

An Insight on India's Initiative for Skill Development

India New Zealand Business Council
Summit 2017

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India at a Glance

- World's 4th fastest growing economy
- Sixth-largest in the world by nominal GDP
- GDP 2.264 trillion USD (2016)
- 1.324 billion people (2016). Nearly a fifth of the world's population.
- Youngest nations in the world. 62% of our population in the working age group (15-59 years). 54% of our total population below 25 years of age
- Female labour force participation rate is 27%
- 51 Million Small and medium enterprises in India
- Digital connectivity - 1 Billion Mobile Subscribers

Advantage - India

- Next 20 years labour force in industrialized world is expected to decline by 4%, while in India it will increase by 32%.
- Demographic dividend is expected to last for next 25 years.
- Estimated 25% of the total workforce of the world's population will soon be from India
- 109.73 Million additional skilled manpower will be required across 24 key sectors by 2022
- Largest English speaking population in the world second only to the USA. 125 million people speaking the language, which is only 10% of our population

Fact Sheet

- Total Number of Schools: 15,16,865
- Total Number of Colleges: 38,498
- Total Number of Universities: 760
- Total Drop Out after 10th Grade: 47 million
- Nearly 36% children don't complete elementary education
- 13 out of every 100 Indians between 5-29 years did not attend school because they did not consider education 'necessary'

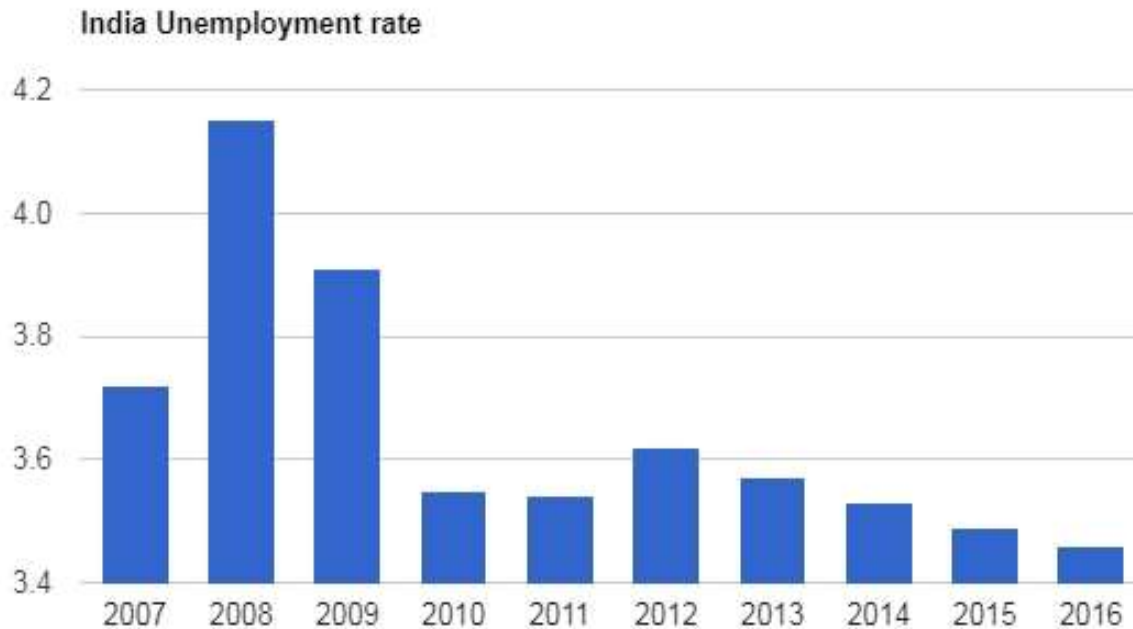
What are we doing well?

- One Nation one tax - GST
- Make in India
- More governance less government
- Swachh Bharat Abhiyan
- NITI Aayog: Transforming India's Development Agenda
- Pradhan Mantri Jan Dhan Yojana
- India's Space Program – amongst the top 5 space programs in the world
- Second largest pool of Scientist and Engineers in the World.
- Only country other than US and Japan to have Indigenously built a super computer

What are our Skills Challenge?

- Low aspirations for vocational skill programs
- Low employability of graduate youths
- Graduate youth not skilled
- Linkages between vocational programs and conventional academic programs poor
- Vocational programs not always aligned to Industry needs
- Vocational skills do not demand a wage premium
- Too much emphasis on classroom based learning
- Focus on credentials not on ability to do the “task”
- Connects with jobs creators not strong
- Shortage in Infrastructure, trainers, delivery capacity
- High emphasis on wage skills and not livelihood skills

Unemployment Rate in India



Source: TheGlobalEconomy.com, The World Bank

Indian unemployment rate is expected to remain at 3.4% in 2017-18

Unemployment Rate In India

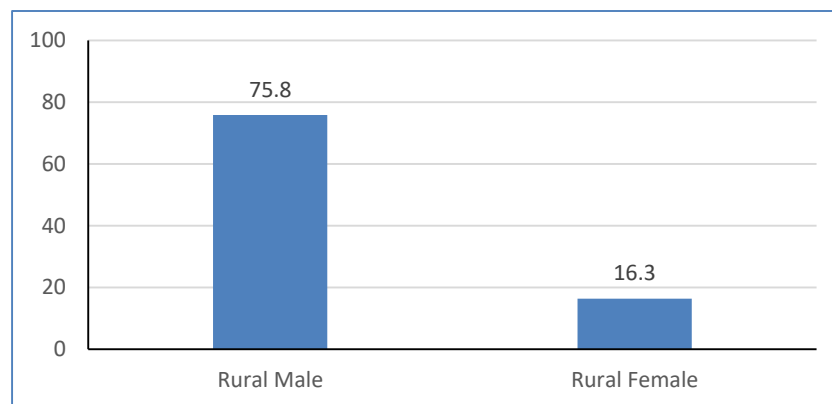
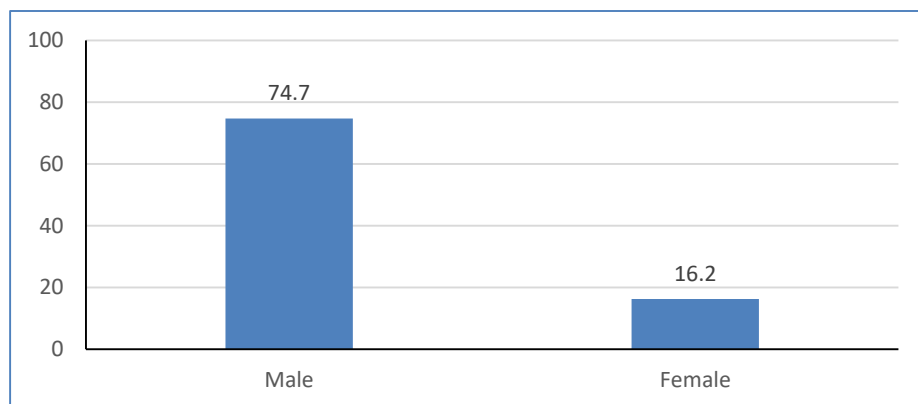
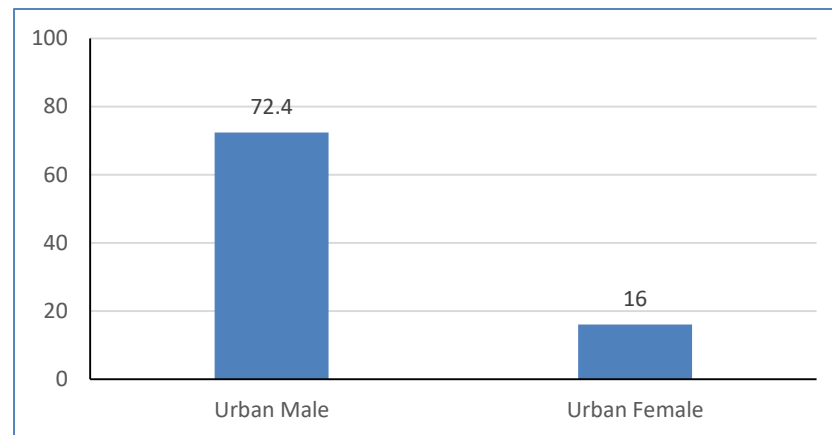
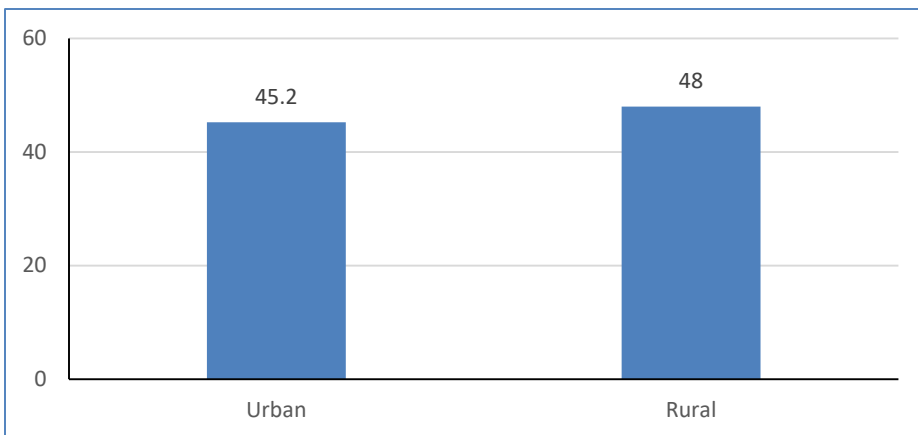
Date : 23/07/2017 India - 3.33 Urban - 4.17 Rural - 2.91



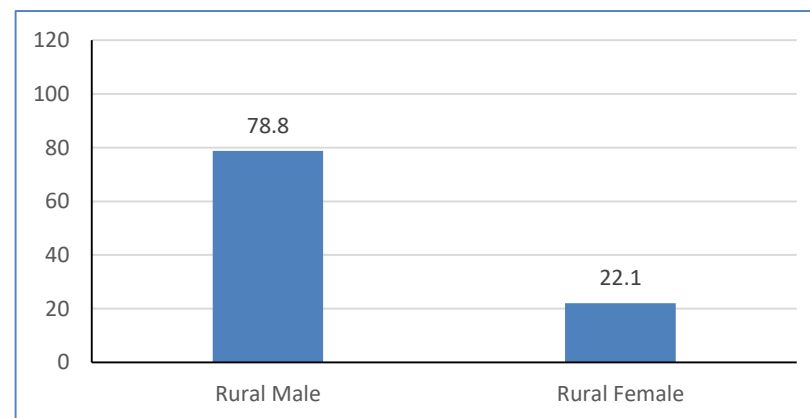
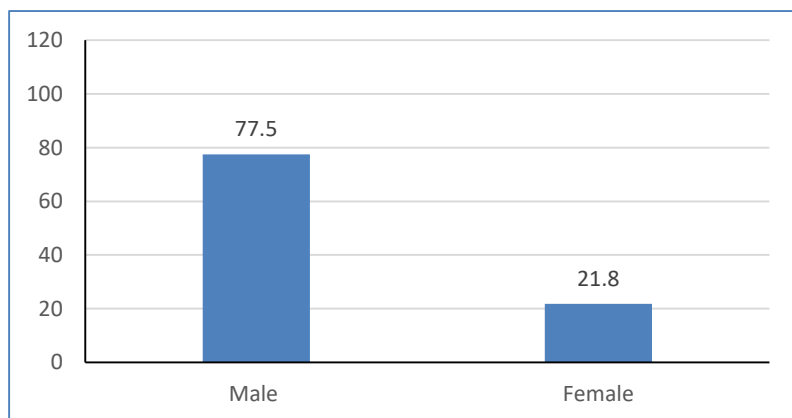
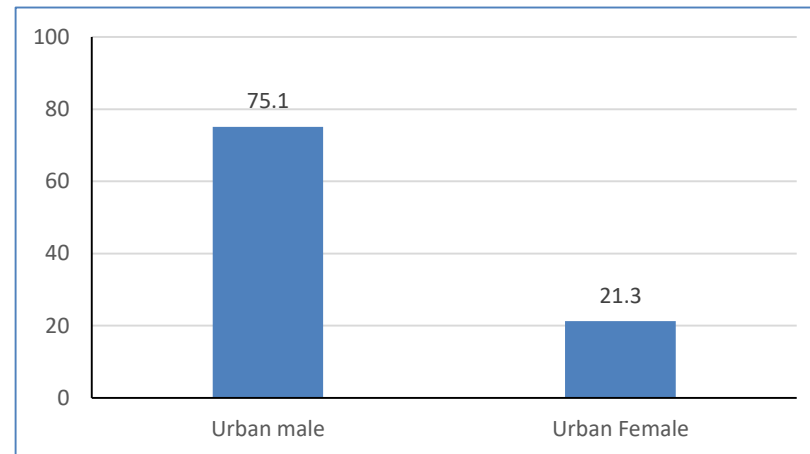
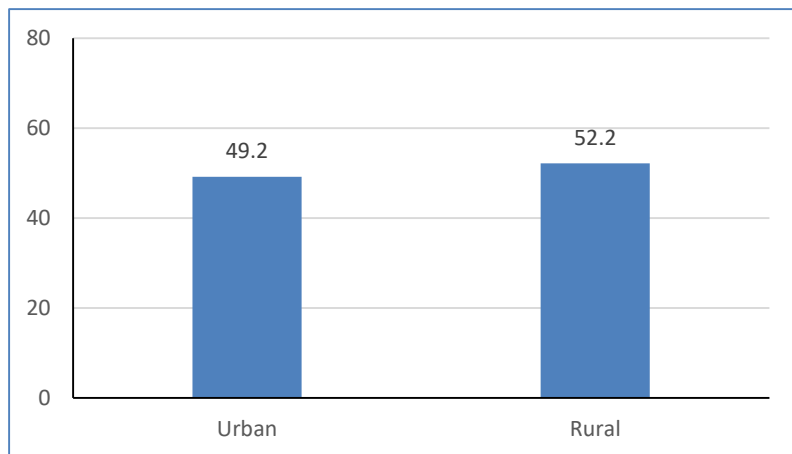
Unemployment Rate (%) - State Wise

Top 5 States		Bottom 5 States	
State	Jun-17	State	Jun-17
Assam	11.41	Puducherry	1.01
Chandigarh	9.18	Karnataka	1.25
Punjab	8.93	Himachal Pradesh	1.59
Jammu & Kashmir	6.99	Madhya Pradesh	1.74
Kerala	6.88	Uttarakhand	1.91

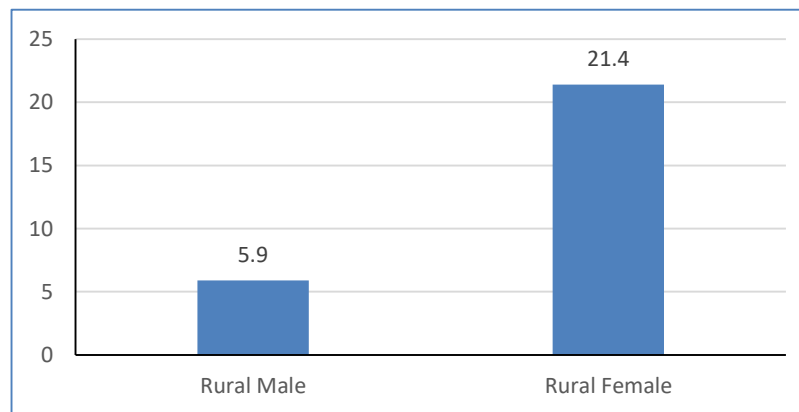
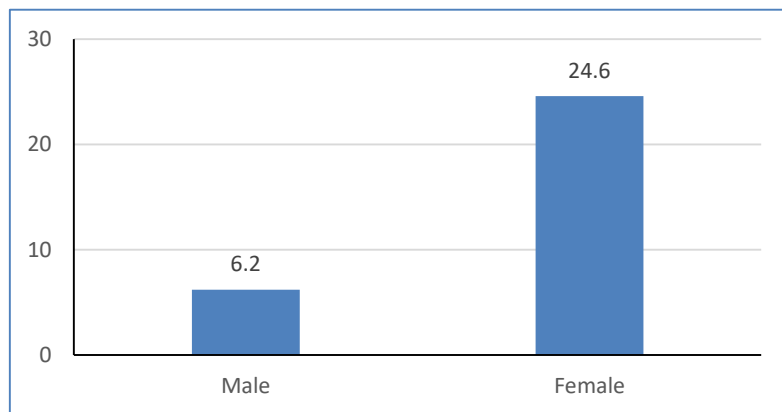
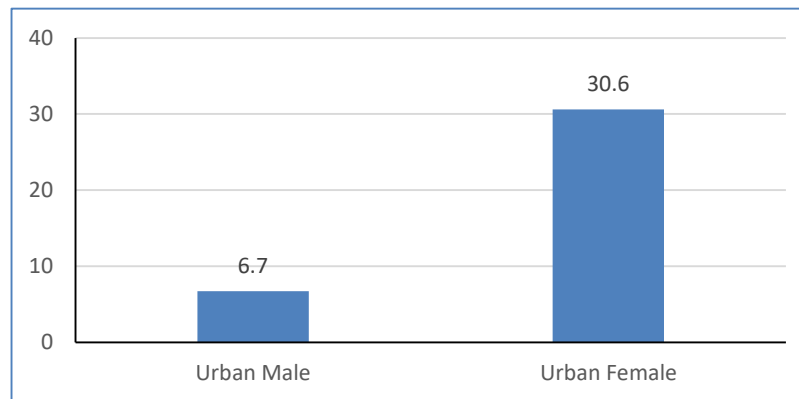
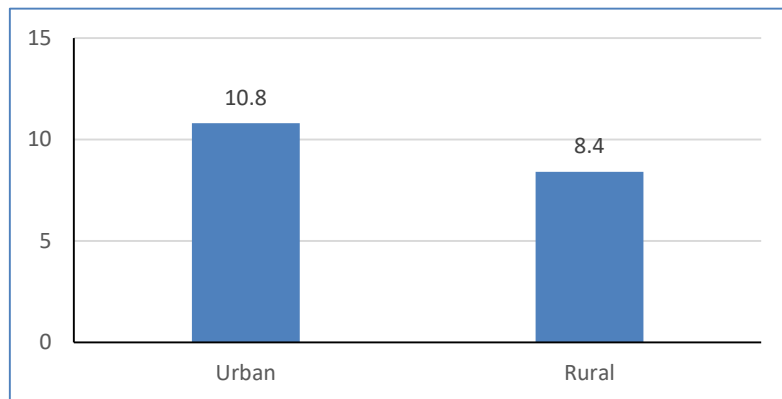
Labour Participation Rate – LPR %



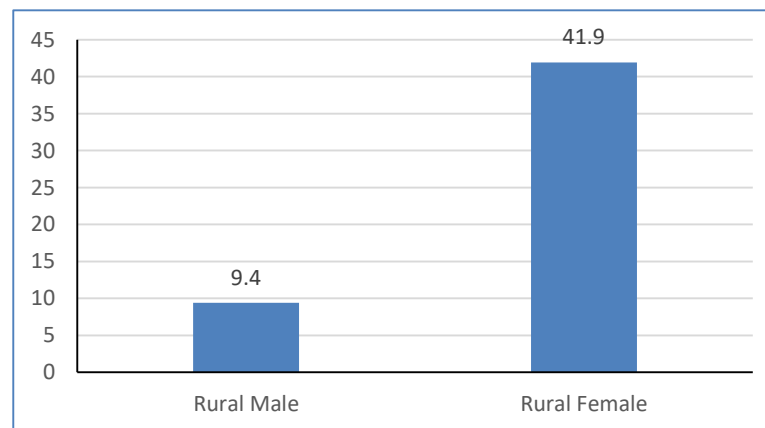
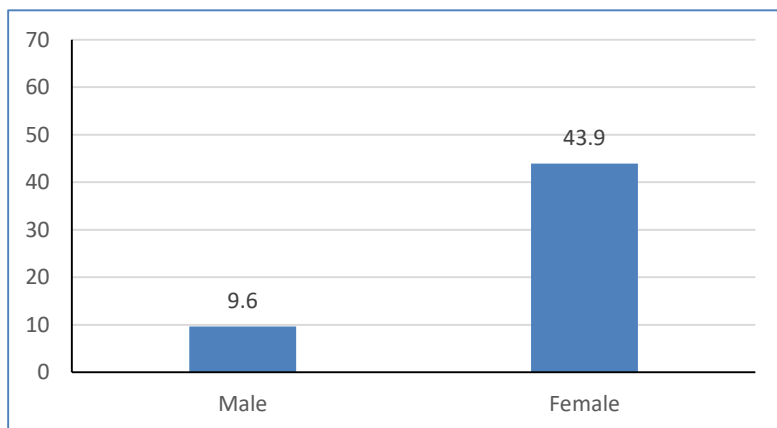
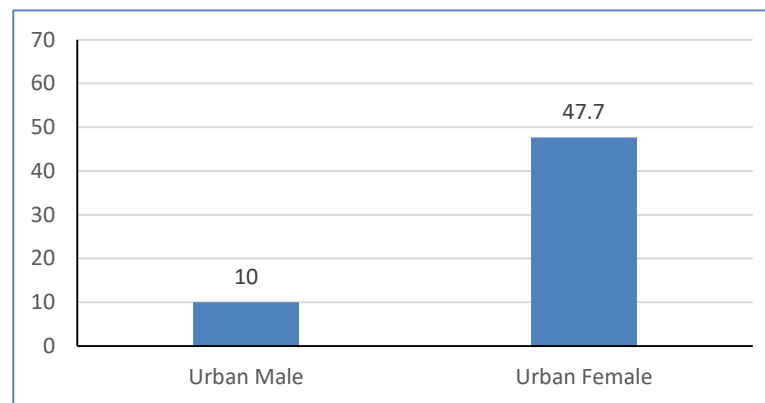
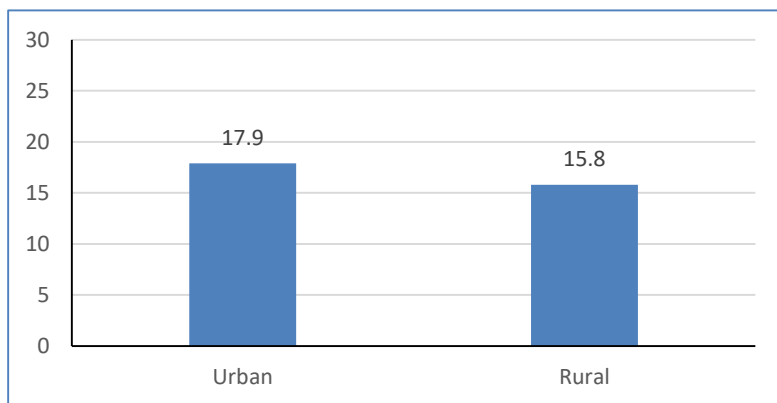
Greater Labour Participation Rate – GLPR %



Unemployment Rate - UER%



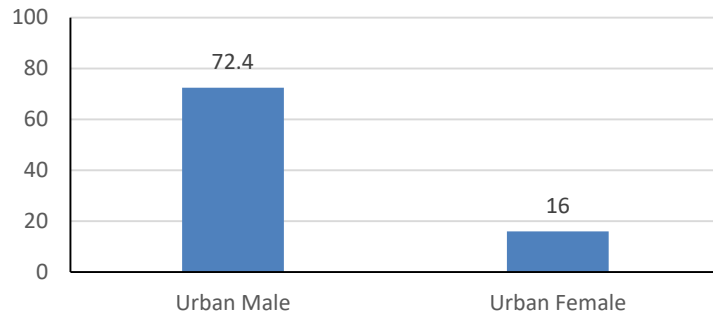
Greater Unemployment Rate -GUER%



Females Challenge: Low Participation & High Unemployment

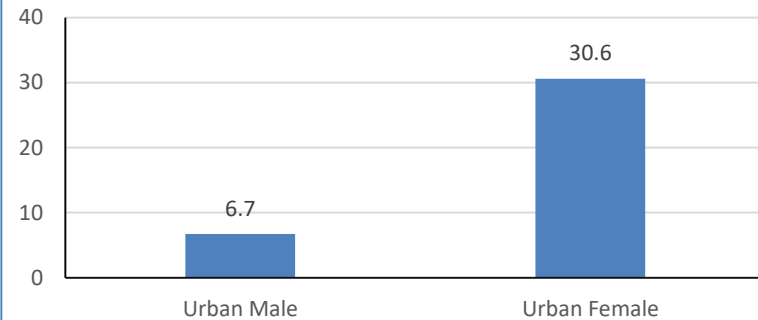
Labour Participation Rate(%)

Urban Male and Female



Unemployment Rate(%)

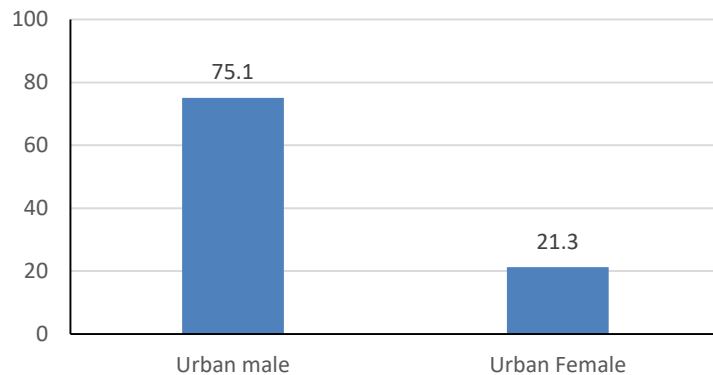
Urban Male and Female



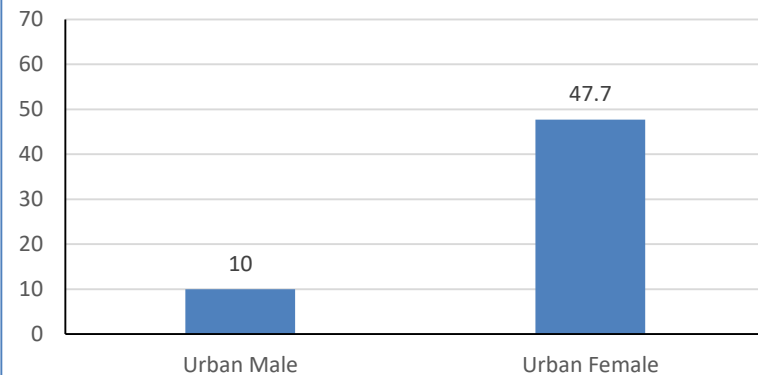
Greater Labour Participation Rate(%)

Urban male

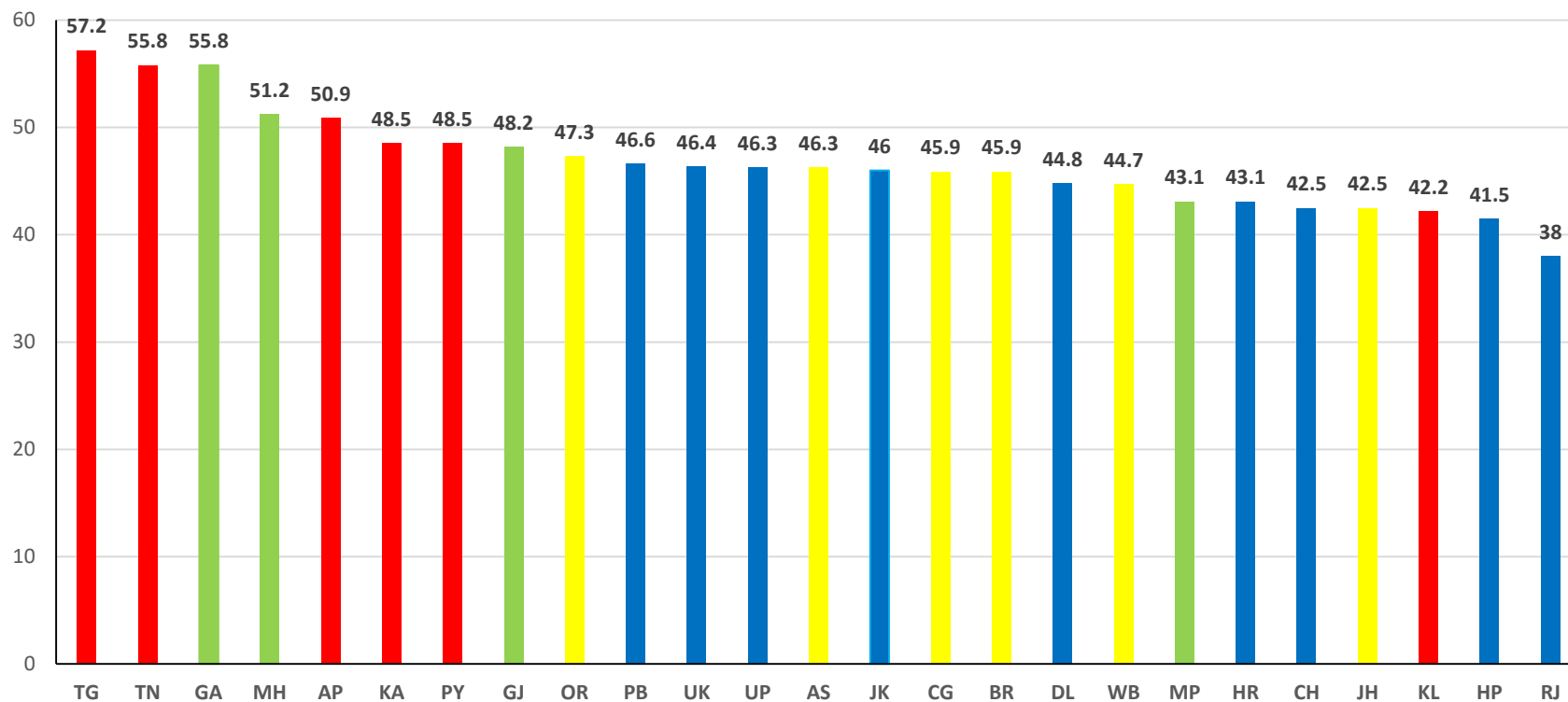
Urban Female



Greater unemployment rate (%)

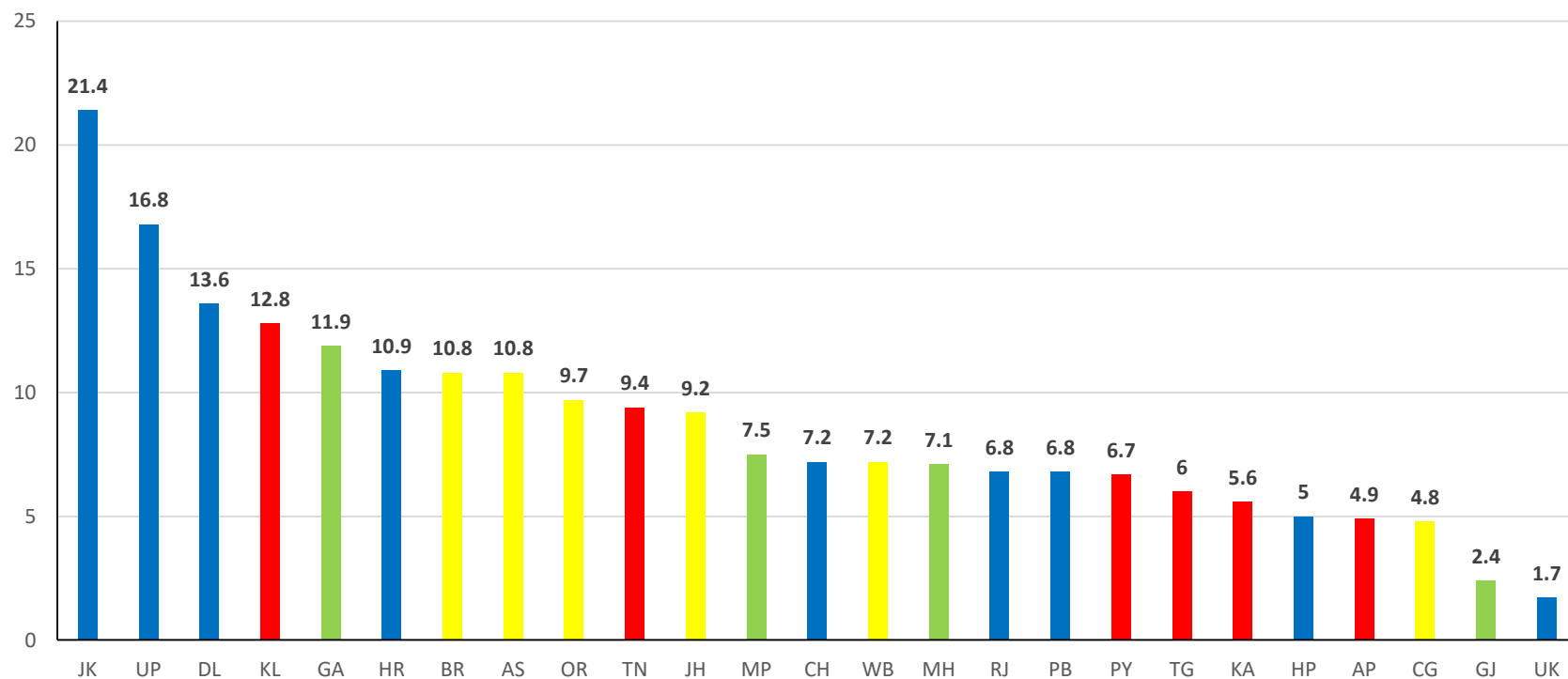


State-wise Labour Participation Rate(%)

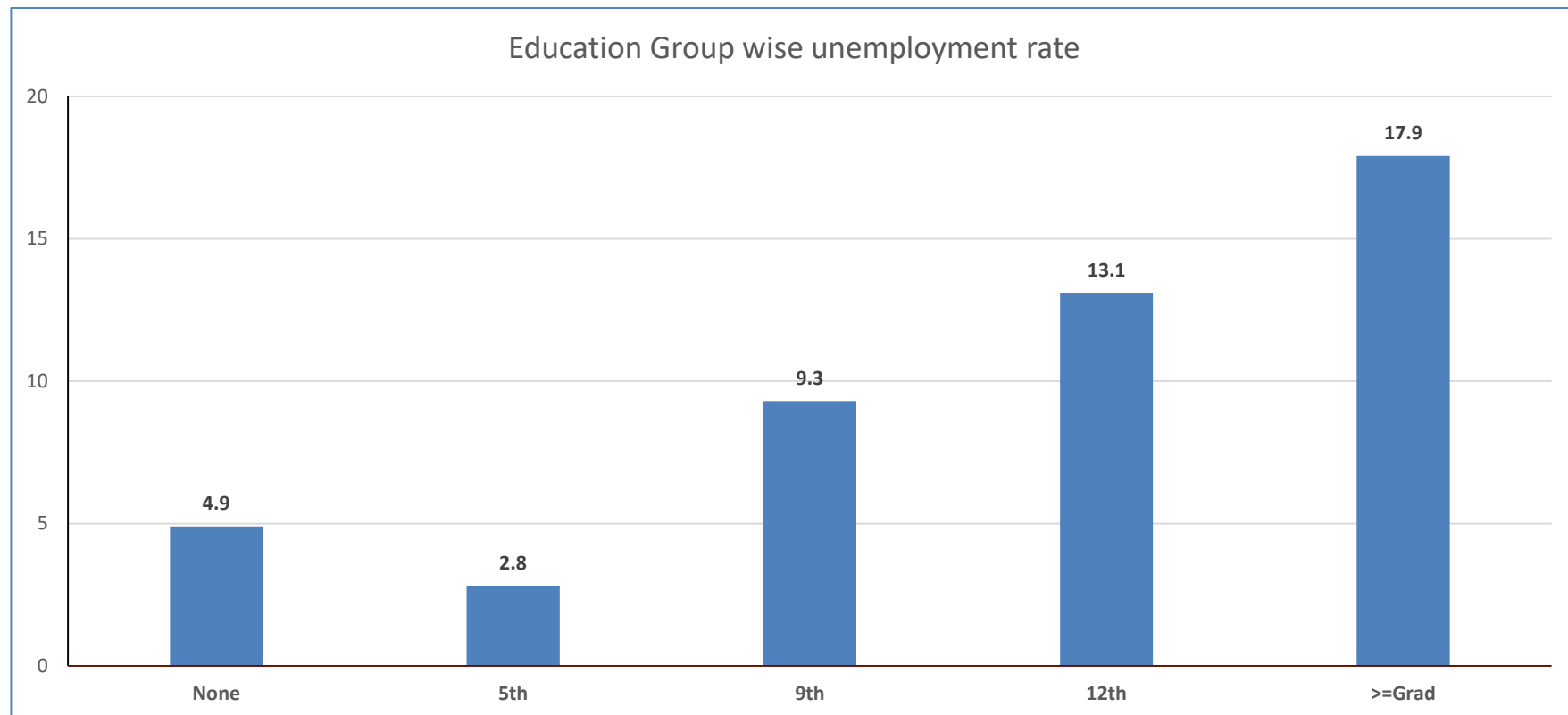


State-wise Unemployment Rate - %

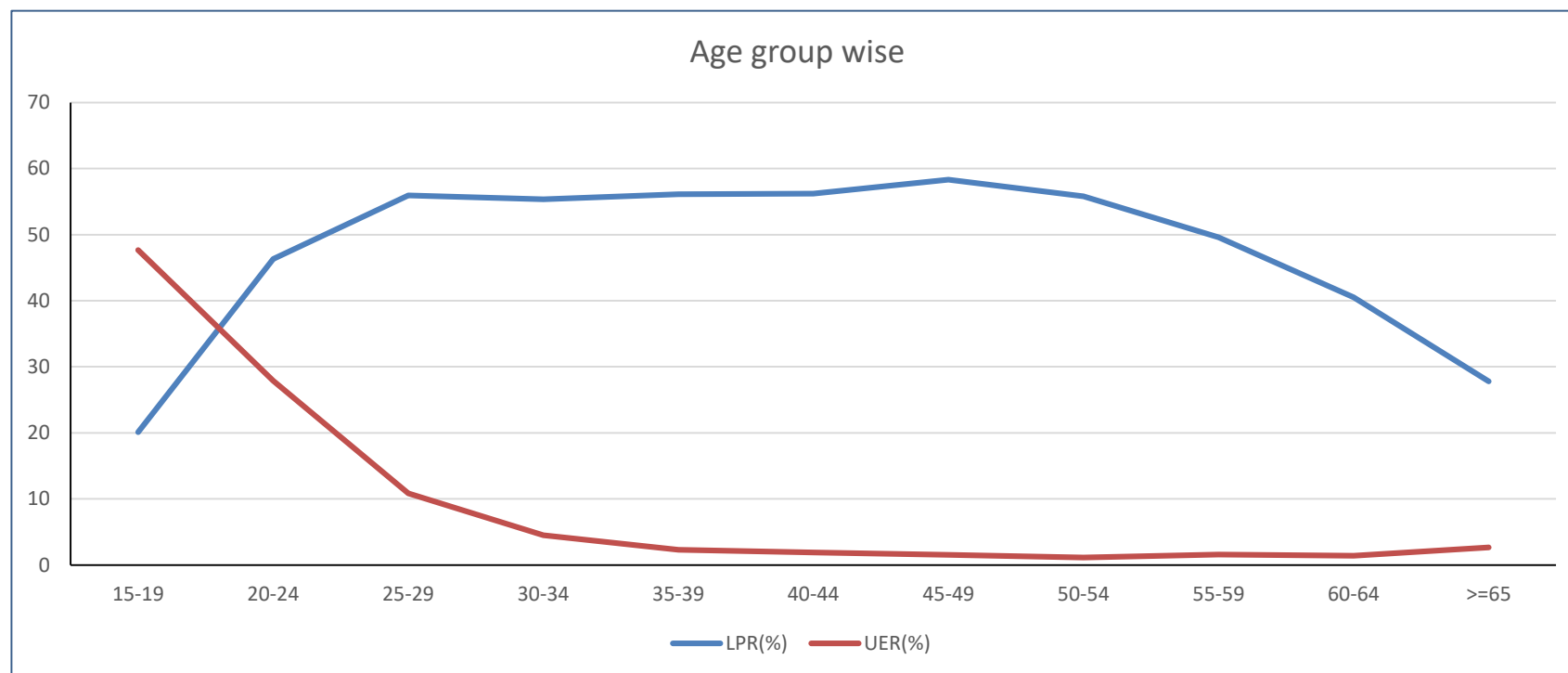
State-wise Unemployment rate(%)



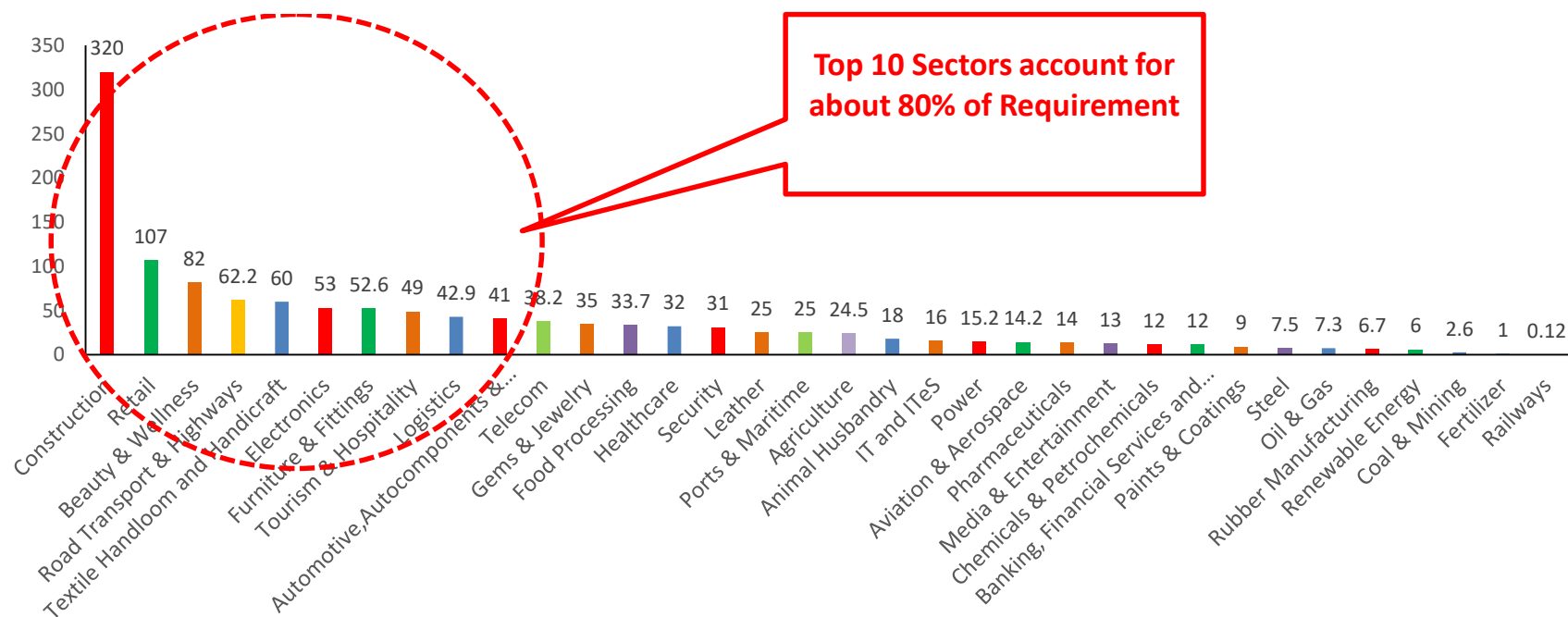
The Skilling Challenge: UER(%)



The Youth Challenge



High Growth sectors



How are we fixing it?

- National Skills Mission Chaired by the Prime Minister himself
- Separate Ministry with Skills & Entrepreneurship created
- National Skill Policy announced
- National Skill Scheme – PMKVY funded by central Government
- Sector Skill Councils for 34 sectors created
- Consolidation of all Skills budget across government ministries
- National Skills Development Corporation created to execute skills mission
- State Skills Missions created and integrated with National Skills policy
- Industry connects tightened to ensure alignment of demand and supply
- Vocational Skills introduced in schools

■ **Answers we don't have as yet?**

- How do we get our organizations to do a credible demand forecasting?
- How do we ensure that we train for “jobs of the future”?
- How do we stop training students on redundant trades?
- How do we train not just on wage skills but livelihood skills as well?
- How do we train to make job creators and not job seekers?
- How do we align skills training to ensure diversity and Inclusion?
- How do we encourage apprentices and on job the training?
- How do we get Industry to offer wage premium for skilled resources?
- How do we get the Industry, government and Skill providers on one platform?

Progress made so far ?

- PMKVY: National Flagship scheme with budgetary outlay of Rs.12000 Crores
 - Aimed to skill 10 million people over four years by 2020
 - Completed 17.93 lakh trained and 11.9 lakh certified
 - 7.22 lakh candidates alone have been trained in manufacturing job roles
 - Revitalizing the landscape of Industrial Training Institutes (ITI's) across the nation at a total cost of INR 300 crores
 - The number of ITIs in the country has increased from 10,750 in May 2014 to over 13,350 in May 2016
 - National Apprentice Program launched
 - Bachelor's of Vocational Studies announced
 - Massive Train the trainer program commenced
 - Encourage Private organizations to support national skill missions
 - 1700 qualification packs developed and aligned to NSQF
-

Mumbai - Story of Sagar Devlekar

"I really needed help and guidance to launch my career and BSE Institutes CPIBO program helped me with the start I needed"

- *Student Certificate Program in Investment Banking Operations (CPIBO)*

We were having a tuff time since 2005 since my mother got paralyzed. We were some how dragging on when disaster struck in 2016 when my father was diagnosed with cancer and suddenly passed away in September. He was just 46. After his death my fathers friend and employer had been taking care of my education . I am the eldest in my family hence the responsibility of my family was mine. I wanted to be in a career were in I could take care of my family.

I joined the BSE Institute - Certificate in Investment Banking Operations in March'17. The team at Institute was very supportive and helpful. We were trained on everything we needed to start our careers in Investment Banking Back Office Operations. This was a 380 hours placement linked training program which would train us in the exact skills and knowledge required for performing the job well.

In June this year I was placed at E Clerks as Associate in their Back Office Operations division by BSE Institute. I am thankful to BSE for helping me start my career.

Sagar is our student from our CSR Funded Skill Development initiative Program – Certificate Program in Investment Banking Operations . This program is a placement linked training program



ASAP – Story of Ebin Jorly

“The BSE Institute & ASAP Equity Dealer Program not only helped me gain the knowledge about the Markets. It also help realize my dream of working in the financial market.”

I am from Mankuva which is nearby Idukki a small district from Kerala. My father is a farmer . We are 5 in our family. After my graduation in Finance and Taxation I thought, getting a job in the financial sector would be easy but that was not the case. Every where I went they said I was a fresher and knew nothing about the financial markets and lacked the knowledge and skills to work in the industry.

That’s when I heard about BSE Institute – Equity Dealer Program being offered under the ASAP initiative. In 300 hours I was able to gain knowledge and understanding on various topics such as Financial systems, Financial Markets, Indian Securities Market, Market Instruments , Indices, Market Registration, KYC, Trading Software, Trading Process, Regulatory frameworks.

BSE Institute also helped me with my Internship and today I am working as an Intern at Capstock and Securities Pvt. Ltd. I thank BSE Institute for helping me realize my dreams.



Ebin is our student from our Government Funded Skill Development initiative Program – Additional Skill Acquisition Program in Collaboration with Government of Kerala & General & Higher Education Departments

Nizamabad – Story of Nazima Sheikh

"I work at a beedi making workshop where I am paid 10 paisa for every thousand beedis that I roll. It is never enough and I am barely able to fill our plates with food each day. My parents were very poor so I never had the privilege of going to school and getting a formal education. I have been doing this job for as long as I can remember, and probably will continue to do it for the rest of my life. Maybe life has been unfair, but I do not regret, there is no use of complaining about it. The only thing I can do right now is to work hard & earn as much as I can."

There were several women like Hemlata J whose everyday life has become a constant struggle for survival. Their only source of income comes from doing meager jobs, like rolling beedis in a tobacco factory, spinning yarn, making cane baskets etc. Though these are extremely hard working and highly strong-willed women, the one major obstacle in their quest to lead a financially secure life is their lack of education. The small amount of money that they earn goes waste due to their sheer ignorance in money management. It seems then, they are actually in a dire need of proper financial guidance.

In order to help these women realize their true potential, a "Micro Entrepreneurship Program" was setup by BSE Institute. The program aims to educate these women in money management and impart training in basic financial skills. The objective is to make the participants self-sustainable so that they can confidently venture out of their homes and work independently too. This, however, is easier said than done. BSE, in collaboration with concerned government departments, and after much deliberation, has attempted to lay down ground rules and implementation plans to make this program a success.

Hemlata is a participant for our Livelihood Programs which was set up by BSE Institute to teach women micro entrepreneurship course. She was part of the Beautician course



Thank you!

