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Government of India  
Planning Commission  
(LEM Division)

**Subject: Minutes of the One Day Regional Conference on Skill Development held at Bhopal on 18<sup>th</sup> August, 2010**

List of Participants is at Annex.

The Regional Conference on Skill Development was held on 18<sup>th</sup> August, 2010 at Bhopal for Central Region States (Bihar, Madhya Pradesh and Orissa) and Union Territories (Andaman and Nicobar Island, Chandigarh, Dadra and Nagar Haveli, Daman and Diu, Lakshadweep, and Puducherry). The Conference was inaugurated by Dr. Narendra Jadhav, Member, Planning Commission, Government of India and attended by senior officers of the States/UT's mentioned above.

In his opening address, Member (NJ) highlighted the objectives of the State Skill Development Missions (SSDMs) which should ultimately lead to harnessing of the demographic dividend which will be available for next 15 years. Unless serious efforts are made to harness the demographic dividend, which if not utilized with proper planning could turn into a demographic nightmare. He also stressed the comparative advantage enjoyed by India owing to higher proportion of younger population compared to developed countries like Japan, UK etc..

Thereafter, he briefed the participants about the three tier institutional mechanism created at national level towards achieving the Prime Minister's target of training 500 million skilled persons by 2022. He also referred to the National Policy on Skill Development as a framework within which training efforts should be coordinated.

Member (NJ) highlighted the 18 points ideas which the SSDMs could consider and take forward to achieve the above mentioned training targets. These 18 points broadly fall in three categories namely (i) connecting supply to demand, (ii) correcting supply to demand, and (iii) preparing supply to demand. These ideas include, converting employment exchanges into Career Guidance Centres, initiatives of Public Private Partnerships (PPP), mapping of skill sets of the local economy, credible certification, creation of asset bank, etc.. These ideas could be used to enable India emerge as reservoir of human capital for domestic as well as international needs.

Member (NJ) informed that these Regional Conferences aimed at sensitizing the States as partners in achieving the target of 500 million skilled workers by 2022. Hon'ble Minister Shri Laxmikant Sharma, Higher and Technical Education, Government of Madhya Pradesh to give his views on the subject. Hon'ble Minister, Higher and Technical Education, Government of Madhya Pradesh

indicated the intention of his Government to double the seating capacity of ITIs from 27,000 to one lakh and to take other measures in the State which help in harnessing the potential of skilled manpower. After giving bird's eye view of the skill development activities in M.P, he invited the representative from the States and Union Territories to make presentations on action taken on SSDM, major activities, action plan for the future, etc..

#### **(1) Madhya Pradesh**

- The State has set up the SSDM in the form of "Madhya Pradesh Council for Vocational Education & Training" under the Chief Minister. The Council has been registered under the Societies Registration Act. In addition, a Cabinet Sub-Committee is also set up to manage the Council decisions.
- The skill gap analysis has also been done for the State. It has identified the skill gaps where the immediate actions need to be taken. It also projected the age group wise and education wise demand for labour force upto 12<sup>th</sup> Five Year Plan. The skill gap analysis of the State indicates that 10-11 lakh employment opportunities need to be created. Employment exchanges would be set up in each district.
- The State representatives raised concerns about the ongoing problems with MES scheme and requested for urgent intervention so that the scheme is resumed.
- The State has several collaborations with the private industries in specialized skill training which include (i) specialized training for two years for Earth Moving Equipment Industries, (ii) L&T, (iii) Equipment Pvt. Ltd (Pithampur), (iv) specific Training for Automobile Sector in 2 ITIs in collaboration with Ashok Leyland, and (v) assistance from GTZ (German Technical Cooperation) for expert and advisory support to upgrade ITIs included under Public Private Partnership.
- The State is planning to establish 110 ITIs and 330 Skill Development Centres (SDCs) and the proposals have already been submitted to DGET, MOLE. Third shift has been started in 19 ITIs from August 2010. This has created 2,650 extra seats for training.
- The State proposes to set up ITI in every block. These ITIs will have 10 trades with the total 250 seats per shift per ITI. This new initiative aims to identify private partner who will set up these ITIs and run demand driven courses for employment in the fast growing sectors of economy. The State Government will provide land and infrastructure facilities such as road, power supply, water supply and communication network etc.. The preferred location of these ITI's and SDCs could be close to Common

Service Centre (CSC) being setup by the Department of Information Technology.

- The State is also focusing an inclusive skill development strategy to bridge rural urban divide, organized and unorganized, and traditional home based and cotemporary work based divides.
- Some of the best practices of State include: in each ITI the State Government have recruited faculties on contractual basis to develop English proficiency. They are paid honorarium @ Rs. 7200/- per month. In order to ensure quality in training in Advanced Modules, provision of higher qualification and experience for the faculties has been made in the Recruitment Rules. For Entrepreneurship and Personality Development of the students, training programmes are being organized through the Institutions having specialization in this field.
- The State is also planning to have sector wise action plan for skill development.

## **(2) Bihar**

- The SSDM has been set up in the State. The Mission has been registered under the Societies Registration Act. The Governing Council is headed by Hon'ble Chief Minister and the Executive Committee is headed by the Development Commissioner. The Council members have been included from institutions, industry and field experts. The State has set a target for training of 2.5 lakh persons per year.
- The State has commissioned the work on skill mapping analysis to Indian Institute of Public Administration (IIPA) New Delhi. The report is yet to be submitted.
- At present the State has 45 functional government ITIs (including 10 women ITIs) with seating capacity of 18793 and 279 private ITCs with seating capacity of 45,421. Besides, the State has 78 VTPs. Out of 38 districts, 31 districts have ITIs. Seven new ITIs (including one woman ITI at Munger) have been sanctioned in the current financial year. During last three years, the State Government has sanctioned 23 new ITIs (including 4 women ITI s).
- A total of 11 existing ITIs have been taken up for up-gradation under PPP mode, 3 ITIs are covered under domestic funding and 8 ITIs are covered under World Bank assistance scheme.
- The State is planning to have ITIs in all uncovered districts and women ITIs in each division and Skill Development Centre in every Panchayat.

- The Ministry of Labour & Employment, has indicated sanction of 105 ITIs and 1,810 Skill Development Centers under PPP mode for the State. The State Government has identified land for 205 ITIs and 2,245 SDCs and the proposal has been submitted to DGE&T in March, 2010.
- The State government has signed a MoU with IGNOU to train 10 lakh youth in market driven trades through 400 SAMARTH Training centers to be established by IGNOU in the States.
- The State also signed a MoU with educational institute BIT MESRA to develop ITI Digha as a model ITI, to set up a Resource Centre at ITI Digha, and to impart training through “learning by earning” method. In addition, under green field venture a new ITI is being set up in Nabinager under PPP mode with Bhartiya Rail Bijali Ltd. But the State representative said that the State is facing great difficulty in finding industry partners.
- The State is planning to strengthen the vocational education programmes as per need of local market demand, certification for informal sector, child labour training programmes and other local need based training programmes.

### (3) Orissa

- The SSDM has been set up in the State under the High Power Employment Mission headed by Chief Minister. The Mission has been registered under the Registration of Societies Act.
- The PWC-CII jointly have done a skill gap analysis for the State. The study assessed in detail about the current skill training base in the State, government thrust and future requirement etc. .
- Under different departmental skill training programmes 48,731 persons have been trained till now and about 11,555 persons are at present undergoing training in the State. The State has total of 186 VTPs.
- The State also has several skill training collaborations with industries like L&T, IL & FS, Nokia Care, National Academy of Construction, etc..
- So far the State has organized three job fairs.

## **Union Territories**

### **(1) Andaman and Nicobar Islands**

- The UT Level Skill Development Mission has been constituted with Secretary Labour as Chairman. A comprehensive SWOT analysis has been carried out for the Islands.
- The number of VTP has risen from 1 in September 2008 to 15 VTPs at present. These VTP's offer courses in 23 sectors. Out of 15 VTPs, 8 are under various Government Departments and 3 are run by NGOs. Vocational Evaluation Committee (VEC) meetings are held thrice in a year for monitoring the training activities.
- Till now 1,390 candidates have been trained, 1218 tested and 958 certified. During 2010-11 the training target is 8,000 candidates of which about 2,000 persons have already been trained.
- The Islands targets school dropouts, women and marginalized section under the SDC scheme. The Fisheries Department has devised the NCVT pattern curriculum in fisheries sector. The UT also has MoUs with private sector for skill training.
- As part of making government employees efficient and more productive, the UT Admn has issued a circular to all the Government Department under A&N Admn to send their Group- 'D' staff for training under MES courses for upgradation of their skills to qualify for grade pay of Rs. 1900/- in PB-I (Rs. 5,200 – Rs. 20,200) as per the recommendations of 6th Pay Commission.
- The Islands has organized two Job fairs in hospitality sector and construction/electrical trade.
- The Islands aim to have 25 VTPs registered with training slots of 2,500 candidates by 2012 with mandatory 50 percent placement target.
- The Action Plan/ Road map has been prepared for implementation of training target of different VTPs.
- The Islands representative raised major issues related to skill development including the MES scheme where the DGE&T, Ministry of Labour and Employment have stopped all training activities in the country. This sudden stoppage of training has adversely affected the scheme in the Island. Further, the yardstick applied throughout the country cannot be

made applicable for the Island VTPs, as MES Courses are offered in tribal areas, departmental farms and fish landing centers etc. Moreover, till date no training cost is reimbursed by the RDAT. An amount of Rs. 28 Lakhs is pending with RDAT Chennai for reimbursement.

## **(2) Puducherry**

- The UT has set up the UT Level Skill Development Mission under the Chairmanship of Chief Minister. The Minister of Labour is Vice Chairman. Members of the Mission include representative from industries, NGOs etc. The skill development initiatives have been undertaken by The Pondicherry Industrial Promotion Development and Investment Corporation Limited (PIPDIC).
- The skill gap analysis has been carried out through the IL & FS in the UT. The major sectors identified for skill training include tourism, engineering, industrial house keeping and security services. The study further highlighted the region wise sector focus and skill sets requirement. The UT is also planning to have website for skill training and other information for public.
- At present there are 9 government ITIs and 8 ITCs in the UT of Puducherry. Two ITIs have been taken up under the Centre of Excellence scheme for upgradation. In addition, one woman ITI has been taken up under 1,396 ITIs upgradation in PPP mode and three more ITIs are under consideration for upgradation.
- The UT is planning to have a total of 8 training centres: four in the Pondicherry region, two in Karaikal one each in Mahe and Yanam. The centres in Mahe and Yanam will have annual training capacities of 500 trainees each, while the remaining training centres will have annual training capacities of 1,000 trainees each. The UT aims to train 20,000 persons by the end of 2015.

## **(3) Daman & Diu and Dadra & Nagar Haveli**

- The UT level Skill Development Mission has been set up in the Daman and Diu under the UT Administrator. The Mission has not been set up in Dadra and Nagar Haveli.
- The skill gap analysis has been done and it shows that there are approximately 300 Industries including LSI, MSI and SSI and about 80 percent of the workers in these industries are unskilled.

- The only ITI has a placement record of 100 percent. The UT has organized two job fairs one is exclusive for industries and trainers and another for handicapped persons.
- The UT has 77 trades under SDI scheme for imparting training.

After all the State/UT's presentations, Pr. Secretary (Planning), Government of Madhya Pradesh thanked the Planning Commission for holding the Regional Conference on Skill Development at Bhopal. He also highlighted the salient features of all the presentations made by various States/UTs and indicated the usefulness of the same.

Member (NJ) in his concluding remarks thanked the States/UTs for sharing their ideas, activities and future plans for skill development. He also said that there is always scope for improvement and we all need to put efforts to realize the skilling of 500 million target set by PM. The 2020 is not too far and the SSDM are still not gathering the momentum so there is a big push needed. However, as is brought out in the various Regional Conferences some States have taken some good initiatives especially in the PPP initiatives which need to be studied by other States. He also suggested that a one day Conference with leading industrialists and the key State and Central Government Officials could be organized for imparting momentum to skill development efforts and exchange of ideas. Further, this Conference could be an opportunity to share each other's view points and experience in the area of supply and demand of skills.

The conference ended with vote of thanks to the chair.

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Planning Commission  
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**Subject: Minutes of Forth One Day Regional Conference on Skill Development held at Bhopal on 18<sup>th</sup> August, 2010**

**Planning Commission**

1. Dr.Narendra Jadhav, Member (Education, Labour, Employment and Skill Development, and Social Justice)
2. Smt.Naini Jayaseelan, Adviser (LEM)
3. Shri.Munish Kumar, Director (LEM)
4. Shri.B.Chandrasekaran, Young Professional (LEM)

**Government of Bihar**

1. Shir.Masood (Labour Commissioner)
2. Shri.Sanjay Kumar, Assistant Director (Training)

**Government of Madhya Pradesh**

1. Shri.Laxmikant Sharma, Hon'ble Minister for Higher and Technical Education
2. Shri.Jagannath Singh, Hon'ble Minister of Labour
3. Shri.K. Suresh, Principal Secretary, (Planning)
4. Shri.K.J.R Burman, Secretary (Education)

**Government of Orissa**

1. Shri.Bhagaban Poiba, Deputy Director (Employment)

**Administration of Andaman and Nicobar Island**

1. Smt.Shyami Sodhi, Secretary (Labour & Employment)
2. Shri.N.P.Mansoor, Principal

**Administration of Daman & Diu and Dadra & Nagar Haveli**

1. Shri.S.Khare, Administrative Officer

**Government of Puducherry**

1. Shri.G Malarkannan, Labour Commissioner