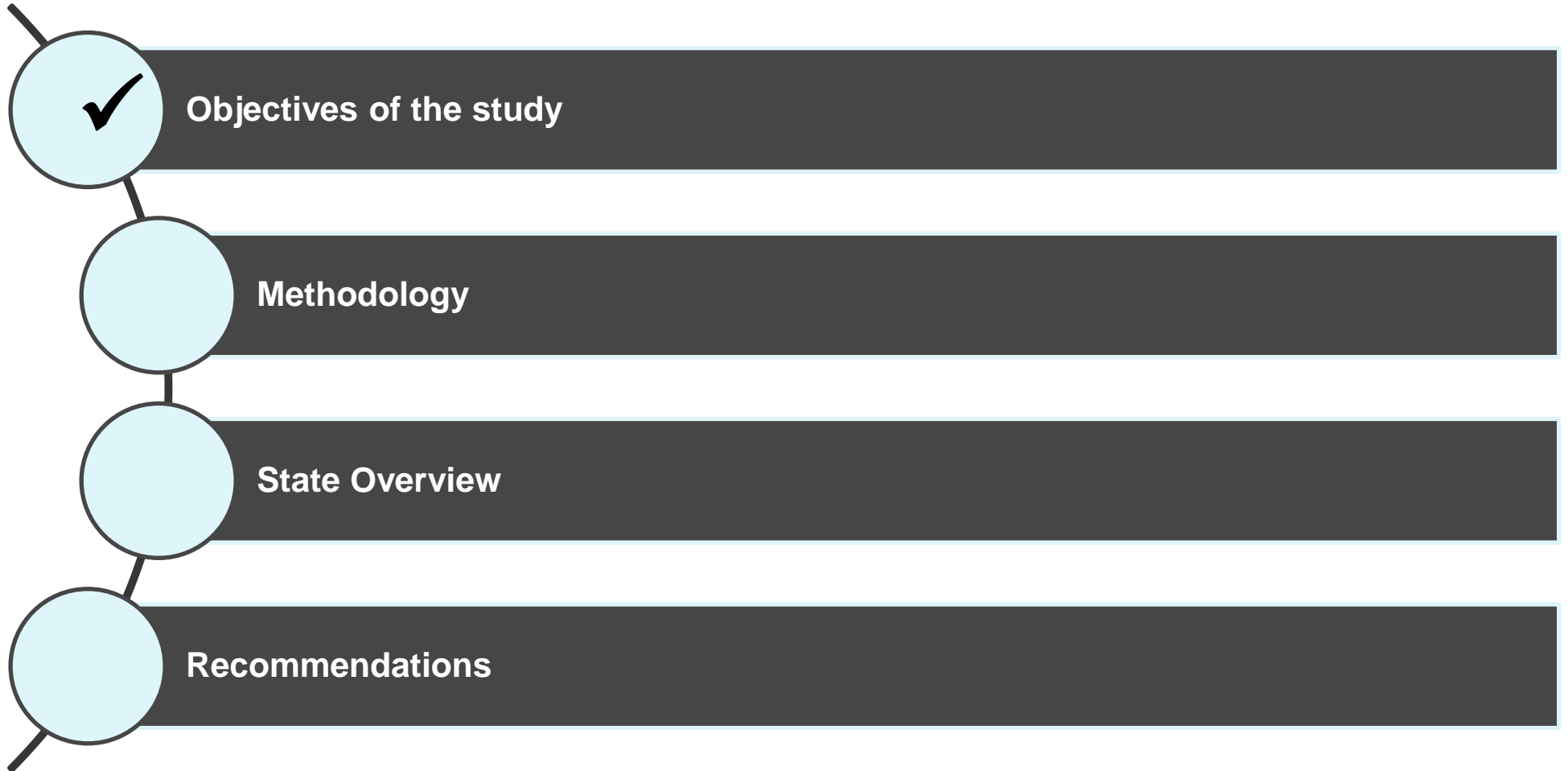


# District wise Skill Gap Study for the state of Rajasthan Final presentation

# District wise Skill Gap Study for the state of Rajasthan



# Objective of the study

Providing a comprehensive view to adopt a LIFECYCLE MODEL which would require an inclusive participatory approach in skilling trainees to build sustainable livelihoods options by alignment of the key stakeholders as follows:

## STATE GOVERNMENT

- Establish an eco-system for skill development laying emphasis on districts with linkages with schemes and industry

## TRAINING PARTNERS

- Set and manage career expectations of beneficiaries
- Provide guidance on career building based on inputs from employers and market demands
- Solicit feedback from beneficiaries on job satisfaction and aspirations match

## EMPLOYERS/ INDUSTRIES

- Set clear career paths for all levels of employees, take cognizance of skill requirement and its availability
- Deploy mentoring and apprenticeship programs to help employees build stable careers

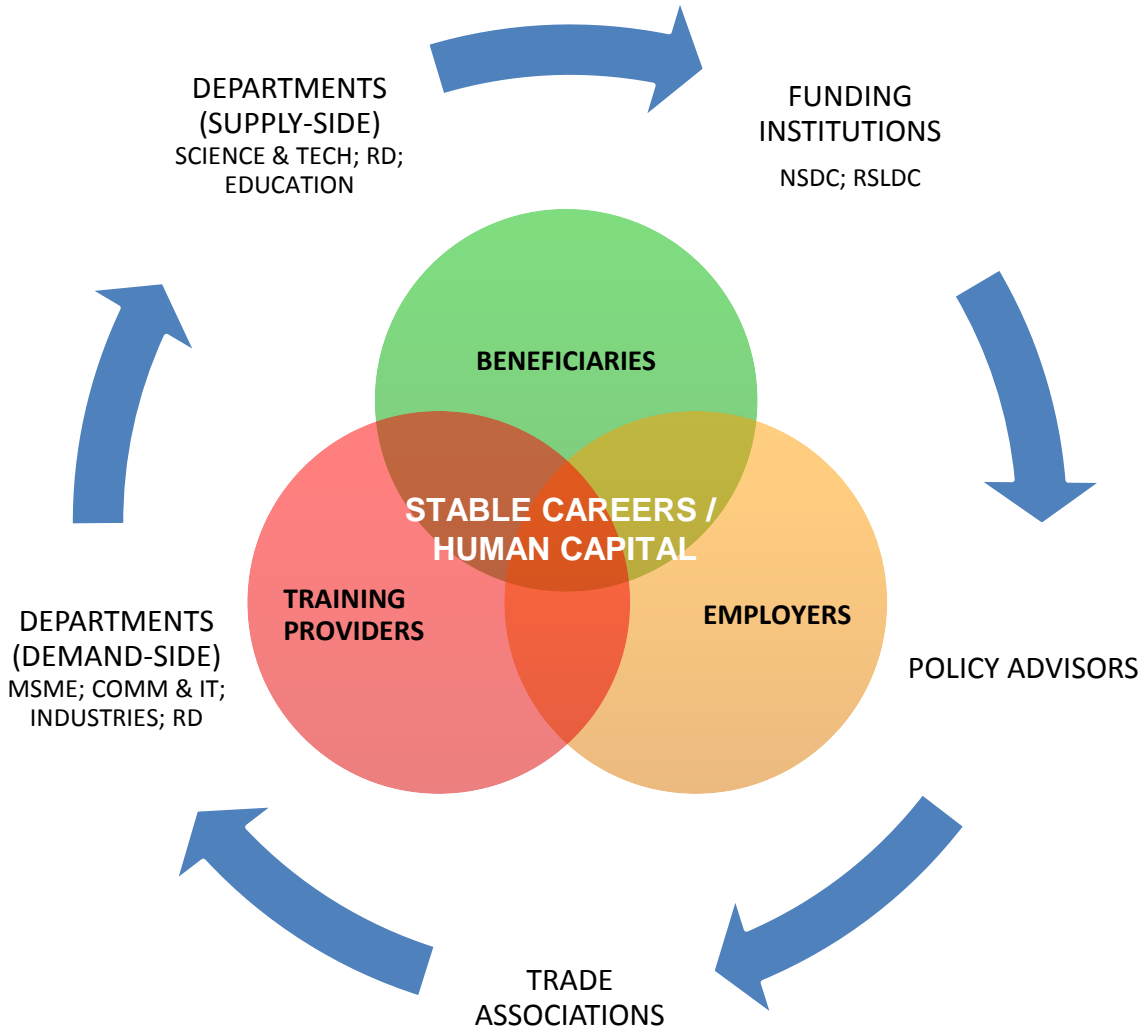
## NSDC

- Set and manage partner field of work as per requirements and opportunities
- Provide guidance on skill building exercises to develop the portfolio of the state in skilling

VOCATIONAL EDUCATION MUST TRANSFORM TO NURTURE CAREERS AND BUILD HUMAN CAPITAL

# Objective of the study

Ecosystem players and ecosystem enablers need to collaborate to achieve the desired performance goals as shown below:



## DESIRED GOALS...

INCREASE TRAINING CAPACITY

INCREASE TRAINING CAPACITY UTILIZATION

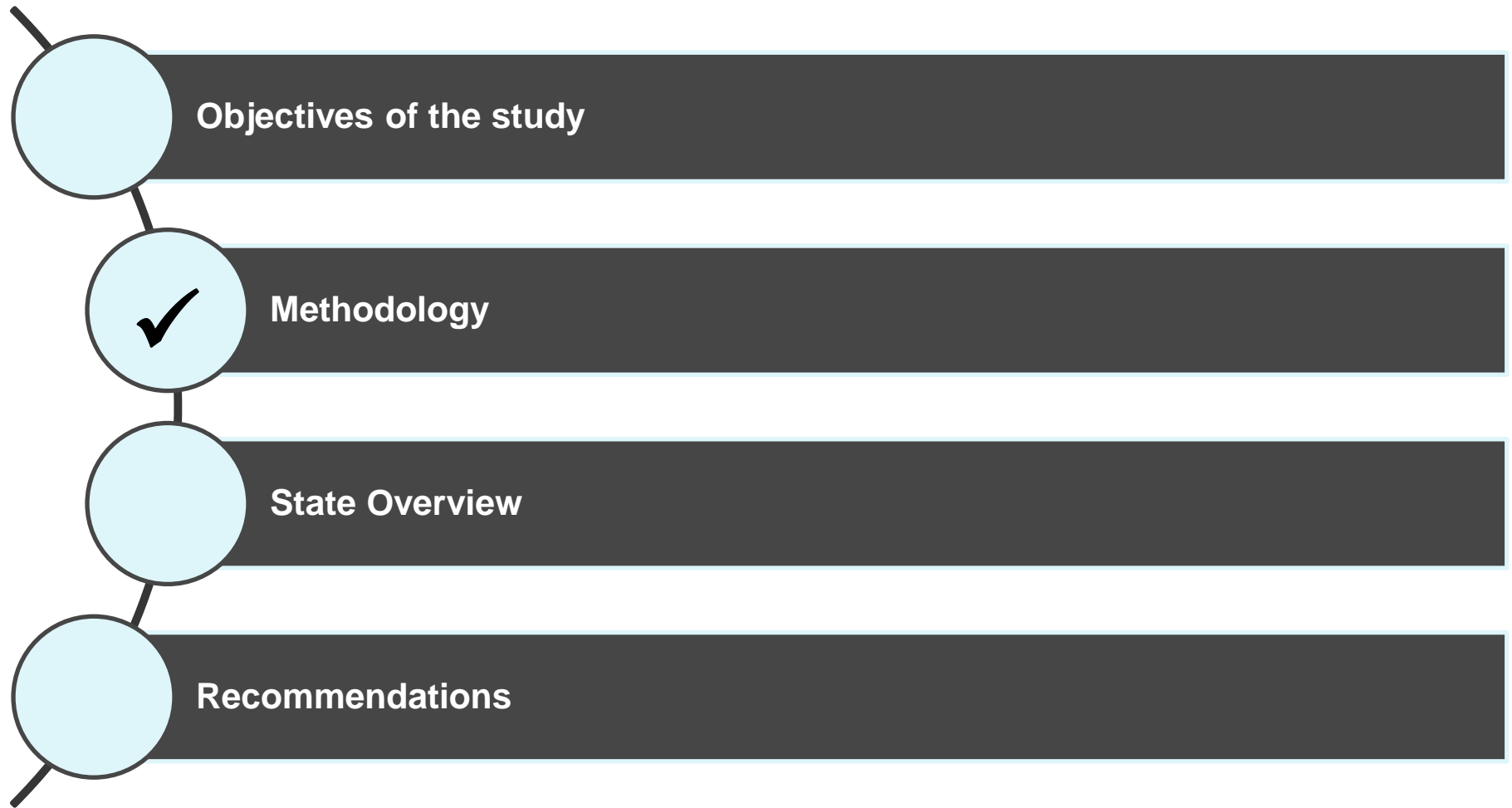
INCREASE % OF SKILLED WORKFORCE

INCREASE INVESTMENT IN MENTORING

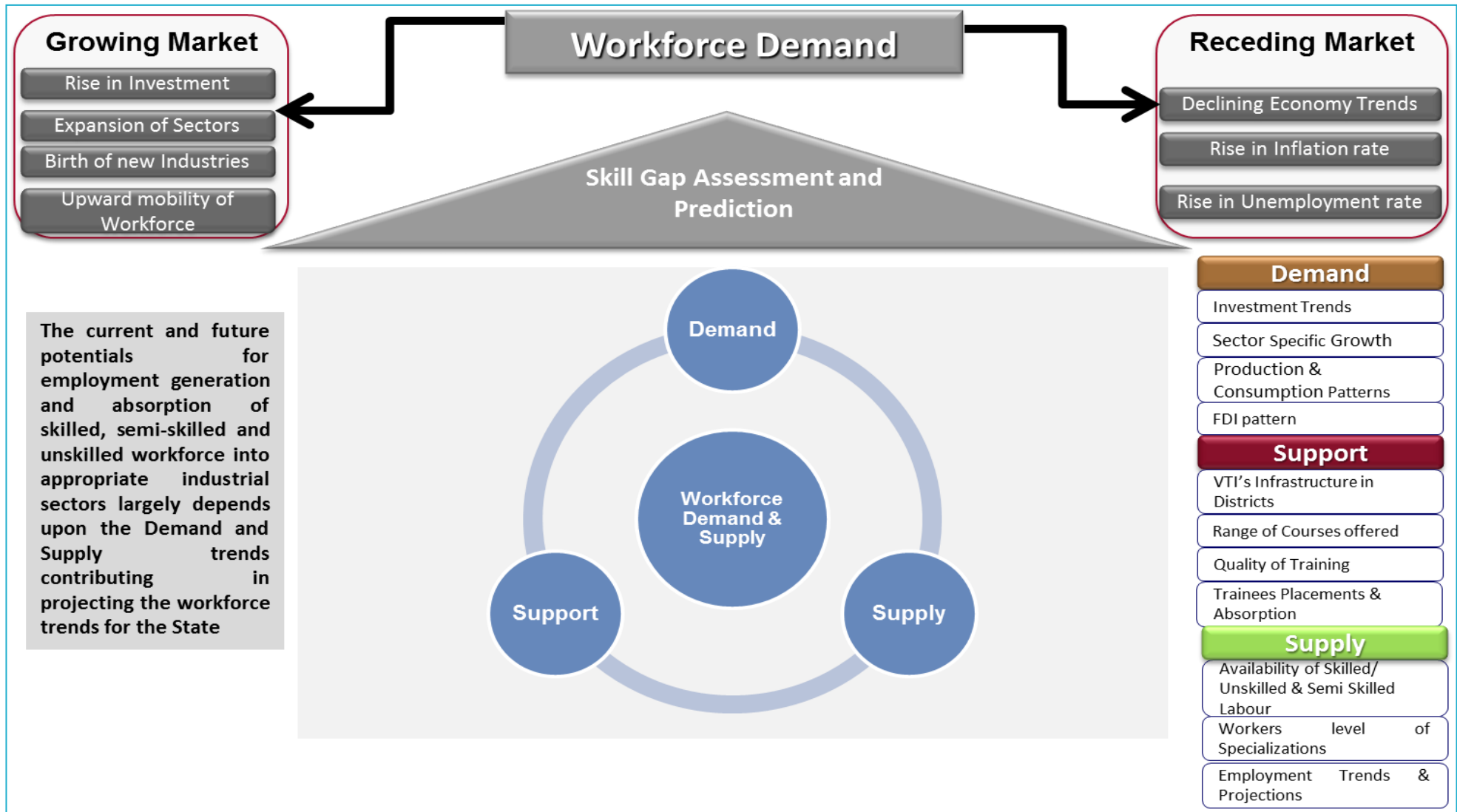
REDUCE TRAINING DROP-OUT RATE

REDUCE ATTRITION RATE

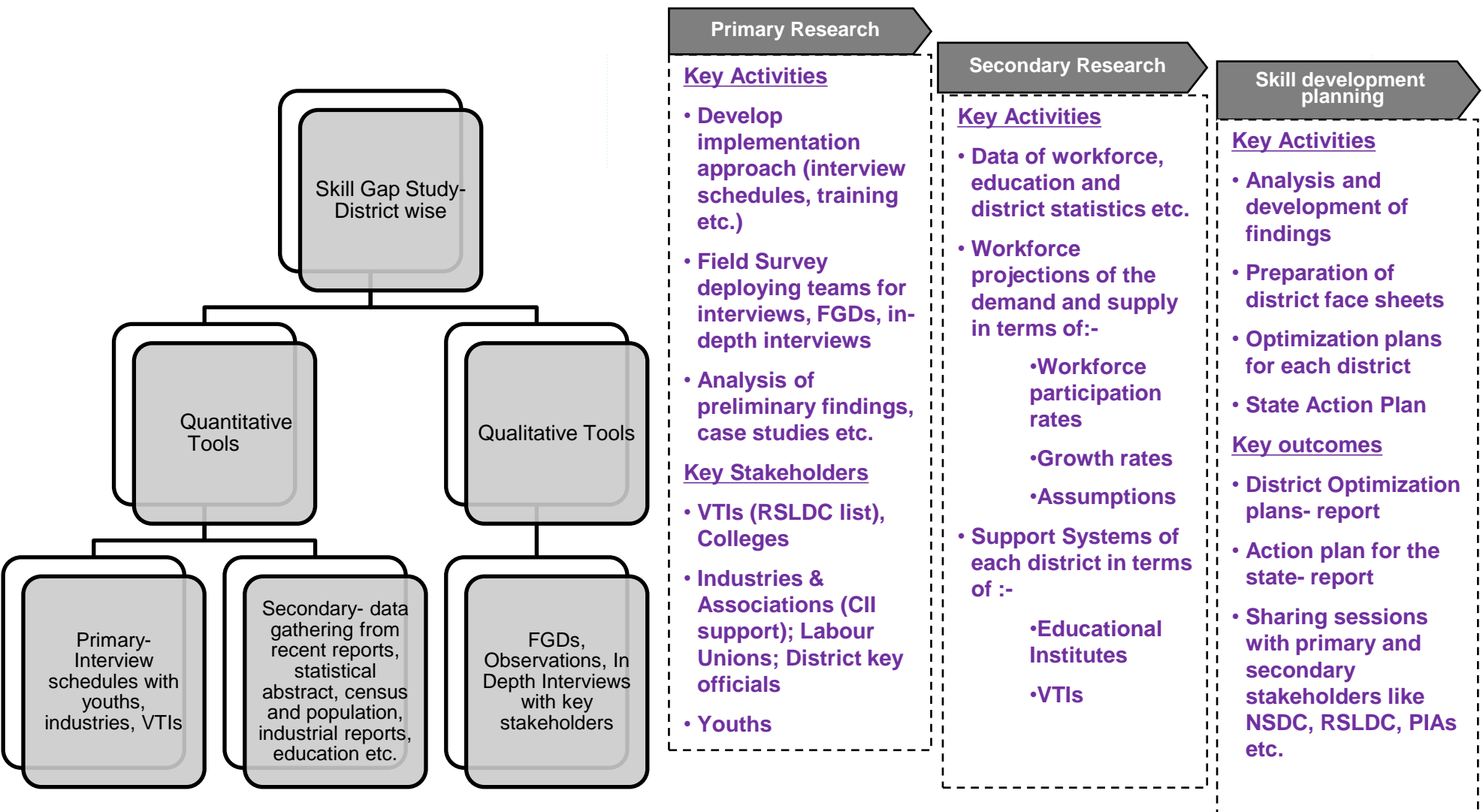
# District wise Skill Gap Study for the state of Rajasthan



# Methodology: To study the interplay between the Demand, Supply & Support to bring out the skill gap



# Study Methodology: Mix of qualitative and quantitative approach followed by academic projections



# Primary and secondary survey was carried out as per agreed sample and coverage

## Youth Respondent

Category	Number Covered
Trainee	670
Employee	355
Self-employed	358
Unemployed	646
<b>Total</b>	<b>2029</b>

## Industries\*\*

Category	Number Covered
Large/ Medium Industries	86
MSME Industries	280
<b>Total</b>	<b>366</b>

**\*\*Industries were selected across growth sectors of each district in stratified (disproportionate sampling)**

## VTI

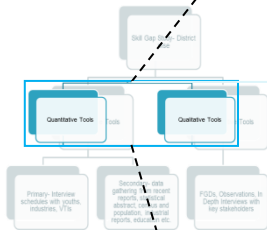
Category	Number Covered
Government VTIs	91
Private VTIs	175
<b>Total</b>	<b>266</b>

## Secondary Survey

- Desk Research on education status, population trends, demographic patterns, clusters and industries etc.
- Sources used were documents from Dept. of Economics & Statistics, Dept. of Industries, Census 2001 & 2011, NABARD reports, Dept. of Education, Planning Commission etc.

## Qualitative Surveys

- FGD with Youth- 33
- In depth Interviews with Government Departments- 33
- In depth Interviews with College / University functionaries- 10
- In depth Interviews with Industry Associations-30
- In depth Interviews with Labour Union-09





# Projection of the workforce to capture demand and supply was done (with assumptions) using secondary data

Workforce projections can be extremely useful in preparing comprehensive plans to accommodate future population change, particularly changes in the working-age population.

It has been estimated that more than one crore youth in the age group of 15 - 35 years will enter the job market every year for the next 15 years in India. A major part of the job seekers are drop outs, matriculates, graduates and post graduates. Their employability is low due to lack of both technical skills and non technical skills. Hence, the workforce projection is essential to analyze the future imbalances in the labour market.

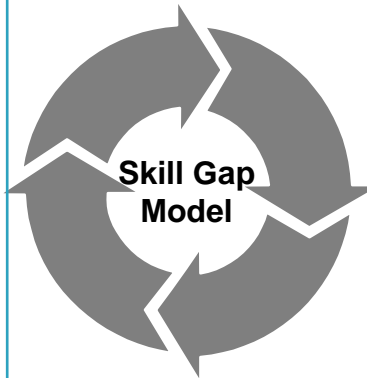
## Demand

- Estimate the future level of output (X) or the economic growth rate (to be calculated based upon the historical pattern of the sectors)
- Estimate the structural transformation of the economy or the distribution of GDP by economic sector ( $X_i/X$ ),
- Estimate the labour productivity by economic sector for the target year or its inverse ( $L_i/X_i$ ) and change between the base and target year
- Estimate the occupational structure of the labour force within economic sector ( $L_{ij}/L_i$ ) for the target year- to be calculated by applying time series extrapolation
- Estimate the educational structure of the labour force in given occupation within economic sectors ( $L_{ijk}/L_{ij}$ ) for the target year to be calculated by applying *Cohort regression model of projection across various age groups (15-29 yrs, 30-49 yrs and 50 above)*

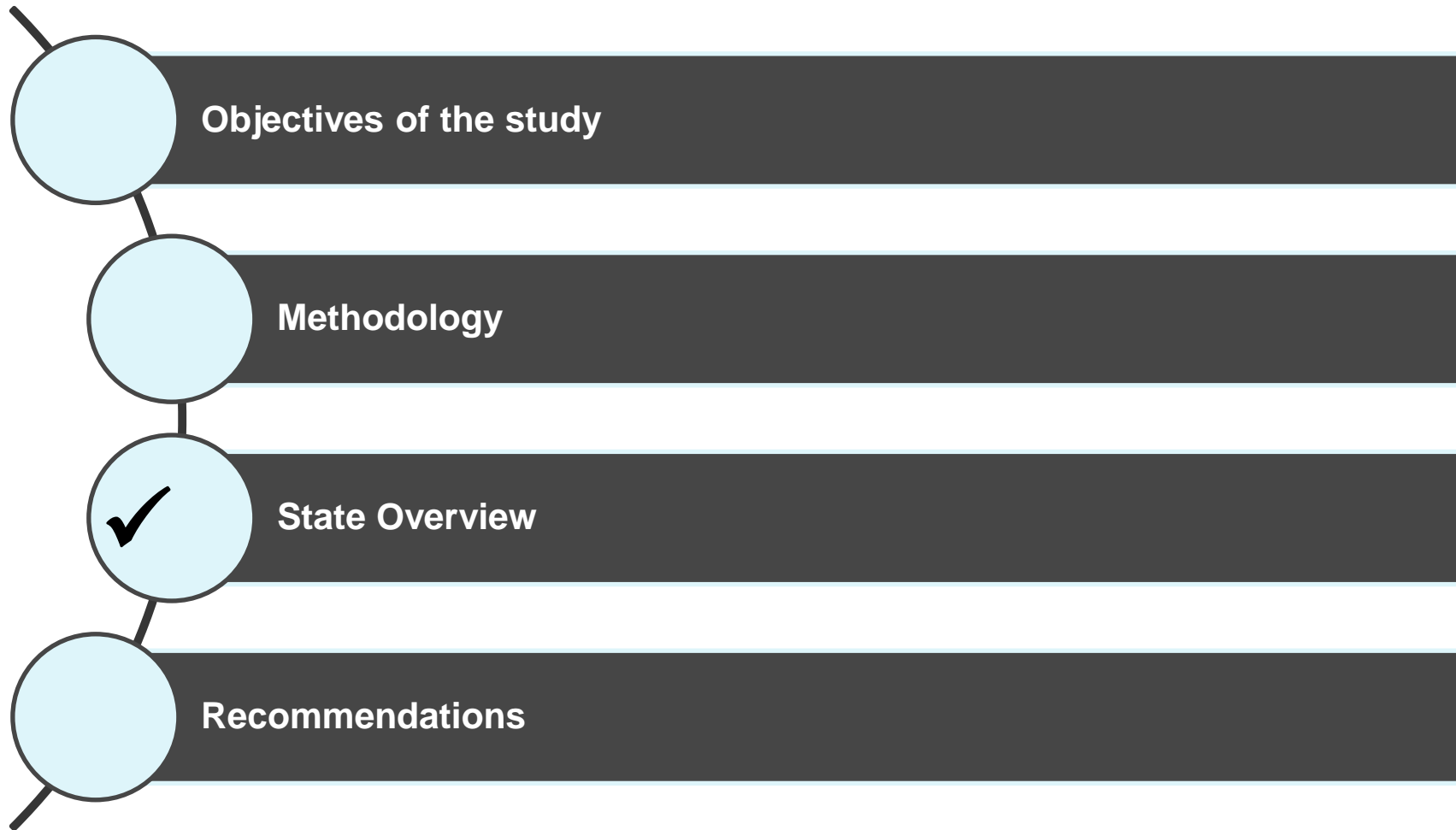
$$\text{Forecasted Demand} = \frac{\text{GDP of the region (for Primary/Secondary/ Tertiary)}}{\text{Value per worker (for the particular sector)}}$$

## Supply

- Estimate the population projections by school age groups to be calculated on time based extrapolation (regression models)
- Assessing the number of workers by educational level. To be calculated by using transition probabilities to the base population
- From the above two calculations we derive the labour force participation for the projected year (factoring in the population growth for the same period)



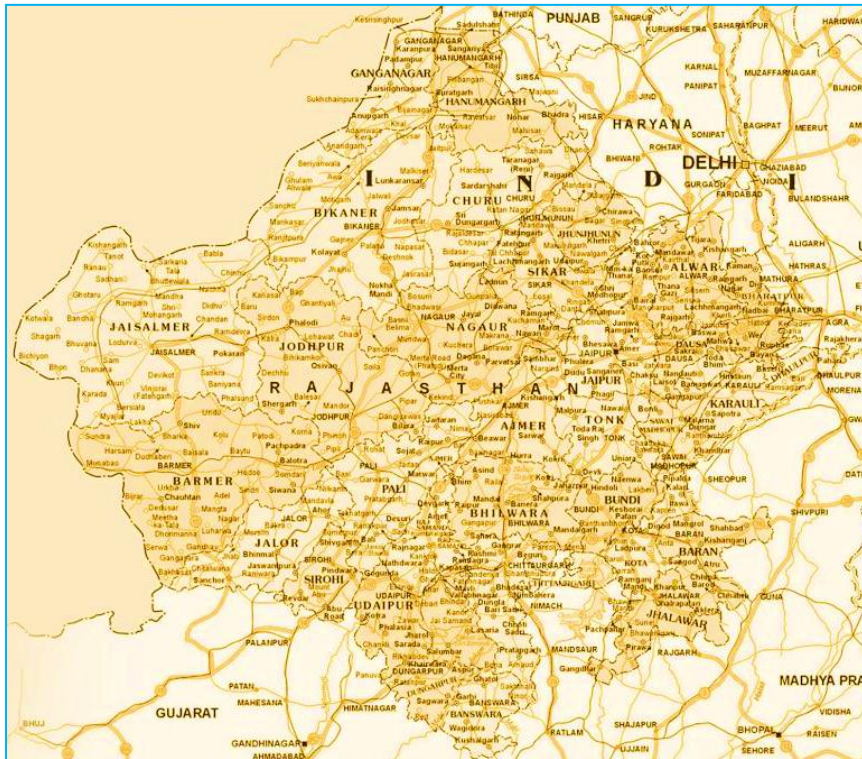
# District wise Skill Gap Study for the state of Rajasthan



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## Demographics & human development indicators

# State Overview - Demographics & human development indicators



Parameters	Rajasthan
Capital	Jaipur
Geographical area (sq km)	342,239
Administrative districts (No)	33
Population density (persons per sq km)*	201
Total population (million)*	68.6
Male population (million)*	35.6
Female population (million)*	33.0
Sex ratio (females per 1,000 males)*	926
Literacy rate (%)*	67.1

Sources: Economic Review of Rajasthan 2011-12, Directorate of Economics and Statistics

\*Provisional Data Census 2011

- Rajasthan, the largest (area-wise) state in India, is located in the Northwestern part of the subcontinent. It is surrounded on the North and Northeast by the states of Punjab, Haryana, and Uttar Pradesh, on the East and Southeast by the states of Uttar Pradesh and Madhya Pradesh, and on the Southwest by the state of Gujarat

- Jaisalmer, Udaipur, Jodhpur, Ajmer, Bikaner, Alwar, Amber and Chittorgarh are some of the key cities and towns in the state
- The most commonly spoken language of the state is Hindi. Marwari, Jaipuri (Dhundhari), Mewari and Malvi are the other dialects popular in the state. English and Hindi are the medium of education in most schools

# State Overview - Demographics & human development indicators

Demographic Indicators		Rajasthan	India
		2011	2011
1	Total Population (In Millions)	68	1210
2	% contribution to national population	5.67	100
3	Sex Ratio (females per 1000 males)	926	940
4	Under 6 sex ratio (females per 1000 males)	883	914
5	Birth rate (per 1,000 population)	26.7	22.1
Economic Indicators		2009-10	2009-10
6	Net domestic Product (at factor cost) (INR crores) (For state)	156951	4493743
	Gross Domestic Product (at factor cost) (INR crores) (For India)		
7	Contribution of Agriculture to NSDP/GDP (%)	19.6	14.62
8	Contribution of Industry to NSDP/GDP (%)	16.68	20.16
9	Contribution of Services to NSDP/GDP (%)	63.71	65.22
10	Per Capita Net State Domestic Product (factor cost) (INR) (for State)	23669	33731
	Per Capita Net National Product (factor cost) (INR) (For India)		
11	NDP Growth rate (%) (for State)	4.1	8
	GDP Growth Rate (%) (For India)		

# State Overview - Demographics & human development indicators

Human Development Indicators		Rajasthan	India
		2007-08	2007-08
12	Human Development Index Value (HDI)	0.434	0.467
13	HDI Rank (out of 23)	17	
		<b>2006</b>	<b>2006</b>
14	Gender Related Development Index (GDI)	0.526	0.59
15	GDI Rank (out of 35)	31	
		<b>2011</b>	<b>2011</b>
16	Literacy Rate (%)	67.06	74.04
17	Male Literacy Rate (%)	80.51	82.14
18	Female Literacy Rate (%)	52.66	65.46
<b>Poverty Indicators</b>		<b>2009-10</b>	<b>2009-10</b>
19	Poverty Headcount Ratio (%)	24.8	29.8
20	Total number of poor (in millions)	16.7	354.68
<b>Industrial Infrastructure</b>		<b>2011</b>	<b>2011</b>
21	PPP projects (No)	67	881
22	SEZs (No)	10	386

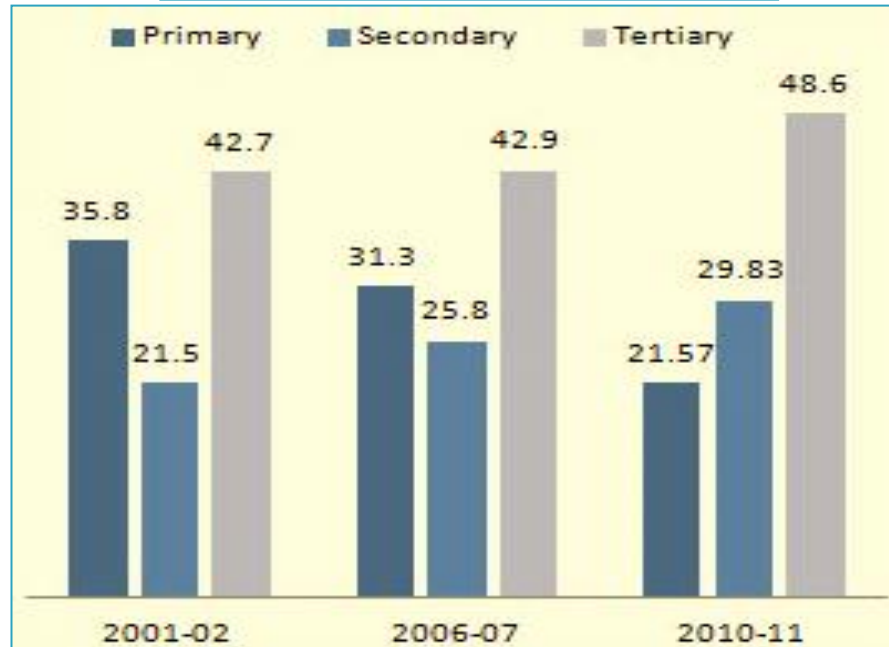
PPP: Public Private Partnership, SEZ: Special Economic Zone

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## Economic Indicators

# State Overview - Economic indicators of the state

% GDP contribution by sectors



- Agriculture sector witnessed steady decline from 35.8% in 2001-2002 to 21.57% in 2010-2011
- Manufacturing witnessed an increase in contribution from 21.5% in 2001-2002 to 29.83% in 2010-2011
- Services is the dominant sector with its contribution rising from 42.7% in 2001-2002 to 48.6% in 2010-2011

Rajasthan's GDP Growth



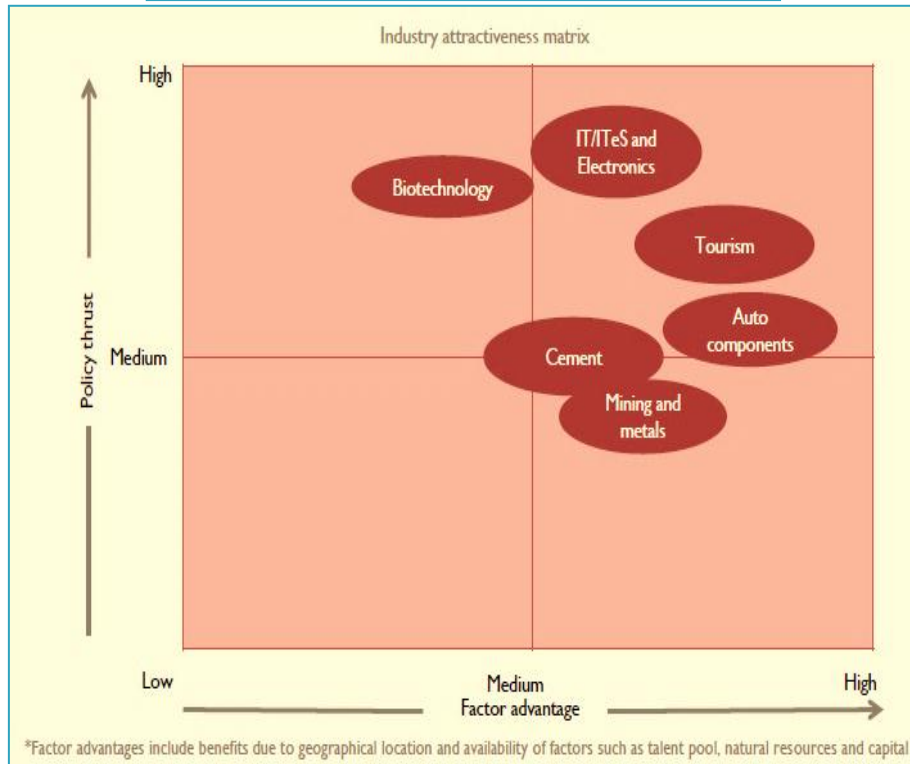
- Faster increase in GDP has resulted in rising income levels:
  - In 2009-2010, Rajasthan's per capita GSDP at current prices was Rs. 23669
  - The per capita GSDP at current prices increased at a CAGR of 7.9 per cent from 1999-2000 to 2009-2010

Source: CMIE, March 10

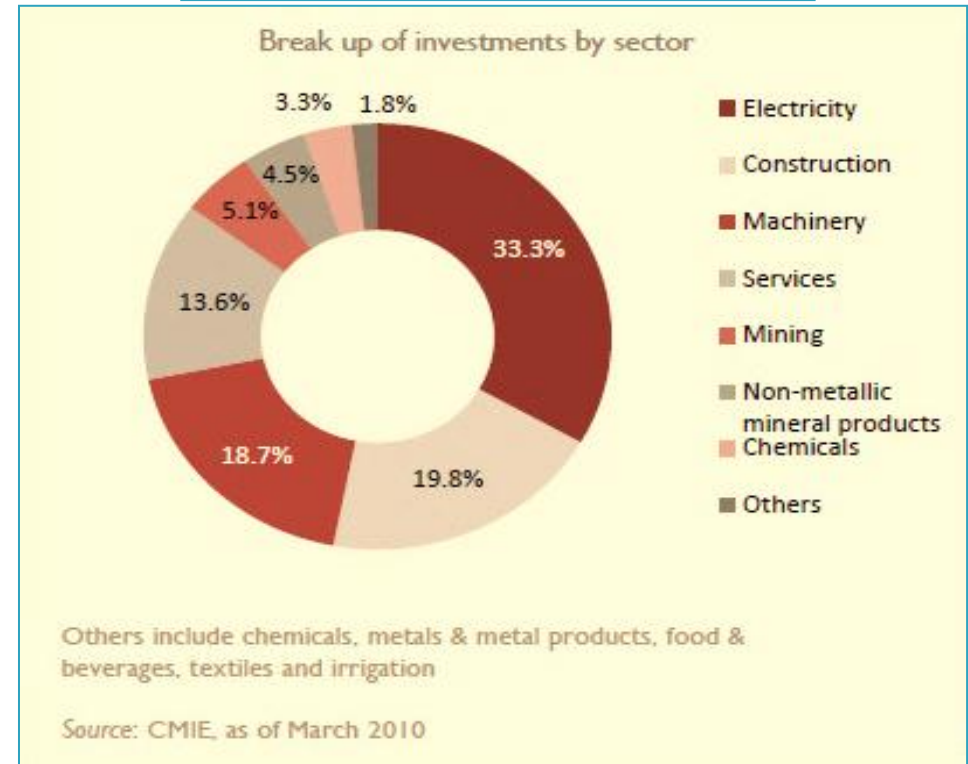


# State Overview - Economic indicators of the state

**Rajasthan's Industry Attractiveness Matrix**



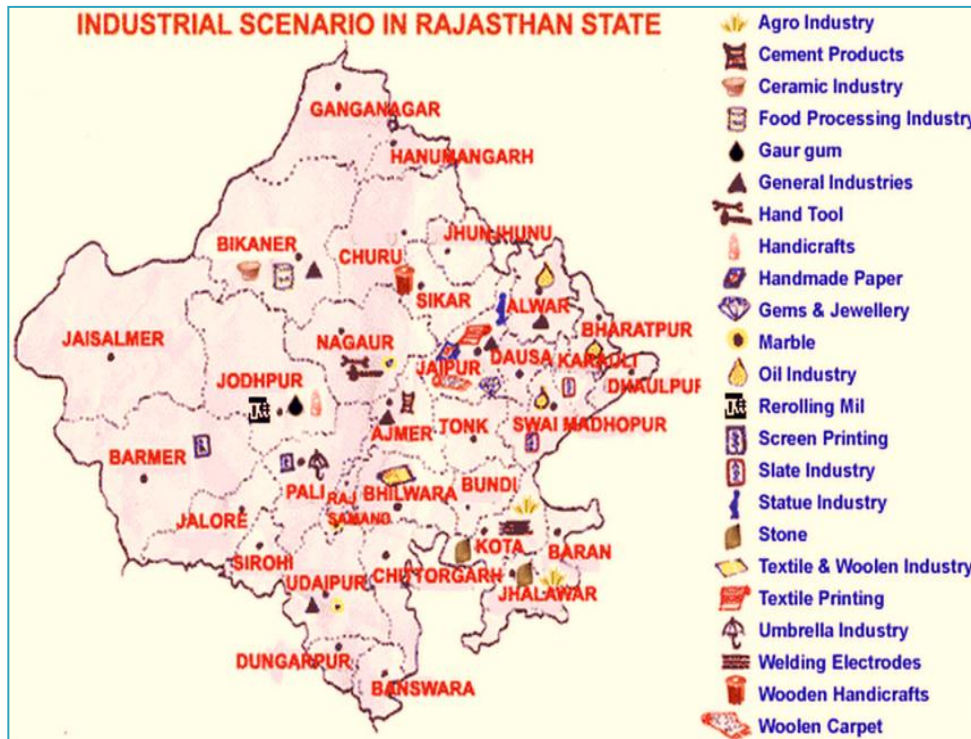
**Investments by Sector**



- According to the Reserve Bank of India, FDI inflows from April 2000 to May 2010 amounted to US\$ 470 million
- As of March 2010, outstanding investment in the state was US\$ 53.6 billion
- Electricity accounted for over 33 per cent of the states total outstanding investment followed by construction, machinery and services (March, 2010)
- The attractiveness matrix shows favorable conditions for services (IT/ITeS, Tourism), Auto with Oil & Gas as the upcoming growth sector

# State Overview – Economic indicators of the state

## Clusters and MSME in Rajasthan

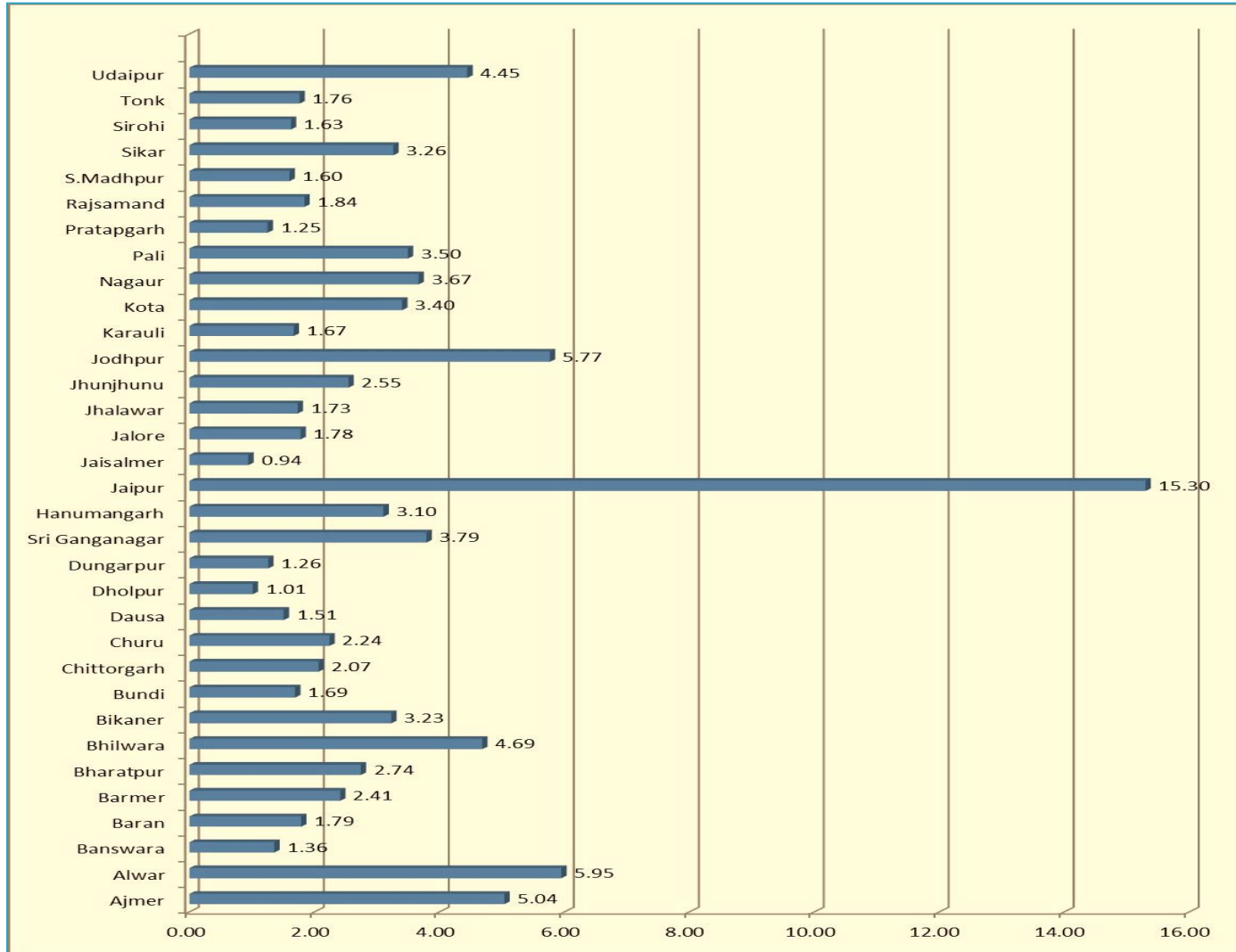


Name of the Cluster	Location of the cluster
Printing & Dying	Akola- Chittorgarh
Handloom Cluster	Darib- Churu
Murtikala Cluster	Talwara-Banswara
Charm Juti Cluster	Bhinmaal- Jalore
Gota Loom Cluster	Ajmer
Aari-Tari Cluster	Nayla-Jaipur
Murtikala Cluster	Gola Ka bas-Alwar
Honey Cluster	Bharatpur
Pottery & Terakota Cluster	Ramgarh- Alwar
Abharayan Utpad	Baran
Stone Art ware cluster	Dungarpur
Leather Product Cluster	Jodhpur
Kasth kala Cluster	Bassi-Chittorgarh
Kashida kari Cluster	Pugal- Bikaner
Stone cluster	Pindwara-Sirohi
Tera-Kota Cluster	Siyava-Sirohi
Auto-Component Cluster	Alwar
Handloom Cluster	Rajpur-jaipur
Marble Article Cluster	Chotoli-jaipur
Sand Stone Carving Cluster	Pichupada-Dausa
Carving on Peetal ke Bartan	Balahedi-Dausa

Parameter	Large and medium industries	MSME
Working Units	507	2,97,403
Investment (Rs crores)	45700	7650
Employment (lakhs)	2	11.9

Source: Economic Survey, 2009

# State Overview - Economic indicators of the state



▪ 62% of the state GDP comes from just 12 districts namely (top 5 districts):

- Jaipur- 15.30%
- Alwar-5.95%
- Jodhpur- 5.77%
- Ajmer-5.04%
- Bhilwara-4.69%

Overall, Rajasthan has following advantages for its economy to prosper:

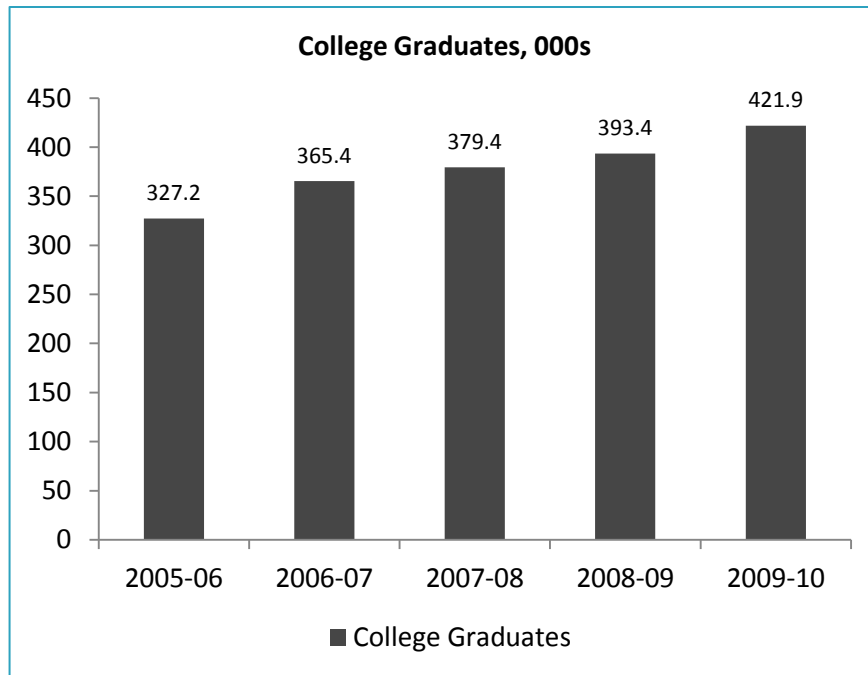
- Easy access to largest consumer markets - Rajasthan touches six major states of the Northern, Western and Central India
- Facilitating infrastructure
- Conducive environment for industrial growth
- Basket of unexploited resources
- Unique tourist attractions
- Policy and fiscal incentives

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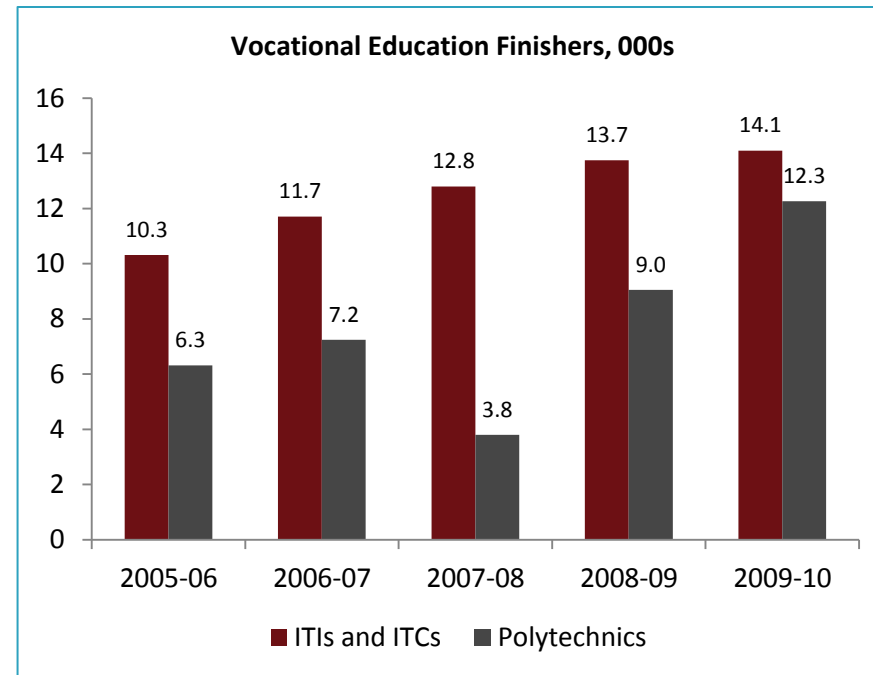
## Education Indicators

# Education indicators in Rajasthan

THE NUMBER OF PASSING GRADUATES WITH COLLEGE EDUCATION HAS GROWN AT **6.6%** CAGR SINCE 2005-06



THE NUMBER OF PEOPLE HAVING COMPLETED VOCATIONAL TRAINING HAS GROWN AT **12.3%** CAGR SINCE 2005-06

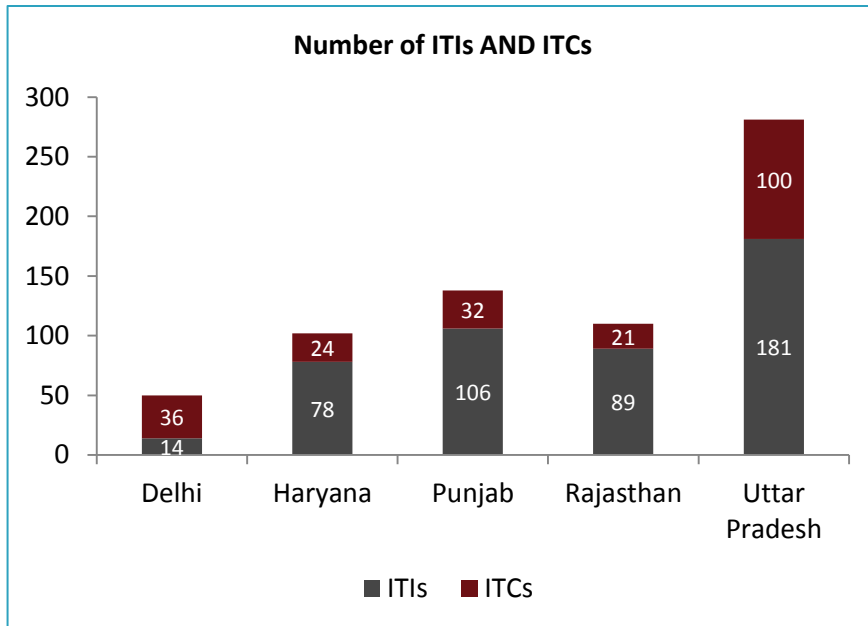


**DEMAND FOR VOCATIONAL EDUCATION IS GROWING AT ALMOST TWICE THE RATE OF CONVENTIONAL HIGHER EDUCATION**

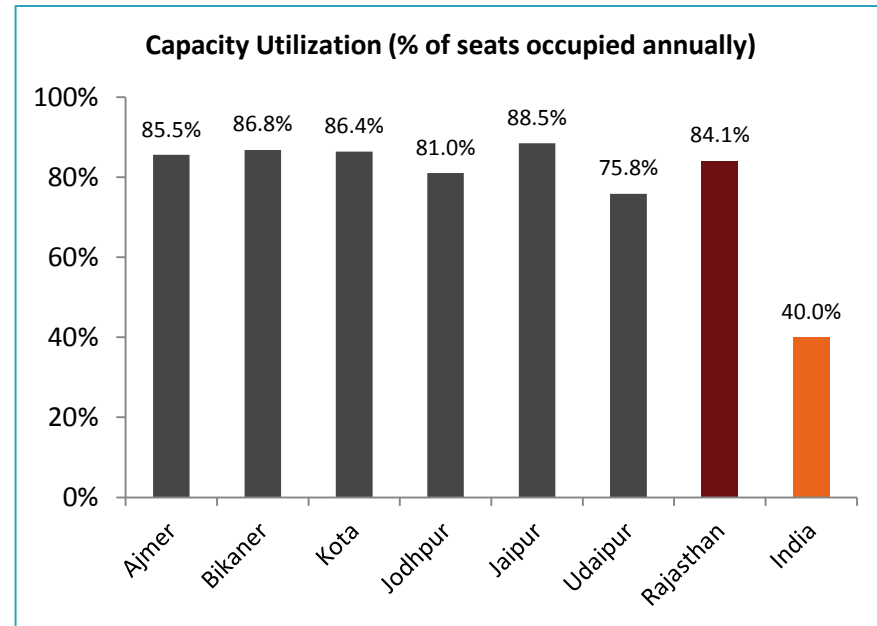
Source: Statistical Abstract, 2011 - Directorate of Economics and Statistics

# Education indicators in Rajasthan

RAJASTHAN IS **THIRD** BEHIND UP AND PUNJAB IN TERMS OF SKILLING INSTITUTIONS IN THE NORTH ZONE



CAPACITY UTILIZATION RATES IN THE STATE ARE **MORE THAN TWICE** OF THE NATIONAL AVERAGE

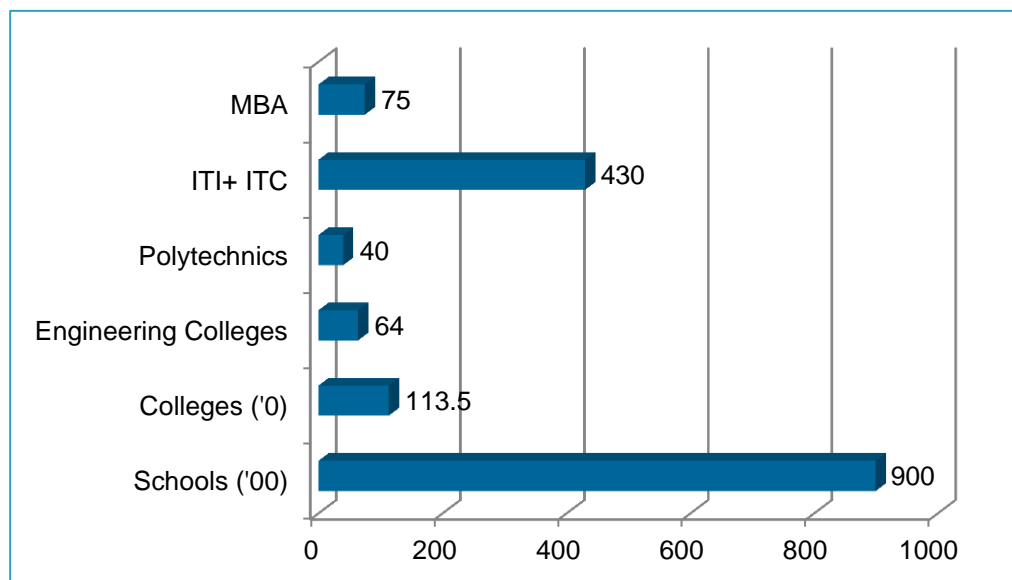


RAJASTHAN BOASTS ONE OF THE HIGHEST CAPACITY UTILIZATION RATES FOR VOCATIONAL EDUCATION IN THE COUNTRY

Source: Annual report 2008-2009, Ministry of Labour & Employment; Working Group Report on Skill Development, 2009

# Education indicators in Rajasthan

Parameters	Rajasthan	Maharashtra	Tamil Nadu	Andhra Pradesh
Population (in lakhs), 2011	686.21	1123.7	721.3	846.6
Literacy (%), 2011	67.06	82.91	80.33	75.6
<b>Seats in Higher &amp; Technical Education Infrastructure, 2005</b>				
Engineering	20755	49667	108844	85000
Diploma	6890	45785	87671	18000
ITI	43824	90736	55426	110000
Arts & Science	360124	808527	674486	676120



- Literacy rate of Rajasthan is 67.06% lower than national average of 74.04%
- Ranks lowest in female literacy & 27<sup>th</sup> in male literacy (*reference slide section for details*)
- Number of seats in higher education was on the lower side and similar was the result in the number of VTIs of the state
- Seat utilization in VTIs was just 83% in last 5 years with low pass percentage (67%); fund utilization also remains at a low (13% for SJSRY) (*reference slide section for details*)

Source: Statistical Abstract 2011, Dept. of Economics & Statistics- Rajasthan

# Education indicators in Rajasthan- Training & skill development programs in the state

<p><b>Department of Agriculture</b></p> <ul style="list-style-type: none"> <li>Train 20,050 farmers, youths and farm women (KVK + Department)</li> <li>Budget outlay – 1146 lakhs</li> <li>Over 950 training programmes</li> <li>Centrally Sponsored Schemes &amp; RSLDC supported</li> </ul>	<p><b>Directorate of Training</b></p> <ul style="list-style-type: none"> <li>Increase intake capacity to 4,00,000</li> <li>379 new institutes proposed</li> <li>Take the overall tally to over 1200 ITIs + ITCs</li> </ul>	<p><b>RSLDC</b></p> <ul style="list-style-type: none"> <li>Train 2,80,000 youths</li> <li>New partners for achieving results</li> <li>Strengthen training providers</li> <li>Rs. 7500 lakhs from State Government</li> <li>Scaling up strategies</li> </ul>
<p><b>RGAVP</b></p> <ul style="list-style-type: none"> <li>Train 17,000 rural youths</li> <li>Part of Rajasthan Rural Livelihoods Project</li> <li>Train SHG members for livelihoods</li> <li>Rs.3260 lakhs (Central + WB)</li> </ul>	<p><b>Dept. of Local Self Governance</b></p> <ul style="list-style-type: none"> <li>Train 1,00,000 youths</li> <li>Rs. 2500 lakhs from State Government</li> <li>Placement &amp; certification of 70% trained</li> </ul>	<p><b>RRECL</b></p> <ul style="list-style-type: none"> <li>State Government to install 500 Solar Voltaic Power Plants</li> <li>Train 1,000 workers</li> <li>50 orientation cum trainings</li> <li>Rs. 25 lakhs (Ministry of New and Renewable Energy, GoI)</li> </ul>
<p><b>Dept. of Science &amp; Technology</b></p> <ul style="list-style-type: none"> <li>Train 1,000 youths</li> <li>Skill &amp; Entrepreneurship programmes</li> <li>Rs. 25 lakhs</li> <li>Awareness camps- Rs. 20 lakhs (50,000 students)</li> </ul>	<p><b>Dept. of Tribal Area Development</b></p> <ul style="list-style-type: none"> <li>Train 10,000 youths</li> <li>Short term training to migrating laborers</li> <li>Placement camps</li> <li>Establish 1 engineering college and ITIs in every tribal block</li> </ul>	<p><b>EMI &amp; RKCL</b></p> <ul style="list-style-type: none"> <li>EMI- training of trainers: 1750 ; 78 programmes; 5-12 days</li> <li>Rs. 150 lakhs</li> <li>RKCL- training 25,000 youths; IT literacy training</li> </ul>

Source : Working Group Report of the State on Skill Development- 12th Five Year Plan

Note: Refer to SWOT of Rajasthan Skill Initiatives for analysis of state schemes



# Education indicators in Rajasthan- Training & Skill Development

## PERFORMANCE ON SKILLING EFFORTS

*District-level indicators (Sample Set)*

JAIPUR	●
ALWAR	●
KOTA	●
JODHPUR	●
UDAIPUR	●
AJMER	●
RAJSAMAND	●
JALORE	●
TONK	●
PRATAPGARH	●

- ❑ **Highly industrial districts such as Jaipur, Alwar, Kota etc. have high levels of skilling intervention**
- ❑ **Districts like Tonk, Rajsamand, Jalore, Sawai Madhapur & Pratapgarh seriously lack on the skilling front**
- ❑ **Districts near industrial zones such as Bikaner, Sri Ganganagar, Bhilwara, Chittorgarh, could become catchment areas for skilling youth**

### Legends

- *High performing districts in skill development initiatives*
- *Average performing districts in skill development initiatives*
- *Low performing districts in skill development initiatives*

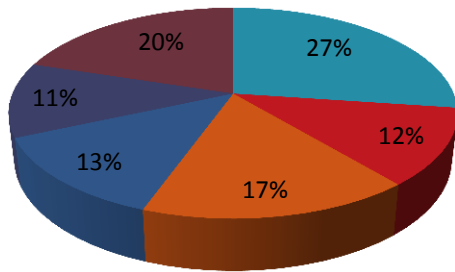
Source: Accenture Analysis (based on various parameters and scoring to assess each district's performance on skill development initiatives)

Note: Primary and secondary survey across 33 districts of Rajasthan based on GDDP, Skills and Training initiatives (like programmes approved by RSLDC in the districts etc.) and industrial analysis

# Youth Aspirations

The courses on offer majorly are engineering based and thus the preference. There is also a high preference for English language and IT training

**Trainees across preferred trades in ITIs & ITCs (last 5 years)**



- Electrical & Electronics
- Fitter
- COPA/ IT
- Wiring
- Diesel Mechanic
- Make-up, Tailoring, hair cutting etc.

SATISFACTION	HIGH	LOW	Aspirations of youth & parents
Low initial salary post training		●	Government Jobs; IT Related Jobs; Service sector Jobs
Placement Location (in case of migration)		●	Home town based; financial secured
Course curriculum and structure		●	Wage based; less risk; avenues of growth

**MAJORITY OF TRAINEES ARE DISSATISFIED WITH STARTING SALARIES, PLACEMENT LOCATIONS AND COURSE STRUCTURE**

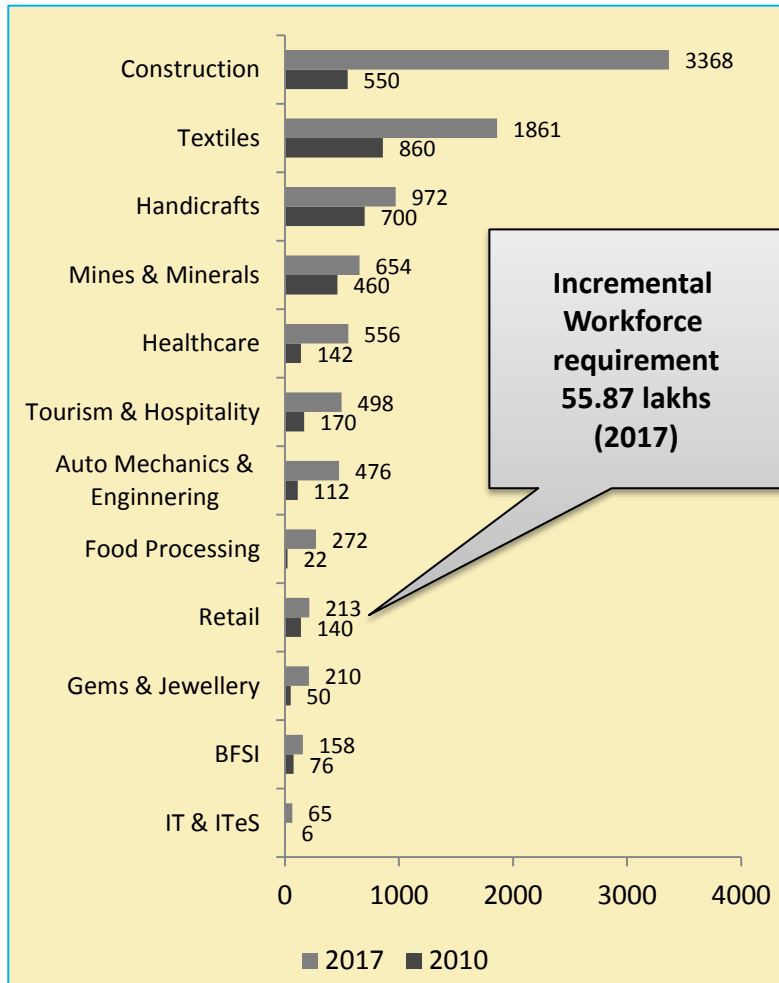
Source: Accenture Analysis; Youth Survey

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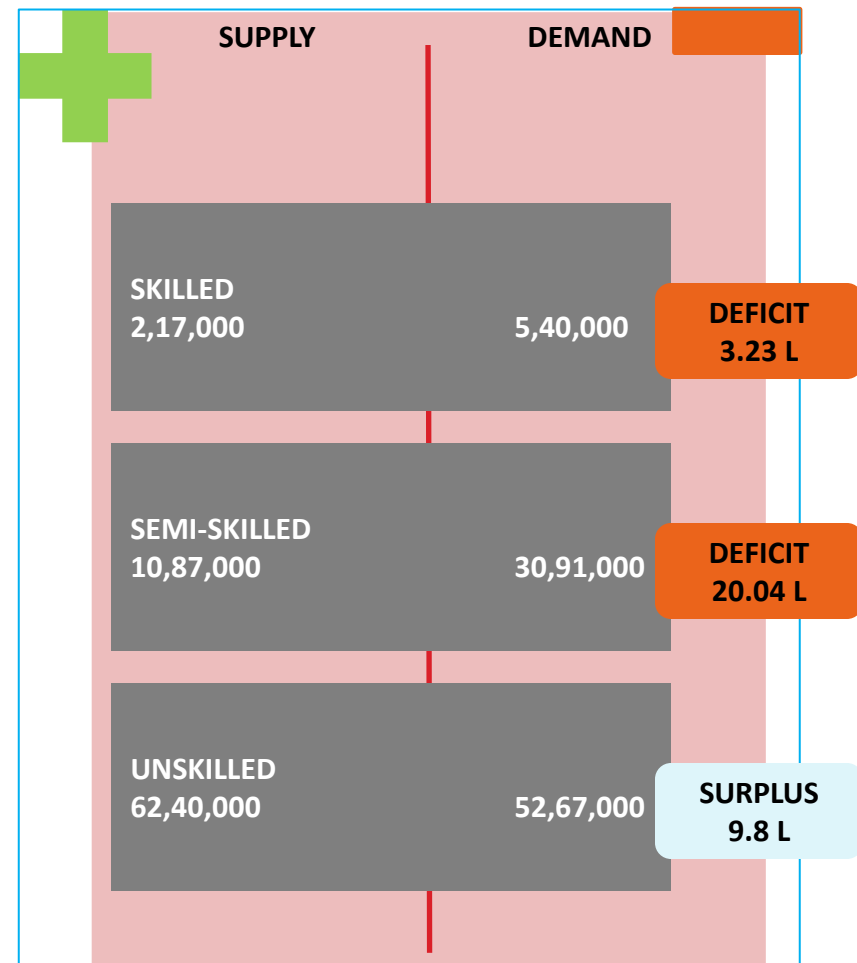
## Workforce in Rajasthan

# Workforce requirement across sectors and the skill gap of the state

**INCREMENTAL WORKFORCE DEMAND, 2010 vs. 2017**



**SKILLS DEFICIT BY PROFICIENCY LEVEL, 2017 PROJECTIONS**



Source: Accenture Analysis

Note: Primary and secondary survey across high growth sectors and 33 districts of Rajasthan, refer to projections of supply, demand and workforce

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# Demand of skilled workforce across various trades

Trades	Demand	Supply	Support	Remarks
Electrician	High	High	ITIs, ITCs	Self employment; initial salary expected is Rs.4000
Computer Based Accountancy	High	Low	None (a few initiated- private training providers)	Requirement of TALLY accounting in malls, supermarkets, medicine shops; initial salary expected Rs.4500
Mobile Repairing	High	Low	Localized (on job training at shops)	Self employment option with rise of mobility and accessibility; initial salary Rs.3500
Wiring & Repairing (domestic)	High	Low	ITIs, Polytechnics	Private providers exist in few numbers; self employment; initial salary Rs.3500
Automobiles mechanic	High	Low	None	Engagement in two & four wheeler mechanic; self employment; initial salary Rs.3500
Courier Delivery	High	Low	None	Upcoming requirement as per the market needs; initial salary Rs.3500
Sales & marketing	High	Low	None (far less than existing demand)	Potential in small scale set ups is high; formalized training in sales is absent; initial salary Rs.4000
Gems & Jewelry	High	Low	Localized & Low (trained in industry)	High potential in Jaipur, demand very high with initial salary of Rs. 4000
Handicrafts & Handloom	High	Medium	None (no specific support apart from MSME trg)	Skilling process is as per the trade and initial salary is Rs 3000

# Skills shortages across companies in different sectors

Industry	Skills gaps	Reason for skills gaps
<b>Tourism &amp; Hospitality</b>	Service staff with problem-solving capabilities, IT skills, communication and customer interaction skills, and the ability to anticipate customer needs and proactively address them on the front line	Life skills and communicative English; Basic Computers and service industry norms not provided; dealing with customers and problem solving exposure not available to trainees
	Cross-cultural managerial and service skills	Expansion into emerging markets and growing customer base
<b>Auto, Engineering, Manufacturing, Machinery and related</b>	Lack of practical orientation	Less skill trained workers available, have to do with 8th or 10th pass outs/drop outs
	Lacks Cross-functional and solution centric skills	Task specific understanding; unable to gather bigger picture
	Absenteeism and far less professional attributes	Professional behaviour hindered by personal constraints
<b>Handloom, Handicrafts, Furnishings, Textiles, Leather, Gems &amp; Jewelry</b>	For all workforces: Skills and knowledge, cross-functional skills and the ability to flexibly respond to rapid change of rural tourism market	Transformation from mechanical to technological designing and development for integrated solutions in this segment did not flow to all the artisan groups; lack of focussed initial basic modern training to cater for this huge market base of the districts
	Use of modern available technologies and techniques to reduce labour, and improve quality	
	Knowledge of market trends- national & international	Penetration into emerging markets, distributed work teams, less focused market linkages
<b>Retailer &amp; service</b>	Skills in strategic insight, counter management, customer and results orientation, intercultural communication	Business model change to a more decentralized, customer-centric, integrated, seamless business penetrating new geographic markets; increased importance of customer services in retail which are not covered in the VTI training as a complete package
	Basic IT Skills, communicative English and local language, customer handling, solution providers	
<b>IT services provider, IT Software, BPO etc.</b>	Engineers and technologists whose functional and technical skills are complemented by strong business skills, industry skills, cross-cultural teaming skills and often knowledge of specific geographic markets	Need to deliver tailored technology solutions to trainees for going beyond a mere general application of technologies; penetration into new curriculum for emerging markets

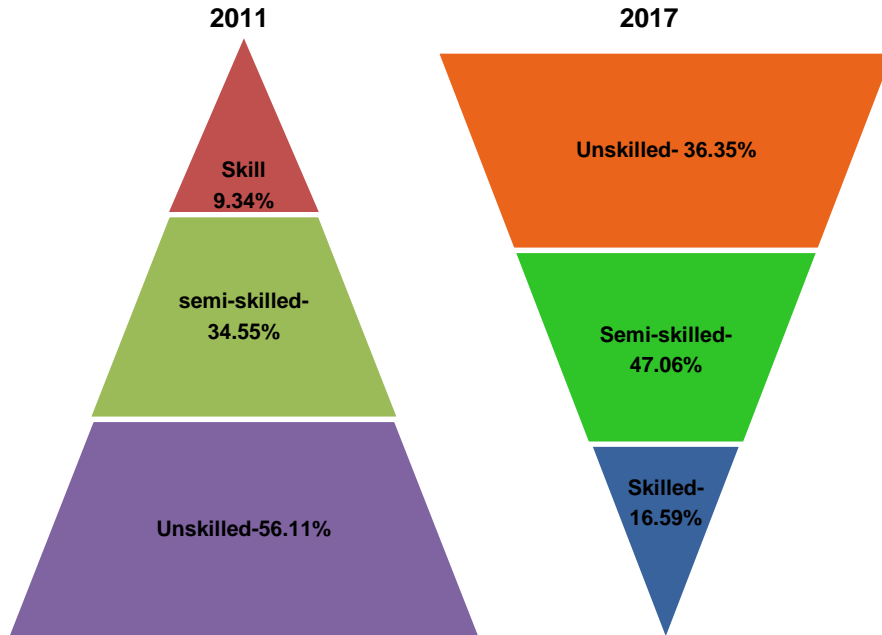
# Skills shortages across companies in different sectors...continued

Industry	Skills gaps	Reason for skills gaps
<b>Financial services Company</b>	Workers with broader knowledge and training focussed in all financial products: cash, credit, insurance, services etc.	Lack of a more customer-centric training strategy; need to deliver an entire suite of products related training materials with industry based trainers
	Innovation skills in multiple workforces	No or less integrated trainings to address sales of banking products with growth forums; lead bankers initiatives for designated training not found and incentive strategies for motivation lacks
<b>Building, Construction and Real Estates</b>	Small workforce with basic skills available, adhoc or unskilled engagement of workers high with less ability to carry out professional results	Specific training in this domain lacks at VTI level, industry involvement less in curriculum designing, placement and other functionalities. Unskilled labor still preferred due to low cost module and generally involves middlemen for interaction with industries
	Learning agility- specific to the work assigned and less flexible to pick up other related work	

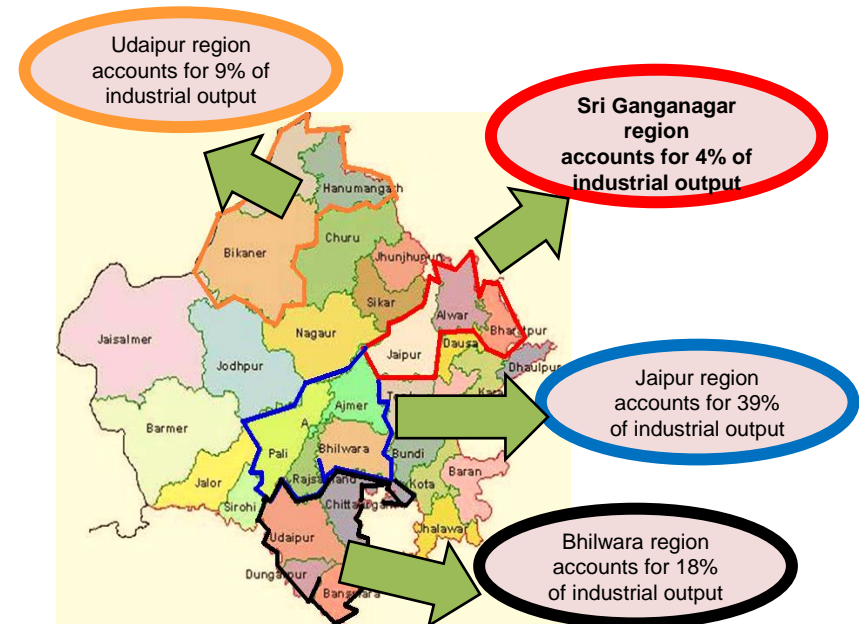
- **The working population of the State is 280 lakhs and growing at the rate of 2.2% per annum**
- **Net addition of 6 lakh persons in the workforce every year**
- **Need to create 7-8 lakh new livelihoods every year**
- **Non-farm occupations employ one-third workforce with 70% share in State Domestic Product**
- ***Only about 1.5% of the state workforce in the age group of 16 to 20 years has obtained vocational skills through formal programmes/courses which needs to be targeted at 15% for initial three years followed by more aggressive plans***

# Workforce and employers requirements

Workforce demand (present 2011 & future 2017)



Industrial Regions of the state requiring workforce for output

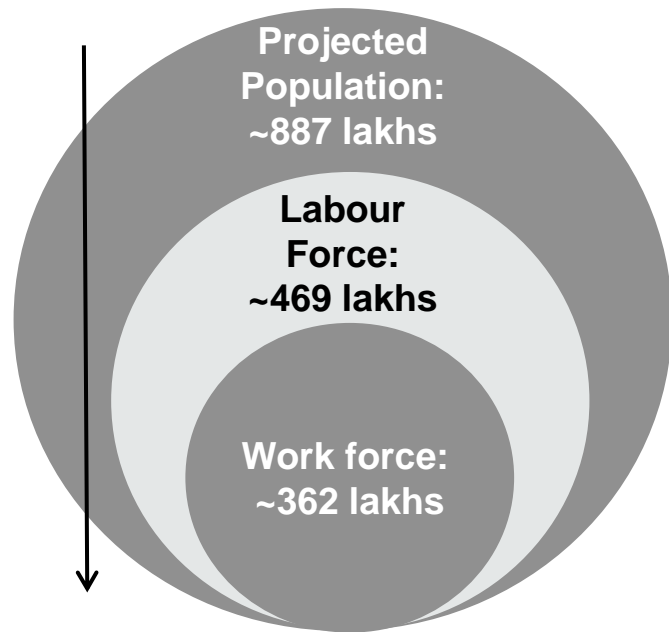


- ❑ Highly industrial districts such as Jaipur, Udaipur, Sri Ganganagar and Bhilwara require skilled workforce on higher side (based on the industrial output and primary analysis)
- ❑ Requirement of skilled and semi-skilled labour to cater 64% of the total workforce by 2017 (55.87 lakh would be the incremental workforce)
- ❑ Expectation on efficiency rated above skills and loyalty; industries depend on the contractors for semi-skilled wage labourers and less on VTIs



# Summary of the study

## Workforce in Rajasthan, 2022 projections



## Skill Gap & workforce distribution, 2017 projections

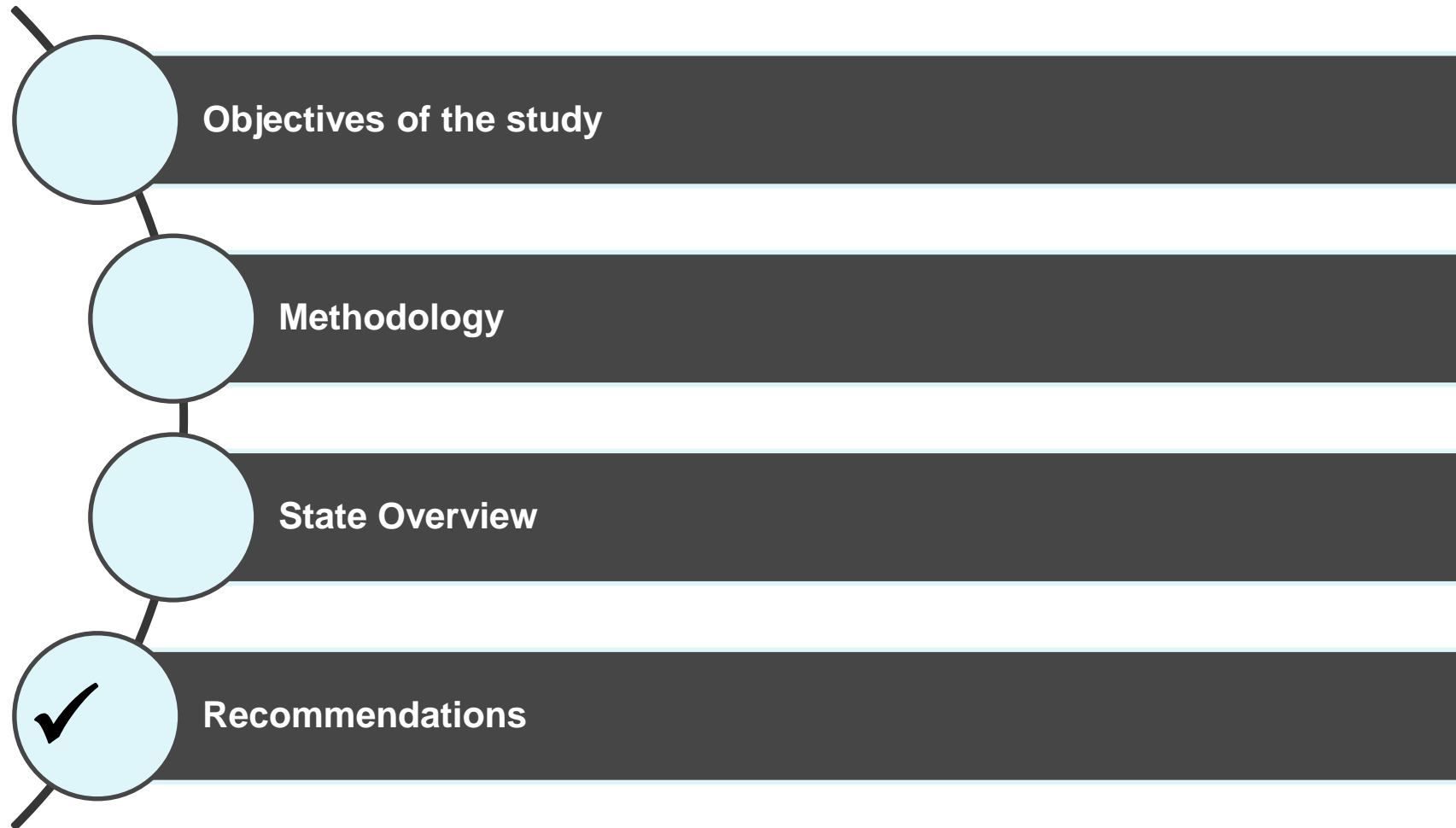
Unemployment rate of Rajasthan in 2011-12: 1.4 (ranks 4th in overall national study by Labour Bureau, Ministry of Labour and Employment )

Skill Gap in Rajasthan by 2017: ~24 lakhs (as per the study)

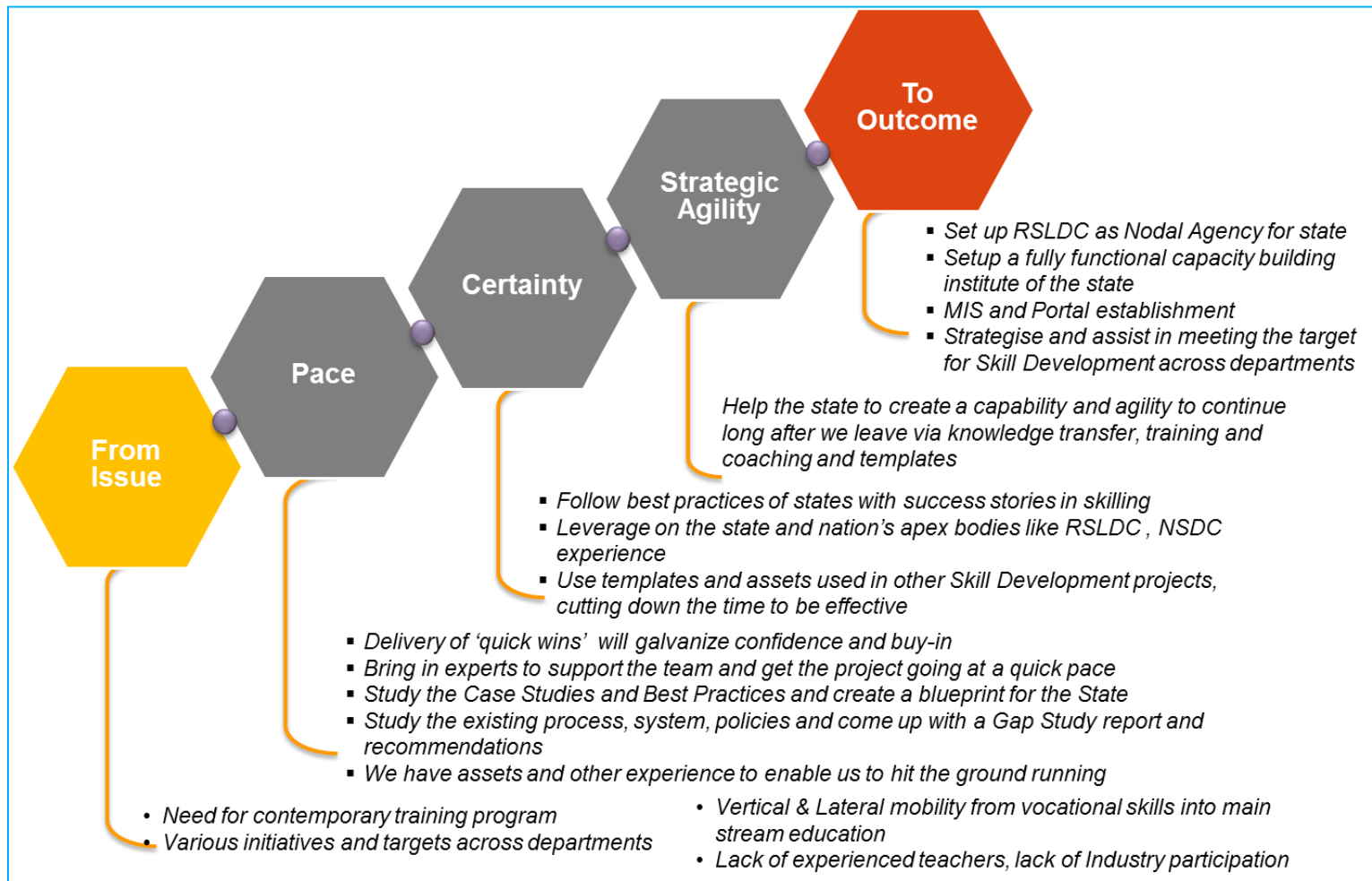
% of workforce under various categories by 2017: Skilled- 16.59%, Semi-skilled- 46.07%, Unskilled 36.35%

Incremental Human resource requirement across high growth sectors by 2017 & 2022: ~60 lakh & ~ 90 lakh (projected values; sectors from secondary and tertiary only used for this analysis)

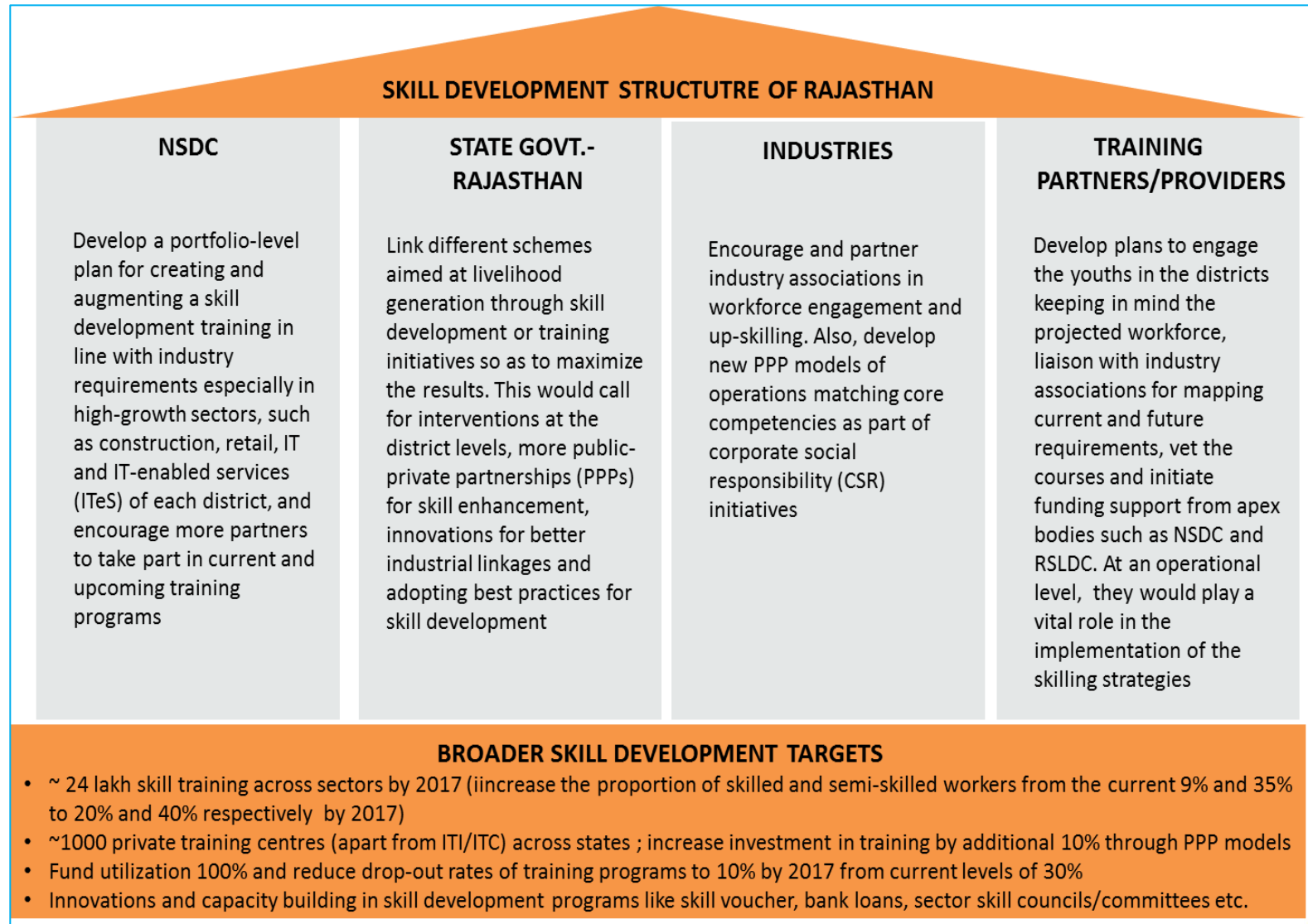
# District wise Skill Gap Study for the state of Rajasthan



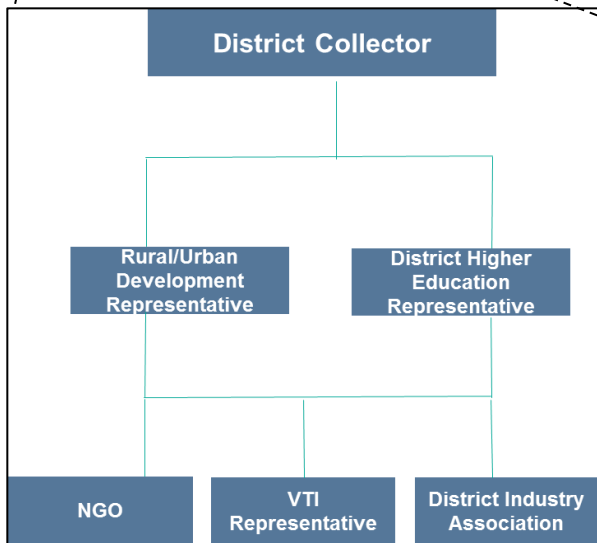
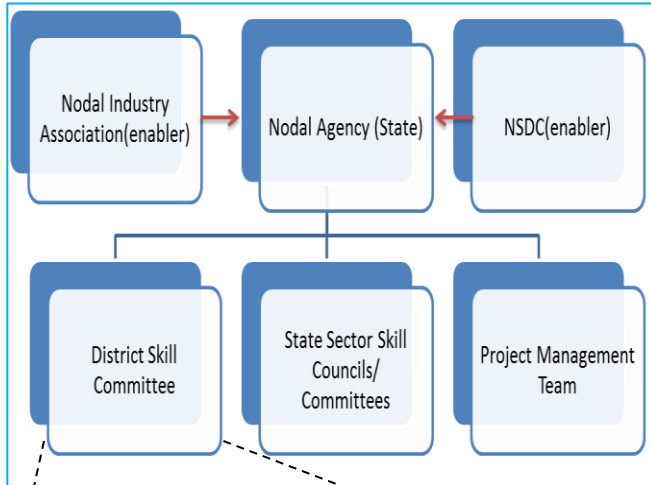
# Broad Contours of Skill Development Plan



# Action points for key players and enablers of the state



# State-level Skill Development Plan: Nodal Agency, District Skill Committee & Structures



## □ Nodal Agency:

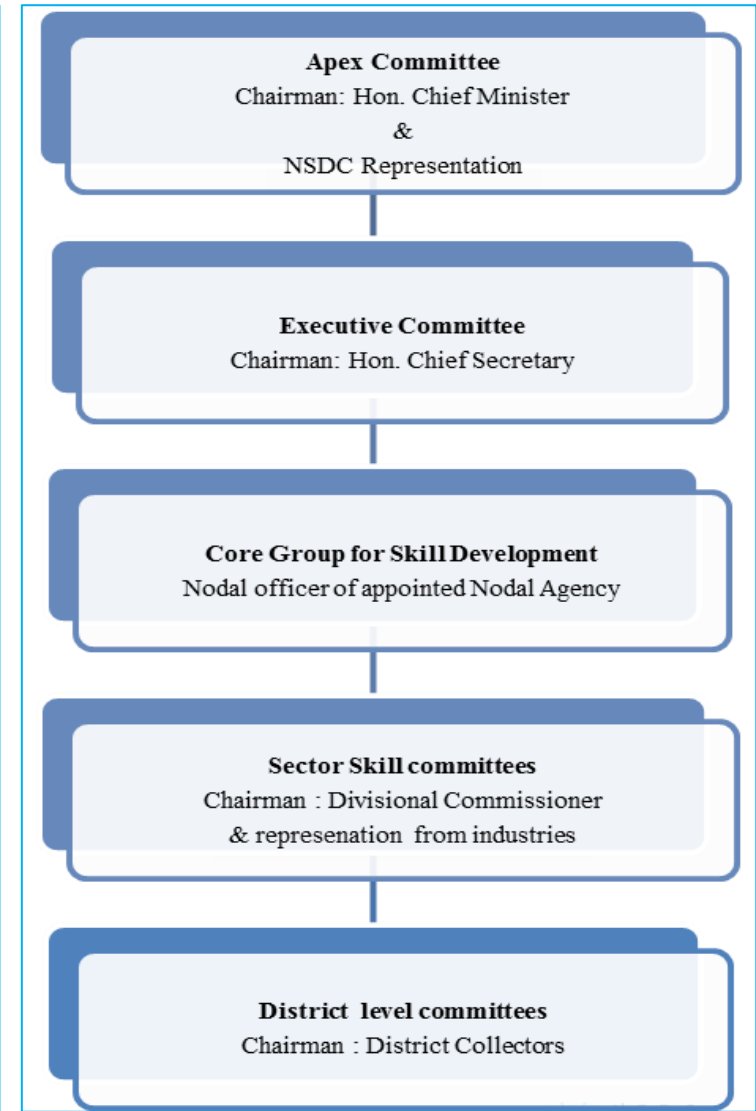
For more holistic and better execution of skilling plans for the state as a whole. RSLDC may be one of the leading agencies for anchoring the skilled initiatives of the state

## □ District Skill Committee:

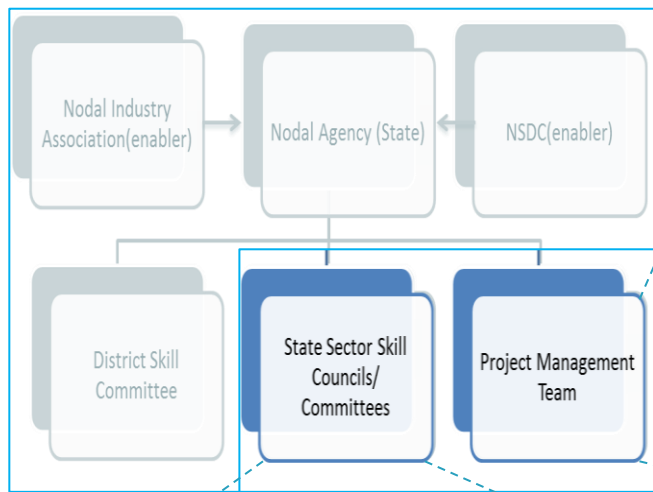
Under the district magistrate or collector to monitor some of the monitoring aspects of the skill development training programs under various departments and nongovernment organizations (NGOs)

## □ State Structure for Skilling:

Under the chairmanship of CM & NSDC, involve all key stakeholders and policy makers by forming functional committees and evolve a strong structure to anchor huge skilling programmes of the state



# State-level Skill Development Plan: State Sector Skill Councils/Committees & Project Management Team



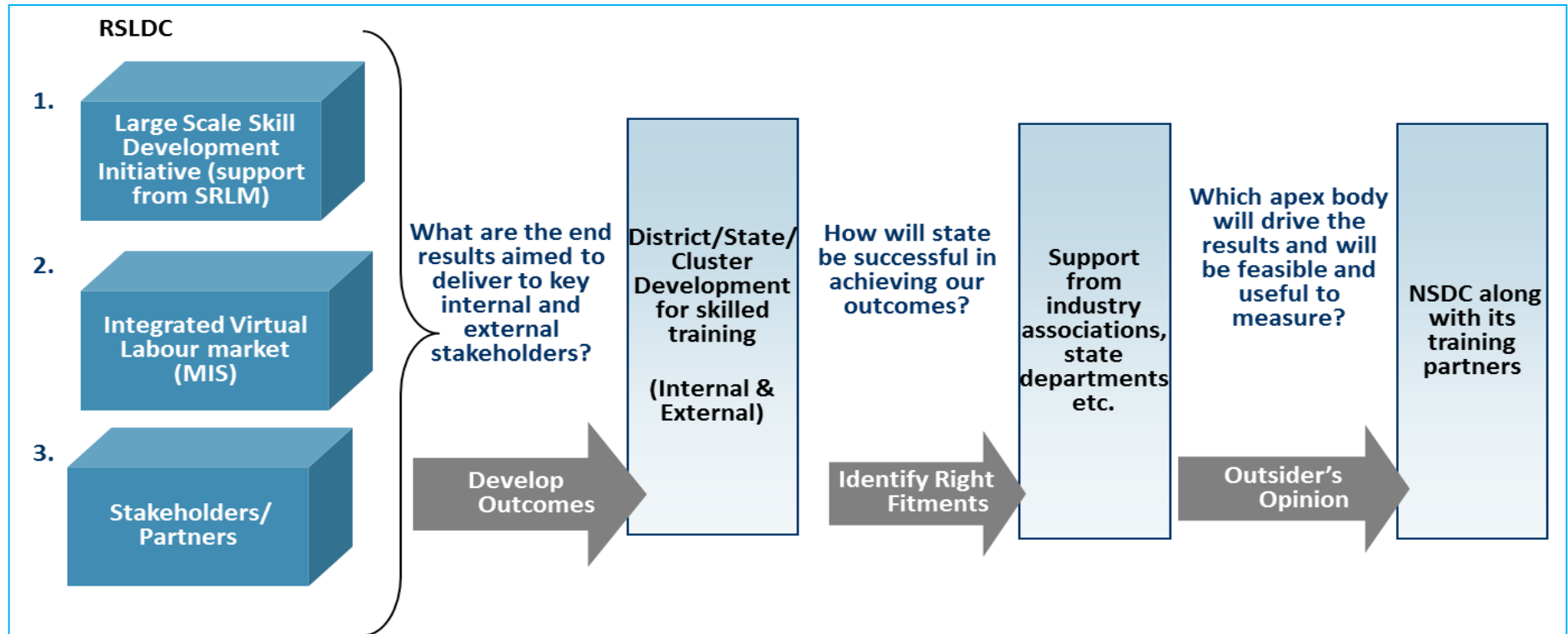
## ❑ Project management team:

The project management team would have professionals taking on various tasks of the nodal agency as their core responsibilities, and delivering solutions for an enabling environment for skill development initiatives

## ❑ State Sector Skill Councils/ Committee:

Established across the state with the help of NSDC, industries and institutions to facilitate focused skill development preferably for industry clusters. The objective is sector-specific skill development, in the target industries of construction, handicraft, automotive, engineering, textiles, IT and IT-enabled services (ITeS), repair and servicing, health care, gems and jewelry, banking and financial services, tourism and hospitality

# Recommended implementation structure for state skilling initiatives



The implementation plan for skill development would essentially address three basic questions:

1. What are the end results to be delivered to key internal and external stakeholders?
2. How can the state achieve the targeted outcomes?
3. Which apex body will drive the initiatives for the state based on measurable parameters of skilling'?

# Recommended state-level skill development framework

## State to operate on three broad parameters with suggested sub points

### Infrastructure

Skill building infrastructure advancement and utilization targeting the projected gap

- Large Skill Development Initiatives
- Integrated Virtual Labour Market
- Convergence Strategies

### Policy

Appointment of nodal agencies, integrated approach for skill development plan

- **State Skill Development Nodal Agency**
- **Nodal Skill Development Industry Association**
- PPP modes of skilling
- Skill Voucher System
- Bank Financing for Skill development (direct to beneficiaries)

### Sector Specific

Sector Skill Committees

- Certifications
- Quality and Standardization
- Research & Learning

The answers to the question shall address the following as part of overall state implementation plan:

- **Large scale programs** to address the huge unskilled masses in unorganized and agriculture
- **Curriculum restructuring** to match industry needs with an emphasis on shorter courses with quick turnover periods; on-the-job training and practical exposures to industry, guest lectures and field visits to be part of the course.
- **Soft skills** such as effective communication should be an inherent part of all training, along with computer basics, financial literacy and time management.
- **Industry participation** at the training and placement level should be encouraged. Industry associations such as CII , FICCI etc. need to play a major role in engaging skilled workforce in industries for more efficient outputs.
- **Policy Interventions** with Skill voucher systems and bank led financing skill initiatives
- **Certification courses** must be recognized with better placement of certified candidates for standardization of skills in a cost-effective and speedy manner by state sector skill councils

*Note:: Refer to Integrated Virtual Labour Market Snapshot slide*



# Recommended action points for stakeholders

## Industries (state of Rajasthan)

- **Industry Associations-** as catalyst to encourage engagement of skilled workforce by industries
- **Skilling of unskilled (surplus) workforce-** PPP-based skilling initiatives for sustainable corporate citizenship actions & up-skilling of current workforce
- **Average wage for the workers-** post training to be adjusted as per the minimum wages law (~20%)
- **Contracting models for engaging workers-** minimum 22 days of work without any gender bias
- Proactive role in setting course curriculum in skill training

## Training Partners

- **Strengthening employment market linkage-** strengthen employment market linkages by networking with staffing agencies and linking supply with demand
- **Improving course curriculum –** Focus on specialization, practical orientation, soft skills, shared education services
- Improving the ITI, quality of training for trainers and encourage private training providers

## NSDC

- **Building capability of clusters-** Sector skill councils (SSC) as an important enabling factor from which the state could leverage on the structure and the national occupational standards (NOS)
- **Creating market awareness-** target group will be engineering, arts and science graduates, ITI students and diploma holders to set high aspirations, create awareness about emerging trends and opportunities, and create role models
- **Skill assessment, capacity building and support-** map the current skill levels of students against industry standards, with a specific focus on soft skills. The target group will be engineering, polytechnic and ITI students

# Achievable targets must be set for each of the desired goals

## ...AND IT'S ACHIEVABLE TARGETS

Increase training capacity to train 10 lakh beneficiaries by 2017 by creating an additional 350 centers

Increase training capacity utilization to 100% from the existing 85% by advocacy and counseling at district level

Increase the proportion of skilled and semi-skilled workers from the current 9% and 35% to 20% and 40% respectively by 2017

Increase investment in sustainable skill development training by additional 10% through PPP models

Reduce drop-out rates of training programs to 10% by 2017 from current levels of 30%

Reduce attrition rate in service sectors at entry job level to 10% by 2017 by post placement counseling and continued up-skilling

Source: Accenture Analysis

Note: Based on the findings across districts, the points are deliberated in tangible manner to address the skill gap

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# For Further Details

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**National Skill Development Corporation**  
**Block-A, Clarion Collection, (Qutab Hotel)**  
**Shaheed Jeet Singh Marg**  
**New Delhi 11 0 016**  
**T: +91-11-47451600**  
**F: +91-11-46560417**  
**Email : [skillgapstudies@nsdcindia.org](mailto:skillgapstudies@nsdcindia.org)**

**Industry Partner**



Confederation of Indian Industry