

REGIONAL CONFERENCE ON SKILL DEVELOPMENT FOR NORTH-EASTERN STATES

ATTEMPTS AND EXPERIENCES OF TRIPURA

22nd May 2012

Agartala

SKILL DEVELOPMENT IN TRIPURA

○ Overview:

- Skill Development concerns all Departments engaged in developmental work in productive sectors of Economy.
- Covers all activities starting from short-duration vocational training to higher-end educational courses.
- Covers training, capacity building, skill upgradation activities of various Departments for their target groups.
- This may be job oriented or targeted for self employment
- This is being attempted by various Educational Institutions, Vocational Training providers and it is
- Mostly from Government sector however Private sector started showing their interest
- Demand of skill development in Tripura is huge due to large percentage of unemployed and under employed youths.
- State has conducted Skill Gap Assessment Study through private consultant



SKILL GAP ASSESSMENT STUDY

Potential opportunities

Railway network with Bangladesh	Signing of Indo-Bangla Treaty
---------------------------------	-------------------------------

Industries with high growth prospect

Rubber	Construction
Gas & Power	Electronics
Food Processing	Automobile
Financial	Handicraft
Health	IT & ITES
Gold Jewellery	Tourism & Hospitality
Cargo and Transshipment	Spa



SECTOR WISE INCREMENTAL REQUIREMENT OF SKILLED MANPOWER ('000)

Sector	2012	2015	2018	2022
Rubber	3.75	13.00	16.00	21.00
Construction material	4.62	17.13	23.42	35.58
Civil & Roads	16.50	61.00	84.00	127.00
Food Processing	0.87	3.40	4.98	8.27
Financial	0.20	0.50	0.80	1.50
Health	0.91	3.60	5.50	9.70
Electronics	0.60	2.60	4.50	9.30
Automobiles	13.00	51.00	71.00	112.00
Tourism	0.06	0.30	0.60	0.80
Total	40.51	152.53	210.80	325.15



SECTOR WISE RECOMMENDATION

Rubber:

- Introduction of course on Rubber technology and Laboratory Assistant in ITI level.
- Short term training programmes on Rubber Plantation, Rubber Processing and Quality Improvement & Latex Good Manufacturing, Marketing & Export Management, of rubber products.
- Prepare scheme to promote small entrepreneurs

Gas & Power Sector

- New courses on Gas Pipe Fitter and
- Instrument mechanics are suggested.

Construction:

- Introduction of New Courses on Mason, Carpentry, Bar Bending & Steel Fixing, Plumbing & Sanitary, Painting in the ITI level.
- Set up an training institute for construction sector by the R.D Deptt.
- Tie up with L&T, National Academy of Construction for training



SECTOR WISE RECOMMENDATION.....

Food Processing

- A separate detailed study as a base/ master document for proposed National Mission on Food Processing
- Scheme needs to be designed to promote small entrepreneurs in Food Processing specifically addressing need of the state.
- Training on Food & Beverages and Bakery & Confectionary

Tea

- Short time training programmes on Tea plantation, Leave plucking, Quality management.

Tourism

- Promotion of standard budget hotel in Agartala as well as in other district head quarters
- Training on Tourist guide, Institutional housekeeping , Food Production and Hair & Skin care
- Introduction of SPA Therapy for promotion of employment, Tourism & hospitality if it is encouraged under the state policy



SECTOR WISE RECOMMENDATION.....

Financials

- Training in banking & Insurance marketing
- Certification by IRDA to enhance their employment

Health

- Training in Vaccination Technician, Dressers, Midwife assistant, Operation Theatre Technicians other than conventional nursing and paramedical training.

Electronics Goods

- New Courses on Consumer Electronics for servicing & repairing consumer durables are proposed to be introduced.

Gold Jewellery

- Artisans need formal training on Gold Jewellery Design



SECTOR WISE RECOMMENDATION.....

Automobile

- Training in Two Wheeler Repair, Mechanical Repair & Maintenance of Heavy Vehicles and driving

IT & ITES

- Need single-minded focus for the sector. The training modules designed and executed through tying up with a suitable and expert private institute.

Transshipment

- Exporters & importers need to be trained on DGFT rules and Regulation
- Training on EDP may create more job opportunities

Handloom & Handicraft

- Reduction on overhead cost, thereby increasing the competitiveness of the handloom products.
- Training in power looms machine, Issuance of Nationally/ Internationally recognized Skill Certificate by an independent Assessing Body



IMPLEMENTATION STRATEGIES:

- Create infrastructure to train the number of manpower
- Considering 65% of total population in age group 15-19 may aspire for conventional (X-XII) education, an additional intake capacity of 20771 is required.
- If effective 30% of secondary & higher secondary pass-outs are expected to pursue technical/ higher study, an extra intake capacity of 21000 needs to be created over and above existing 29600 in technical/Higher Studies-beyond 10+2.
- To meet the requirement for 731.7 thousand skilled people in national level the state of Tripura need to put emphasis on the following sectors which are absent or less presence in the state
- Chemical/Pharmaceuticals, Media and Entertainment, Furniture &Furnishing, Leather Goods, Skill Development Services, Health Care Services, Organised retail, Refrigeration, Real Estate Services, Textiles and clothing etc.



IMPLEMENTATION STRATEGIES.....

Study suggested that these requirement can be managed through:

- Capacity augmentation of existing ITIs, Setting up of new ITI, Venturing into PPP mode, Modular Employable Scheme
- Design scheme in collaboration with reputed private/ government IT/ ITES /Pharmaceutical/ Financial training institutes for registered job seekers with subsidized course fees.
- Create counseling centers in collaboration with employment exchanges
- A scheme can be designed for training interested commoners with no age bar, no education bar, minimal fees structure, utilizing existing common facilities under different ITIs/ Vocational institutes,
- 15 days – 3 months training programmes on: House wiring, Tailoring, Vehicle Maintenance, Construction work, Courier service, Preservation of Horticultural produce, etc.
- Introduction of system of Skill Testing for informal skill through Independent Assessing Body and issuance of nationally/ internationally recognized certificate



STRATEGIES FOR SKILL DEVELOPMENT

- Strategy 1: To Create infrastructure to train the number of manpower in identified sector through introduction of new courses and Modular Employable Scheme.
- Strategy 2: If 30% secondary and higher secondary pass out to pursue technical/higher studies, an extra intake capacity of 21900 needs to be created over and above of existing 29600
- Strategy 3: To meet the requirement of national demand, state need to put emphasis on other sectors as well
- Strategy 4: Design scheme in collaboration with other organizations for registered job seekers



STATES RESPONSE TO SKILL DEVELOPMENT

○ ITIs

- 8 ITI with 73 trades and intake capacity of 1116. Capacity Utilization 100%
- All these 8 ITI are under upgradation as Centre of Excellence with additional intake capacity of 144 in each ITI
- 4 more ITI will start functioning within a year
- Proposal for 2 more ITI under pipeline
- ITI are being promoted under PPP mode a Society to be formed in each ITI with an Institute Management Committee (IMC) chaired by an Industry Partner.
- There is a plan to start one ITI in each subdivision. 10 already covered, 8 subdivision remaining



POLYTECHNIQUES

- **TIT, Narsingarh:** 8 Diploma courses with total intake capacity of 230 students and 4 Degree courses with total intake capacity of 240 students
- **Women's Polytechnic:** 5 Diploma courses with total intake capacity of 140 students
- **Dhalai District Polytechnic, Ambassa:** 3 Diploma courses with total intake capacity of 120 students
- New proposed:
 - **North Tripura Polytechnic, Bagbassa:**
 - **Polytechnic at TTAADC HQ., Khumulwng:**
 - **South District Polytechnic, Fulkumari**
 - **Proposed to have one Polytechnique in each District**



MODULAR EMPLOYABLE SKILLS (MES)

- Under Skill Development Initiative Scheme (SDIS)
- Scheme is mainly aimed at School Drop-outs/ less educated youth, existing workers esp. in unorganized sector
- demand-driven short-term modular courses
- To be implemented through Vocational Training provider (VTPs)
- In Tripura all ITI are declared as VTP
- About 735 candidates trained and another 400 are under training



OBSERVATION

- MES is most successful model of skill development and it need to be expanded further
- Capacities of Existing ITI can be increased substantially by making it in double shift
- Each department can contribute in skill development just by offering their under utilized infrastructure to private player involved in skill development of their respective sector.
 - Like CFC of HHS can be used in skilling in Handloom
 - Tea industry during offseason for training related to Tea Sector
- Affiliation process need to be revisited.
- Encouraging private VTPs for MES



OBSERVATION

- Each Department to develop strong network of training/ skill upgradation institutions
- Improving Quality of Training; Training of Trainers; System of Testing and Certification.
- Vocational Training Centres (VTCs) being run by the NGOs to be brought under the “Skill Development Initiative” Scheme of Ministry of Labour, for better quality training
- Skill development mission to be financed on the pattern of food processing mission and should be encouraged to run on PPP mode.
- Training related component of all schemes may be routed through such skill development mission
- Planning commission may consider supporting administrative cost of skill development mission through Labor Ministry



THANK YOU

