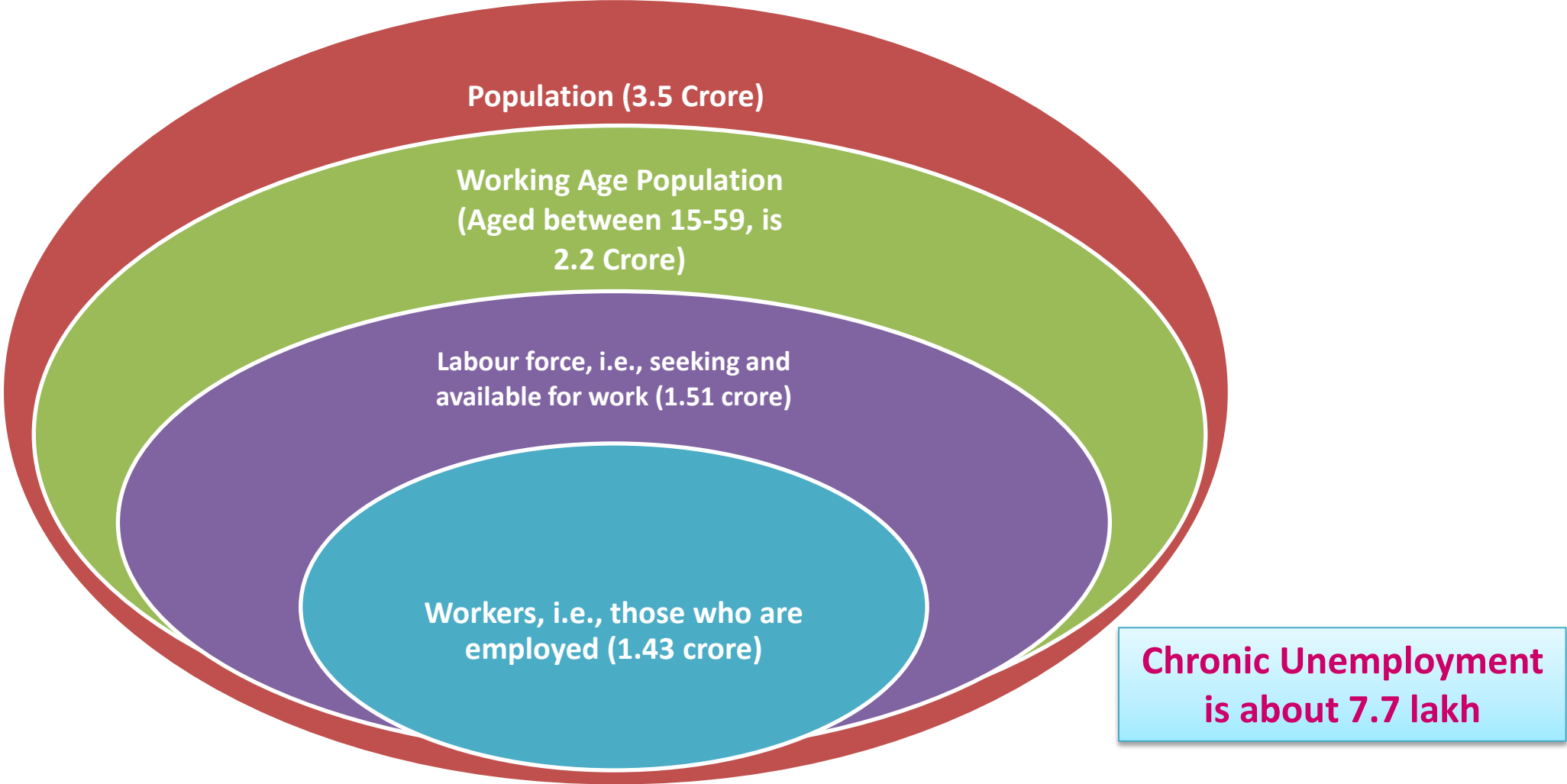


# **Skill Scenario in Telangana**

# Background: Importance of Skill Development

- Employability, productivity, and use of technology are directly correlated with skill levels
- Skill development could provide decent remuneration & therefore, considered as key in inclusive growth strategy.
- Industrialisation is possible only with the pool of skilled labour
  - **Economic Growth Miracles** of East Asian countries
  - **Case of Telangana:** spectacular growth in IT and ITeS services
- State Government has taken many initiatives for rapid industrialisation
  - TS-iPASS & ITeS Policies,
  - providing incentives for all-scales of investors,
  - Created large infrastructure & proposed industrial corridors, etc.

# Demographic Profile of Telangana



Source: (i) Census 2011, (ii) 'District-wise Employment-Unemployment Scenario in Telangana- 2013-14' Labour Bureau, Chandigarh

# Demographic Dividend

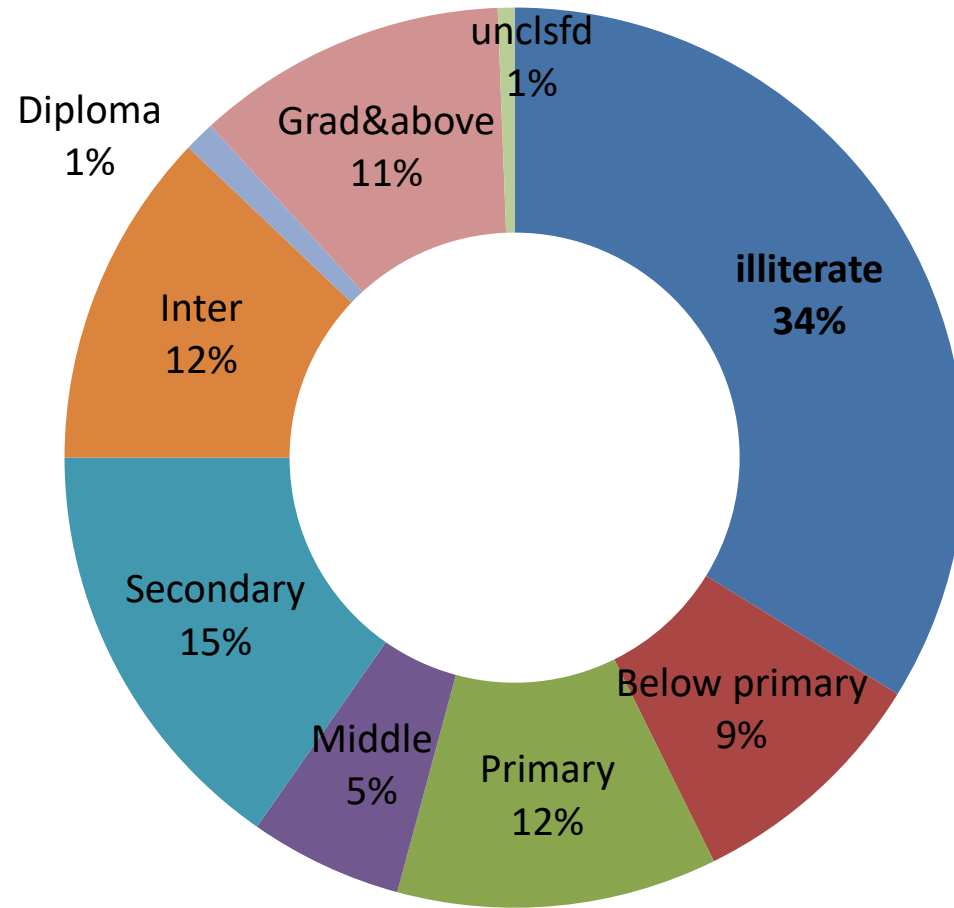
- 63% of the State population are in working age group of 15-59 years
- 29% are in age group of 15-29 years

Population Pyramid in Telangana (2011)



Source: Census 2011. (Note: 'Age not Stated' category is not considered)

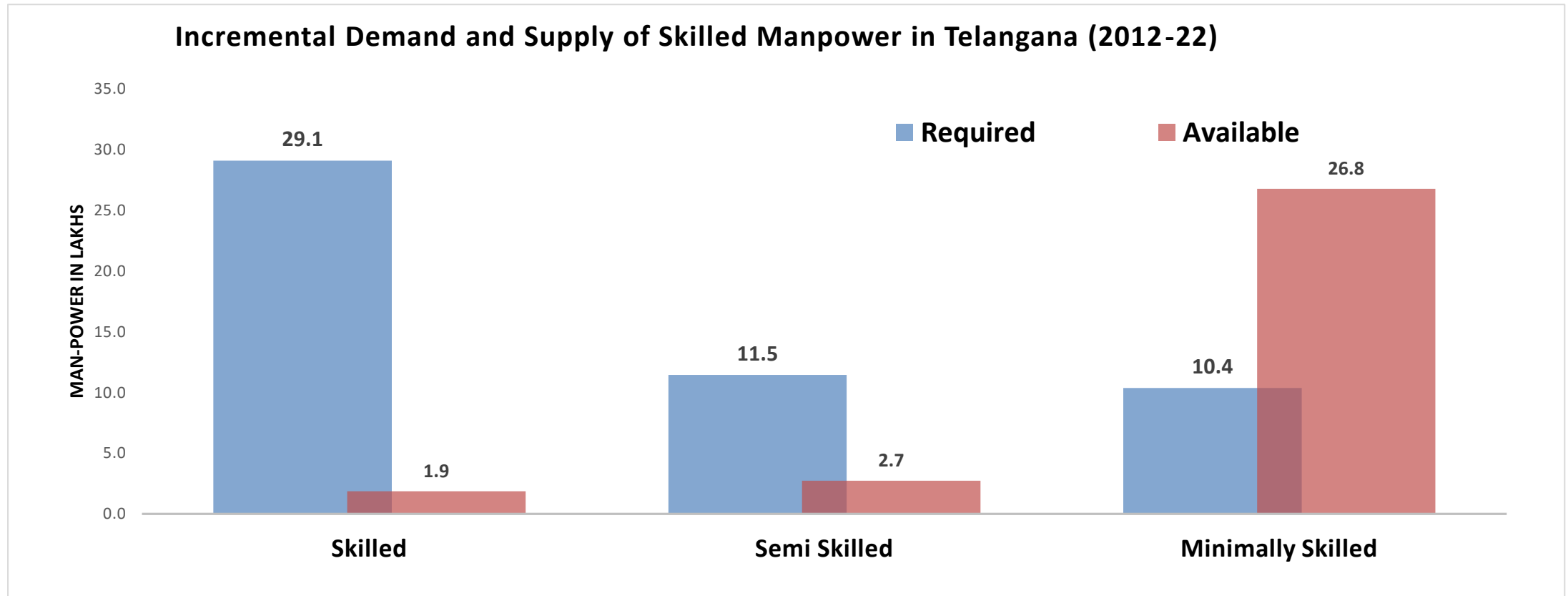
## Educational level among **working age population** (15-59) in Telangana



Source: Census, 2011

# Skill Gap in Telananga

- As per National Skill Development Corporation (NSDC) study, it is estimated that Telananga will face an incremental manpower requirement of approximately **50.9 lakh from 2012 till 2022**.

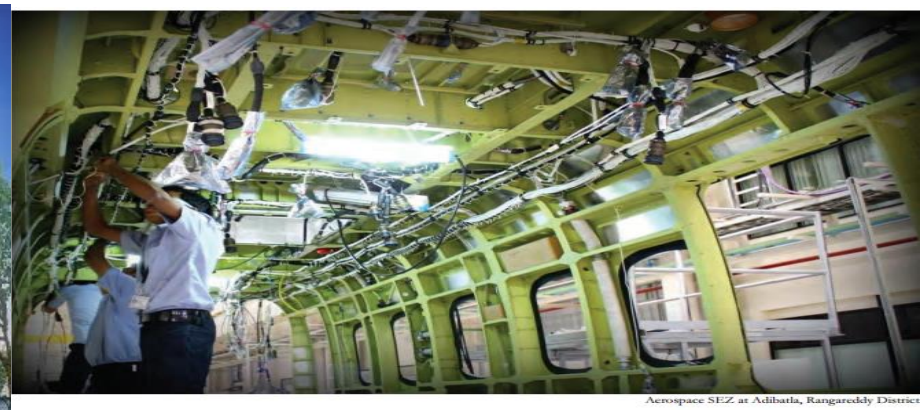


Source: Computed from NSDC study on "District-wise skill gap study for the State of Andhra Pradesh (2012-17, 2017-22)"

# Potential Sectors for Job Opportunities

- Tourism, travel & hospitality;
  - construction;
  - banking & financial services insurance;
  - transportation, logistics, warehousing & packaging;
  - IT & ITeS sector;
  - chemicals & pharmaceuticals;
  - auto & auto components;
  - food processing;
  - textile & leather;
- 
- **Labour demand will decline in** sectors such as agriculture & allied activities, wood & paper products; mining & quarrying.

# Proposed Policy Framework





# Mission Statement and Objectives of the Proposed Policy

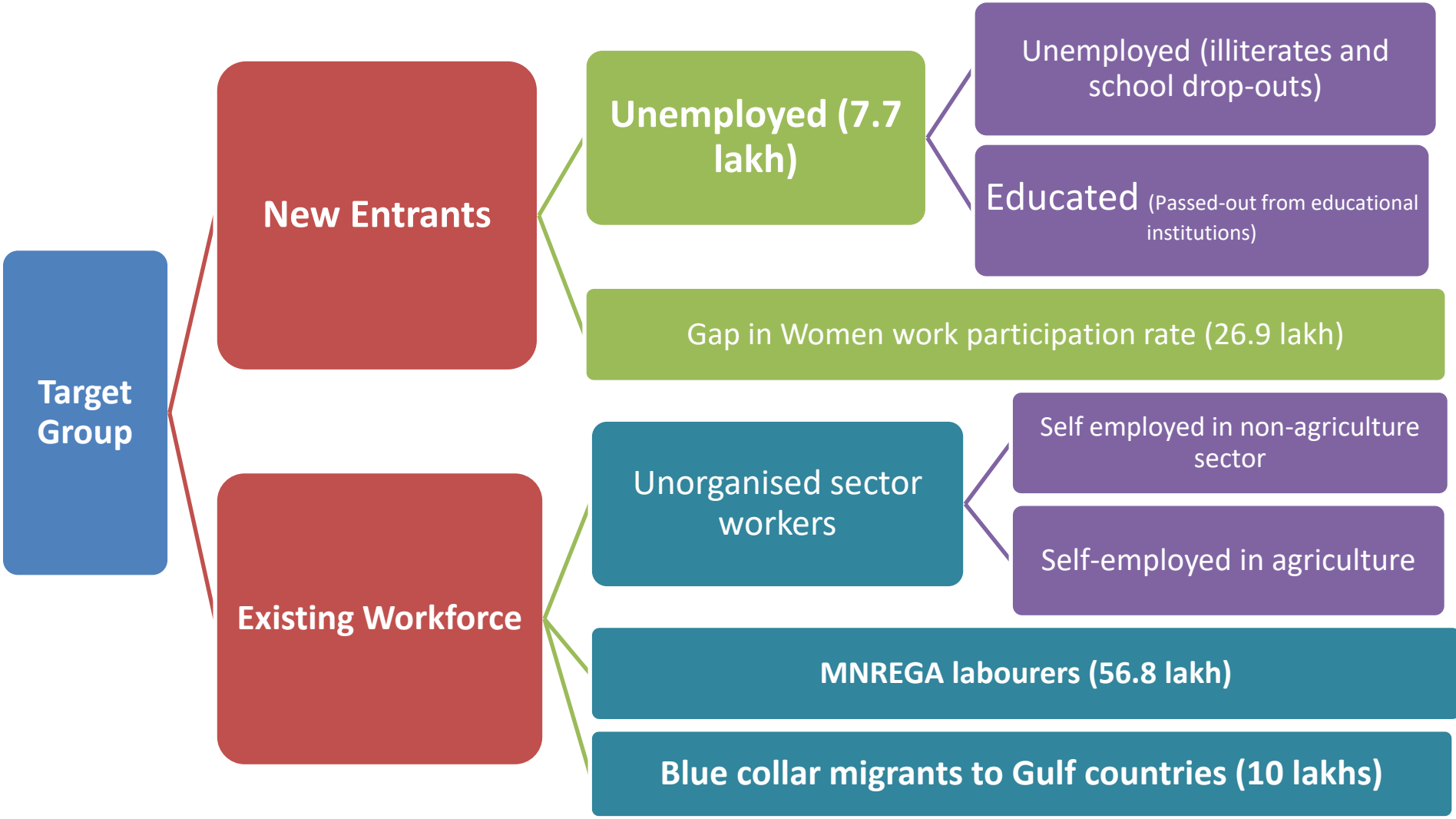
## Mission Statement

TS-SDM aims at reaping the benefits of demographic dividends by imparting industry required skill training for all its workforce for enhancing their employability and to create a conducive ecosystem for industrialisation and entrepreneurship development in the State through creation of a pool of skilled manpower.

## Objectives

1. Improve the competence and employability of new entrants in the job market through short term skill development training programmes
2. Enhancement of skill set of the existing workforce by up-skilling and re-skilling and certifying skills through Recognition of Prior Learning (RPL).
3. Securing employment opportunities either through placement or through promotion of entrepreneurship.
4. Strengthen vocational education right from school level, as a long run strategy for skill development.

# Target Group



# Target Group and Strategies

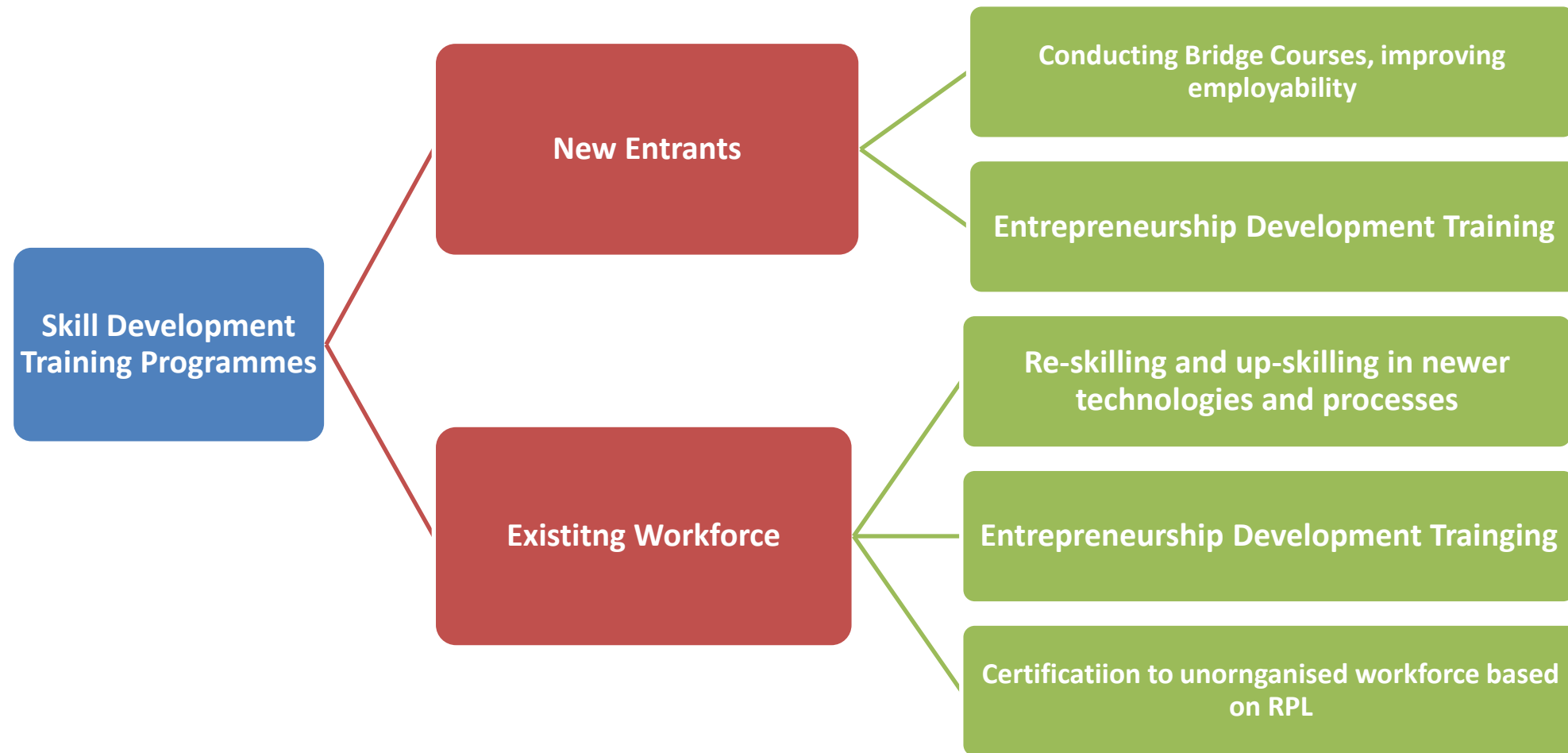
- **New entrants to the job market**

- ❖ Short-terms courses,
- ❖ Market-relevant courses for college students (big data analytics, cloud computing),
- ❖ internships & apprenticeships
- ❖ Establishment of Placement & Tracking Cell

- **Existing workforce**

- ❖ Focus on **MNREGA** labourers and **unorganised** workers.
- ❖ Re-skilling of unorganised/underemployed workforce with new technologies
- ❖ certifying the existing skill-levels through Recognition of Prior Learning (**RPL**)
- ❖ Catering to the needs of **Overseas Migrants**

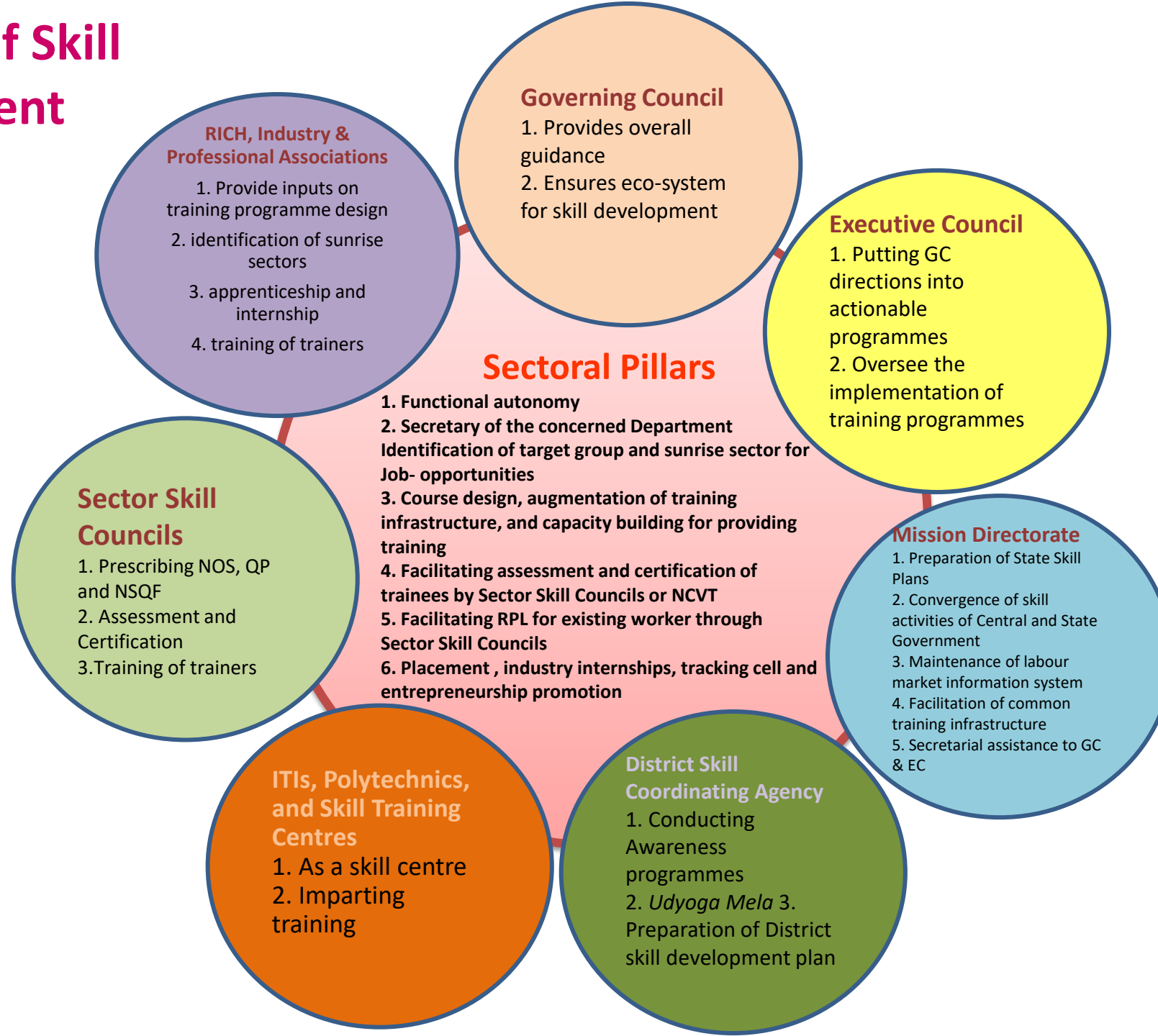
# Outline of Skill Training and Entrepreneurship



# Strategies (Contd.)

- **Pillars of Skill Development Mission:** We will have specialised institutions imparting skill development training: TASK, NAC, agricultural universities & NITHAM etc.
- **Job-oriented skills:** Tie up with Sector Skill Councils (SSCs) and industry for course structure, curriculum development and training of trainers
- **Ensuring quality and acceptability of skill training:** All the training programmes will anchor to NSQF (National Skill Qualification Framework)
- Assessment and certification will be done either by agencies recognised by SSCs or by the National Council for Vocational Training (NCVT)
- **Identification of skill gap:** Undertake periodical independent surveys to identify sunrise sector and aspirations of youth
- **Long-term Strategy for Skill Development**
- **Entrepreneurship Development**

# Eco-System of Skill Development

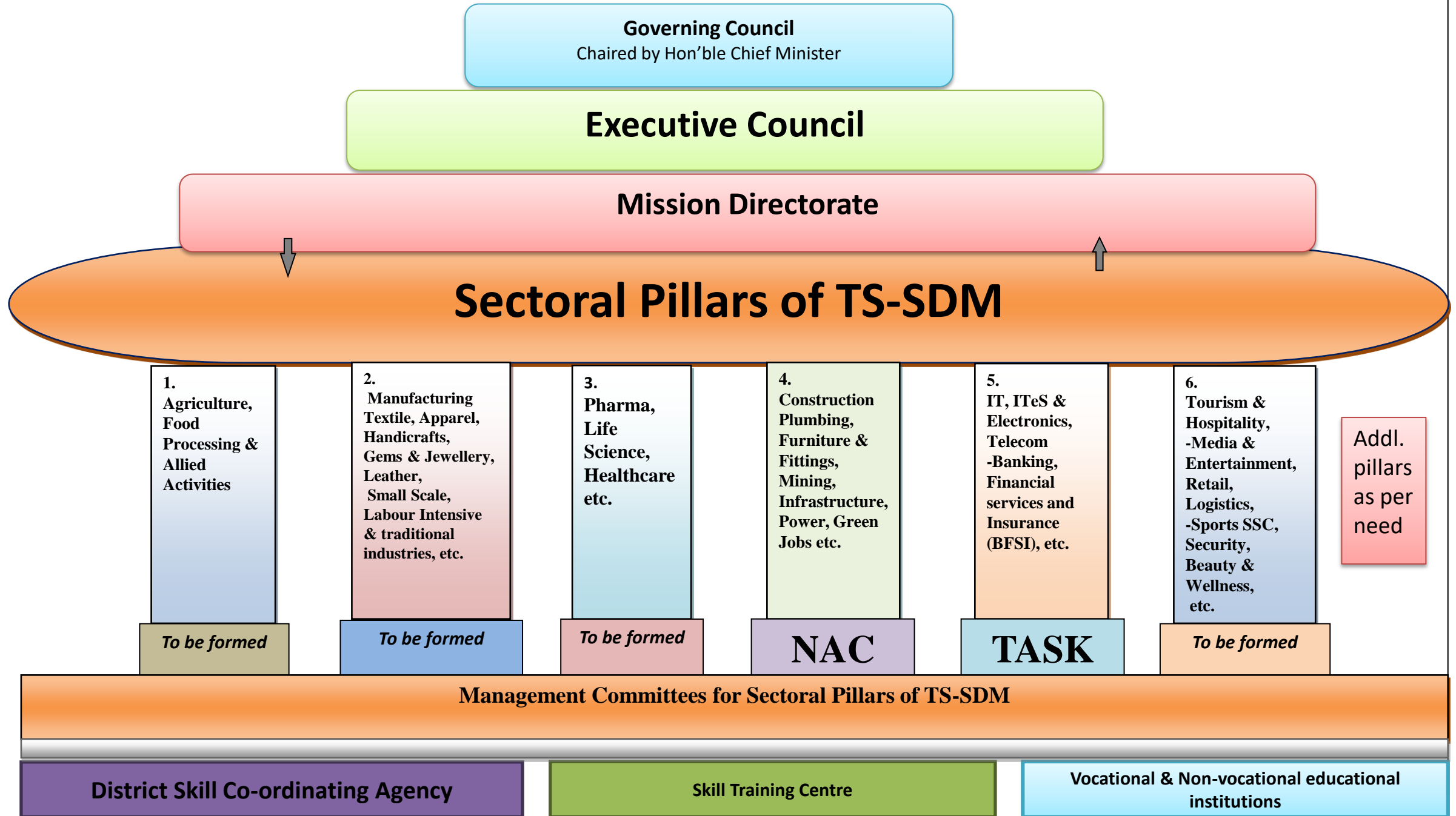


# Industry interface

- Industry – institute interface is a Key component of the Policy
- Provide inputs on training programme design
- Industry driven training programme
- Adoption of institutes in industrial clusters
- Identification of potential sectors/trades for skill development
- Hands on experience for all technical students – engg., pharma, biotech, etc.
- Apprenticeship and internship
- Training of trainers



# Institutional Framework

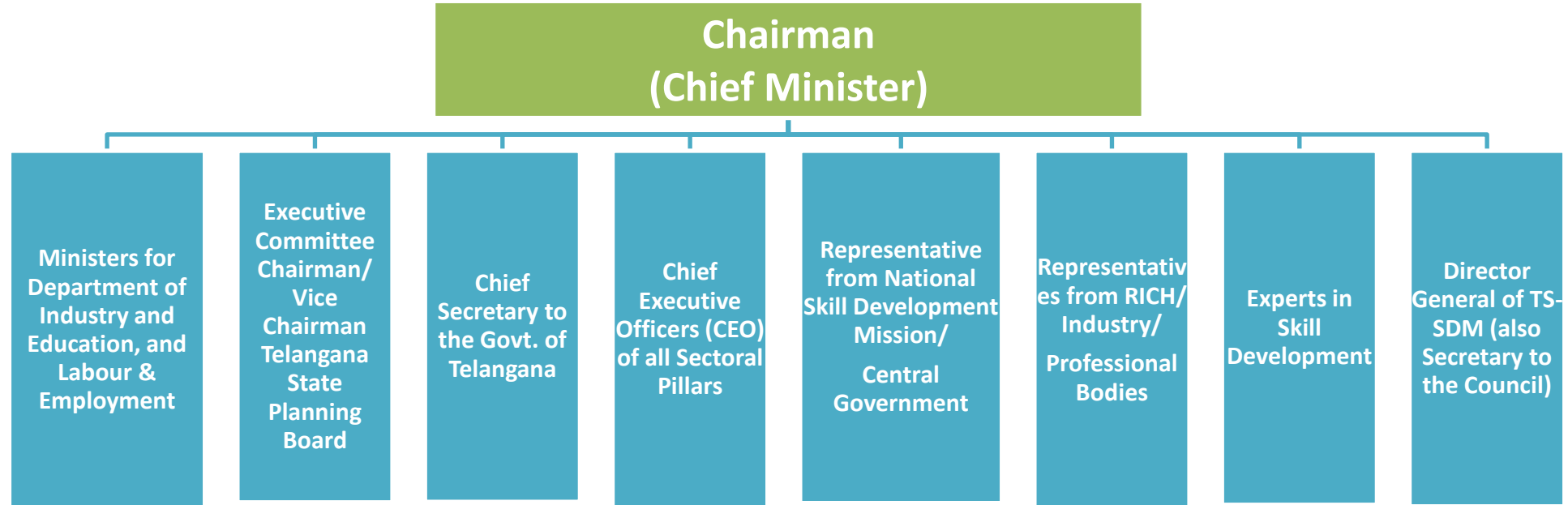




# Proposed Sectoral Pillars (tentative)

Sl. No.	Sectoral Pillar	Sectors Covered	
1.	<b>National Academy of Construction (NAC)</b>	1. Construction, 2. Plumbing, 3. Furniture & Fittings, 4. Infrastructure,	5. Power, 6. Mining, 7. Green Jobs, etc.
2.	<b>Telangana Academy of Skill and Knowledge (TASK)</b>	1. IT and ITeS 2. Electronics,	3. Telecom, 4. Banking, Financial services and Insurance (BFSI), etc.
3	<b>Agriculture Sectoral Pillar (Institution to be created/identified)</b>	1. Agriculture Sector, 2. Food Processing,	3. Allied Activities etc.
4	<b>Manufacturing and SSI Sectoral Pillar (Institution to be created/identified)</b>	1. Automative, 2. Capital Goods, 3. Iron & Steel, 4. Rubber, 5. Textile, 6. Apparel,	7. Handicrafts, 8. Gems & Jewellery, 9. Leather, 10. SSI & Labour Intensive & traditional industries, etc.
5	<b>Pharma and Life Science Sectoral Pillar (Institution to be created/identified)</b>	1. Pharmaceuticals, 2. Life Sciences,	3. Healthcare, etc.
6	<b>Tourism, Entertainment and Services Sectoral Pillar (Institution to be created/identified)</b>	1. Tourism & Hospitality, 2. Media & Entertainment, 3. Retail, 4. Logistics,	5. Security, 6. Sports, 7. Beauty & Wellness etc.

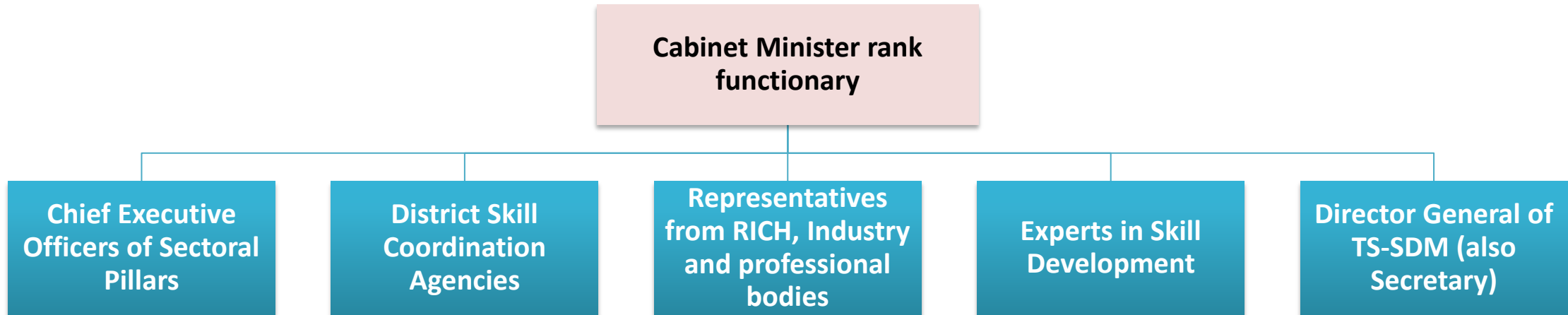
# Governing Council



## Roles and Responsibilities of Governing Council

- To provide overall guidance to promote skill development in the State,
- Ensuring ecosystem for skill development and entrepreneurship promotion in the State, and
- Review the performance of TS-SDM and set direction for the skill development initiatives.

# Executive Council



## Responsibilities of the Executive Council (EC)

- EC shall put the policy decided by the Governing Council in actionable programmes and review the TS-SDM's activities
- EC approves Annual Skill Development Plan for each Sectoral Pillars and accordingly ensures budgetary and finances resources from the Government for carrying out these programmes.

# Mission Directorate

- Headed by the Director General
- It is responsible for:
  - Preparation of Annual Skill Plans
  - Coordinating skill activities/initiatives of the Central and State government with Sectoral Pillars,
  - Resolving inter-organisational matters and coordinating Sectoral Pillars,
  - Developing and maintenance of robust e-Governance portal and Labour Market Information System,
  - Facilitating common training infrastructure
  - Act as a member-secretary to Governing Council and Executive Council.

# Sectoral Pillars

- Function as autonomous bodies, registered as the Section 8 Companies (Not for Profit) or an organisation registered under Societies Act.
- Each Pillar is headed by a Chief Executive Officer
- Anchored by the Management Committee, which anchors and provide inputs in programme planning
- Centre for excellence in training over a period.

## Sectoral Pillar

Headed by the CEO

### Management Committee

Headed by the Secretary Concerned

### Members:

- Industry,
- SSC,
- Skill Experts, &
- RICH Institutes

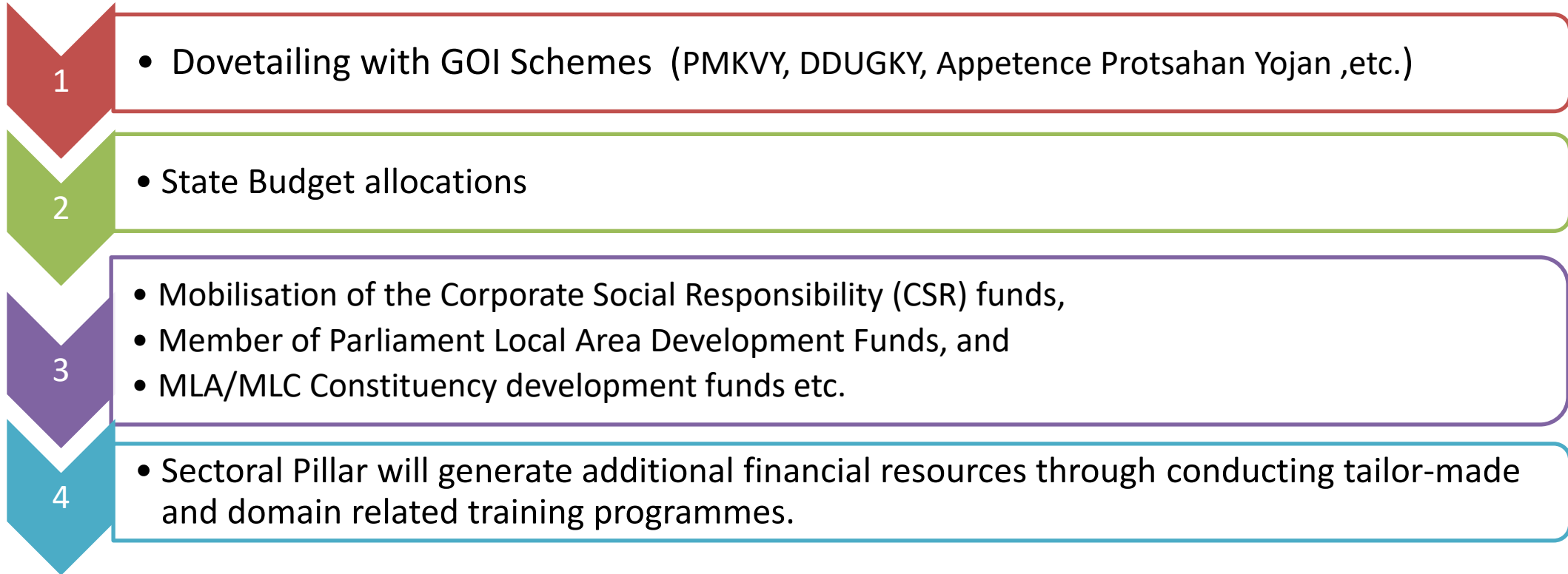
# Sectoral-Pillar: Roles and Responsibilities

- Responsible for implementation and operationalisation of the skill programmes
- Design course structures and develop curriculum, resource persons and training infrastructure, and deliver skill development trainings in assigned sectors.
- Aligning Skill Development programmes with NSQF, Assessment and certification,
- Establishing Placement Cell & tracking cell
- Tailor-made and domain related training programmes, offering diploma courses, and providing consultancy services to government or private companies.
- Autonomy to innovate and encourage specific models.
- Industry will be incentivised to set up training institutions in PPP mode in industry clusters.

## District Skill Coordinating Agency

- Headed by the District Collector.
- The present Employment Exchanges will be leveraged to take roles and responsibilities specified under it, with following functions:
  - Conducting periodical awareness programmes for enrolment of the youth into skill development programmes.
  - Undertaking assessment of sectoral priorities at district level and prepare district skill plan. These plans are intern submitted to Sectoral pillars for initiating training programmes.
  - Conducting district-level ***Udyoga Mela*** (job fairs) by inviting all the major employers in and around the district

# Sources of Finance



- The Sectoral Pillars to be made revenue generating institution by becoming a centre for excellence in training, in course of time.





*Thank You*