

GOVERNMENT OF KARNATAKA

Labour Department

STATE POLICY
ON
SKILLS DEVELOPMENT

2008

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STATE POLICY ON SKILL DEVELOPMENT

	CONTENTS		Page No.
1)	Preamble	:	3
2)	Part-II Key Features of the Scheme	:	9
3)	Part-III Expansion of Outreach	:	17
4)	Part -IV Quality & Relevance	:	18
5)	Part-V Sectoral Policies	:	19
6)	Part VI Equity & Access	:	21
7)	Part-VII Budget & Finance	:	22
8)	Part-VIII Policy Review	:	26

STATE POLICY ON SKILL DEVELOPMENT

Preamble:

The Hon'ble Chief Minister of Karnataka has announced in his Budget Speech that a "Skill Commission" will be setup to improve the skills of the youth. This is a systematic approach to find a job. This scheme will help to fill the gap that is existing due to the lack of skills among unemployed youth & facilitate to impart market driven skills to the candidates.

1.2 Skill and knowledge are the driving forces of economic growth and social development of any country. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of globalization. There is a shortage of skilled manpower in a number of sectors. Large scale skill development is an imminent imperative. Recognizing this Govt. of India have already announced National Mission on Skill Development.

1.3 Govt. of India is mooting National Policy on Skill Development to make India a Skill hub/capital to meet the demand for Skilled manpower within & outside the country.

1.4 The State Govt. has already recognized the trend & demands of the skilled labour market in various manufacturing, service, hospitality, tourism & other such sectors. In this regard constitution of Skill Commission under the Chairmanship of Hon'ble Chief Minister with involvement of various Departments, Training providers, professionals in the field and eminent industrialist is timely and appropriate.

1.5 The challenge is not merely of preparing more skilled persons needed by the industries & service sectors. But it is also of ensuring simultaneously, that skill development initiatives address the needs of the industry, by providing them employable skills.

1.6 Development and articulation of a State Policy on skills development is thus a matter of priority.

The challenges in skill development are many. These are :

- ensuring equitable access to all, in particular, the youth, the disadvantaged communities, the minorities, the poor, the women, the disabled, the dropouts, and those working in informal sector of economy.
- Reducing skill mismatch between supply and demand

- Diversifying skills development programmes to meet the changing requirements, particularly of emerging knowledge economy.
- Ensuring quality and relevance of training
- Building true market place competencies rather than mere qualifications,
- Providing opportunities for life-long learning for skill development,
- Promoting greater and active involvement of social partners and forging a strong, symbiotic, public-private partnership in skills development,
- Mobilizing adequate investments for financing skills development sustainable.

1.7 Vision of the State Skill Commission

- Skills development system which supports employment generation, economic growth and social development processes
- Skills development system which supports diversity while maintaining national coherence
- Skills development system based on strong public-private partnerships
- Skills development system which responds to technological change, employment requirements and

improvements in the productivity and competitiveness of industry

- Skills development system which supports achieving inclusive growth by providing equal access to training to all, and responds the needs of the unorganized sector.
- Skills development system in which qualifications and certification are quality assured and recognized nationally, across organisations, as well as internationally.
- Skills development system which promotes lifelong learning and the continuous upgrading of the skills and knowledge
- Skills development system supported by sustainable funding.

1.8 Mission

Skills Development system is aimed at empowering all individuals through improved skills, knowledge and provide one Lakh employment opportunities during the current year and Nine Lakhs in next four years.

1.9 The Role of Training & Skills Commission would be;

- Enhancing an individuals employability and ability to adopt to changing technologies and labour market demands;
- Strengthening productivity, competitiveness, and supporting the process of economic growth;
- Creating employment opportunities by attracting business expansion on the substrate of availability of relevant skills.

1.10 Objectives of the Skills Development Policy

- To ensure adequate availability of skilled manpower for micro enterprises, small scale, medium & large scale industries including SEZ and Industrial parks as a whole.
- To bring about convergence of various employment schemes
- To advise a training and placement mechanism for effective implementation of the scheme.
- To promote proper manpower planning in the growing sectors of the National & Global economy.
- To suggest a frame work for optimal utilization of the infrastructure available for training in different institutions, both Govt. & Pvt.

- To prepare a time bound action plan to achieve placements of 10 Lakh youths in the next 5 years & to provide One Lakh jobs during 2008-09.
- Entering MOUs with Overseas Employers
- Manpower Information
- Developing literature in Kannada & Dissemination
- Developing ITI/ITC/Polytechnic/Institutes for imparting employability skills (local & overseas)
- Coordinating with line Departments.
- Helpline/information/Guidance/Counselling
- Interactive portal with linkages to Ministry of Overseas Indian Affairs (MOIA)

Part-II

2.1 Key Features of the Scheme

- Demand driven short term training programme to match Modular Employable Skills (MES)
- Training will be provided by the State Government Institutes & Departments, Private Sector/Industries/Industrial Associations.
- Flexible delivery in training period
- Development of need based curricula
- Different levels of training programme to match the needs
- Uniform testing & certification
- The focus of the scheme is to providing employment after training

2.2 This scheme will be implemented through Karnataka Training & Skill Development Corporation Ltd.

2.3 A State level Advisory Committee headed by Hon'ble Chief Minister of Karnataka will be constituted to oversee progress of the scheme. The Commissioner Employment & Training will be the member Secretary. Other members include Minister for Finance, Minister for Labour, Minister for Education, Minister for Social Welfare, Chief Secretary to Govt. of Karnataka, Principle Secretary Finance, Principal Secretary Labour, Principal Secretary Social Welfare, Principal Secretary Commerce & Industries, Principal Secretary

Tourism and members / representatives of CII, FKCCI, BCIC and eminent industrialists.

Coverage of the Policy:

- School/institution based training
- Formal apprenticeship
- Workplace learning, and training by industry
- Non-formal training and learning
- Informal apprenticeship
- Vocational Education as well as Vocational Training
- Life long learning

2.4 GOVERNANCE OF THE SYSTEM

SKILL COMMISSION

Sl. No.	NAME OF THE MEMBERS	DESIGNATION
1	Chief Minister	Chairman
2	Labour Minister	Vice-chairman
3	Excise, Information & Broadcasting, IT & BT minister	Member
4	Large scale industries Minister	Member
5	Small Scale Industries Minister	Member
6	Chief Secretary	Member
7	Sri Manish Sabarwal, Chairman, Teamlease staffing solutions, Bangalore	Member
8	Sri T V Monhan Das Pai, Infosys Technologies Ltd.,	Member
9	Sri Madan Lal J Hinduja, Chairperson, Gokuladas Exports, Bangalore	Member
10	Sri Jaishankar, chairman & Mangaing Director, Adharsh Developers, Bangalore	Member
11	Sri Balaji, Orchid Hotels, Bangalore	Member
12	Dr.Ranjan Pai, Manipal Group of Hospitals, Bangalore	Member
13	Sri B M Kiran, Qisera Technologies, Bangalore	Member
14	Sri Anand Sankeshwar, V R L Groups, Hubli.	Member
15	Smt. Vidya Murukumbi, chairman M/s Renuka Sugars, Belgaum	Member
16	Sri Biju Kuriyan, Reliance Industries(retail),Bangalore division, Bangalore	Member
17	Sri Nanda Kishore Malu, Malu Industries, Indl. Estate, Gulbarga	Member
18	Principal Secretary to Govt. Commerce & Industries	Member
19	Principal Secretary to Govt. IT, BT & Science & Technology	Member
20	Secretary to Govt. (SSI, Mines & Apparel) Commerce & Industries	Member
21	Secretary to Govt.	Member

2.5 EXECUTIVE COMMITTEE

Chief Secretary to Govt. of Karnataka	-	Chairman
Secretary Labour	-	Vice-Chairman
Member Secretary	-	Commissioner Employment & Training

Members

Commissioner	-	IT-BT
Commissioner	-	Industries & Commerce
Commissioner	-	Higher Education
Commissioner	-	Tourism
Commissioner	-	Women & Child Welfare
Commissioner	-	Housing
Managing Director	-	KSRTC
Managing Director	-	KPTCL
Director	-	Apex-Hitech Institute

Industry representatives

FKCCI
CII
BCIC
BOSCH
TOYOTA KIRLOS KAR MOTORS
KASSIA

2.6 DISTRICT LEVEL COMMITTEE

General Manager/Joint Director, - Chairman

Dist. Industries Centre

Joint Director(Trg.)

Divisional Office. - Vice Chairman

Asst. Director, Employment - Member Secretary

Principal, Nodal Govt. ITI - Member

Asst. Director
Information & publicity - Member

Asst. Director
Youth Services - Member

Manager, Lead Bank - Member

2-rRepresentatives from
Local Industries & Other bodies - Member

B. COORDINATION

- Overall Coordination of the State Skills Development System
- Inter-Ministerial Coordination
- Coordination between the Central & State Governments
- Coordination and linkages with macro policy framework

C. INVOLVEMENT OF SOCIAL PARTNERS

1. Social Partners fir Skills Development System

A range of social partners has an important role to play in skills development sector. Social partners refers

primarily to Employers in the public and private sectors, and Workers' Organisations, however, it can include in a broad sense Training Providers, Professional Societies, and NGOs/Civil Society Institutions. They can provide support by way of physical, financial and human resources, sharing of expertise and experience, and, above all, building a conducive environment for, and continued commitment to, skill development.

They can contribute through participation in; identification of competencies, setting competency standards, skill-gap studies, curriculum development, assessment, delivery of training, monitoring and evaluation, and providing work place experience, equipment and training, and various incentives to promote skills development. Most of all, they provide a touchstone to base skills development initiatives in contextual reality and relevance. Involvement of social partners is thus an important strategy.

2. Public Private Partnership

The task of building a skills development system adequate to the size of potential requirement is just too large for the public sector to achieve on its own. Stimulation of private sector participation is thus an

imperative. There are many opportunities for public private collaboration which are mutually beneficial.

- Play a more 'strategic' than 'comprehensive' role
- Adopt a more promotional role rather than regulatory and control.
- Extend to the private sector institutions, on par with public sector institutions, access to schemes and programmes that are aimed at quality improvement
- curriculum development, trainers' development, learning resource material development, and networking with lead institutions.

The Private Sector on its part will participate in building a strong, diversified, quality system of skills development, consistent with national policy on skill development.

The project is coordinated by Directorate of Employment & Training (DET). It will establish Nodal Centres in each district. The Vocational Training Providers (VTP) will be assisted to some extent in developing infrastructure & the faculty will be trained.

Web based software will be developed to monitor the progress of the scheme. This helps to achieve the required target well within the stipulated time.

Part-III

EXPANSION OF OUTREACH

The current capacity of the skills development system is most inadequate to meet the requirement. Keeping this in view, the capacity of the state skills development system will be expanded very substantially as a State Mission. It will be expanded to 1 million during the 11th plan and raised to 3 million by the end of the 12th plan. The capacity of the system will continue to be built thereafter.

For undertaking this massive expansion in capacity, besides current established approach, innovative delivery models will be explored such as public private partnership, decentralised delivery, distance learning, and computerized vocational training.

Part-IV

QUALITY AND RELEVANCE

The National Skills Development Policy is contemplating quality and relevance of Vocational Education & Training System. Further a National Vocational Qualification Framework (NVQF) will be established in near future. The State Policy on Skill Commission will going to adopt quality & relevance as proposed by National Skills & Development Policy.

Part-V

SECTORAL POLICIES

1. MANUFACTURING

Manufacturing sector has shown a reasonably high employment growth in recent years, but most of it has been in the unrecognized sector where productivity and earnings are low, conditions of work are poor and social security mechanisms are virtually non-existent. Policies, therefore, need to be evolved to induce higher employment growth in the organized sector and for providing better earnings, conditions of work and social protection to workers in the unorganized sector.

2. CONSTRUCTION

The construction sector has registered high employment growth as well as high employment elasticity. While these features of this sector are likely to continue, poor quality of employment is a matter of serious concern. Implementation of various provisions of labour regulation, minimum wages, safety and welfare, need to be strictly implemented. The government efforts need to be supplemented by those from the trade unions and civil society towards this end.

3. RETAILS TRADE

The Trade sector has experienced one of the fastest growth in employment over the past decade; and is likely to sustain this growth in coming years. The need particularly seems to be of improving quality of employment, especially in retail trade.

4. TOURISM & HOSPITALITY

Tourism industry has grown rapidly and so has employment in this sector. Inadequate infrastructure and shortage of skilled workforce are identified as major constraints in future acceleration of its growth. The Eleventh Plan has made several suggestions to reduce these constraints, by adopting 'destination' and 'circuit' focused planning of infrastructure and public private partnership (PPP) in creating training facilities, which need to be expeditiously implemented.

Part-VI

EQUITY AND ACCESS

Vocational Training for Women

Training for employability will be used as an agent of basic change in the status of women. The State Skills Development system will play a positive role in the empowerment of women.

Disadvantaged communities: Scheduled Caste, Scheduled Tribes, Other Backward Classes

Skills Development leading to employability is a key to social empowerment of all communities. Accordingly, the focus of the policy will be on equalization of skills development opportunity for the socially disadvantaged communities with those of the rest of the population.

In addition economically backward, the poor, Minorities, Handicapped, School Drop-outs and regional imbalance in opportunities will be also be taken care.

Part-VII

BUDGET & FINANCE

Skill Commission contributes directly to the objective of human development by preparing the individual to access 'economic opportunity' through employment and income. Investing adequately in skill commission is thus an imperative for any 'developmental' society. Skills commission brings return not only to the individual but also to employing enterprise and the economy as a whole.

It is proposed to train and impart skills and employ 10 lakhs persons in next 5 years. Year wise physical and financial targets are as follows:

Physical & Financial Target

(Rs. in Lakhs)

Sl.No.	Year	Physical (fig. in Lakhs)	Financial
1	2008-09	1.00	10000.00
2	2009-10	1.50	15000.00
3	2010-11	2.50	25000.00
4	2011-12	2.50	25000.00
5	2012-13	2.50	25000.00

The scheme is proposed to be funded by Govt. of Karnataka, Govt. of India and from stake holders under PPP Model.

An initial Corpus of Rs. 100 crores is to be provided by State during 2008-09. there is a budget provision of Rs. 25 crore under M.E.S. This would be utilised for the scheme. Remaining Rs. 75 crore will be provided as additionality. Government of India have provided Rs. 1500 crores during the current year for Skill Development. Our policy is in tune with the proposal. We will send proposals to Govt. of India for past financing of the scheme.

The budgetary support provided to line departments for training programmes could also be used to support the scheme.

Besides, contribution from stake holders participating in PPP Model would be used for supplementing the resources.

It is also proposed to charge a nominal fee from the candidates as Registration fees.

Employment Generation

Skill N Job Fair or Udyoga Melas will be organized in each District. This facilitates the trained personnel under various schemes will be showcased for getting suitable employment during the fair.

Action Plan proposed

The scheme for providing skill development programme, involve in major Depts. under Govt. of Karnataka as under:

1. Labour
2. Commerce & Industries
3. Public Works
4. Housing
5. Urban Development
6. Infrastructure Development
7. Transport
8. Social Welfare
9. Technical Education
10. Textiles
11. IT & BT
12. Sericulture
13. Agriculture & Horticulture
14. Animal Husbandry & Fisheries
15. Tourism

16. Health & Family

17. Women & Child Welfare

18. Other Service Oriented line Depts.

Part-VIII

POLICY REVIEW

By its nature, any policy can only be rooted in a given context. As the context changes, so must the policy. Skills Development is placed in a highly dynamic environment. Accordingly the policy on skills Commission must undergo periodic review and revision. The State Policy on Skills Commission will be reviewed once in two year, and revised appropriately to take account of progress in implementation, and emerging trends in the national and international environment.

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FUNCTIONS OF THE GOVERNING COUNCIL

- Facilitate coordination & cooperation among the line departments in the implementation of the project.
- Take stock of the implementation of the project in all the districts.
- Provide guidance & support for interdepartmental coordination & cooperation
- Review the progress once in six months
- Delegate necessary financial and administrative powers to Executive Committee or any other committee constituted to carry out the objectives of the Council.
- Authorize the Executive Committee to function as per the norms and guidelines of the Karnataka Vocational Training and Skill Development Corporation Ltd.
- Approve the action plans drawn by the Executive committee

FUNCTIONS OF EXECUTIVE COMMITTEE

- Preparing action plans
- Review the action plans and suggest appropriate corrective actions
- Overseas the implementation of the project.
- Facilitate inter-departmental coordination in all the districts.
- Facilitate in capacity building activities of the project
- Monitoring & evaluation of the project

- To review the progress of the scheme once in three months.
- Conceive and suggest research studies to be undertaken for the project
- Suggest ways of replicating the project on a large scale.
- Enter into contracts MoUs, agreements between industry, Govt. & other entities
- Consider approve and modify training curriculum for the candidates in consultation with the experts, industries etc.
- Report to the Governing Council on all matters
- Take decision on questions of policy relating to the administration on working of council
- To approve programmes of council within the scope of objectives of the council & within the scope of the budget.
- Facilitate to conduct training, placement & market research
- To approve eligibility conditions, duration, selection process, contents & financial outlets for training & placement projects, awareness campaigns.
- Functions according to the norms & byelaws laid-down in Karnataka Vocational Training & Skill Development Corporation.
- To approve & authorise operation of the funds.

- To pass resolution on the annual report and annual accounts of the council
- Approve the budget estimates of the council
- To draw development plans of the council
- To approve professionals of technical advisers, consultants in connection with the objects of the skill development policy
- To coordinate with other state level, national & foreign institutions/international organization in the pursuit of its objectives of the policy
- Negotiate, enter into & make contracts & deeds on behalf of the council
- Solicit & receive grants, gifts, donations or other contributions from the Central or State Govt. or from any other source, provided that no benefaction shall be accepted by the council which involves conditions or obligations contrary to the objectives of the council.
- To empower such acts & things as or incidental or conducive to the discharge of the functions & attainment of any of the objects of the council.
- To sanction up to Rs. 25 Lakhs at a time towards the cost of providing training or procurement of training materials or equipments.
- Committee is delegated to approve Rs. 100 Lakhs at a time towards training, publicity, establishment charges

conducting job fairs, seminars, workshops, fellowship training etc.

- Facilitate in capacity building for technical officers and arranging fellowship training programme.
- Strengthening the institutional infrastructure for skill training & certification
- Enhancing the training options available for the unorganized and informal sector
- Organizing & preparing State level skills competition in line with WSC (World Skill Competition)
- To line with MOIA in up-gradation of skill training programme, and overseas placement
- To establish skill institution in joint venture in line with TAFE Australia, Malaysian skill Institute, NVTF UK etc.

FUNCTIONS OF DISTRICT LEVEL COMMITTEE

- To prepare monthly/annual action plan
- Survey job potential in every establishments
- Identify trainable youth locally available leads to employment
- Design industry oriented training methodologies
- Identify training institutes & centres
- Standardize testing & certification

- Conducting job fairs on regular basis with wide publicity
- Organize meetings with local industries & trade organizations every fortnight to receive feedback with regard to requirement of skilled manpower.
- Estimate the cost of providing training for different training programmes and modules designed
- Take the approval from the executive committee for incurring expenditures
- Fix long term & short term targets for imparting training and placement
- Committee is delegated up to Rs. 5 Lakhs at a time towards procurement of training materials or equipments or as a cost of training or any other expenditure incidental towards training.
- Expanding capacity through innovative delivery models.
- To develop effective PPP models to meet the growing need of skilled manpower in emerging sectors of the industry.
- To provide support towards the establishment and management of internet based and online information centre on number of candidates registered, trained placement etc.
- To improve working environment in ITIs
- To create database of all job aspirants & to provide smart cards

- To promote legal migration of overseas employment
- To formulate training programme through professional consultants
- All the job aspirants will be monitored and the outcomes of the getting employment will be measured through a periodic Management Information System (MIS)
- To prepare annual training plan in each district
- To conduct tracer study and success of employment potential in emerging sectors.
- Lay down standards of proficiency to be demonstrated before the award of the training completion certificate & other distinctions in respect of the seminars, training.
- To approve guest faculty, technical experts, consultants & to pay honorarium/remuneration.
- To acquire by gift, purchase, lease/hire or otherwise any property movable or immovable & to construct improve/alter, demolish or repair buildings, works & constructions to an extent upto Rs. 5 Lakhs.
- To review the progress of the scheme by the District Commission/Chief Executive Officer, ZP, once in three months.
- To conduct meeting every month for the physical & financial target achieved .