs with GOI funds



# Quality Improvement measures

1. While numbers are important, Quality must be ensured:
  - ICT based MIS in all schemes.
  - Continuous monitoring & evaluation.
  - Involvement of all stakeholders in planning, implementation and monitoring.
2. ISO 29990 certification of training institutions to ensure international standards:
  - All central institutes under DGE&T.
  - All government and private ITIs.
  - All Vocational Training Providers.
3. **ISO 17024 certification of all Assessing Bodies to ensure international Standards.**



# Revision of Curriculum

## Introduction of Employability Skills in ITIs:

- Communication Skills.
  - English Proficiency.
  - Computer Literacy.
  - Quality Management Tools.
  - Occupational Safety & Health.
  - Entrepreneurship Development Skills.
- Setting of Sector Mentor Councils and Core Group (in process)



## Social Marketing & Expanding Reach

- . Implementation of a national awareness generation and sensitization campaign about Skill Development.
- . Development of instructional material for trainees and trainers on real time basis :
  - Enhance capacity of National Instructional Media Institute, Chennai.
  - Appoint large number of outlets for such books all over the country.
  - Develop e-content, web content, multi-media content for larger outreach.
- . Use of ICT for training delivery, assessment and certification.

# Achievements

- Creation of instructor positions, recruitment, enhancement of instructors' salaries
- Training of ITI instructors including their leadership training at IIM(A)
- All ITIs have mandatorily established Training, Placement and Counseling Cells (TCPC)
- Setting up National Carrier Service (in Process)

# Achievements

- Up gradation of training infrastructure (building & Machinery)
- Increased Employability
- Industry participations increased in ITIs.
- Series of reforms started
- Principals take a leading role in running the ITIs

**Thank you**