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Social Protection Initiatives for Workforce Reskilling

Prof. Pradip Swarnakar Founder & Coordinator: Just Transition Research Centre Indian Institute of Technology Kanpur 11 December 2024

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





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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.



Rozgar Yojana



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

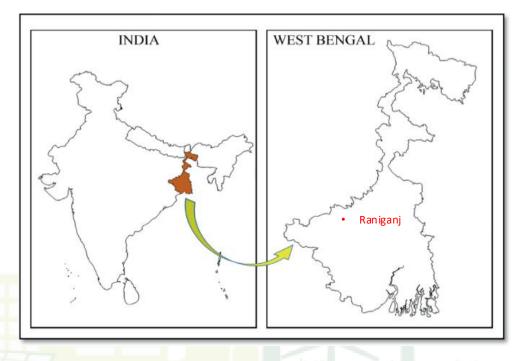
Awareness regarding skill training: Interest and participation in skill training programs



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





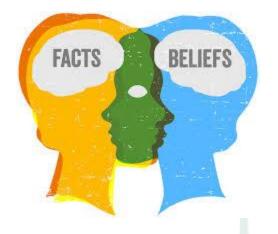


Challenges in Addressing Reskilling Needs in the Energy Sector

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





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