SANKALP
A programme of the
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP, GOVT. OF INDIA

KAUSHALYA KARNATAKA

GOVERNMENT OF KARNATAKA

SKILLS IN DEMAND
SKILLS IN NEED

KARNATAKA SKILL DEVELOPMENT CORPORATION
DEPARTMENT OF SKILL DEVELOPMENT, ENTREPRENEURSHIP AND LIVELIHOOD,

EXECUTIVE REPORT

2021-22

GRAAM
Grassroots Research And Advocacy Movement

CONDUCTED BY
GRASSROOTS RESEARCH AND ADVOCACY MOVEMENT

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Principal Secretary to Government

Skill Development, Entrepreneurship &
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Government of Karnataka

MESSAGE

Skill development assumes great importance in the Indian context because of the demographic dividend. In the coming decade, India is going to become one of the youngest countries of the world with an average age of 29 years as against the average age of 37 years in China and US and 45 years in the Western Europe.

With a significant portion of Karnataka's population in the age group of 20 to 59 years and expected incremental demand for people to work (8.47 million skilled persons in 2022) , the state has both the advantage and the need to undertake the skill development programs more aggressively. As said, 'demography provides potential and is not destiny', hence, skilling the people is critical for the state to reap the benefit of the demographic dividend.

Karnataka has an excellent opportunity to achieve economic growth through a favourable demographic dividend. This can be accomplished only by promoting skill development of the working population in general and youth in particular. Skill development is imperative than anything else for Karnataka at the moment while the state is aspiring to be a choice of destination for the skilled human capital.

It is important to understand the changing dynamics of the skill ecosystem, and develop the programs accordingly. It is more important to understand the supply side perspective in creating an enabling ecosystem. The demand side challenges and needs are also required to be understood periodically to ensure program efficiency continuously.

A comprehensive study conducted by Grassroots Research and Advocacy Movement in the three districts of Karnataka (Raichur, Yadgir and Ramanagara) is critical to understanding the existing skill gap, the blatant cavity in skills that are being imparted and skills in need by the industry and the aim, inspiration and motivation of the young population. The report also highlights the need to bind together all the relevant stakeholders, be it the government or the industry and the community to fill the existing crevices. It also gives an insight into the industry demand and needs which will guide the skill department to maneuver their offerings to suit the needs of the industries.

I believe this report will be of use in understanding district specific issues and challenges. I congratulate the team of Grassroots Research and Advocacy Movement for devising a methodology and tools as well as conducting this study. I am sure this report paves a way for developing the Skill Information System, which is a continuous endeavor.

(Dr. S. Selvakumar)
Principal Secretary
Department of Skill Development, Entrepreneurship
and Livelihood
Government of Karnataka

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FOREWORD

Skills and knowledge are the driving forces of economic growth and social development for any country. The youth have the power to change the world. But many are unable to prepare themselves with the required education, vocational and employable skills. Hence, the need to prepare young people with the requisite skills, knowledge, attitudes and aptitude has become more crucial in the 21st century.

KSDC is working to facilitate catalytic partnerships that will enhance opportunities for youth to build their capacities, create aspirations and motivate them to pursue a sustainable livelihood. This Report on 'Skills in Demand and Skills in Need' in the selected districts of Karnataka (Raichur, Yadgir and Ramanagara) provided the landscape, challenges and development opportunities. The report has shed the light on both supply and demand side perspectives. Provides information on Aspirations, Inspiration and Motivation of the youths. It discusses their Knowledge-Attitude-Perception on training, employment, upskilling, re-skilling and apprenticeship, enablers, opportunities, migration scenario in the district. Report also provides a forethought on potential and emerging skills 2022-25. This report also comprises diverse insights from a range of sources including the literature, experts and other stakeholders.

I believe that this report will be useful for all the stakeholders involved in the skill development domain. I congratulate the team of Grassroots Research And Advocacy Movement that have invested painstaking efforts in preparing this report.

(Mr Ashwin Gowda, I.R.S)
Managing Director,
Karnataka Skill Development Corporations (KSDC)
Government of Karnataka

ACKNOWLEDGEMENTS

Foremost, we express our gratitude to Dr S. Selvakumar, I.A.S., Principal Secretary to the Government, Department of Skill Development, Entrepreneurship and Livelihood, Government of Karnataka. We also thank Karnataka Skill Development Corporation (KSDC) for the opportunity to conduct this study. We thank Mr Ashwin Gowda, I.R.S., Managing Director of KSDC, for his continuous support, guidance and utmost cooperation throughout this evaluation study.

We thank Executive Director Smt. Bhavana.S, Deputy Director Sri. Raja Naik and all the key personnel of KSDC for their support and cooperation throughout the study.

Our special thanks to Prof. S Madheswaran, Professor, ISEC, Bengaluru, Ms Vani, Associate Professor, ISEC, Bengaluru and Mr Deendayalan, Chief Architect - Organizational Capability, Centre for Excellence in Organization Pvt. Ltd who took their precious time to review the methodology, tools and report.

We thank Prof M Indira, Retd. Professor – Economics, University of Mysore, Dr. Sathyanarayan P, HR Consultant, Tejas Nagesh Gowda, CEO Unique Academy, Mr YR Wilson, HR Consultant and Mr N Balachandar, Former Café Coffee Day – Advisor for sparing their precious time and providing inputs for developing survey tools and reviewing methodology.

Our special thanks to data enumerators and GRAAM's Field NGO Partners, who helped us complete the data collection despite difficulties amidst Covid-19 and other field challenges.

We also thank all the study participants for their time and for sharing their responses in the survey. We want to thank the community consultation team and project management team at GRAAM for effectively managing data collection and constant communication with KSDC.

(Dr. Basavaraju R Shreshta)
Executive Director, GRAAM

OBJECTIVES

- To review the socio-economic profile of 03 districts covering demography, economic profile by industry, state of education & employment potential
- To identify development opportunities keeping in mind factor endowments & stakeholders' perspective (*Local development initiatives/ projects which have impact on employment generation)
- To identify opportunities for self-employment in general & basis the local resources available
- To study the A-I-M of the youths & their KAP on training, employment, up-skilling, re-skilling & apprenticeships
- To study the existing vocational training infrastructure & availability/ non-availability of TPs/TCs/ quality trainers in districts (public & private sector)
- To study the migration scenario (inter and intrastate and district) and action for their reskilling and to retain them in their native districts
- To identify the current & emerging skills, to project sector-wise youths available for training and skill gaps existing in these districts
- To study the possibility of synergy in using Govt Training Institutions/ Industry partners on PPP model
- Suggestions and recommendations/interventions to address the skill gap

STUDY AREA

- RAICHUR
- YADGIR
- RAMANAGARA

DISTRICT PROFILE

PARTICULARS	KARNATAKA	RAICHUR	YADGIR	RAMANAGARA
AREA (000 SQ KM)	191.79 (100%)	8.44 (4.40%)	5.23 (2.72%)	8.44 (4.40%)
POPULATION (MN)	61.10 (100%)	1.93 (3.16%)	1.17 (1.92%)	2.3 (1.9%)
LITERACY RATE	75%	59.56%	51.83%	69.2%
RURAL	37.47 (61.33%)	1.44 (74.58%)	0.95 (81.6)	1.6 (71%)
URBAN	23.63 (38.67%)	0.49 (25.42%)	0.21 (18.4%)	0.6 (29%)
SEX RATIO	1034 [2019]	1033 [2019]	1020 [2019]	1064 [2019]
TOTAL WORKERS	27.87 (45.62%)	0.90 (46.84%)	0.54 (46.64%)	0.53 (1.9%)
CULTIVATORS	6.58 (23.16%)	0.25 (27.15%)	0.15 (29.09%)	0.2 (39.16%)
AGRI LABORERS	7.16 (25.67%)	0.38 (42.45%)	0.23 (42.84%)	0.1 (19.2%)
WORKERS IN HOUSEHOLD INDUSTRY	0.91 (3.28%)	0.02 (2.11%)	0.013 (2.41%)	0.017 (3.33%)
OTHER WORKERS	13.22 (47.44%)	0.26 (28.28%)	0.14 (25.66%)	0.20 (38.2%)

SCOPE OF THE STUDY

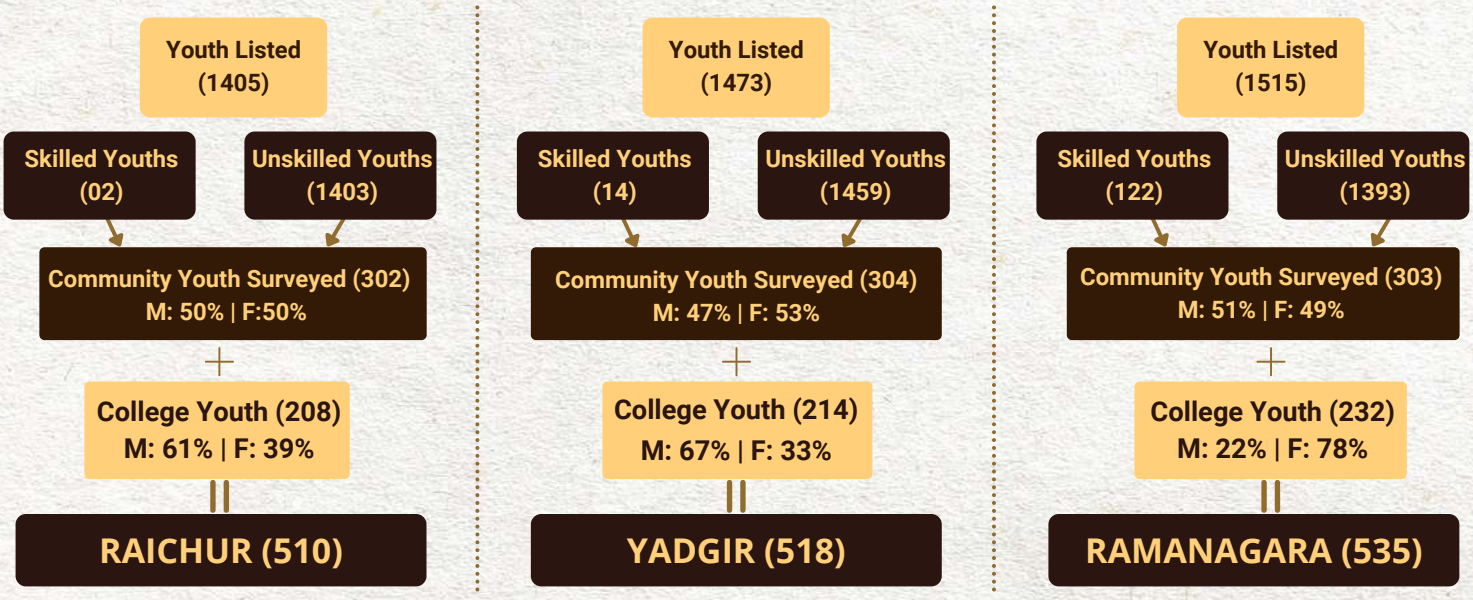
- One of the significant suggestions in the Karnataka Skill Vision document 2025 was to have accurate information on labor market situation at the district level
- At present, we do not have a major comprehensive study done at the district level for understanding the Skill Gap framework, study methodology and tools for the survey
- Hence the present study was conducted on skill gap analysis in Raichur, Yadgir and Ramanagara districts as a pilot initiative

METHOD OF SAMPLING

- Community youths between the age group of 16-35 years (stratified random sampling was used as the sampling methodology for the survey)
- The strata for Youth Survey are Geographic Location, Type of Institutions, and Gender
- Geographic Location strata have two components – Taluka and Gram Panchayat
- A total of 510 samples were covered in the district and the taluks were selected based on the human development index ranking (High, medium and low-ranking taluks were selected, i.e., 03 taluks from the district)
- 5 GPs from each taluk and a total of 15 GPs were covered under the study
- Eventually, 20 youths in the age group of 16-35 years were selected randomly from the list of 100 youths from each Gram Panchayat
- For college survey- youths from the final year of BA, BsC and B.Com were surveyed

SAMPLE SIZE

YOUTH LISTED- 4392



IDI'S & FGD'S (PER DISTRICT)

LEVEL	STAKEHOLDERS	TOTAL IDI'S (18) FGD'S (3)
GP	PANCHAYAT DEVELOPMENT OFFICERS	05 IDI
DISTRICT	GOVT DEGREE COLLEGE PRINCIPALS	01 IDI
	SUCCESSFUL ENTREPRENEURS	05 IDI
	LEAD BANK MANAGERS	01 IDI
	AGRICULTURE, ANIMAL HUSBANDRY, HORTICULTURE DEPT PERSONNEL	03 IDI
	ZP, DIC, KVIB PERSONNEL	03 IDI
	YOUTHS	02 FGD
	MAJOR INDUSTRIES/ ASSOCIATIONS	01 FGD

DEMAND SIDE FINDINGS

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INDUSTRY PROFILE

PARTICULARS	RAICHUR	YADGIR	RAMANAGARA
LARGE & MEDIUM SCALE INDUSTRIES	07	01	73
NUMBER OF FACTORIES	7486	2668	683
NUMBER OF EMPLOYEES WORKING	40750	11238	62057
NUMBER OF INDUSTRIAL AREAS	05	02	02
NUMBER OF INDUSTRIAL ESTATES	04	02	04
DISTRICT'S CONTRIBUTION TO GDDP OF KARNATAKA (2014-15)- AT CURRENT PRICES			
PRIMARY	3.6	1.8	2.4
SECONDARY	1.2	0.8	2.3
TERTIARY	1.6	0.9	1.2

SECTOR-WISE DATA

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METHODOLOGY

1.SECTORS AND INDUSTRY SELECTION CRITERIA

- It was observed that, sectors like food processing and warehousing, auto and auto components, metals and mining, construction materials and building hardware and gas and petroleum exhibited negative annual growth between 2013 to 2020

- However, we decided to give more weightage to the absolute number of employees in the sector along with the growth rate

- Therefore, top ten sectors having highest number of employees have been considered despite their negative annual growth rate

- Accordingly, in Raichur, we have considered food processing, power and energy, textiles, Chemical and Fertilizer and Pharmaceuticals, Construction Materials and Building Hardware, Auto and auto components, Transportation, Logistics, Warehousing and Packaging and Electronics and IT hardware

- In Yadgir, we have considered Auto and auto components, food processing, chemical and fertilizers, textile, power and energy and construction materials and building hardware and Transportation, Logistics, Warehousing and Packaging

- In Ramanagara, we have selected Auto and auto components, Textile, Food processing, Electronics and IT hardware, Construction Materials and Building Hardware, Transportation, Logistics, Warehousing and Packaging, Agriculture and allied, Metals and Mining's, Chemical, Fertilizers and Pharmaceutical and Healthcare services

- Similarly, the type of industry was selected in three categories (Large, Medium and Small) on the basis of number of employees have been considered in each district. For ex: Rice mills, Dal mills and Oil mills have been considered under the food processing sector in Raichur and Yadgir. Likewise, Cotton ginning industry under the textiles sector etc.

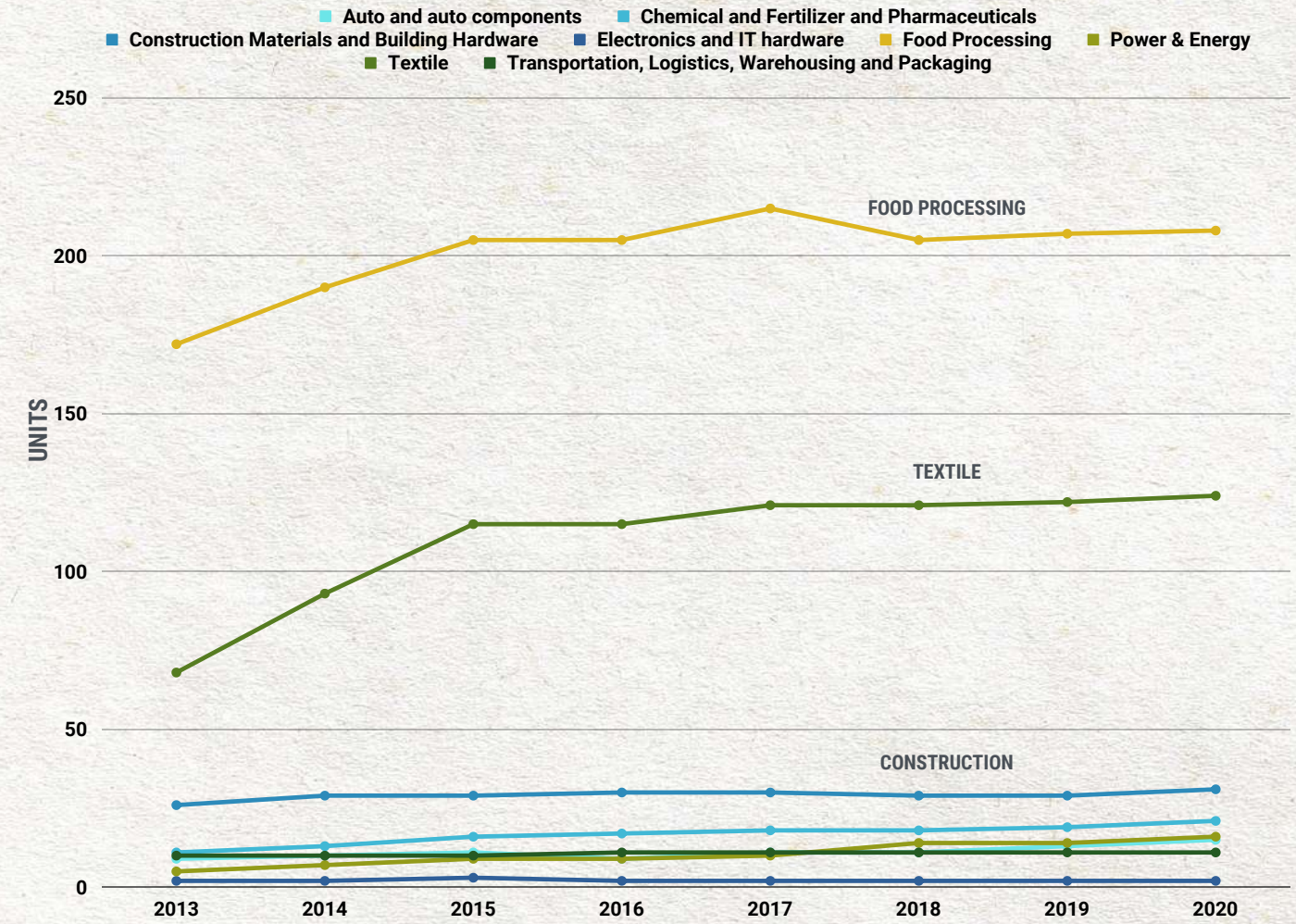
METHODOLOGY

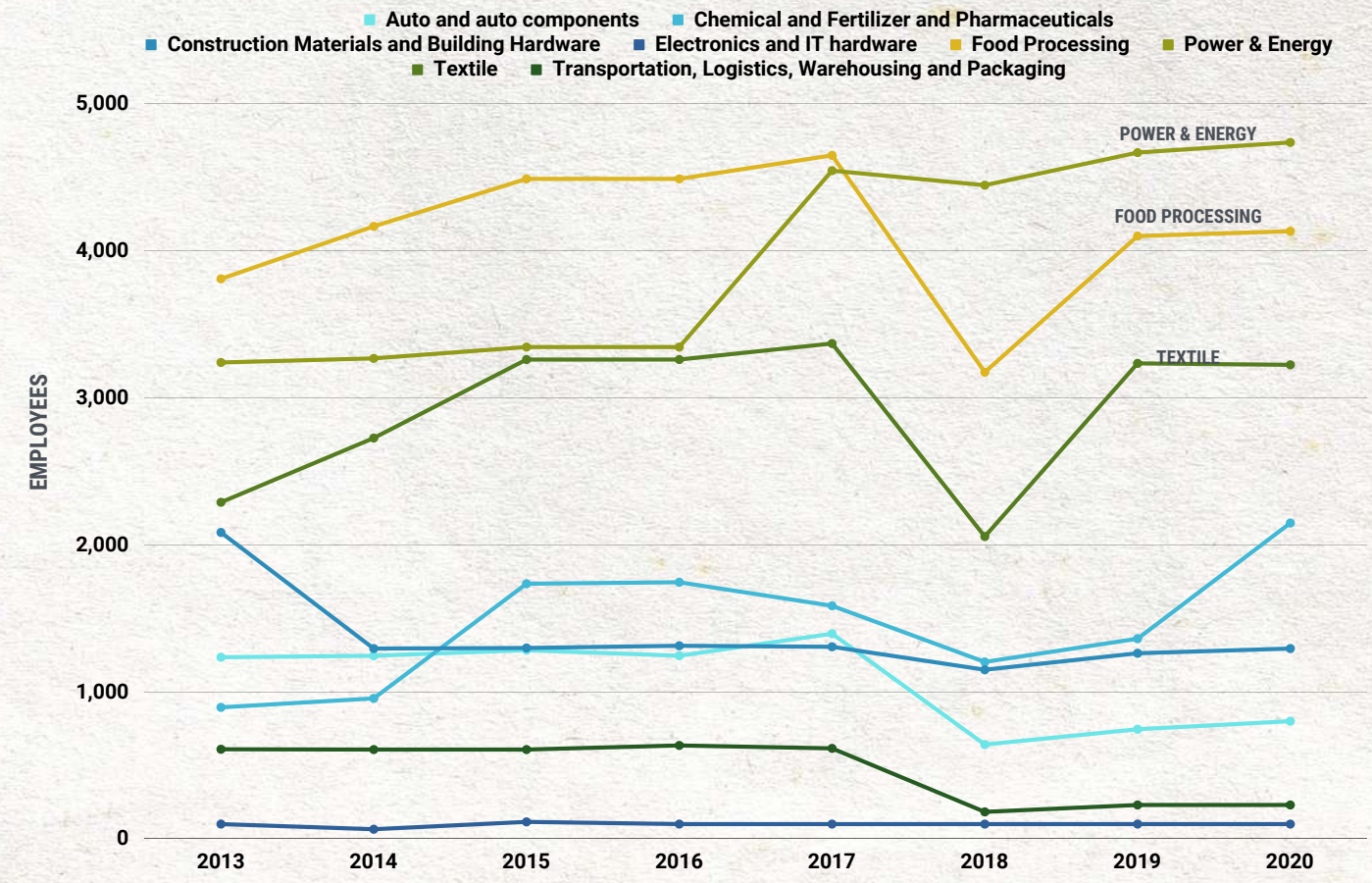
2. PROJECTION METHODOLOGY (YOUTH PROJECTION AND SECTOR NUMBER OF EMPLOYEES)

- An age group of 16-30 years population has been considered for the youth projection
- The district level growth rate of corresponding population age group was considered for the projection
- Exponential growth formula was used to project youth for the period 2021 to 2025
- The higher education enrolments to PhD, M.Phil., UG, PG etc was estimated at the rate of 9% and it was deducted from the population projected
- The age replacement rate from 16 to 17 years and from 30 to 31 years
- Finally, this constituted the projected youth population for the district for receiving vocational training
- Then from the projected youth population only the extent of the labour force participation rate for each corresponding district was considered for the final projection of youth available for training
- Further, the factories and boilers department data on sector wise number of employees, the projected available youths were distributed among different sectors which constitutes the number of employees needs to be trained on industry specific skills

RAICHUR

INDUSTRIAL UNITS AND EMPLOYEES IN THE DISTRICT

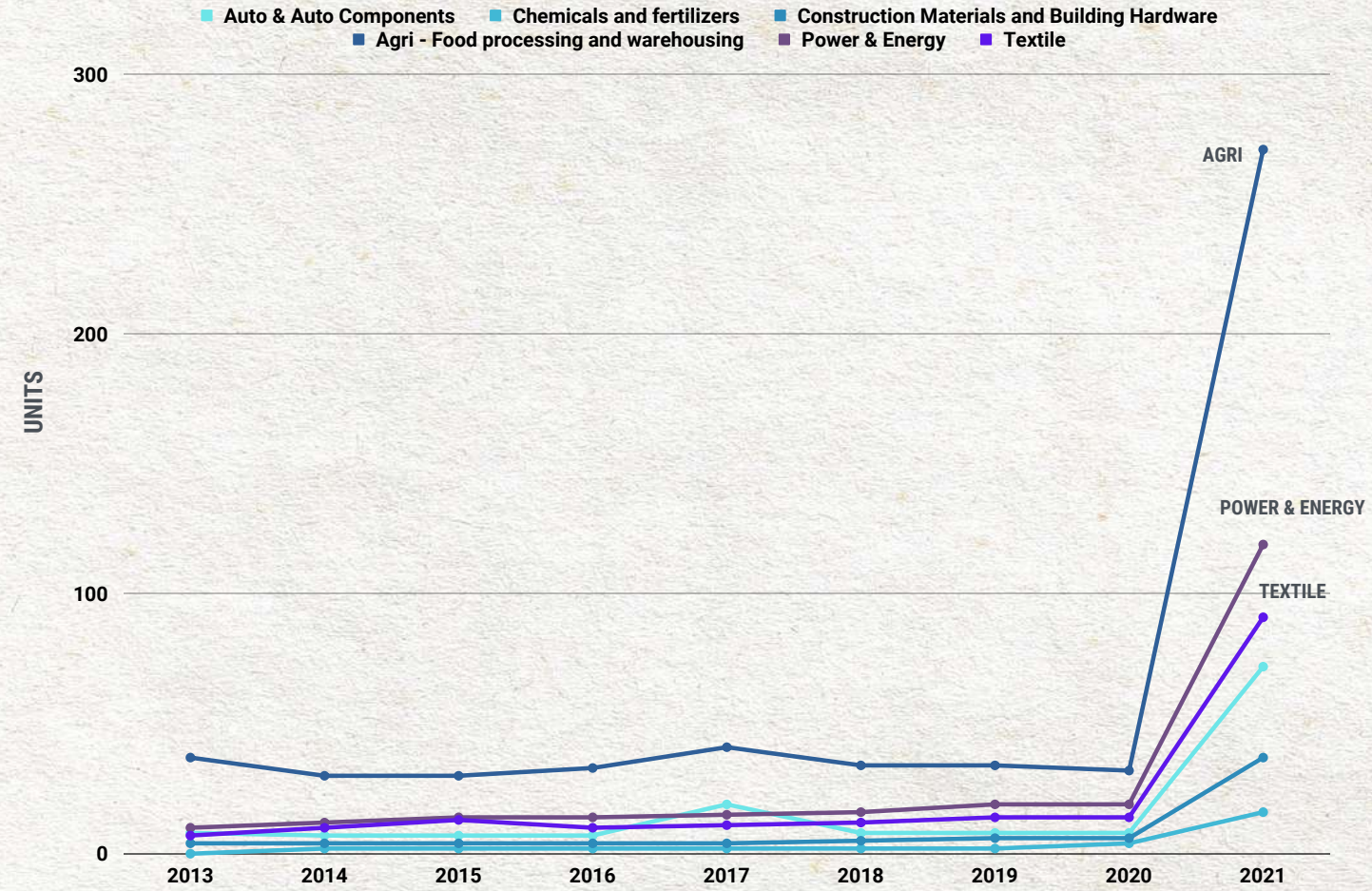


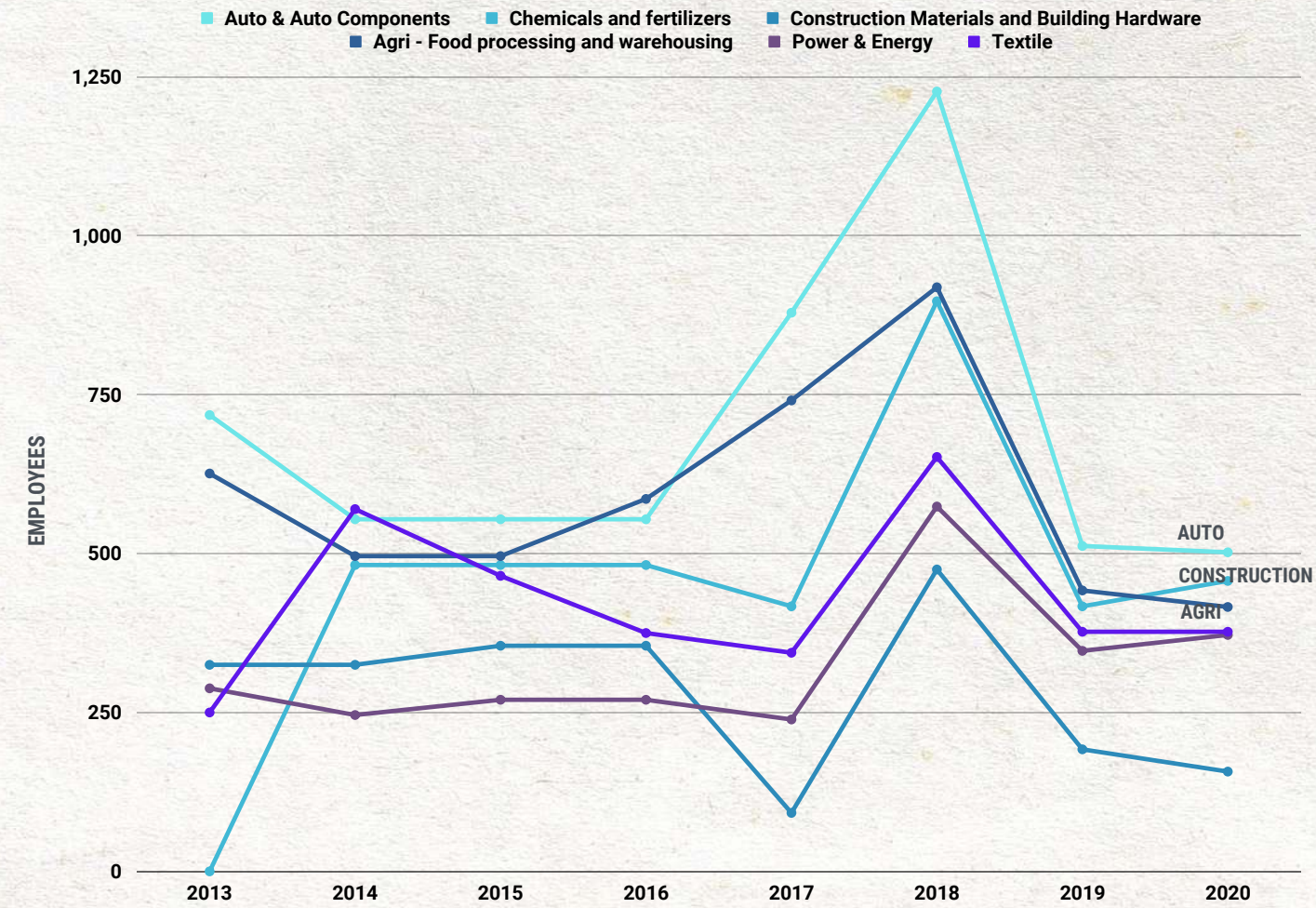


SOURCE: DEPARTMENT OF FACTORIES AND BOILERS, GOVERNMENT OF KARNATAKA 2021

YADGIR

INDUSTRIAL UNITS AND EMPLOYEES IN THE DISTRICT

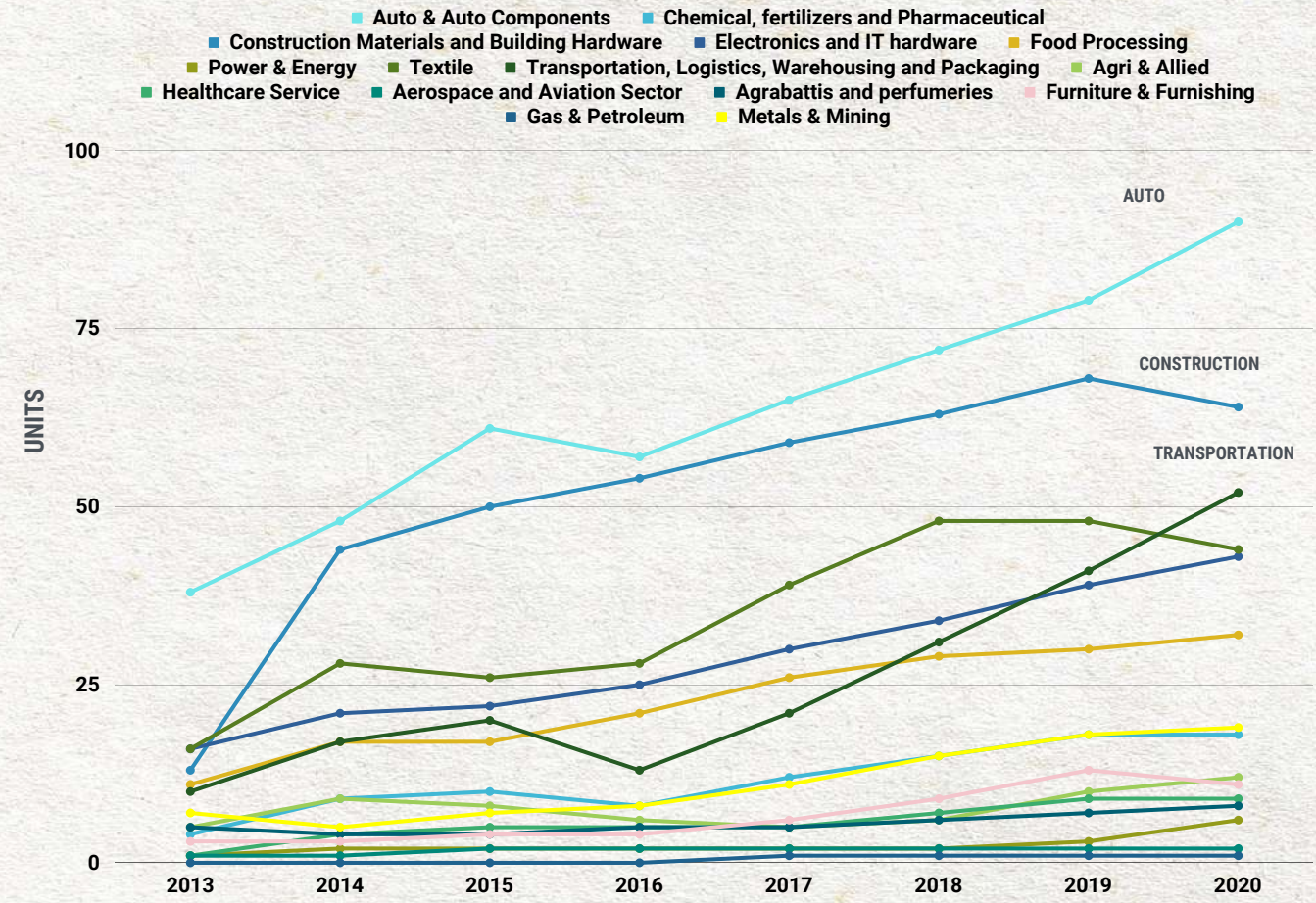


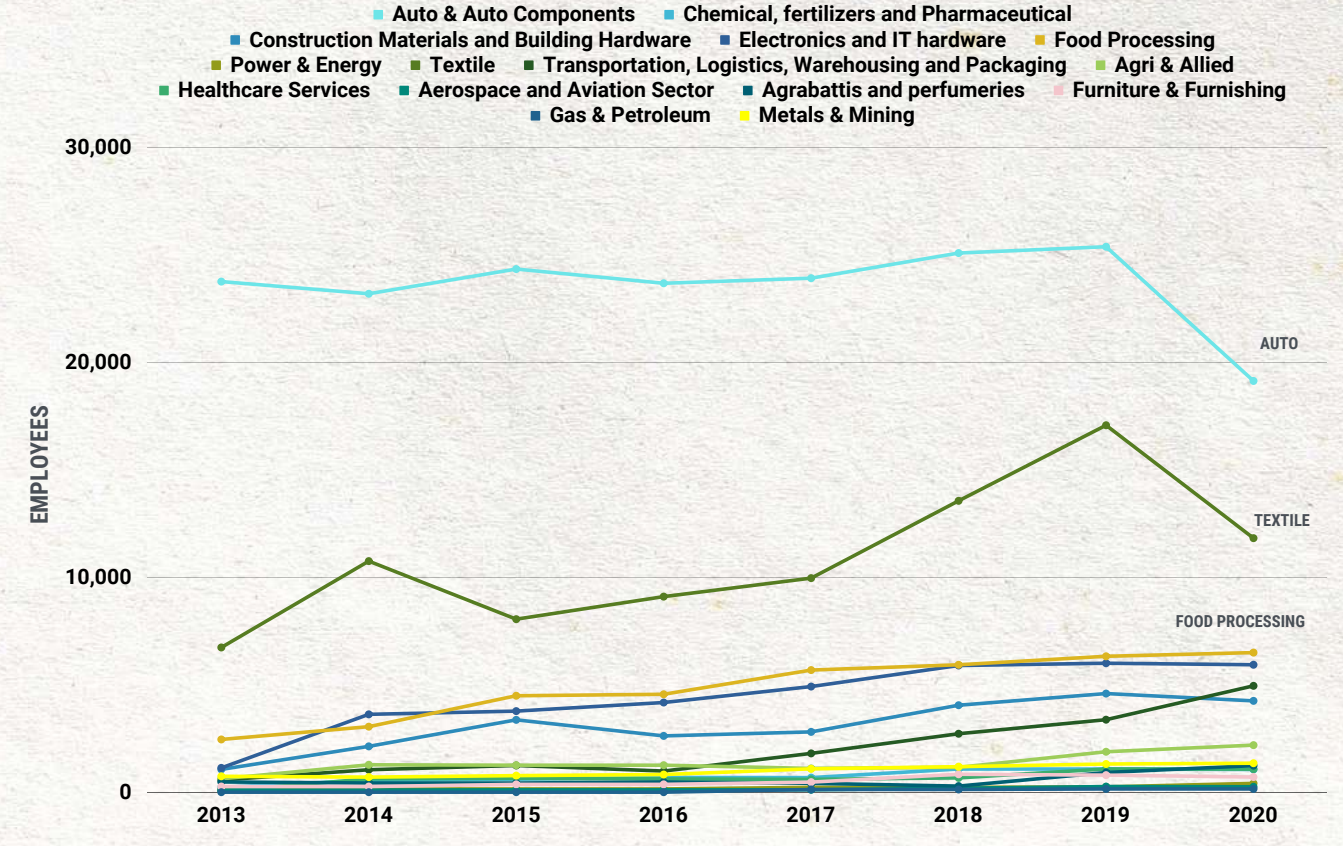


SOURCE: DEPARTMENT OF FACTORIES AND BOILERS, GOVERNMENT OF KARNATAKA 2021

RAMANAGARA

INDUSTRIAL UNITS AND EMPLOYEES IN THE DISTRICT





SOURCE: DEPARTMENT OF FACTORIES AND BOILERS, GOVERNMENT OF KARNATAKA 2021

OBSERVATION

RAICHUR

- In terms of number of units, Food Processing (49%) stands first, followed by Textile (29%), Construction Materials & Building Hardware (7%), Chemical, Fertilizer & Pharmaceuticals (5%) and so on

- Power and Energy stands as the highest contributor to employment, accounting for (28%) of the number of the total industrial units and employees respectively in the district during 2020, followed by Food Processing (25%), Textile (19%), Chemical and Fertilizer and Pharmaceuticals (13%) and so on

YADGIR

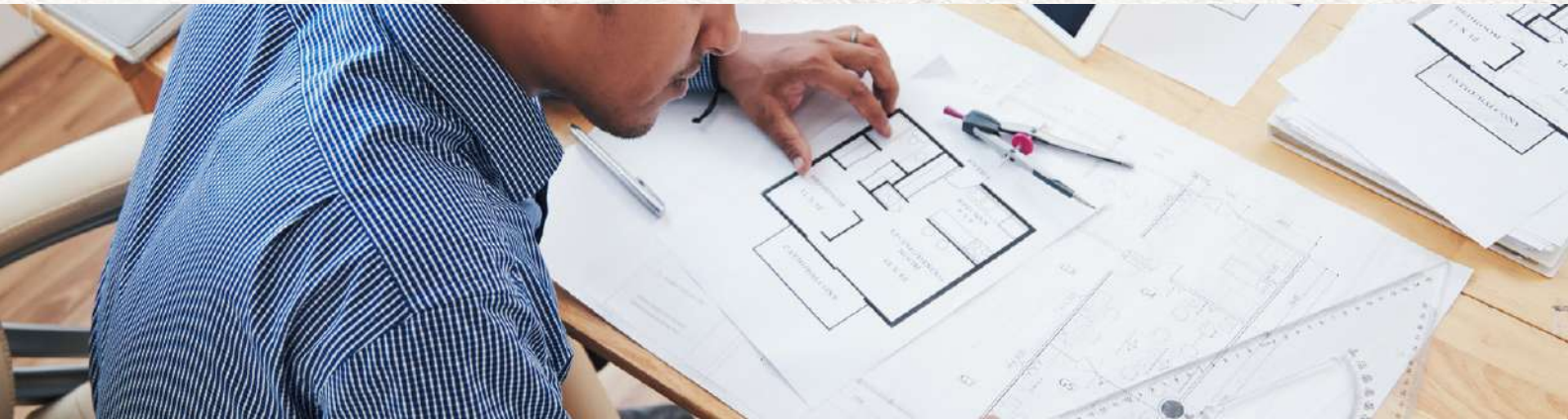
- The Food Processing (Dal / Oil Mills included) accounts for 45% of the total industrial units in the district, followed by Power & Energy with second-highest units (20%), Textile (15%), Auto & Auto-Components (12%) and so on

- Whereas, in terms of number of employees, Auto & Auto-Components stands first (25%), followed by others

RAMANAGARA

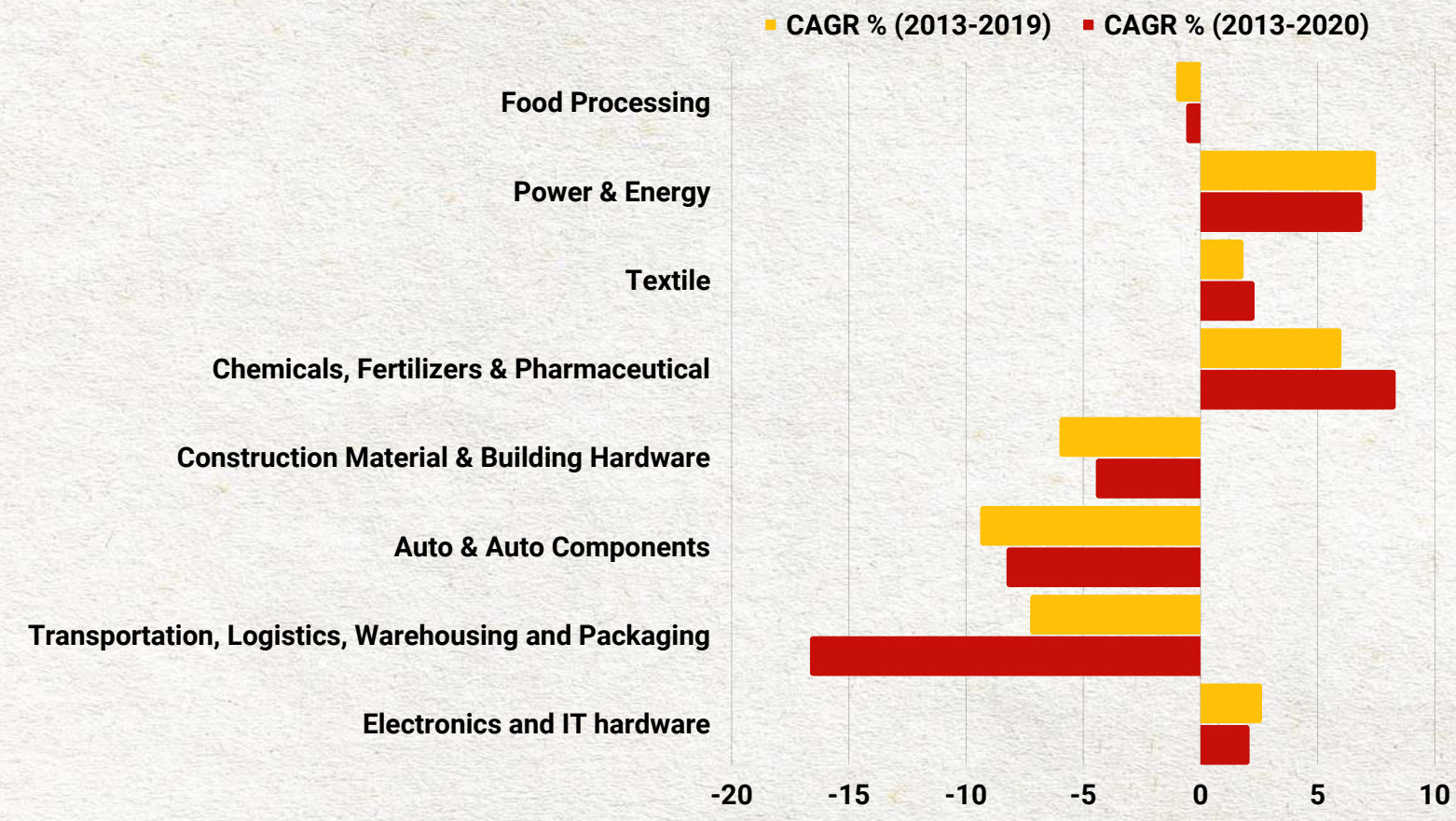
- Auto and Auto-Components (22%) accounts for the highest number of industrial units, followed by Construction Materials and Building Hardware (16%), Transportation, Logistics, Warehousing and Packaging (13%) and Textile (11%) and so on

- It was found that among different sectors, the Auto & Auto-Components stands as a major contributor to employment accounting for (31%), followed by Textile (19%), Food processing (11%), Electronics and IT hardware (10%) and so on



RAICHUR

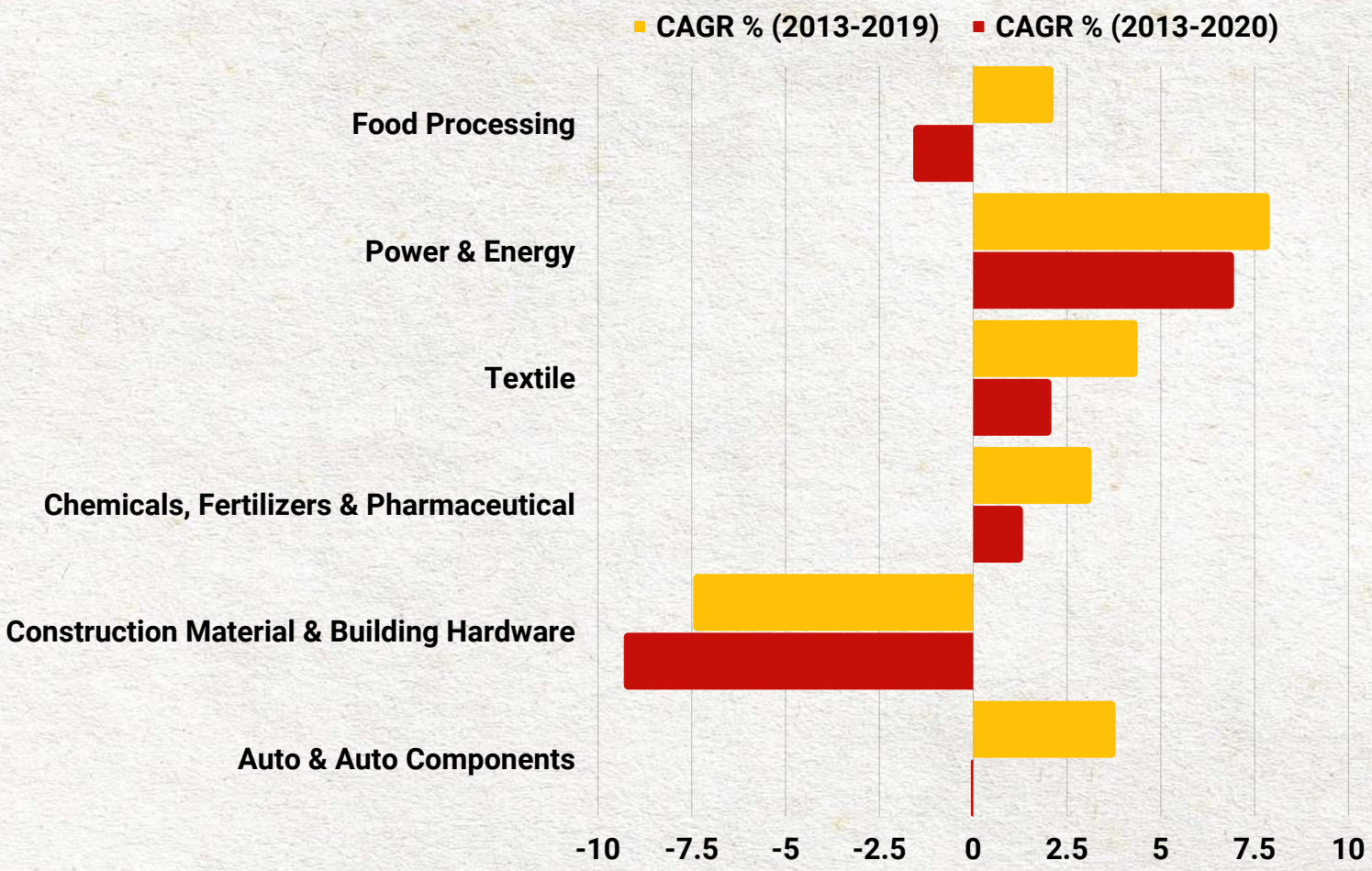
SECTOR-WISE COMPOUNDED ANNUAL GROWTH RATE OF HUMAN RESOURCE FROM 2013 TO 2020



- In Raichur, Power and Energy and Electronics and IT hardware sectors have witnessed significant positive growth in the last eight years
- Whereas, while Textile and Chemical, Fertilizer and Pharmaceuticals have exhibited positive growth rate, it is not significant
- On the other hand, Transportation, Logistics, Warehousing & Packaging have exhibited a significant negative growth rate
- Food processing and Construction Materials and Building Hardware and Auto & Auto Components growth has been negative but not significantly negative

YADGIR

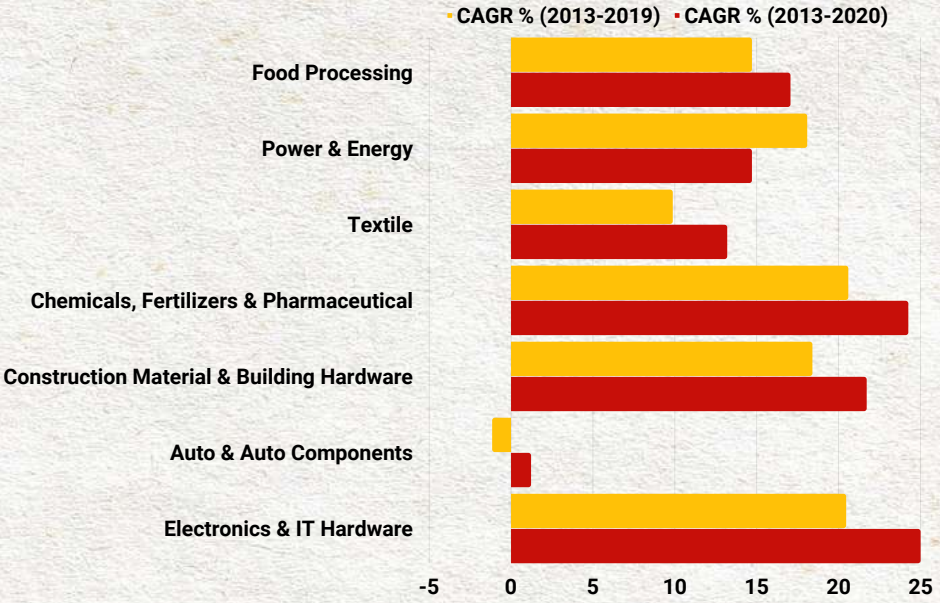
SECTOR-WISE COMPOUNDED ANNUAL GROWTH RATE OF HUMAN RESOURCE FROM 2013 TO 2020

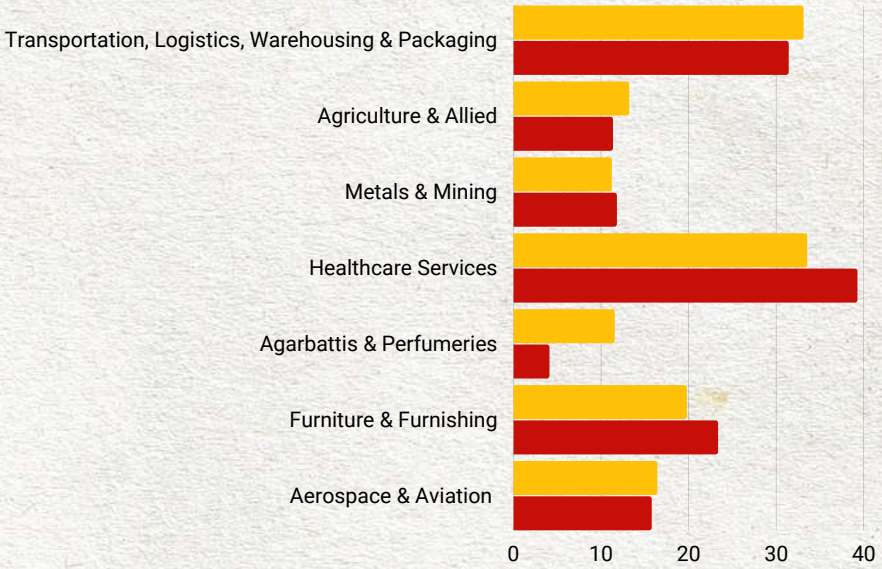


- In Yadgir, only Auto & Auto Component sector has exhibited a positive and significant growth rate
- Followed by Power & Energy, Textile and Chemicals and Fertilizers sectors, however, the growth is not significantly positive
- Whereas, Auto and Auto Components, Food Processing and Warehousing and Construction Materials and Building Hardware have exhibited negative growth rate but not significantly negative

RAMANAGARA

SECTOR-WISE COMPOUNDED ANNUAL GROWTH RATE OF HUMAN RESOURCE FROM 2013 TO 2020

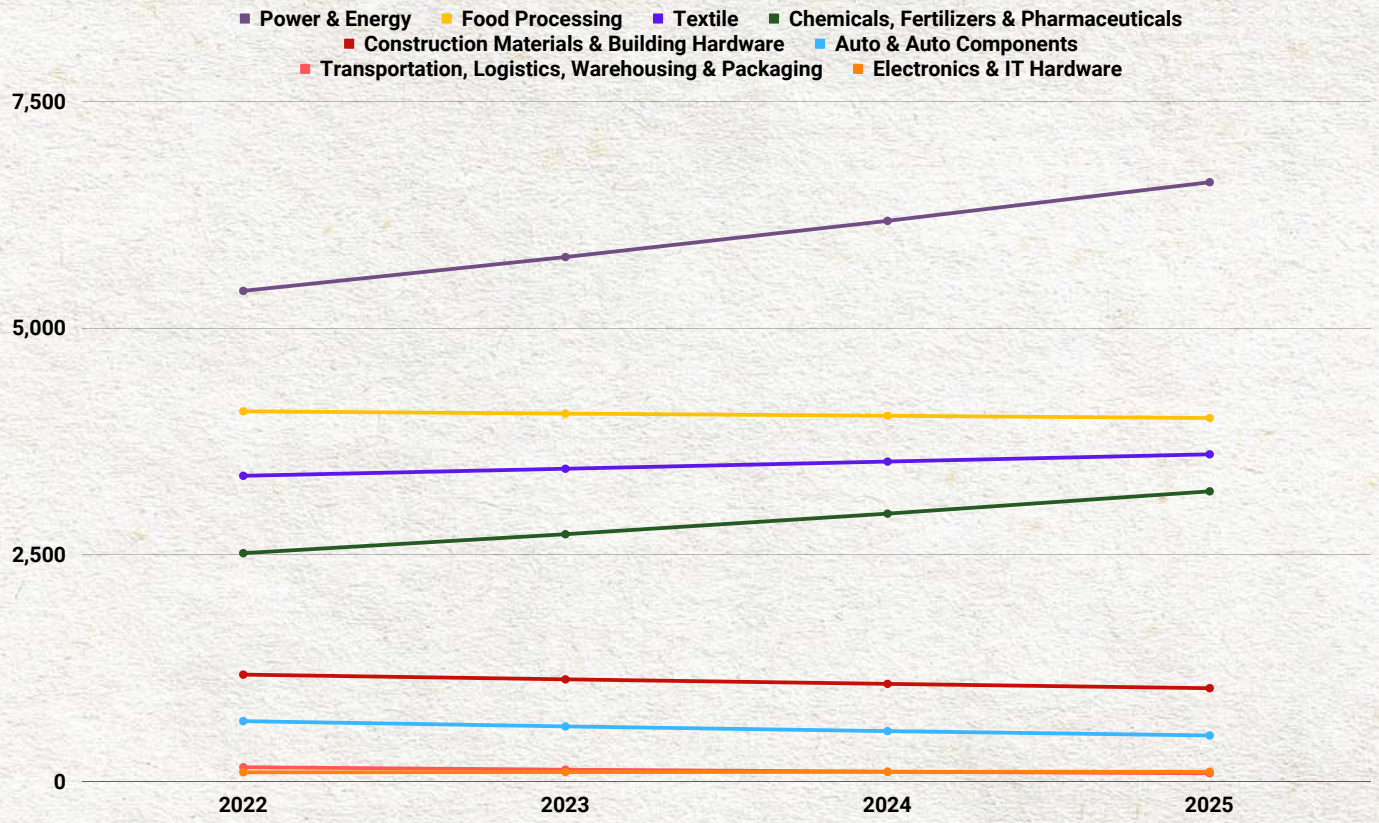




- In Ramanagara, except Metals & Mining, all other sectors have exhibited a significant positive growth rate in the last eight years
- Agarbattis and perfumeries have shown slight positive growth while the Auto & Auto Components sector has exhibited negative growth

RAICHUR

SECTOR-WISE PROJECTED REQUIREMENT OF HUMAN RESOURCE IN RAICHUR (2023 TO 2025)



Combined (2022-25)

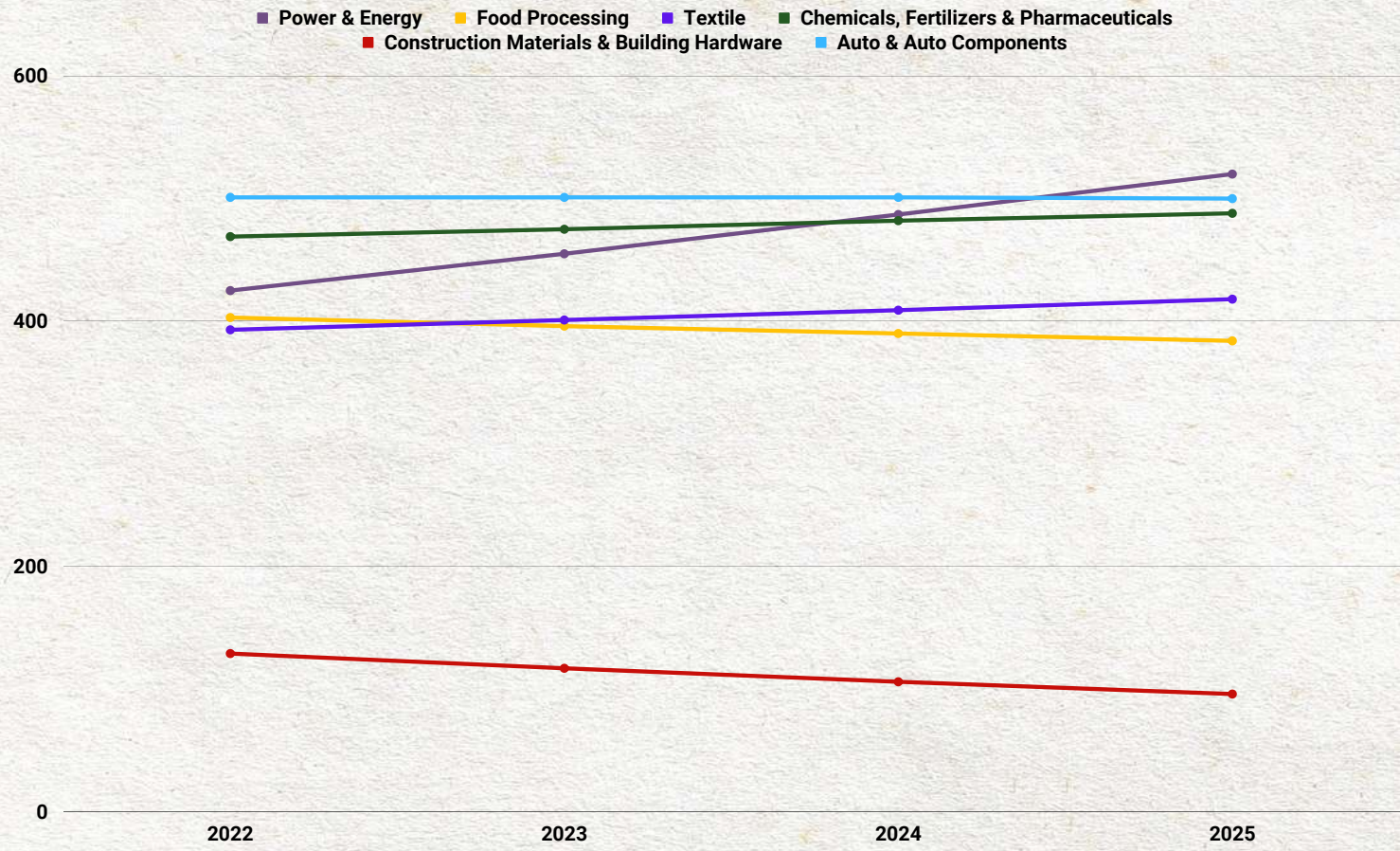
- **Power & Energy: 23991**
- **Food Processing: 16188**
- **Textile: 13964**
- Chemical, Fertilizers & Pharmaceuticals: 11407
- Construction Materials & Building Hardware: 4419
- Auto & Auto Components: 2346
- Transportation, Logistics, Warehousing & Packaging: 497
- Electronics & IT Hardware: 430

High Growth Sectors as per Industry opinion

- Food processing
- Textile industries
- Agriculture (Dal, Pulses and Chilly)
- Value addition
- Cold storage

YADGIR

SECTOR-WISE PROJECTED REQUIREMENT OF HUMAN RESOURCE IN RAICHUR (2023 TO 2025)



Combined (2022-25)

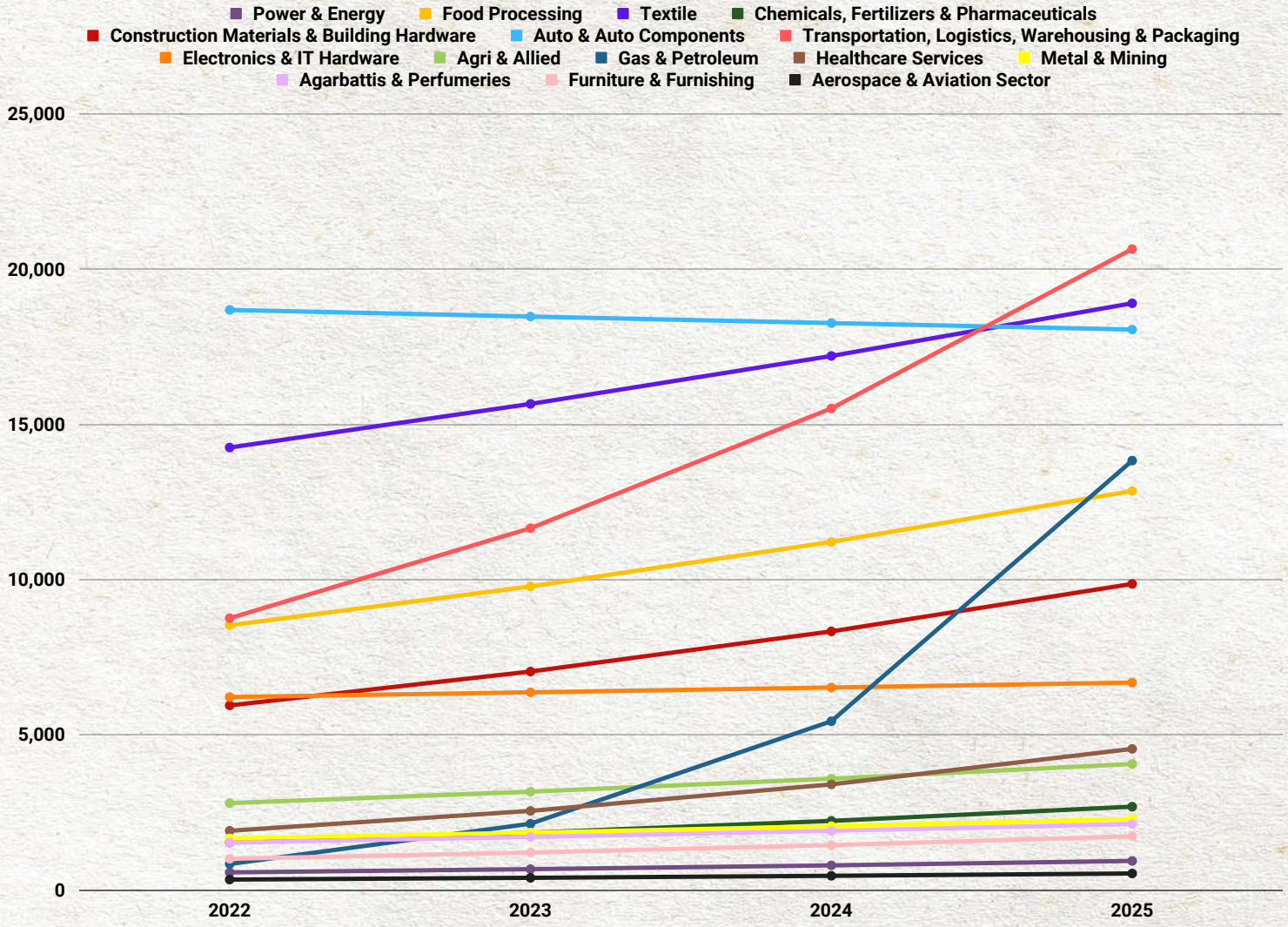
- **Auto & Auto Components: 2004**
- **Chemicals & Fertilizers: 1914**
- **Power & Energy: 1887**
- Textile: 1621
- Food Processing & Warehousing: 1573
- Construction Materials & Building Hardware: 449

High Growth Sectors as per Industry opinion:

- Rice mills
- Jining
- Cottage industry
- Food process industry

RAMANAGARA

SECTOR-WISE PROJECTED REQUIREMENT OF HUMAN RESOURCE IN RAICHUR (2023 TO 2025)



Combined (2022-25)

- **Auto and auto components: 92409**
- **Textile: 79017**
- **Transportation, Logistics, Warehousing and Packaging: 63174**
- **Food processing: 49837**
- **Construction Materials and Building Hardware: 36219**
- **Electronics and IT hardware: 31876**
- **Gas and petroleum: 22587**
- **Agriculture and allied: 16105**
- **Healthcare Service: 13850**
- Chemical, fertilizers and Pharmaceutical: 9572
- Metals and mining's: 9363
- Agrabattis and perfumeries: 8667
- Furniture and furnishing: 6246
- Power and energy: 3467
- Aerospace and Aviation Sector: 2025

PROJECTIONS
YOUTHS AVAILABLE FOR TRAINING

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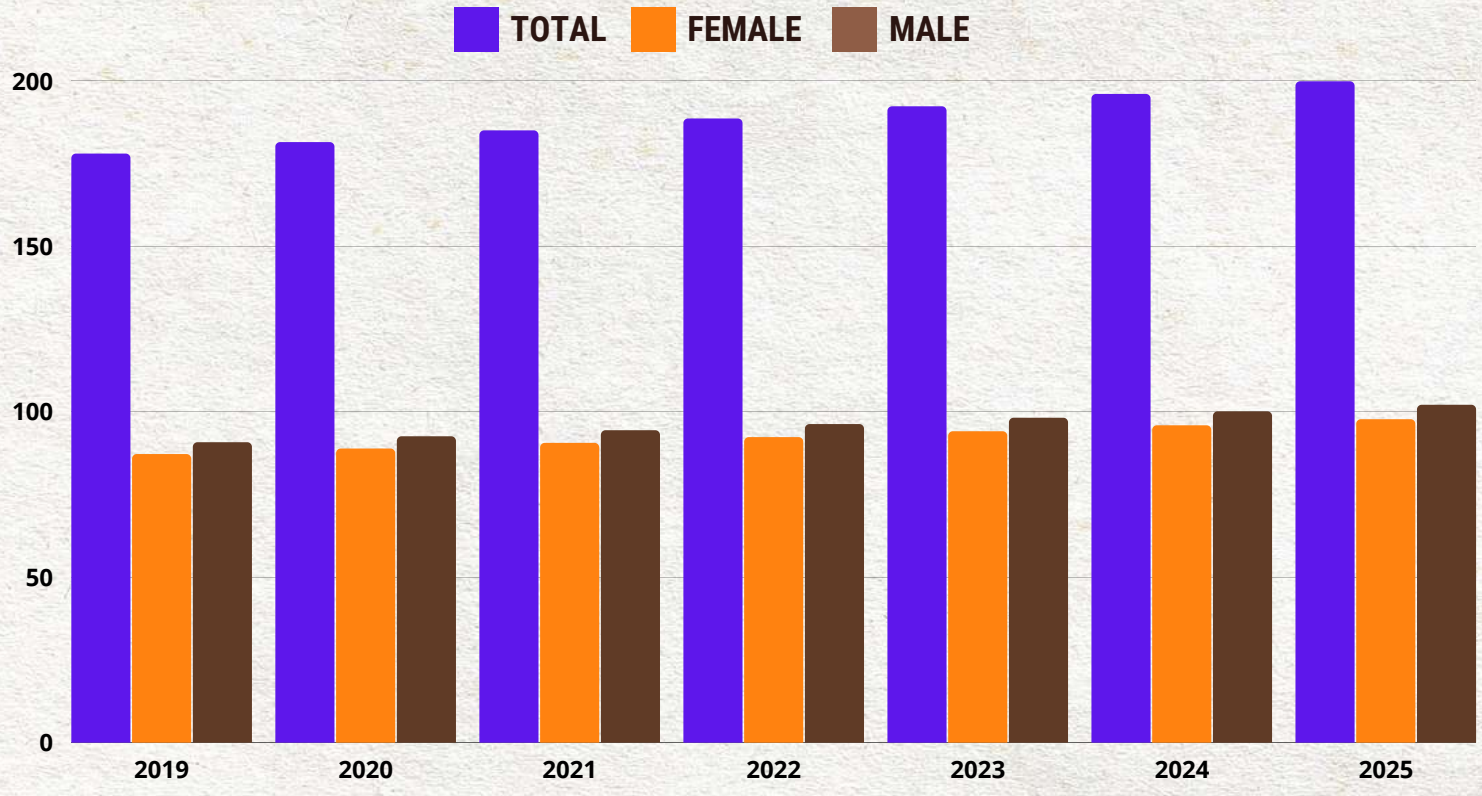
PROJECTION: YOUTHS AVAILABLE FOR TRAINING IN KARNATAKA (16-30Y)

*NUMBERS ARE IN LAKHS



YOUTHS AVAILABLE FOR TRAINING IN DISTRICTS

*NUMBERS ARE IN LAKHS

RAICHUR

YEAR	MALE	FEMALE	TOTAL
2019	2.77	2.76	5.54
2020	2.81	2.80	5.61
2021	2.85	2.84	5.69
2022	2.89	2.89	5.78
2023	2.93	2.93	5.86
2024	2.97	2.97	5.94
2025	3.01	3.02	6.03

2019-2025		40.44
2022-2025		23.61

YADGIR

YEAR	MALE	FEMALE	TOTAL
2019	1.69	1.61	3.29
2020	1.72	1.64	3.36
2021	1.76	1.68	3.43
2022	1.80	1.71	3.51
2023	1.83	1.75	3.58
2024	1.87	1.79	3.66
2025	1.91	1.82	3.74

2019-2025		24.57
2022-2025		14.49

RAMANAGARA

YEAR	MALE	FEMALE	TOTAL
2019	1.45	1.38	2.83
2020	1.46	1.39	2.85
2021	1.47	1.40	2.87
2022	1.48	1.41	2.89
2023	1.48	1.43	2.91
2024	1.49	1.44	2.93
2025	1.50	1.45	2.95

2019-2025		20.23
2022-2025		11.68

PROJECTION: SECTOR-WISE YOUTHS AVAILABLE FOR TRAINING

SECTORS	RAICHUR	YADGIR	RAMANAGARA
AUTO & AUTO COMPONENTS	2346	2003	73500
TEXTILE	13964	1621	66038
TRANSPORTATION/ LOGISTICS	497		56592
FOOD PROCESSING	16188	1573	42394
CONSTRUCTION MATERIAL	4419	448	31192
ELECTRONICS/ IT HARDWARE	430		25805
GAS & PETROLEUM			22256
AGRI & ALLIED			13628
CHEMICAL, FERTILIZER & PHARMA	11407	1914	8301
METAL & MININGS			7865
AGARBATTI & PERFUMERIES			7289
TOTAL	73242	9446	377399

OTHER SECTORS

Power & Energy:

Raichur- 23991

Yadgir- 1887

Ramanagara- 2983

Aviation:

Ramanagara- 1733

Furniture & Furnishing:

Ramanagara- 5404

SUMMARY

RAICHUR

- Based on the data, the number of employees was projected up to 2025 and it was found that the industries have the absorption capacity of nearly 8 % of the estimated youths available for training (9,67,898) (And the remaining available youths can be targetted for imparting training on self-employment, preparing them to work outside the districts etc.)
- Based on that it is recommended to train 8 % (73,242) of the total youths available on industry-specific skills by 2025
- Further, approximately 2-5% year on year incremental change in the industry requirement of employees was observed based on the projection, indicating the potential employment and need for training for the youths in the districts

YADGIR

- The number of employees was projected up to 2025 and it was found that industries have an absorption capacity of nearly 2 % of the youths available for training (5,93,763)
- Based on that it is recommended to train 9,617 from the total youths available on the industry-specific skills by 2025
- Further, nearly 1 -2 % year on year incremental change in the industry requirement of employees was observed based on the projection, indicating need for creating enabling factors to the growth of the industries and there is a need of training the youths in the district

RAMANAGARA

- The number of employees was projected up to 2025 and it was found that industries have an absorption capacity of 79 % of the estimated youths available for training
- Indicating better industrialization in the district and also a significant employing sector in the district. Based on that it is recommended to train 4,44,414 of total youths available (5,33,621) on industry specific skills by 2025
- Further, an 13-21% year on year incremental change in the industry requirement of employees based on the projection, indicating the potential employment and need of training of youths in the districts from 2022 to 2025

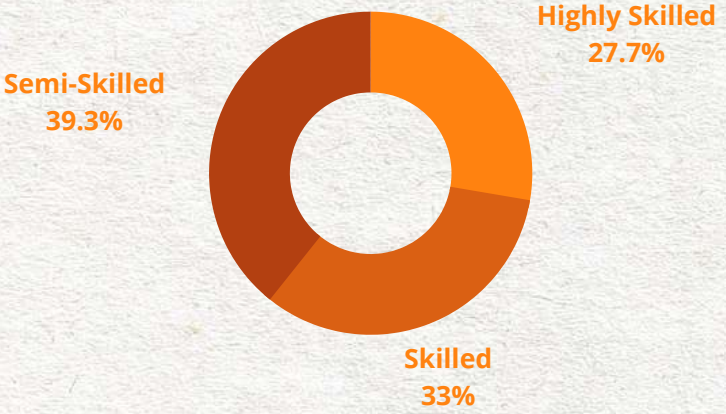
PLEASE REFER TO JOB ROLES, DISTRICT OPPORTUNITIES & DISTRICT SPECIFIC STAKEHOLDERS (INDUSTRY AND EXPERTS) RESPONSE ON SKILLS ARE IN DEMAND PROVIDED IN THE ANNEXURE ATTACHED

SKILL TRAINING (INDUSTRIES)

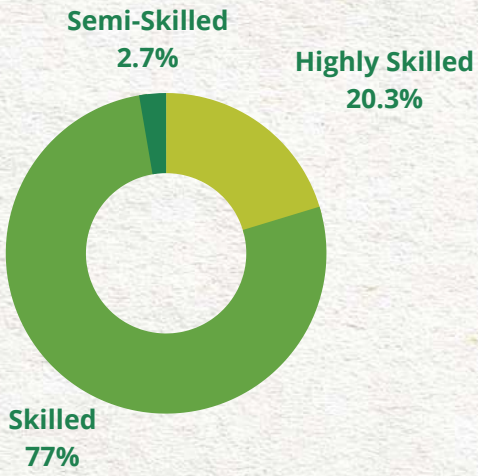
CONDUCTED BY
GRASSROOTS RESEARCH AND ADVOCACY MOVEMENT

TYPE OF EMPLOYEES REQUIRED BY THE INDUSTRIES IN THE DISTRICT

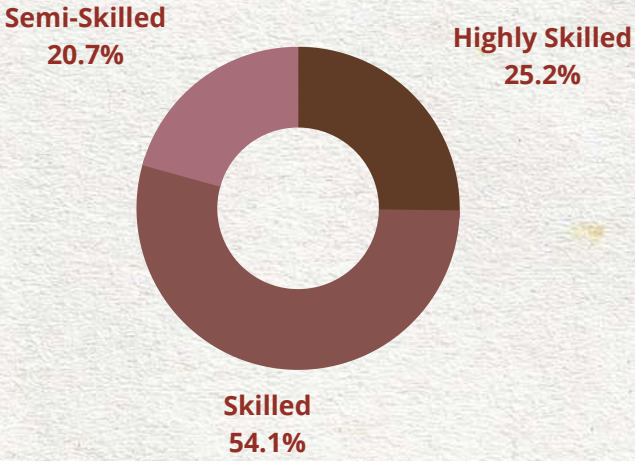
RAICHUR



YADGIR



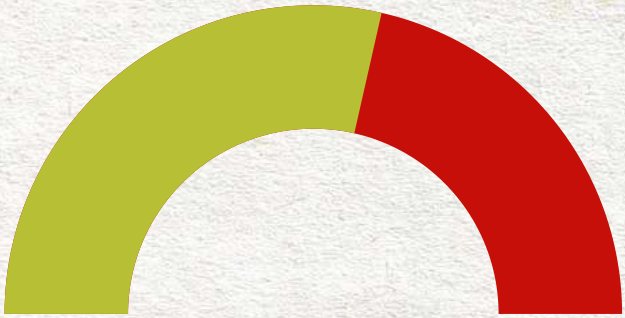
RAMANAGARA



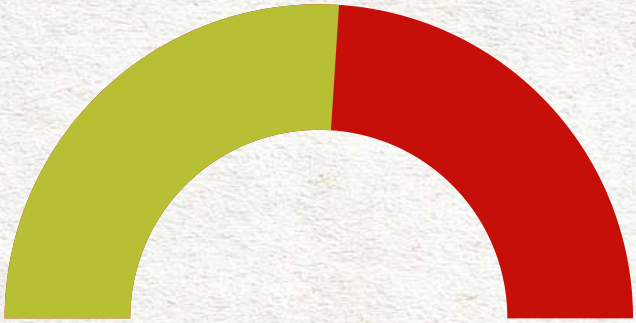
INDUSTRIES ABLE TO HIRE SKILLED EMPLOYEES THAT THEY NEED REGULARLY

YES NO

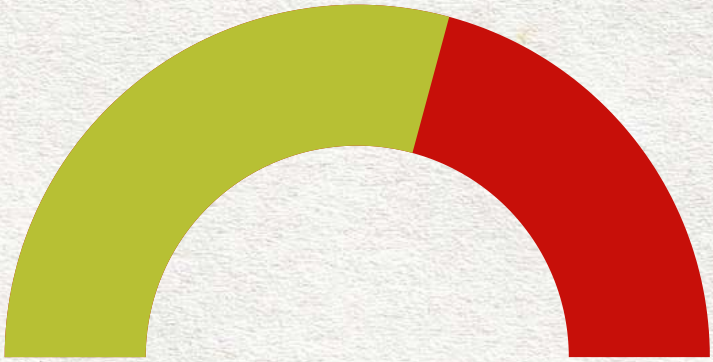
RAICHUR



YADGIR



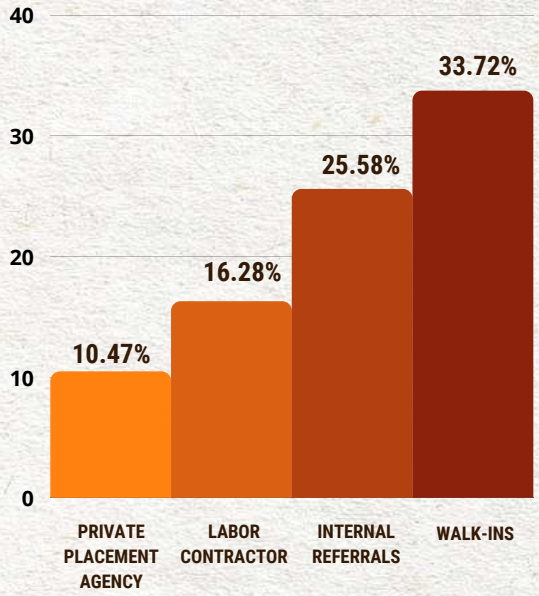
RAMANAGARA



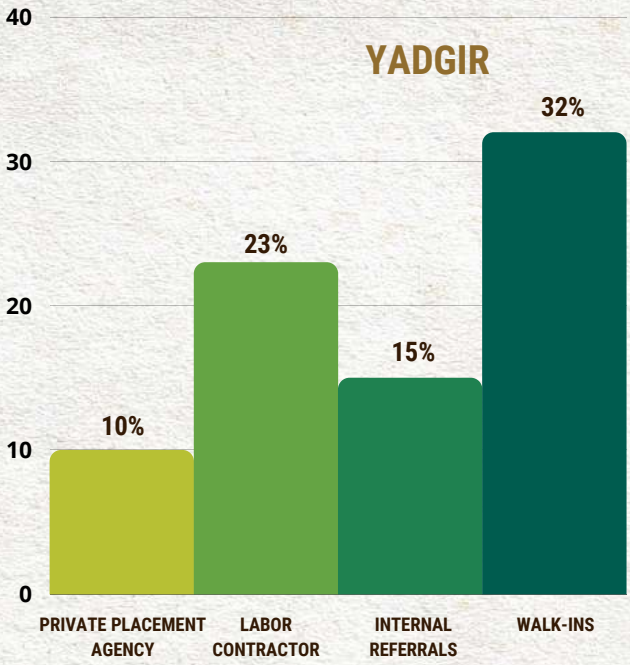
*More than 40% of industry respondents are unable to hire skilled employees indicating an opportunity to supply skilled workforce

HIRING SOURCES FOR INDUSTRIES

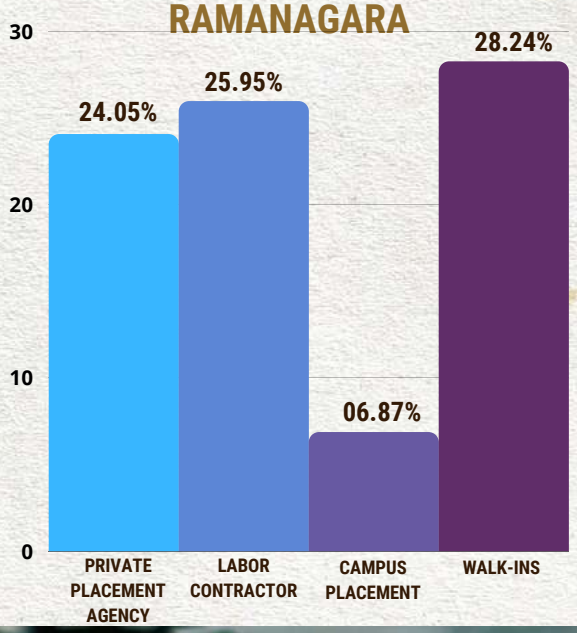
RAICHUR



YADGIR

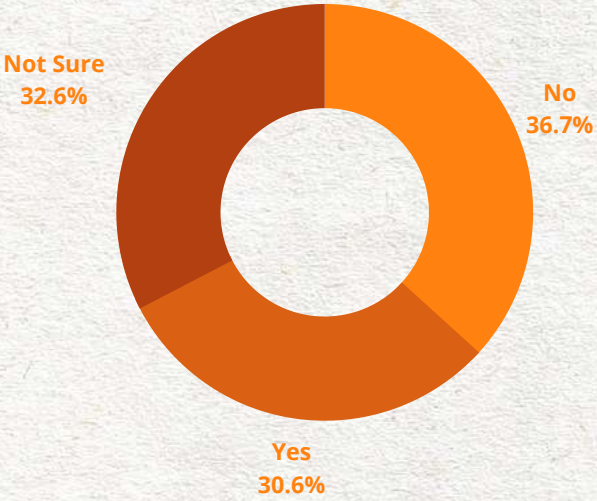


RAMANAGARA

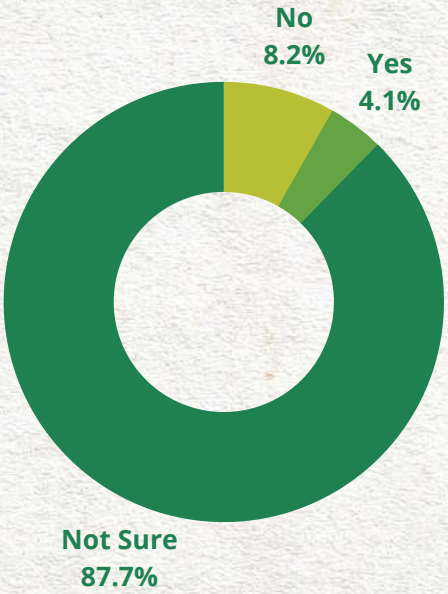


WILLING TO HIRE CANDIDATES FROM THE SKILL DEVELOPMENT PROGRAMS (PMKVY / CMKKY)

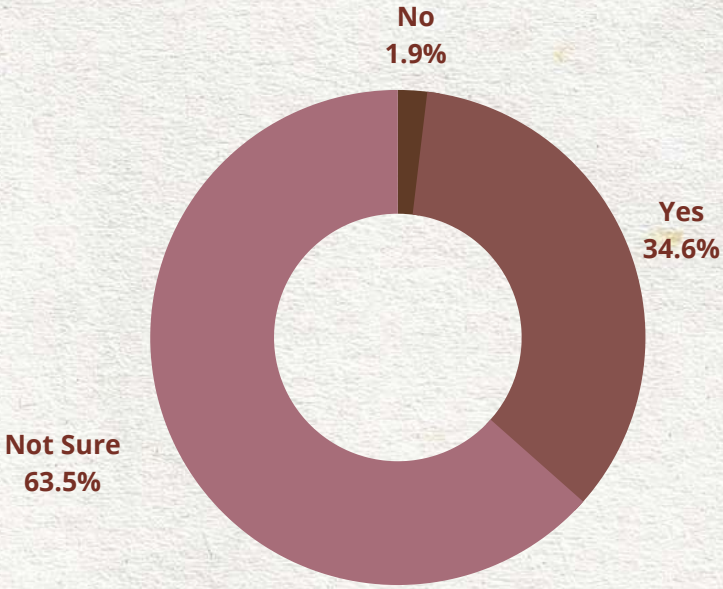
RAICHUR



YADGIR



RAMANAGARA

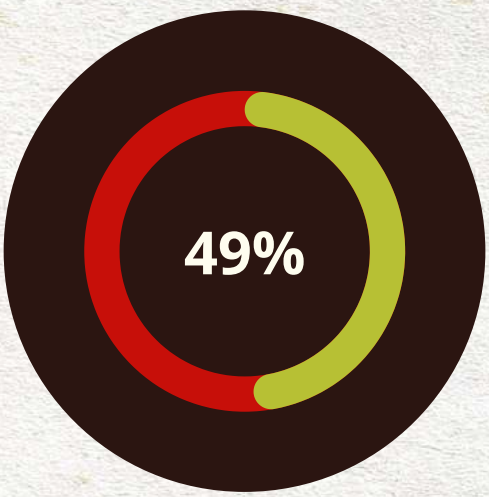


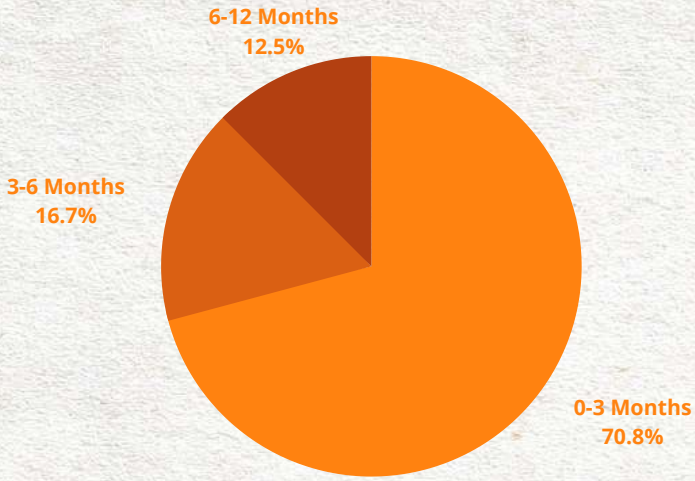
*Most industry respondents are unsure of hiring candidates from skill development programs, indicating a lack of awareness/ training quality/ demand

STATUS OF IN-HOUSE TRAINING AND ITS DURATION OF TRAINING WITHIN THE INDUSTRIES

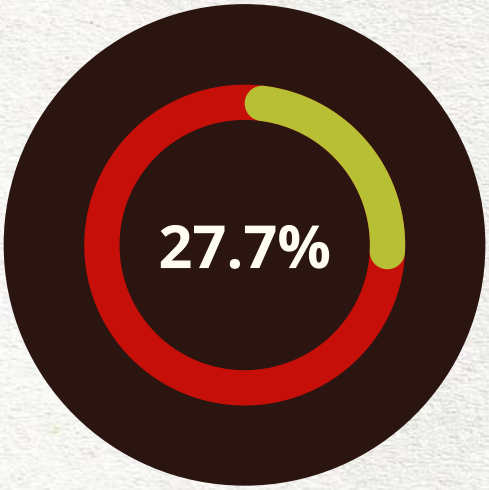
YES NO

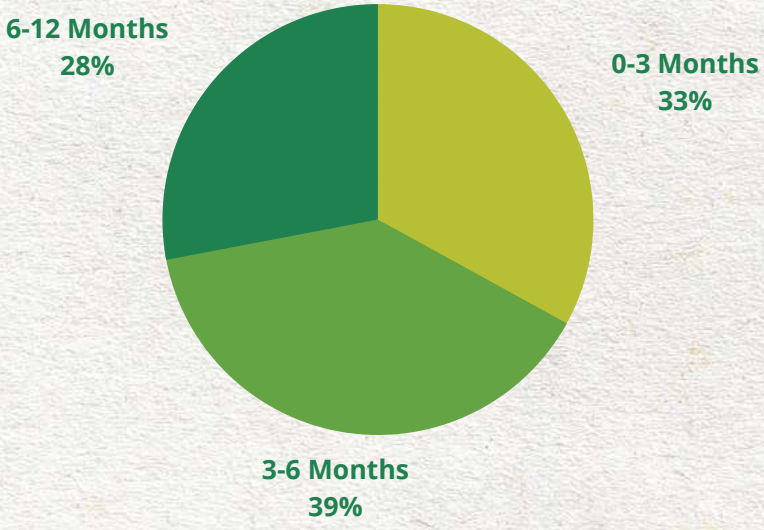
RAICHUR



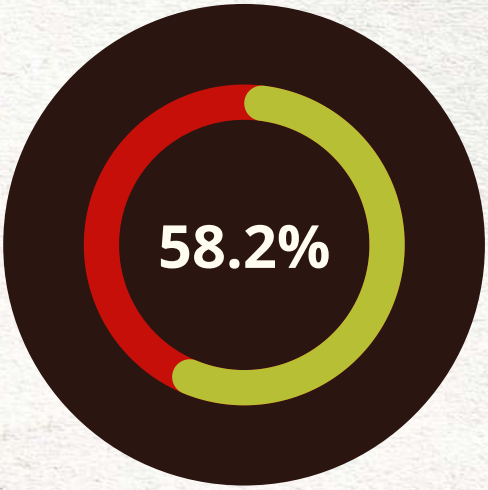


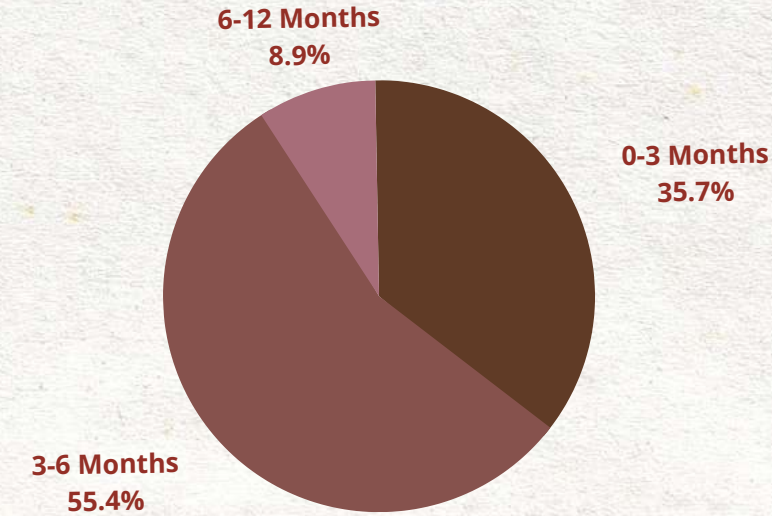
YADGIR





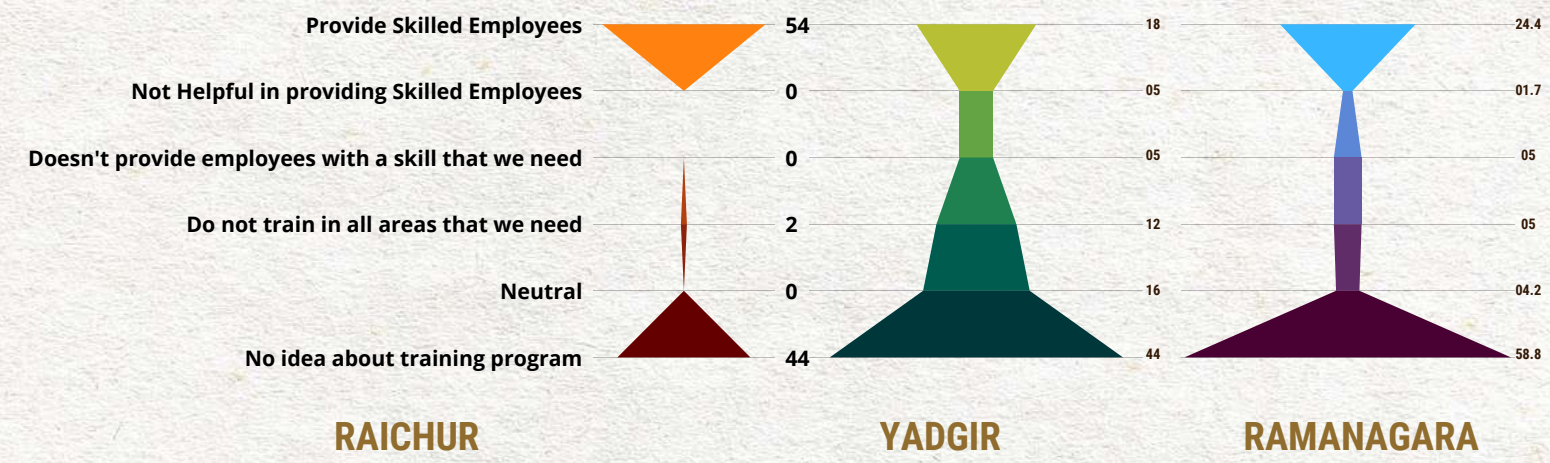
RAMANAGARA





PERCEPTION OF INDUSTRIES ON GOVERNMENT SKILL DEVELOPMENT PROGRAMS

*NUMBERS ARE IN %

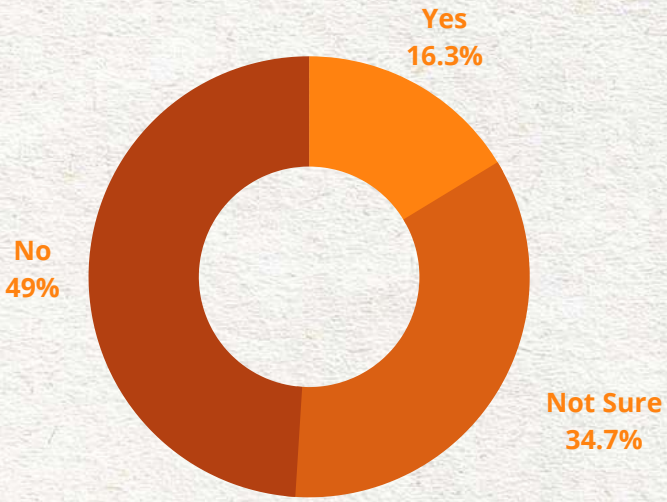


RAICHUR | YADGIR | RAMANAGARA

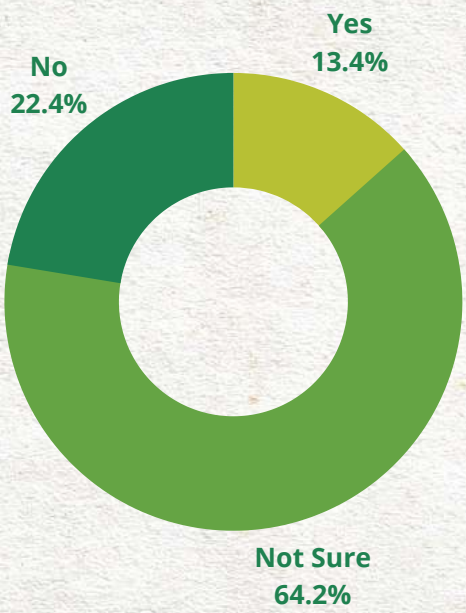
*High % of industry respondents are unaware about the training program, indicating a need to strengthen communication & relation with industries

INDUSTRIES WILLING TO PARTNER WITH THE GOVERNMENT SKILL DEVELOPMENT PROGRAMS

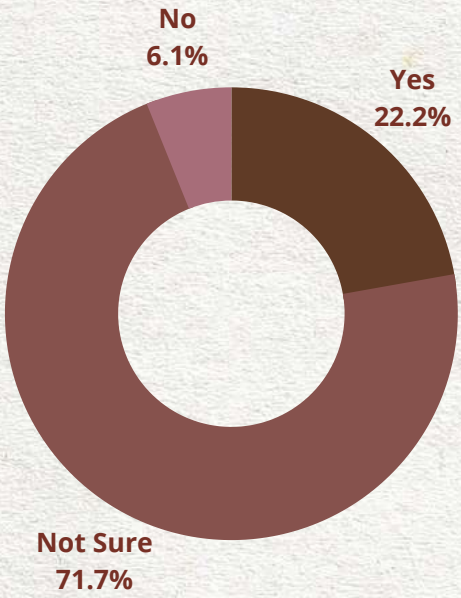
RAICHUR



YADGIR



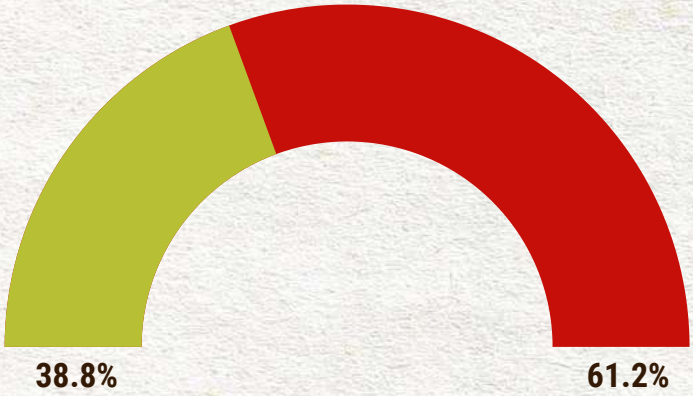
RAMANAGARA



ALIGNMENT OF SKILLS BETWEEN TRAINING CENTRES AND INDUSTRIES

YES NO

RAICHUR



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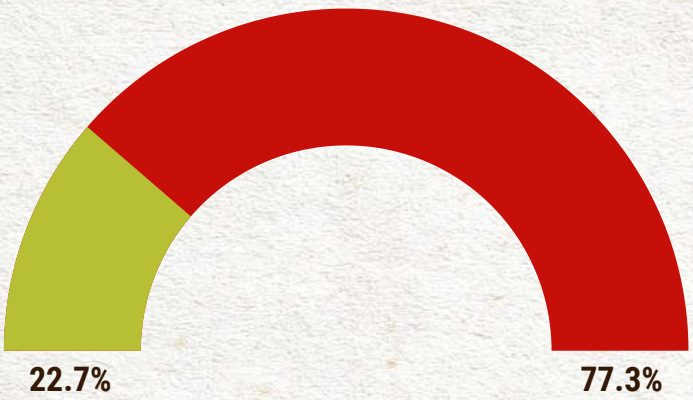
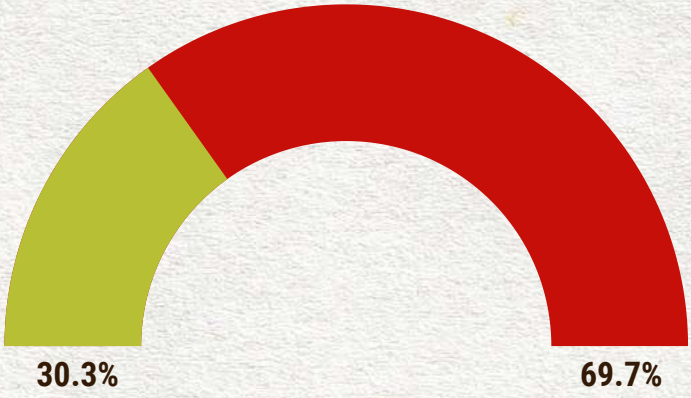


RAMANAGARA



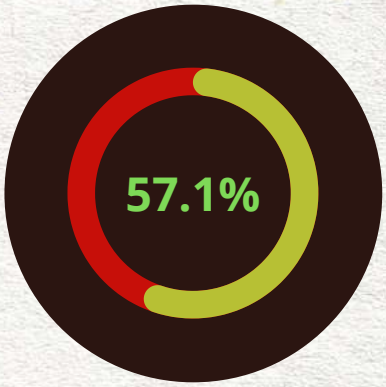
WILLINGNESS OF INDUSTRIES TO OFFER APPRENTICESHIPS & UNDERTAKE PPP

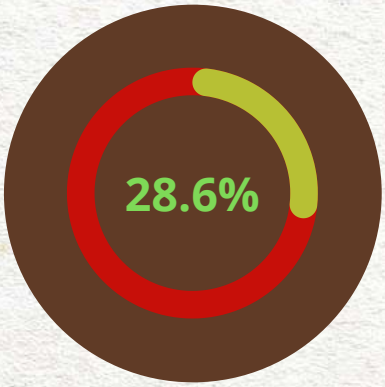
YES NO

APPRENTICESHIPS

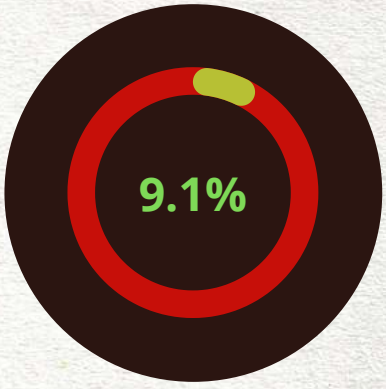
PPP

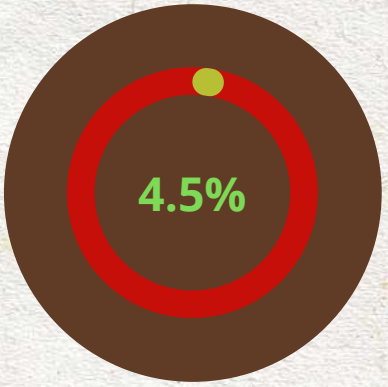
RAICHUR



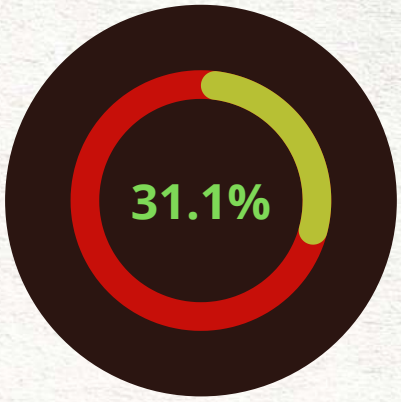


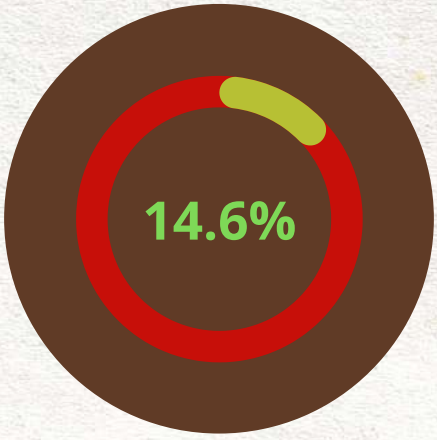
YADGIR





RAMANAGARA





IN SUMMARY - INDUSTRY PARTNERSHIP

Around 72-75% of employees required by the industries are semi-skilled or skilled. About 44% of Industries expressed the difficulty in hiring required candidates regularly. Walk-In candidates, labour contractors and internal references are the three major sources for them to hire required candidates. But, only about 30-34% of Industries are ready to hire candidates from skill programs like PMKVY and CMKKY. More than half of Industries don't have internal mechanisms to train their employees. Also, a significant number (44%-58%) of industries expressed they don't have much idea on the skill programs being conducted. Only about 13%-22% of Industries are interested to partner with skill development programs. Over 70% of Industries opined that the skill programs don't align with their industry needs. And not much (except Raichur) are interested to offer apprenticeship.

This infers

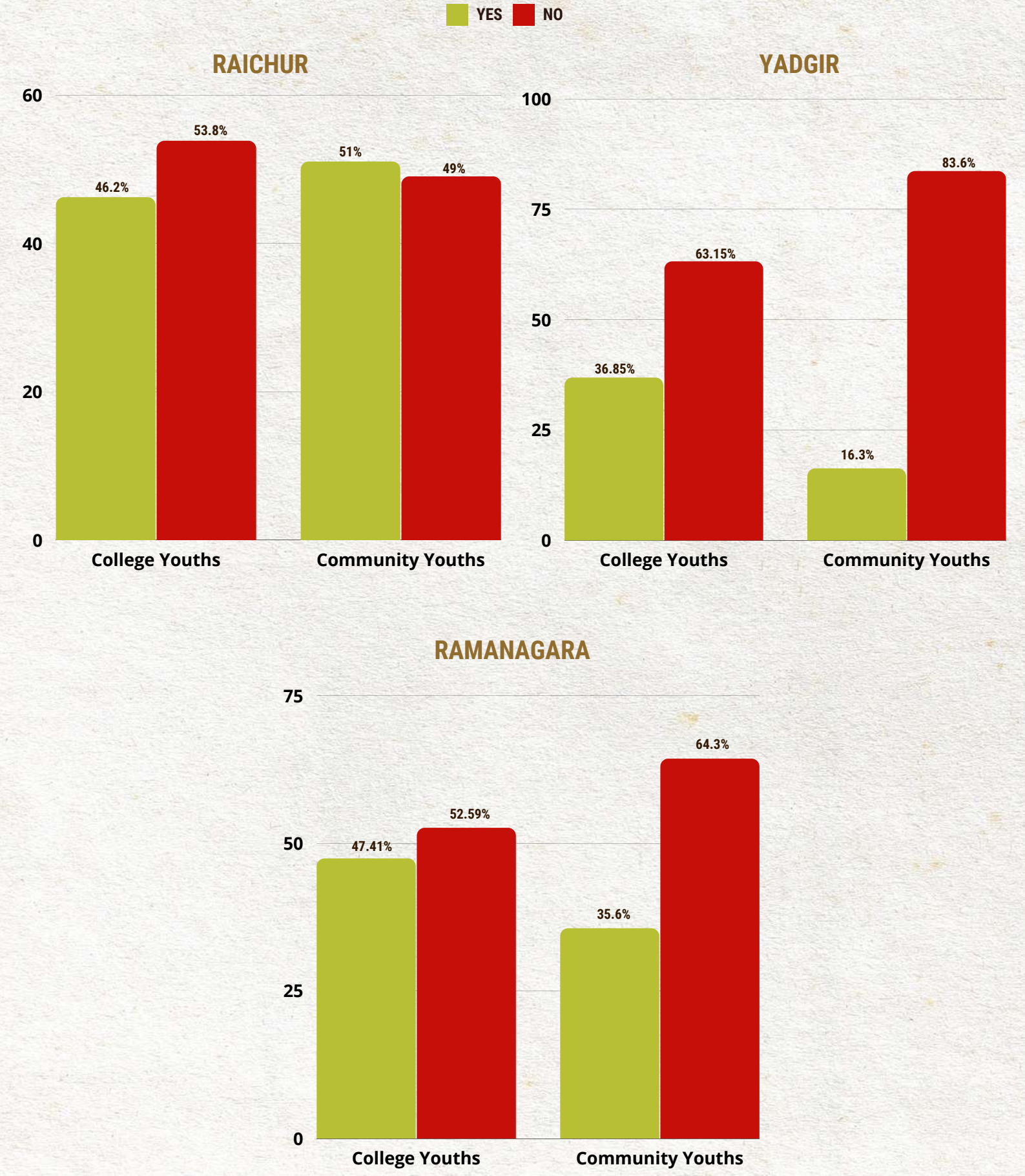
- There is a great need for Industry collaboration right at the planning stage. Collaboration as a key stakeholder, not just as an employer
- There is a need to map skills/roles in Industries and plan a training program
- It would be a win-win to plan Industry Based Training Program

*As experienced in the survey, Industries should be facilitated to do HR Forecast. A district level portal to enable industries to forecast their requirement and partner in training might of great advantage.

SUPPLY FIND FINDINGS

CONDUCTED BY
GRASSROOTS RESEARCH AND ADVOCACY MOVEMENT

AWARENESS ABOUT SKILL DEVELOPMENT TRAINING PROGRAM IN THE DISTRICT



MEDIA FROM WHICH RESPONDENTS CAME TO KNOW ABOUT THE SKILL TRAINING PROGRAM

RAICHUR

COLLEGE	COMMUNITY
28.4%	31.1%
21.9%	23.0%
12.4%	15.5%

YADGIR

COLLEGE	COMMUNITY
22.66%	36.63%
15.63%	25.74%
14.06%	18.81%

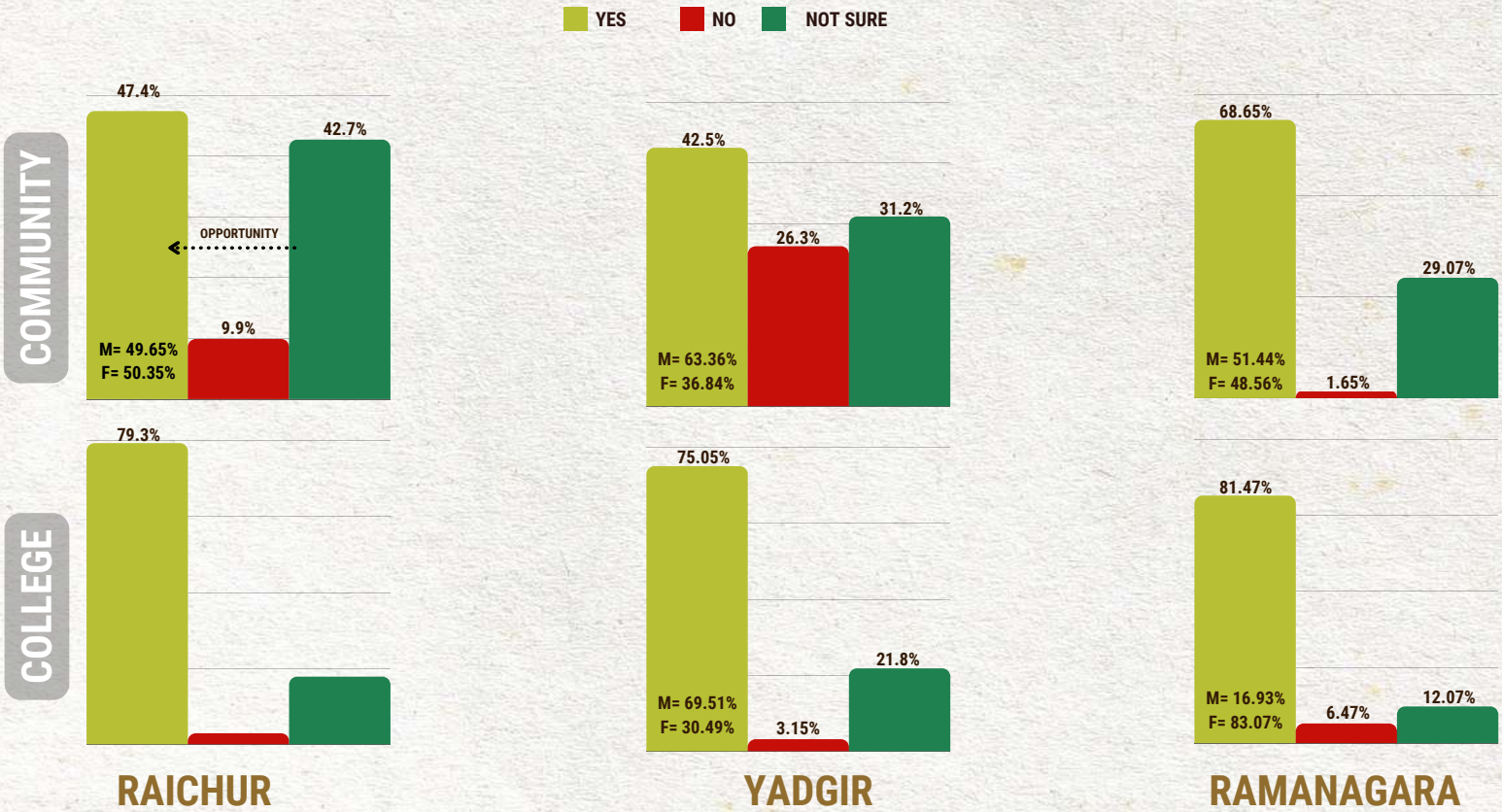
RAMANAGARA

COLLEGE	COMMUNITY
19.5%	71.94%
18.5%	11.51%
15%	05.76%

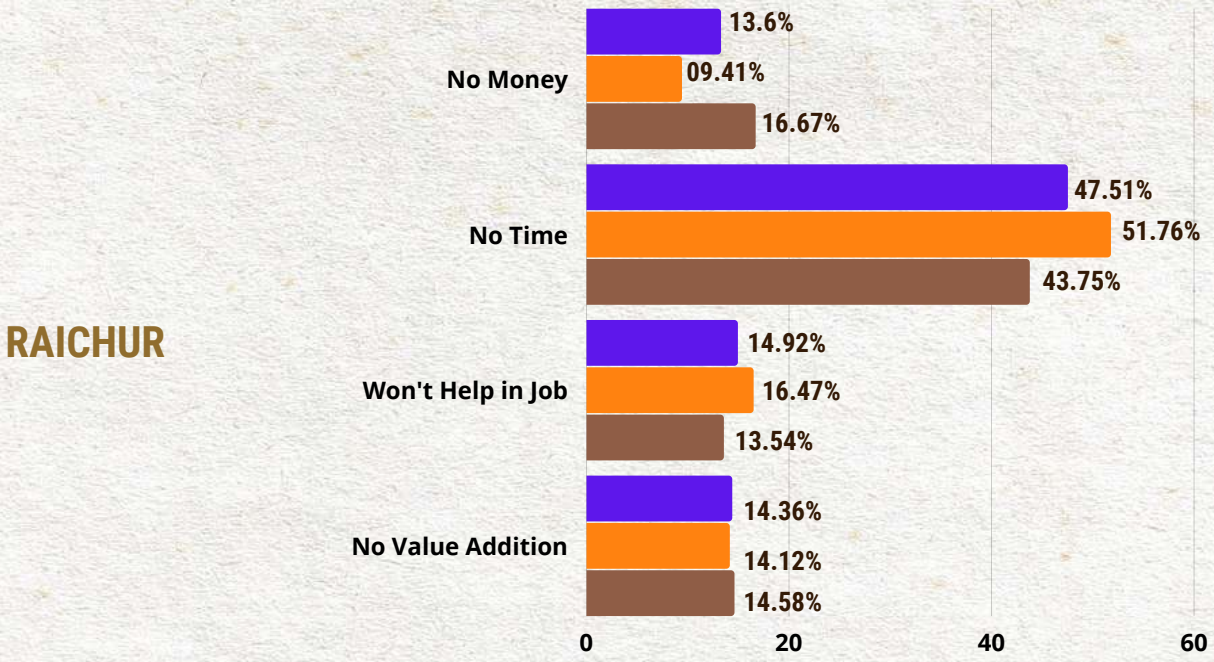
Newspaper · Friends · Website · Social Media · Teacher

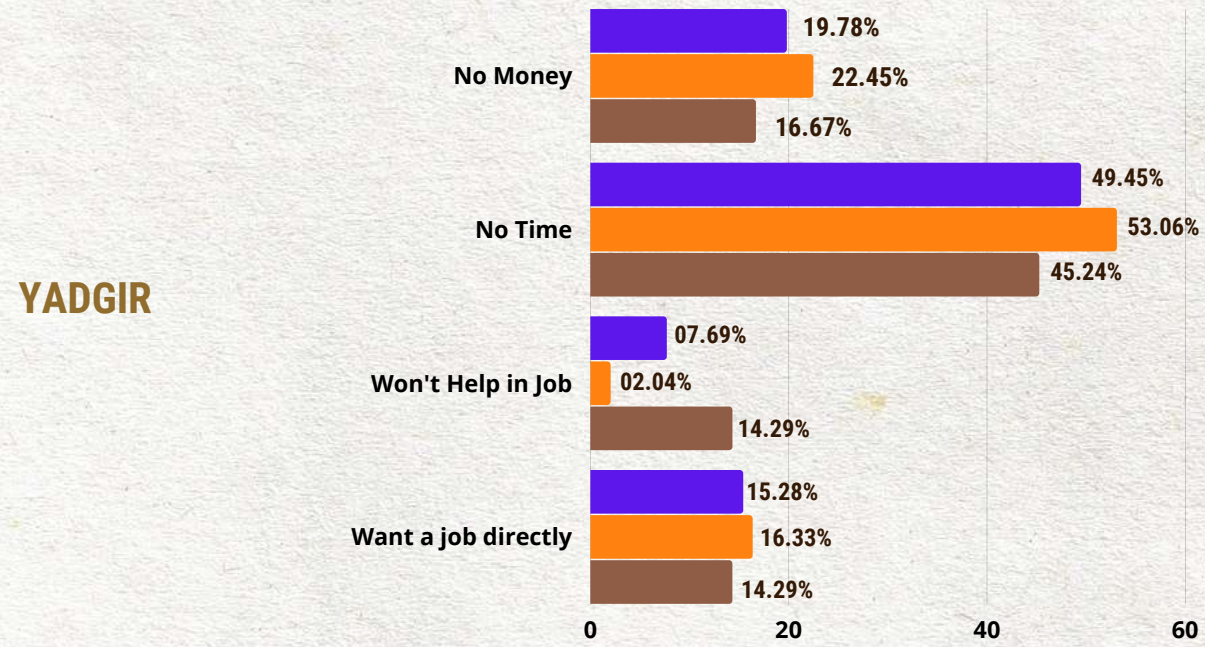
*While most youths are not aware of the skill training programs, the ones aware received the information through all three mediums (word of mouth, social media and traditional media), indicating a need to strengthen communication about the programs

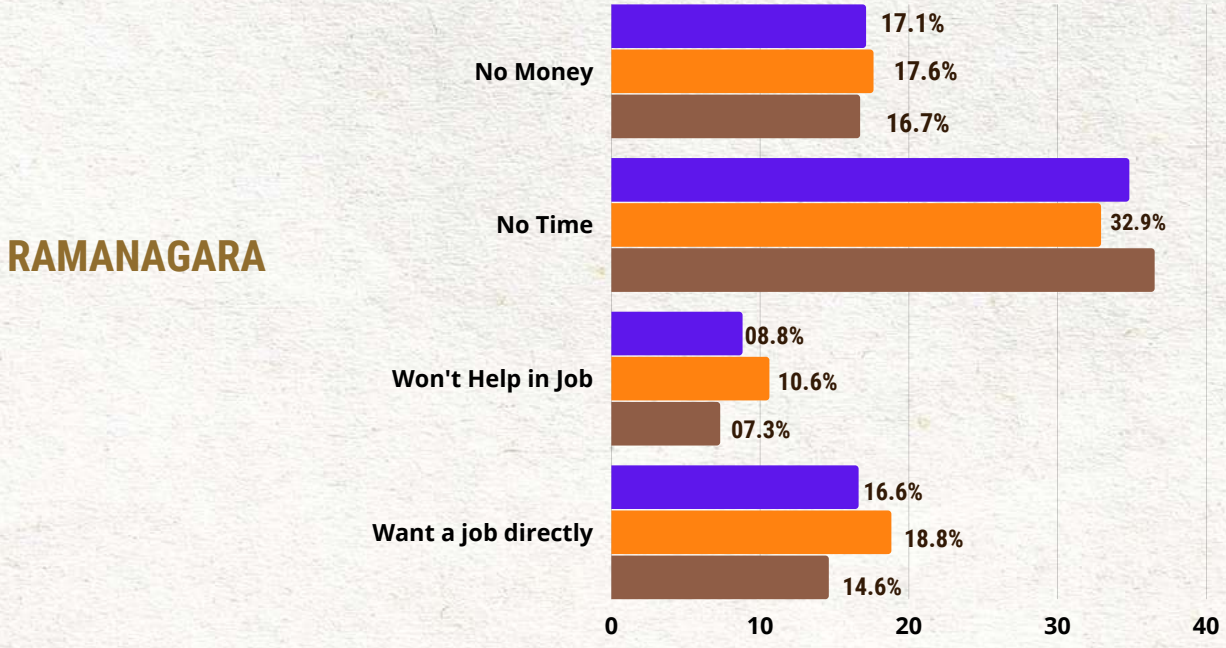
WILLINGNESS TO JOIN SKILL DEVELOPMENT TRAINING PROGRAM



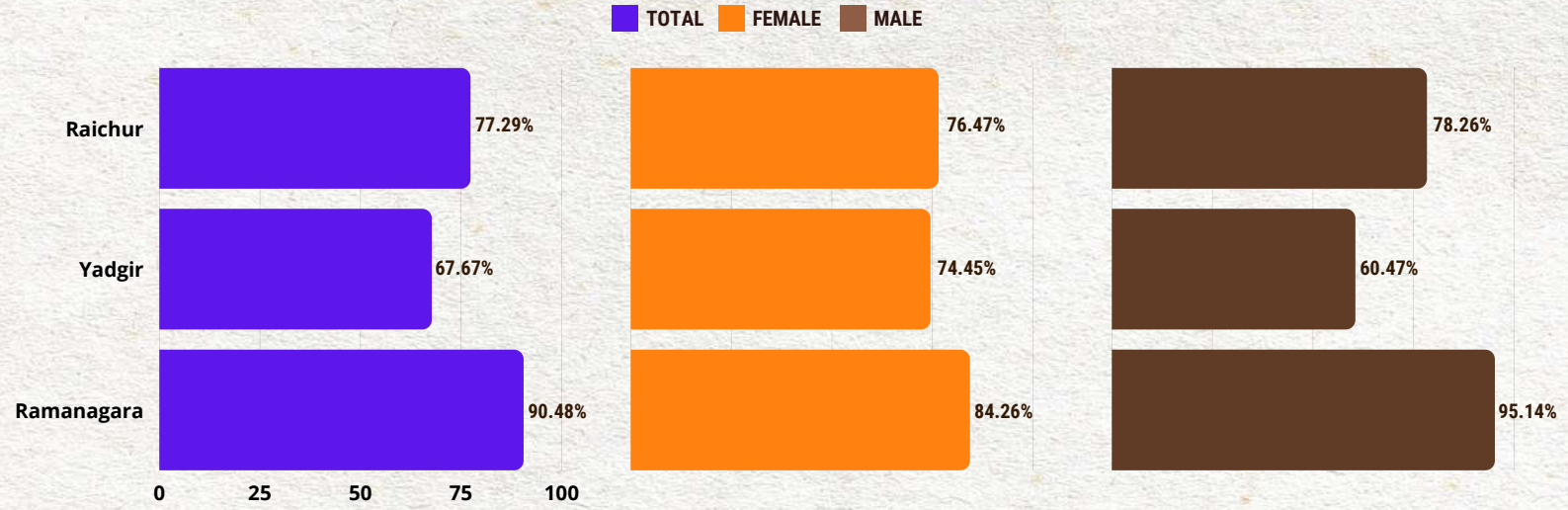
REASONS FOR NOT TAKING UP SKILL DEVELOPMENT PROGRAM BY COMMUNITY YOUTHS







WORK EXPERIENCE OF COMMUNITY YOUTHS (NO)



JOB PREFERRED BY YOUTH

RAICHUR

COMMUNITY

- Private Sector - 60.26 %
- Government Sector 26.49 %
- Self-employment - 5.3 %
- Home Based - 3.64 %

COLLEGE

- Clerical job in Government departments - 24.724 %
- Teaching - 21.21 %
- Central or State Government services - 18.79%

YADGIR

- Government / Public Sector - 38%
- Self Emloyment / Entrepreneur - 30% (more women)
- Agriculture - 8.6%

- Administrative service / Government Sector - 24%
- Teaching - 22% (29% for Girls)
- Government Clerical Job - 14.6%
- Technical job in Industry - 11.6%
- Other Administrative Jobs - 11%

RAMANAGARA

- Government / Public Sector - 36%
- Private Sector Job - 25%
- Self Emloyment / Entrepreneur - 18.8%
- Home Based - 13.5%
- Agriculture - 4%

- Administrative service / Government Sector - 27%
- Teaching - 20%
- Government Clerical Job - 9%
- Technical job in Industry - 12%
- Professions (Advocact / Chartered Accountant) - 8%
- Administrative Jobs - 5%

FAMILY OCCUPATION

	RAICHUR	YADGIR	RAMANAGARA

COMMUNITY	• 42% are having family occupation
	  ◦ 79% are willing to take up
		• 14.5% are having family occupation
		  ◦ Agriculture is the major family occupation (54.5%), followed by horticulture & animal husbandry (13.6% each), sheperding (6.8%)
		  ◦ 43% are willing to take up the family occupation
			• 31% are having family occupation
			  ◦ Agriculture is the major family occupation (65%), followed by animal husbandry (32%)
			  ◦ 78% are willing to take up the family occupation

COLLEGE	• 42% are having family occupation
	  ◦ Agriculture is the family occupation in 64% cases. Automobile, bricklin and animal husbandary are other major occupations
	  ◦ 44% are willing to take up
		• 40.6% are having family occupation
		  ◦ Agriculture is the family occupation in 69% cases. Carpetry, Automobile, Blacksmith, Animal husbandary are other major occupations (2% - 3% each)
		  ◦ 56% are willing to take up
			• 36% are having family occupation
			  ◦ Agriculture is the family occupation in 66% cases, animal husbandary is major occupations (7%)
			  ◦ 47% are willing to take up

ENABLE ECOSYSTEM - AUGMENT AWARENESS

Awareness amongst Youth, especially those who are not in college on Skill Development Programs and opportunities is still very low (49% - 83%). More than half of them (exception: 29% in Ramanagar) are not willing to take up skill development. 'No time to attend the skill program' (35%-50%) followed by lack of information on 'free of cost training' availability and lack of confidence that the training adds any value are the major reasons for not joining skill program expressed by the youth. 77% of them don't have work experience / not working. Most youths agree that Skill Program enables them to get a job. Most Community Youth (above 80%) and College Youth (aroud 70%) think they are adequately skilled to take up a job.

- **More than half of the community and almost half of college youth do not have any career-related goals**
- **75% of Community Youth and 35% of College Youth do not have role models**

*FGD findings revealed that marriage and family restrictions are the main constraints for community females to attend the training
*The in-depth interview with PDO's inferred that the locals are not finding enough opportunities, neither as per the skill set nor as per their interest. The pay for the locals is comparatively low, and not many employment opportunities exist in rural areas

CHALLENGES FACED BY THE YOUTHS WHEN TRYING TO FIND A SUITABLE JOB

*TOP 02 RESPONSES

CHALLENGES	COLLEGE YOUTH	COMMUNITY YOUTH
LACK OF VOCATIONAL TRAINING	17.76%	25.52%
LACK OF WORK EXPERIENCE	18.18%	35.46%

RAICHUR

CHALLENGES	COLLEGE YOUTH	COMMUNITY YOUTH
LACK OF SUFFICIENT OPPORTUNITIES	18.99%	23.16%
LACK OF WORK EXPERIENCE	18.14%	34.43%

YADGIR

CHALLENGES	COLLEGE YOUTH	COMMUNITY YOUTH
LACK OF VOCATIONAL TRAINING	11.9%	27.8%
LACK OF WORK EXPERIENCE	13.6%	28.2%

RAMANAGARA

*Because of lack of training, work experience and ambitions, a high % of respondents in Yadgir & Ramanagara are unwilling to look for new opportunities. The same observation was made during FGDs, especially in Yadgir

QUALITIES THAT THE YOUTHS THINK ARE MOST USEFUL IN FINDING JOB

SKILLS	COLLEGE YOUTH	COMMUNITY YOUTH
COMPUTER SKILLS & KNOWLEDGE	27.37%	47.54%
LANGUAGE & COMMUNICATION	21.47%	17.08%

SKILLS	COLLEGE YOUTH	COMMUNITY YOUTH
COMPUTER SKILLS & KNOWLEDGE	29.71%	17.24%
GENERAL EDUCATION QUALIFICATIONS	15.65%	28.02%

SKILLS	COLLEGE YOUTH	COMMUNITY YOUTH
COMPUTER SKILLS & KNOWLEDGE	28.8%	35.8%
GENERAL EDUCATION QUALIFICATIONS	11.8%	22.7%

YOUTH PERCEPTION: MOST VALUED CRITERIA BY PRIVATE COMPANIES WHILE HIRING

TRAITS	COLLEGE YOUTH	COMMUNITY YOUTH
PERFORMANCE IN THE INTERVIEW	16.26%	30.18%
MARKS SCORED	11.69%	18.47%

TRAITS	COLLEGE YOUTH	COMMUNITY YOUTH
PERFORMANCE IN THE INTERVIEW	17.98%	26.51%
MARKS SCORED	96 (14.5)	23.92%

TRAITS	COLLEGE YOUTH	COMMUNITY YOUTH
PERFORMANCE IN THE INTERVIEW	17%	50%
RELEVANT WORK EXPERIENCE	9.2%	21.6%

INDUSTRY SAYS

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RAICHUR

Q. The top 10 vocational skills you suggest should be imparted for the youth (who are not college goers) in the district

- Raichur is an agricultural district, need to focus on agricultural sector skills: Horticulture crops, Medicinal plants cultivation on priority
- Healthcare sector skills are also in demand
- Automobile sector: 2 wheeler mechanic, Heavy vehicle drivers
- Ginning fitter, Boiler attendant, Hi-Tech Machinery operators, Electricians, Plumbers, Motor winding & MRAC - As per Industries
- The services sector requires manpower in the following skills: Security guards, Accountants with Tally skills, Marketing staff, Food processing sector

YADGIR

Q. Views on Skill Gap? Do you believe that the training institutes in the district are providing the workforce that the industries in the district need?

- "There are gaps. Skilled laborers are not available in the district. The skill development training program has to join hands together with industries. The training program can be designed based on their needs and future programs can be decided."

RAMANAGARA

Q. The training institutes in the district are providing the skill training programs that are useful to the industries in the district's need? If not, what are the gaps?

- ITI colleges are helpful. But they are giving skill development training but not satisfactory. The skill development department has taken interest in giving computer training to unemployed and it is helping

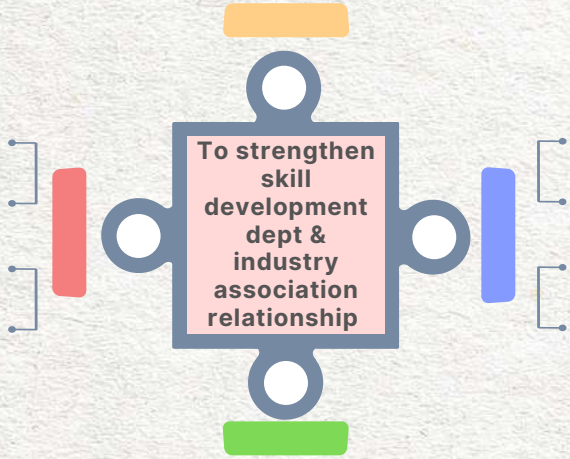
RAICHUR: INDUSTRIES OPINION & SUGGESTIONS

Industries have to be involved in **training**

Training has to be based on the **local needs**

Ancillary industry can come up in the district

Agriculture training on technology does not touch end-users



For skill seekers in aspirational districts, **free learning materials**, caps, t-shirts may be given for motivating aspirants as done for several state and central schemes

To Incentivize employers engaging apprentices, it is proposed to reimburse 50% of the prescribed stipend

Dedicated **full-time district skill development officer** and his supporting staff for effective implementation of the skill programs in the district

As of now only 2 posts out of 10 sanctioned post is filled up

Industries to have an option for **MOU** with skill programs

Attitude & human tendency have to be changed

Even owners have to be given orientation to traing and hire local people

Training is not focused based industry requirements, but they are **limited to computer and data entry operating skills**

RAMANAGARA: SUGGESTIONS

- The training centre should be opened in the industrial area
- Training has to be based on the lindustreis needs
- Faculty should be from these institutions and industrial experts
- A common platform for the industries and Skill development departments to link and converge the supply and demand
- The training should include more and more industrial visits to the trainees

There should be linkages between the training centres and industries. The Departmetn should bridge the partnership

SUMMARY

- In the Focused Group Discussion with the District Industries Leaders, it was found that they are willing to collaborate with the skill development initiatives in the district
- Over 60 per cent of the industries view that the courses offered are not relevant to their needs
- The In-Depth interview with the college principal also pointed out that there are no tie-ups with the industries/establishments because industries are very far from the institutions
- Industries are apprehensive about participating in the public-private partnership model of skill development. But it is imperative for industry-oriented skill development programs
- There is a lack of industry–training program synergy
- Annual SKILLS IN NEED Listing / Mapping exercise either using online portal or with sector specific industry meet would help. Industries (medium and small) are not able to forecast the needs beyond for an year much specifically

OBSERVATIONS GAPS & RECOMMENDATIONS

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GAP: LACK OF COORDINATION BETWEEN INDUSTRIES AND SKILL TRAINING CENTERS LEADING TO SKILL GAP

- Significant % of industry respondents are hesitant to provide apprenticeships as well as enter a PPP model
- Only about 4.5% to 28% Industries are interested in conducting training partnering with skill training institutions. Maximum of 57% in Raichur (9% in Yadgir, 31% in Ramnagar) are interested to offer apprenticeship. 61%-73% Industries feel courses are not in alignment with their needs

Recommendation 1 : Forstering Partnerhsip Between Skill Development Department and District Industries and Commerce Associate

- Facilitating MoU between Industrial Association and Department for sharing of skill/job role information ahead of two years
- Human Resource Forecasting Orientation to MSME - considering the growth sectors
- Identification of skill requirements of each industries in collaboration with industry experts for preparing the list of skill programs to be imparted at the training centers. This can also be done with the District Skill Portal or integrating with 'Skill Connect' initiative already taken in kaushalkar portal. Industries should be encouraged/mandated to update their requirement on the portal periodically
- Conduct bi-annual Industry Melas/ Summit inviting both private players as well as industries from districts to explore 'public-private partnership' and bridge the need-gap
- Strengthen industry involvement at all stages and encourage the captive model
- Consider more prolonged apprenticeships

AWARENESS

'ತಿಳಿ ಕೌಶಲ್ಯ ಕಲಿ ಕೌಶಲ್ಯ'

***OUR FINDINGS**

- More than 90% of youths do not consider themselves to be skilled
- More than 50% of community youths are unemployed
- 65% community youths in Yadgir & Ramanagara are NOT looking for new opportunities
- 50% youths in Raichur have no goals/ ambitions
- 29% wish to have a government job, 40% community youths wish to have a private job
- 60% youths are unaware of the skill development programs, however 63% are willing to join to learn new skills/ to get a better job
- 50% of industries are not aware of the skill development programs by the government

GAP: The above indicates unwillingness, lack of opportunities & lack of aspiration-inspiration-motivation

***OUR RECOMMENDATIONS**

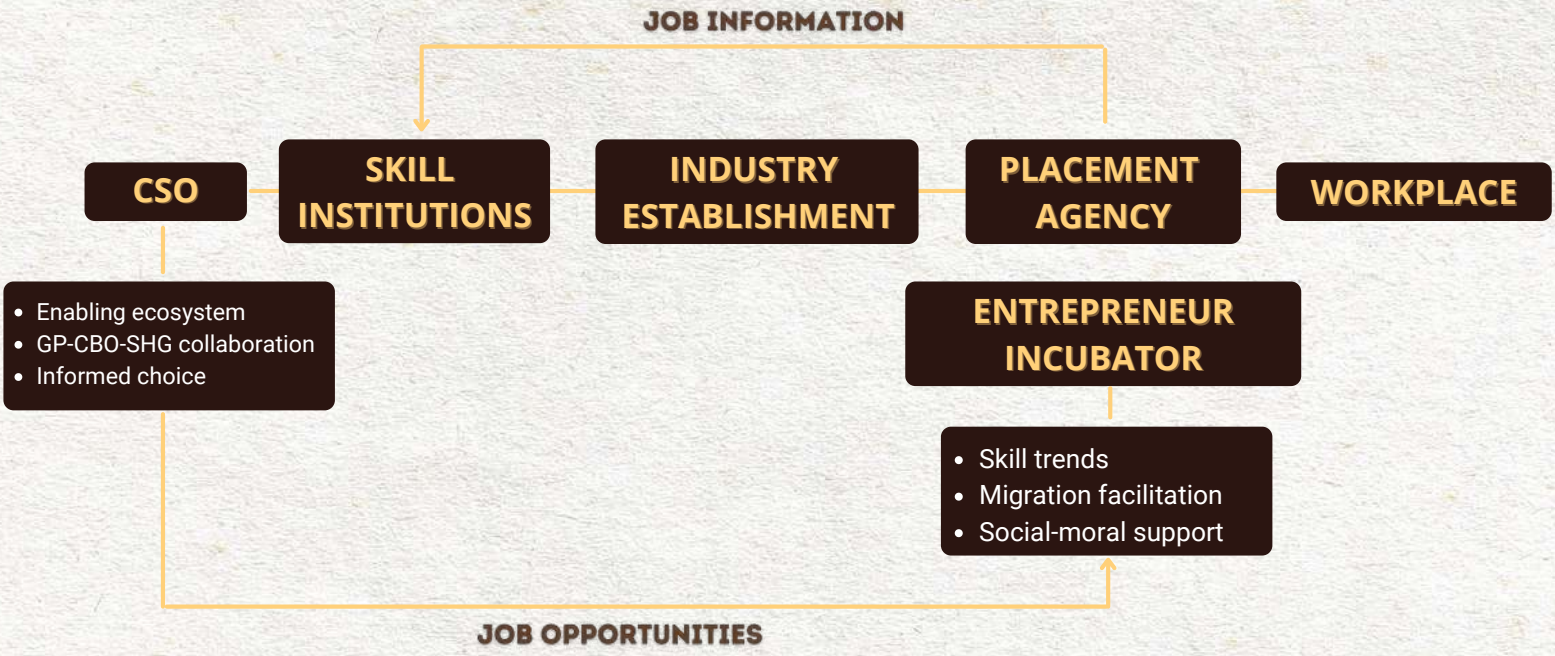
ENABLING ECOSYSTEM (AWARENESS & COMMUNITISATION):

- Enhance communication and awareness activities at both the community as well as industry level
- Catch youths early by initiating 'ತಿಳಿ ಕೌಶಲ್ಯ ಕಲಿ ಕೌಶಲ್ಯ' awareness campaign & involving the ecosystem
- Outreach campaign by Gram Panchayats and Training Centers, and also involve SHG's in mobilization
- Create awareness about Bharat Skills Learning Portal to encourage & motivate youths to take up self-learning

FOUNDATION:

- In order to facilitate choosing right course, and more importantly to give the candidates the reason for taking up skill develpment, a Foundation Course for the duration of 07 days in colloboration with Social Organisations should be organised. This foundation course should strive to build A-I-M (Aspiration, Inspiration and Motivation) by exposing them to positive outcomes of skill development programs.

SCHEMATIC PROCESS



Role of Civil Society Organisation: Adding local NGOs / CSOs in skill development may add value. The social capital built by the local organisation can be capitalised. They can play the role of catalyst to increase awareness, bring panchayath to play the role of enabler for skill development, create awareness among mothers (using SHG platforms) and create enabling environment. CSOs can do a mobilisation role and conduct Foundation Courses

Role of Placement Agency: Than giving the responsibility of placement of the training providers, placement agencies should develop the HR Forecast in collaboration with Industries, facilitate training them in the industry itself in collaboration with skill institutions. There should be a tri-coordination between CSO - Skill Institute-Industry and Placement Agency. The required information should be shared with CSO. The placement agency should also facilitate the candidates to find jobs in other industries or outside the district and handholding till 06 months post-placement is essential to retain the candidates

TRAINING- PARTNERSHIP- EMPLOYMENT

***OUR FINDINGS**

- 78% youths have no prior work experience which they said makes it difficult for them to find a job
- Significant (70%) misalignment of skills offered by training centers and needed by the industries
- 25% industries are unwilling & ~58% are unsure of partnering with the government's skill development programs

GAP: The above indicates severe misalignment in need (demand) and supply resulting in possible high unemployment post skilling youths

***OUR RECOMMENDATIONS**

ENHANCE SKILLING METHOD:

- Promote/ Tie-up with private digital educational course (EdTech) startups to strengthen course curriculum, to make it engaging & enable youths to take classes from home when needed and to ensure continuous learning
- Hybrid model of conducting training more on-site (industry) and less in-house training

POTENTIAL TIE-UP:

- Skill development program for married women from villages should be in alignment with self-employment or group livelihood activities
- KSDC to converge with Rural Livelihood Mission and undertake Rural Livelihood Mapping before imparting skills for self / group livelihood

EMPLOYMENT:

- Tie-up with more private placement agencies to secure jobs for youths as well as create a program only for entrepreneurship by involving local youths, industry experts and institutions to enable growth of small-scale industries

INFORM-TRAIN-EMPLOY ROADMAP

TRAINING

SKILL ORIENTATION
- Awareness Program
- 'ತಿಳಿ ಕೌಶಲ್ಯ ಕಲಿ ಕೌಶಲ್ಯ'

FOUNDATION COURSE- SOCIAL
- Create A-I-M
- Skill Exposure
- Informed Choice

FOUNDATION COURSE- COMMON SKILLS
- Soft Skills
- Digital Skills
- Financial Management

TECHNICAL SKILLS
- Trade specific
- Industry aligned
- Training Partners

EMPLOYMENT

WAGE EMPLOYMENT
- Workplace skills
- Etiquette

→ **JOIN INDUSTRY / ESTABLISHMENT**

SELF EMPLOYMENT
- EDP
- Incubation Centre

→ **SELF SUSTAINING BUSINESS**

OTHER KEY RECOMMENDATIONS

Harnessing Employment Potential:

- Automotive, BFSI, Core and Energy, Engineering and Manufacturing, Internet Business, Pharma and Healthcare, Software, Hardware and IT, Retail, Logistics are expected to have incremental demand in 2021-22
- These sectors may be considered on priority while training the human resources in the districts

Gig Economy:

- Potential to serve up to 90 million jobs in the non-farm sectors
- In the short-medium term, nearly 24 million jobs in skilled, semi-skilled and shared services roles could be delivered via gig
- The state should create a pool of workers with background check and KSDC to become eco-system enabler

W-A-S-H:

- Demand for water harvesters, sanitation specialists, waste water treatment technicians
- High demand for plumbers both locally and outside the district
- Construction sector is one of the growing sectors. Sustainable water management skills can be part of plumbing courses

Healthcare & hospitality:

- Need for trained and qualified human resource to take care of ageing population, provide home nursing care, work in hospitality sector
- If human resource created in this trade, along with local demand, there is a huge opportunity in the major cities of the state

Renewable Energy Sector:

- India's renewable energy sector is expected to generate new jobs over the next five years
- Important to create skilled human resources in solar energy harvesting and servicing, battery-operated vehicles – manufacturing and servicing

Sustainable Agriculture:

- The department can initiate GREEN COLLEGE to offer diploma and short-term courses to skill, re-skill, upskill and recognize prior learning of sustainable
- Develop and promote training and certification programs to introduce young people to agriculture and environment through Agri Tourism

Up-Skilling – RPL – Re-Skilling:

- In tandem with Government of India, the state may initiate programs to ensure recognition of prior learning & through Centre of Excellence at the district level
- A Skill Upgradation and Finishing School required to be contemplated for the sectors like furniture and furnishing, handicrafts, carpentry, handloom, plumbing, sanitary, WASH, electrical, basic electronics, beauty and wellness, and other potential sectors

Emerging Sectors:

- Karnataka being pioneer state in technology following globally emerging sectors can be focused particularly keeping college youth (including non-technical graduates) in collaboration with Higher Education and IT & BT and Industry departments
- Advanced manufacturing and 3D printing, Advanced robotics and autonomous transport, Artificial intelligence, machine learning and nano technology, Advanced materials, biotechnology and genomics, Cyber Security Skill

Initiating Labour Cooperatives to bring some of these traditional workers, artisans etc to the organized sector

GRAAM

Grassroots Research And Advocacy Movement

WWW.GRAAM.ORG.IN