

# Social Protection Initiatives for Workforce Reskilling

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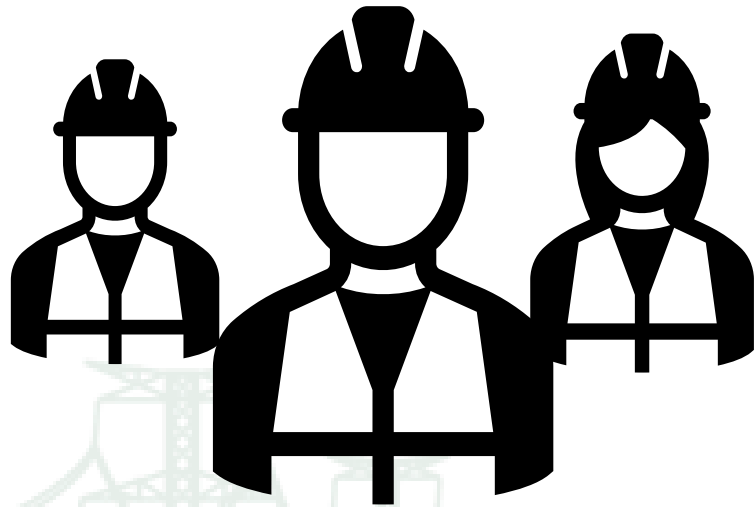
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# Addressing Workforce Needs: Key Drivers for Reskilling Initiatives in the Energy Sector



**Technological Transitions across Sectors and Industries**

**Transition to Sustainable Energy Solutions**

**India's Net Zero Target by 2070**

**Geographical Transitions**

**Workforce Displacement and Emerging Skill Demands**

# Key Social Protection Schemes for Reskilling in India

## Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

- Short-term training, recognition of prior learning, and certification.
- Focus on renewable energy, clean technology, manufacturing, and services.



## Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)

- Vocational training for rural youth (15-35 years), prioritizing disadvantaged groups.
- Placement support and industry-aligned skills in agriculture, IT, and services.

## Atmanirbhar Bharat Rozgar Yojana (ABRY)

- Subsidy for hiring and retaining workers, especially in formal sectors.
- Financial support to boost job creation in key sectors during economic recovery.



## Skill India Mission

- Nationwide initiative for upskilling and reskilling.
- [National Skill Development Corporation \(NSDC\)](#) leads national skilling efforts, supports Skill India Mission.



# Barriers to Workforce Reskilling in the Energy Sector

Study conducted in Raniganj, West Bengal, by JTRC during 2022-23

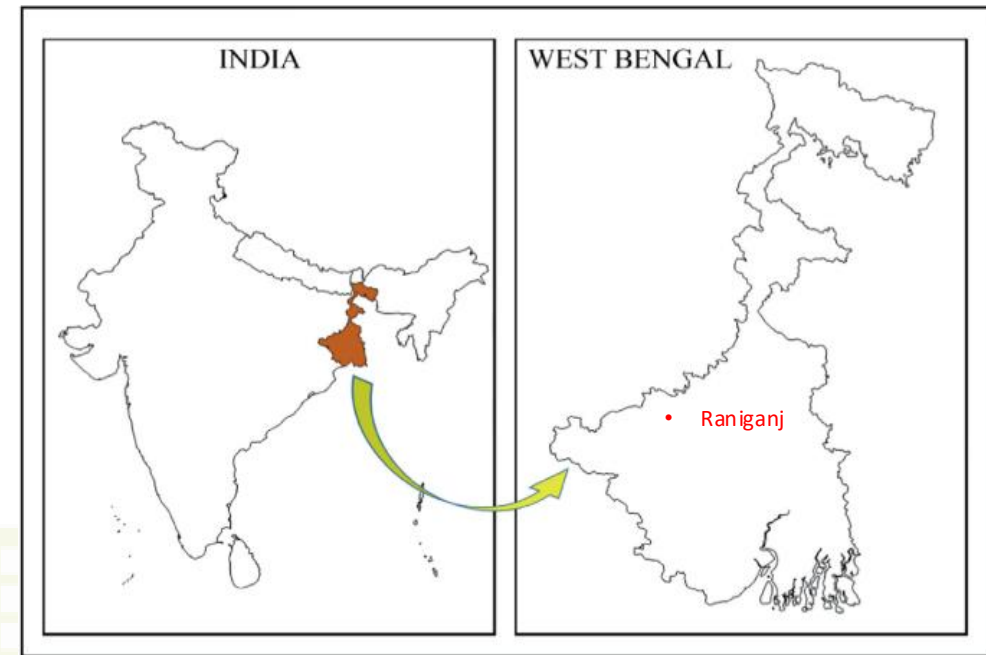


Awareness regarding skill training: Interest and participation in skill training programs

**97.8%** -not aware of skill training opportunities  
**-potentially hindering their ability to acquire new skills and adapt to changing job market demands**

**90.0%** -never attending skilling programs  
**98.8%** -not seeking training  
**-potential gaps in acquiring necessary skills for job advancement and market adaptability**

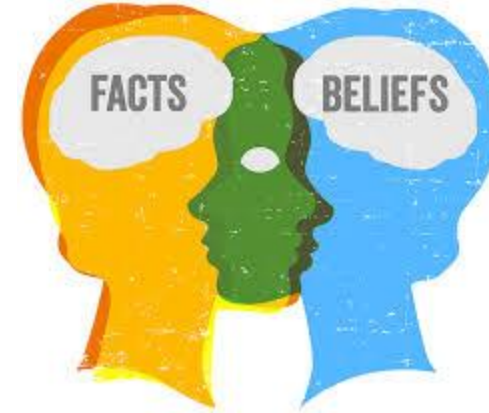
**67.4%**-computer skills not deemed useful  
**64.1%** -machinery operation not deemed useful  
**77.8%** -sector-specific training not deemed useful  
**-individuals lack the necessary skills to secure employment, leading to increased vulnerability and reduced career opportunities**



# Challenges in Addressing Reskilling Needs in the Energy Sector

Significance of Socio-Demographic Influence: Age, Caste, Gender, Migration

- **Broad skepticism about skill training value limits participation and uptake**
- **Systemic barriers tied to socio-demographics require tailored interventions for effective engagement**



- **Call to Action: Implement targeted awareness campaigns and inclusive program designs to bridge these gaps and foster workforce adaptability in the evolving energy sector**





# Thank You!

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