

**Government of India
Planning Commission
(LEM Division)**

**Subject: Minutes of One Day Regional Conference on Skill Development
held at Mumbai on 3rd August, 2010**

List of Participants is at Annex

Member, Planning Commission (Dr Narendra Jadhav) inaugurated the Conference and thanked Government of Maharashtra for organizing the second one day Regional Conference on Skill Development for the Western States of Maharashtra, Gujarat, Goa, Rajasthan, Jharkhand and Chhattisgarh. The Chief Guest was Shri Rajesh Tope, Hon'ble Minister, Higher and Technical Education, Government of Maharashtra. The Conference was also attended by Smt. Varsha Gaikwad, Minister of State, Higher and Technical Education, Government of Maharashtra.

2. After welcoming Hon'ble Ministers for Higher and Technical Education, Government of Maharashtra and all the participants, Member (Dr NJ) highlighted the need for these Regional Conferences. He stated that potential benefits of **Demographic Dividend** which if not utilized with proper planning could turn into a **Demographic Nightmare**. He described Demographic Dividend as a cheque which is not yet encashed. Briefly, Member (Dr NJ) informed that the conference aims at sensitizing the States in being partners to achieve the target of 500 million skilled workforce by 2022 and learning from the experiences and the best practices of other States.

3. Thereafter, he enumerated the salient features of the "Coordinated Action on Skill Development" which in a nutshell aim at upgradation and improvement of the skill development activities as well as addressing the various issues to put the education system in order. He also briefed the participants about the 3-tier institutional structure, that is, Prime Minister's National Council on Skill Development, National Skill Development Coordination Board (NSDCB) and National Skill Development Corporation (NSDC). He also mentioned the Core Principles circulated by the PM's Council as the guiding philosophy of the Coordinated Action on Skill Development. In order to galvanize the efforts to reorient the Skill Development System, all States / UT's are required to set up their State Skill Development Missions (SSDM's). These SSDM's would be crucial to achieving the demographic dividend as the States (i) control the delivery systems of employment and employability, (ii) have unique features and conditions which can be captured by the States themselves and (iii) must have actionable points, given the federal structure.

4. In order to guide the States about evolving actionable points and strategies he referred to his paper which was circulated to all the participants which contained

reference to 18 points. He emphasized that these 18 points are not mandatory but only a set of ideas which should be considered by the States. He also stressed the need to put in place the policies and structures by addressing (i) the short term issues such as those relating to connecting supply to demand (example: SSDM's can underwrite apprenticeship programmes), (ii) medium term issues such as those relating to correcting supply to demand and (iii) long term issues such as those relating to preparing supply to demand.

5. Shri. Rajesh Tope, Hon'ble Minister for Higher & Technical Education, Government of Maharashtra expressed thanks to Planning Commission for organizing the Conference in his State and raised certain issues and expectations from Planning Commission as well as Government of India. After summarizing the training infrastructure in the State he mentioned that there is a special plan to address the problems of the underprivileged sections through the commitment of the Government of Maharashtra to set up an ITI in every Taluka/Block as these areas are unable to attract private partners. In addition, he mentioned the efforts to register various institutes as Vocational Training Providers (VTP's). In this context, he mentioned that the supply of funds should match the demand of funds (during 2009-10 for Maharashtra the funding was available for training 60000 youth whereas the actual target of training was 20 lakhs per annum) and there should be smooth procedures for the registration of VTP's. He briefed the house about the structure of Skill Development Mission in the State and fixing the target of training 20 lakh persons every year. He also mentioned the CII/ICRA study Report on laying the Roadmap for Skill Development in Maharashtra. The Government of Maharashtra has established the Knowledge Corporation in 2001. He mentioned that innovation and invention, dignity of labour, promotion of knowledge based activities and use of embedded technology in curriculum formed the important ingredients of the guiding philosophy of skill development efforts of the State. He also referred to the various lessons which could be drawn from the experience of Australia, China and Germany. The importance of English language, soft skills, entrepreneurship development programmes and the need for latest training equipment was also highlighted. The COE scheme should ensure vertical and horizontal mobility and the education system primarily be skill based. He pointed out that if these issues are considered then India can be a bench mark for production workers and also emerge as the largest exporter of skilled manpower .

6. The other points included: (i) **Second Shift** has been started in all the Government ITIs in Maharashtra and **Third shift** in ITIs in Municipal Corporation areas, (ii) Maharashtra is the first State to initiate the idea of one ITI in each block way back in 1995. (iii) The current intake capacity of 1.4 lakh in ITIs to be raised to 2 lakh.

7. Shri Mahesh Pathak, Secretary, Higher and Technical Education, Government of Maharashtra welcomed all the participants for the Conference and informed that the education and skill training should be demand, supply and services

centered. He informed that out of 50 crore skilled workers to be trained by 2022, Maharashtra accounts for 2 crore persons. He also mentioned that there is a need for more evaluation organizations for assessing the training imparted under vocational education and skill development.

8. In order to give a comprehensive picture of skill development activities in the States of Maharashtra, Gujarat, Goa, Rajasthan, Jharkhand and Chhatisgarh vis-à-vis All-India scenario Adviser (LEM) made a brief presentation which highlighted the existing infrastructure in ITI's/ITC's, seating capacity and number of ITI's/ITC's available per person in the age group of 15-29 population. She explained the inter state disparities in availability of infrastructure for skill training in terms of ITI's and ITC's and suggested the framework within which the State specific presentations should be made.

9. Thereafter, the representatives of various States made presentation on status of SSDM in their respective States.

(1) Gujarat

- The State has set up Gujarat Skill Development Mission. The skill mapping analysis has been completed according to which seven major sectors account for substantial skill training in the State which amounts to 2.8 lakh. Department of Labour and Employment alone trains about 1.4 lakh persons. Gujarat Knowledge Society has a target of skilling one lakh for the year 2010-11.
- The Government has undertaken various innovative skill training programmes including Kaushalya Vardhan Kendra (KVK), Kutir Mandir (KM), Skill Voucher, UMEED, Manglam Mission etc. Besides, the State's New Industrial Policy 2009 also lays emphasis on skill development with higher financial allocation.
- Under the KVK, all villages are covered through the cluster approach. Each cluster has 10-12 villages. MES has been adopted in all these clusters with focus on women oriented skills sets. In the First Phase 150 KVKs is planned covering both rural and urban areas.
- 50 Kutir Mandirs are planned to be established in ITI premises in the State. The courses to be offered range from 80 hours to 400 hours in 40 different courses.
- **Skill Voucher** is an important and innovative new initiative of Gujarat Government. Skill Voucher serves the twin purpose of providing competition among institutions and choice to candidates for choosing institutions for acquiring skills. The financial assistance is given directly to

the candidates instead of to institutions. The probability of ensuring employability is also higher both from institution's and student's point of view because of flexibility, choice and competition.

- The UMEED scheme aims exclusively training for urban youths. The target under this scheme is one lakh urban youth in 2010-11. In addition, under Mission Manglam scheme the target set for training rural youth population is about one lakh.
- The State Government has initiative for Online Portal (<http://www.gsdm.in/Home.aspx>) for listing of number of courses offered, institutions registered, students enrolled, candidates placed/not placed, job providers and number of job provider's satisfaction list.
- The State has signed several Memorandum of Understanding (MoUs) with many industries on specialized trades in different regions. Most of the MoUs are in PPP mode.

(2) Rajasthan

- The State has setup the SSDM in the form of Rajasthan Mission on Skill and Livelihood (RMoL). The Chief Minister is the Chairman of RMoL and Deputy Chairman is State Chief Secretary and there are members from NGOs and industry. Besides, the RMoL also has two Committees consisting of RMoL members to oversee the functioning of RMoL: (i) Sanctioning Committee (For the funds released by GoR) and (ii) Project Steering Committee (For the funds released by UNDP). The RMoL is supported by the UNDP.
- The skill mapping study has been done through the IMaCS of ICRA upto 2015. This study focused on demand / supply scenarios of skill training in 13 different sectors which are driving the growth in the State. The study has reported that 70 percent of industrial output is produced from four different regions (Jaipur, Bhilwara, Udaipur and Sriganganagar) but Jaipur alone produces around 39 percent of total industrial output.
- The State has taken initiative of skill training on selected trades through **Mobile Vans** in cities. At present Two Mobile Vans are running in Jodhpur and Dungarpur districts. Three more are planned to serve in the area of Tonk, Baran and Rajsamand. The State also has Skill Voucher Programme for BPL people.
- The State has Construction Academy in PPP Mode which has its own unique model for service delivery. The State also has Overseas Placement Bureau for imparting pre departure training etc.. In addition,

there is a Rajasthan Institute of Security Education (RICE) with support from UNDP under RMoL.

- In all 171 skill sets are offered in 30 different sectors. The State organised 2,611 training programmes in 340 institutions (KVKs, ITIs, ITCs, NGOs etc) and the number of youth trained in the last three years are 74,182, of which 30 percent are women, 67 percent of beneficiaries educated are under Matric.
- The State's **Best Practices** include: (i) exclusive IT related programmes for SC/ST youths, (ii) Eklavya Industrial Training Programmes (for SC/ST youth). The RMoL provides stipend of Rs 7,500 per trainee for three months under Eklavya Industrial Training Programmes (for SC/ST youth).
- The State has initiated training of one lakh youth every year through Knowledge Networks, introduction of 3 shifts in all ITIs and ITCs and more short term courses in second and third shifts, allowing all educational and professional institutes to run short courses before and after the working hours.
- There is a huge deficit of trainers for various skill training programmes.

(3) Chhattisgarh

- The State has set up the SSDM with (i) State Steering Committee under the Chairmanship of Chief Secretary (ii) District Level Steering Skill Development Mission Committee under the Chairmanship of Hon. Minister incharge of the District and (iii) District Committee headed by Collector to coordinate with various departments. The Mission has members from NGOs and industries at State and District level.
- The State has separate Cell for generation of momentum to take initiatives of skill development and establishment of a separate Society for SSDM is also in progress. In addition, the State is in process of setting up of a District Cells. It also plans to have Inter-State Cell for tracking workforce movement.
- The State has done skill gap analysis with the CII with projected skill demand of 16.40 lakh by 2010 out of which basic skills demand is about 6.50 lakh and ITIs and diploma demand is about 5 lakh.
- The State has finalized the Action Plan under the SSDM with training target for skilled workforce of 1.25 crore by 2022. The target group is youth and women population. The major focus areas are agriculture, forest based industries and rural industries. Most of the educational

institutions in the State would be allowed to impart skill based courses. The rural - urban convergence is also focused in the State.

- One of the major problems faced by the State at present is lack of IT development. For instance, there is no data base for all the ITI pass outs and their details of employment etc. for the last five years. There are also concerns of industries not willing to share their demand of jobs in the State.
- At present 37 Government ITIs have been upgraded under PPP Scheme (with Central Assistance). Out of the remaining 32 ITIs, 18 have been taken up during 2010-11. Twenty two ITIs have been upgraded under COE Scheme of MOLE.
- Twenty five new ITIs are in progress in Industrial Clusters with the cost of Rs.162.50 crore. 70 more ITIs are proposed in unserved Blocks. Fifty ITIs are in Naxalite affected areas with 100 percent Central Assistance and 120 Skill Development Centers are to be created with Central Assistance, the proposal has already been submitted to MOLE.

(4) Jharkhand

- The State has constituted the SSDM headed by Chief Minister as Chairman and Chief Secretary as Vice Chairman. The Mission has been registered under the Trust Act.
- The skill gap analysis has been done in the State. There is a projection of 1.5 crore persons to be trained.
- The State has 22 Government ITIs and 44 new ITIs are in the process of being set up. There are 104 ITCs in the State. The seating capacity available in the State is 45,000.
- Not many industries are interested in establishing ITIs in the State. At present only 5-6 ITIs are in the process to be adopted by industry. One possible reason highlighted was the State's Industrial Policy which has not been revised since 2001. The State is also facing huge energy deficit.
- Three MoUs have been signed in the State. It was also informed that some of the previous MoUs were rejected. 15 Job fairs have been proposed in the State for the year 2010-11.
- The State is facing certification problems in various skill training.

(5) Maharashtra

- The State has set up the SSDM with members from industries and NGOs. A Coordination Committee is also established under the Chairmanship of Chief Secretary. Besides, the Board of Vocational Examination (MSBVE) being converted into Maharashtra State Board of Vocational Education & Skill Development with full academic and financial autonomy under the Act.
- The State has also done a skill gap analysis through the CII. This study has projected skilled manpower requirement of 6-6.5 million by 2012. While the State aims to train 20 million by 2022 which means 1.7 million per year by utilizing existing facilities and creating new training facilities.
- Vocational education is available even for pre-SSC students. There are targets for 2022 for class VIII, pre SSC classes, senior and higher secondary classes in training of vocational courses. At present the State imparts training in 49 trades in schools and it is proposed to introduce another 138 new courses.
- Under MES about 1400 VTPs have been registered and 6100 more VTPs are planned. There are targets for each district for number of VTPs. During the last three years about 1.66 lakh students have been enrolled. The State's present training capacity is about 1.4 lakh which is targeted to increase to 2 lakh by the next five years.
- Many States including Maharashtra raised issues related to skill training fee provided by DGE&T, Gol. The present reimbursement of Rs 15 per hour/person is too low.
- Twenty five percent of reservation is provided to women in all ITIs and also there is no age bar for women candidates. There are also separate ITIs for SCs/STs, Minority and women.
- There is a need for vertical mobility in skill training. The State is planning to expand skill training infrastructure by allowing educational institutions like engineering colleges and other colleges to run short term courses. It was also felt that the quality of training should be kept intact.
- 138 new courses being created to be introduced in the State. The State is also planning to establish three new institutions to train skilled workforce: (i) State Institute of Vocational Education (SIVE) at Jalna for Staff Training & Research activities, (ii) Vocational University to provide the Vertical mobility to skilled workers for multi skill and upgradation of skills

10. After the State presentations, the Chairman requested State Minister, Higher and Technical Education, Government of Maharashtra to make interventions. Smt.Varsha Gaikwad, State Minister, Higher and Technical Education, Government of Maharashtra informed that in India we have only 11,00 to 12,00 short term courses as compared to more than 10,000 courses available in China. There is immense potential for region specific vocational courses. The huge industry-institute gaps needs to be timely bridged for better skill training. The web portal be made mandatory for skill development covering all stakeholders including institutions registered, students enrolled, courses offered. She also expressed concerns about the financial autonomy in skill training programmes and the need to examine Gujarat's innovation on Skill Voucher and common web portal for skill development.

11. Member (NJ) in his concluding remarks thanked the Government of Maharashtra for hosting the conference. He appreciated the states presentations and the many ideas which came up during the discussion. Some of the examples include, Gujarat's Skill Voucher, Chhattisgarh's Skill Development Steering Committee at District level under Minister in charge and complete overhaul of employment exchanges in States. He also suggested that this District Level Steering Committee should have role in the District Planning Committee. He further stressed the 18 points which the States need to consider for achieving of Prime Minister's target of skilling 500 million workforce by 2022.

The conference ended with thanks to chair.

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Planning Commission

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

Government of Maharashtra

- ✓ 1. Shri.Rajesh Tope, Hon'ble Minister (Higher & Technical Education)
- ✓ 2. Smt.Varsha Gaikwad, State Minister (Higher & Technical Education)
- ✓ 3. Shri.Mahesh Pathak, Secretary, (Higher & Technical Education)
- ✓ 4. Smt.Seema Dhamdhare, Joint Secretary (Higher & Technical Education)
- ✓ 5. Shri.J D.Bhuntenger, Director (Training)
- ✓ 6. Dr. Ravindra Balapure
- ✓ 7. Shri.P.N Jaiswal

Government of Gujarat

- ✓ 1. Shri.S K Srivastava, Mission Director, Gujarat Skill Development Mission (GSDM)
- ✓ 2. Shri G L Narsimha, Senior Project Manager (GSDM)
3. Shri.Pankaj Mishra, Principal ITI (Ahmedabad)

Government of Rajasthan

- ✓ 1. Shri.Manohar Kant, Pr.Secretary (Labour, Employment&Technical Education-Training)
- ✓ 2. Dr, Rakesh Malhotra, Project Director, Rajasthan Mission on Livelihood (RMol)

Government of Jharkhand

- ✓ 1. Shri.Vishnu Kumar Pr.Secretary (Labour, Employment & Training)

Government of Chhattisgarh

- ✓ 1. Shri.Suresh Tripathi, CEO, Chhattisgarh State Skill Development Mission (CSSDM)

The representatives from Government of Goa could not attend the Conference.

