



Presentation on BSDM



Bihar Skill Development Mission

Bihar Skill Development Mission (BSDM) was constituted under the chairmanship of the Honourable CM with the vision to increase the capacity & capability of the system to deliver quality skill training and professional knowledge to the youth to enhance their employability and bridge the skill deficit with a view to meet the growing demand for skilled manpower.

Key Tasks of BSDM:

- Management of skill development agenda
- Interface with industries
- Creation of effective convergence between school education, professional courses and various skill development efforts of Central and State Governments
- Monitoring of training and placement efforts through BSDM and all other departments
- Act as assessing and certifying agency for skill development training programs in Bihar
- Research in market demands (local, regional, national & global)

Overall Skill Development Of The Eligible Candidates Of The State

- Recruit-Train-Deploy (RTD) program will be handled directly by BSDM
- Core Skills Training will be jointly handled by BSDM and 15 Departments of the State Govt.
- Soft Skills training (Kushal Yuva Program) will be handled directly by BSDM.

Skilling Link with Employment – Initiatives of BSDM



Recruit – Train – Deploy (RTD) Model

Background

- ❖ Most of the industries across sectors train the candidates as per their requirements after recruitment but do not recognize any previous training / skilling.
- ❖ No skill premium is paid by the employers to trained and certified candidates
- ❖ Duplication in skilling efforts – first at training centers and second at employers own training centers.



Recruit – Train – Deploy (RTD) Model

RTD model targets

- ❖ To engage reputed organizations with captive manpower requirements
- ❖ To engage reputed international and national placement agencies

Under RTD Model

- ❖ Candidates from Bihar will be recruited,
- ❖ Will be trained on specific trades (as per industry requirement)
- ❖ Then the candidates will be deployed at the workplace.



Recruit – Train – Deploy (RTD) Model

Salient Features

- ❖ Leading Industry players from within and outside India, reputed placement agencies to set up Recruitment cum Skill Development Centres
- ❖ Customised Industry Specific Training
- ❖ Assurance of employment prior to conduct of training
- ❖ At least 80% of certified candidates in a batch to be deployed
- ❖ Central monitoring of progress of each candidate through the web portal
- ❖ Special focus has been given for Persons with Disability (PwD) candidates.



Recruit – Train – Deploy (RTD) Model

Progress so far

- ❖ RTD model launched by Hon'ble Chief Minister Bihar Shri Nitish Kumar on 02nd November 2016.
- ❖ MoU exchanged with 15 agencies selected after EoI and RFP process in the august presence of Hon'ble Chief Minister. Out of these 15 agencies there are separate agencies which will cater to Overseas, National and People with Disability training and placements.
- ❖ Offer letters were given to appx. 40 candidates selected by the agencies selected to run the program under this model.

Recruit – Train – Deploy (RTD) Model

Photographs of Launching Event (RTD model)





Kushal Yuva Program (KYP)

Background

- ❖ Youth of Bihar are educationally qualified but lack soft skills required for taking up employment.
- ❖ Gap is especially visible when youth of Bihar goes for job search or interviews, mostly for unskilled works.
- ❖ They are paid lower compensation compared to workers from other states.



Kushal Yuva Program (KYP)

About KYP

- ❖ Unique skill training programme to enhance the employability of the youth of Bihar and act as a value add to the various domain specific training endeavours.
- ❖ Kushal Yuva Programme (KYP) is a part of one of the “7 commitments” namely *“Aarthik Hal, Yuvaon ko Bal”* and is a flagship scheme of the Government of Bihar under its Good governance initiative.
- ❖ **Target Group:** Youth of 15-25 age group who have passed class 10th or class 12th, have dropped out of formal education and are looking for jobs.
- ❖ **Course Duration:** 240 Hours
- ❖ The course curriculum would include three components: Soft Skills for 40 hours, Communication Skills for 80 hours and Basic computer literacy for 120 hours)
- ❖ E-Learning mode shall be used for training delivery.
- ❖ Training of Trainers (ToT) followed by certification will be carried out to get quality trainers and maintain uniformity across centres. Sequential mode of learning prohibiting any skipping of sessions.
- ❖ Central monitoring of step by step progress of each candidate through the web portal.
- ❖ Inbuilt / Integrated online Assessment & Certification process



Kushal Yuva Program (KYP)

Salient Features

- ❖ Sequential mode of learning prohibiting any skipping of sessions.
- ❖ Continuous assessments to promote knowledge retention
- ❖ Online final assessments and online certificate generation



Kushal Yuva Program (KYP)

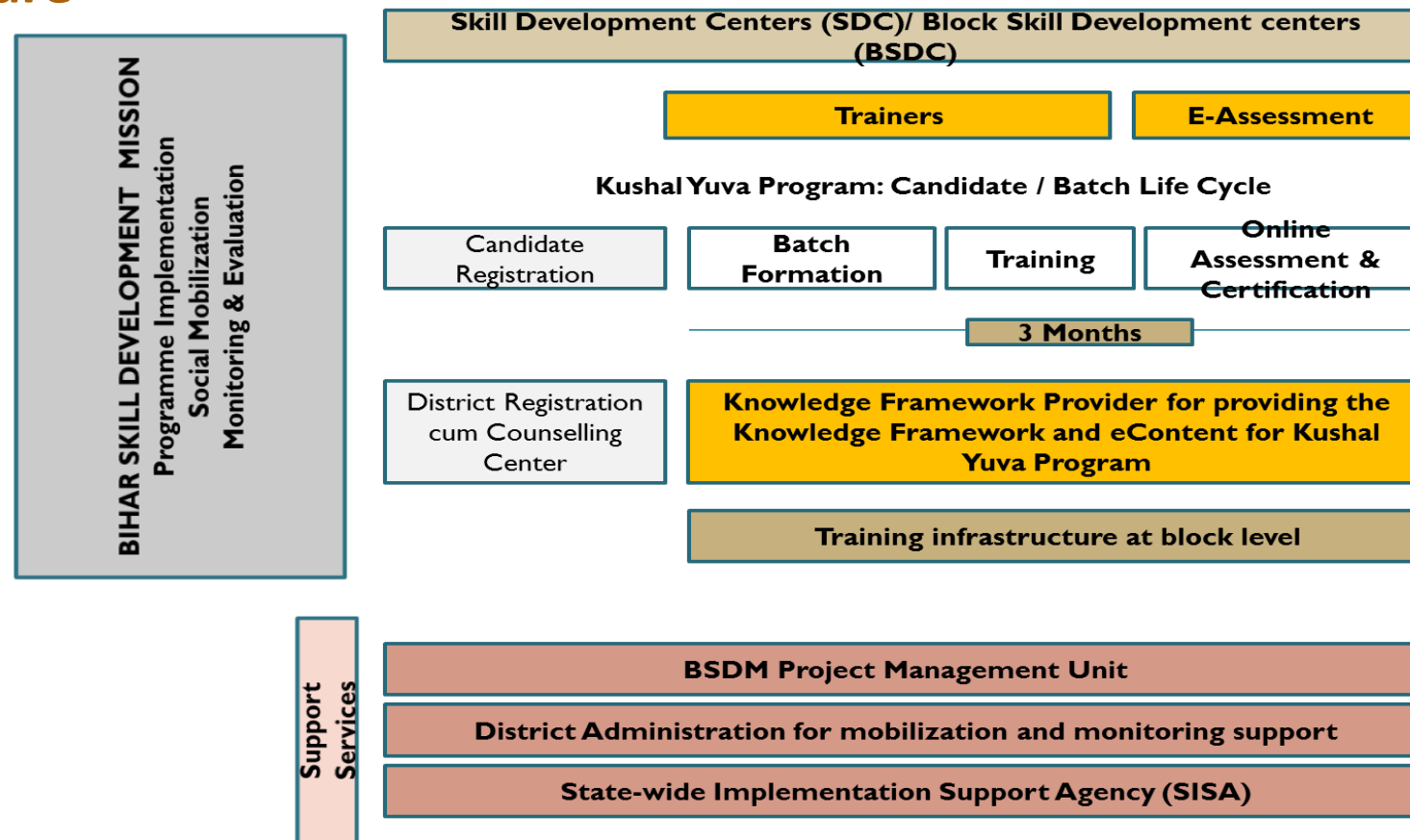
Salient Features

- ❖ Refundable security deposit
 - ❖ INR 1000 will be taken as refundable security deposit (to be paid to BSDM through the SDC operator) from those candidates who are not covered under Self-Help allowance (SHA) programme.
 - ❖ For those youth of age group 20-25 who have opted for and have been approved for grant of self-help allowance (SHA), the last 5 months payment of payable SHA shall be released to them only after they successfully complete the Kushal Yuva Training Programme.
- ❖ Batch size:
 - ❖ Min 20 candidates per batch
 - ❖ Max 30 candidates per batch
- ❖ Training calendar: Any training batch will be able to start on 1st of the Month or 15th of the month. In case any of these dates is a holiday the common batch starting date applicable will be the next working day.



Kushal Yuva Program (KYP)

Architecture





Institutional Mechanism with District Level Connect



Institutional Mechanism

- ❖ BSDM has appointed Ernst & Young LLP (EY LLP) as Programme Management Unit (PMU).
- ❖ There are 2 levels of PMU currently functioning viz. State PMU (SPMU) and District PMU (DPMU). There are 15 thematic and sectoral experts deployed in SPMU, who have also been given responsibilities to take care of 2 – 3 districts for all skilling related interventions. 1 person has been deployed in each district as District Skill Manager (DSM) who is given the task of coordinating and supervising all skilling related activities in their respective district.
- ❖ Further, Maharashtra Knowledge Corporation Limited (MKCL) has been appointed as Knowledge Partner at the State Level and as State wide Implementation Support Agency (SISA) for providing implementation related support across State, Division and District levels.
- ❖ An IT framework has been put in place which covers Training Centre Life Cycle management, Candidate Life Cycle management and has a Learning Management System (LMS) which will be used for courses for which digital content is developed / available.
- ❖ District Administration has also been involved for support functions, facilitating the civil works, mobilization of candidates and overall monitoring of the progress at ground level.



Quality in Training Deliverables and Assessment



Measures for assuring Quality

- ❖ Empanelment of training centers rather than engaging any party / organization. Empanelment process is completely online and final selection is done based on due diligence report. A specified norms have been chalked out for selection of a training center.
- ❖ Course Content: Controlled by BSDM rather than Center Operators
 - ❖ For KYP: as specified by Knowledge Framework Provider
 - ❖ For Domain Skilling: Qualification Packs (QPs) of different Sector Skill Councils (SSCs), currently only those QPs are selected for which SSCs have provided Model Curriculum, Course duration, Equipment Norms, Facilitator's qualification and experience.
- ❖ Training of Trainers (ToT) is compulsory for every facilitator across state and only those candidates will be allowed to facilitate the training programs in training centers who successfully complete the assessment process post ToT program.



Measures for assuring Quality

- ❖ Unified portal for all skilling activities in the State (also covering Centrally Sponsored Schemes of Skill Development) – Deployment of an Unified IT portal with Candidate and Training Centre Life Cycle Management will ensure Unique Candidate Registrations of across the State, better Monitoring, aid in decision making etc.
- ❖ Training Calendar for all skill development program is going to be introduced. Batch start date and batch end date will be fixed. A batch can only be launched either on 1st day of the month or 15th day of the month. If it is a holiday on 1st or 15th day of the month then next working day will be considered for launching.
- ❖ Batch formation and approval process will be completely online having full control with BSDM.
- ❖ Candidates and Centre operators will have access to different functionalities like SMS alert, complete overview of syllabus, marks obtained by the candidates during mid term assessments (if any), a reference planner in the form of a calendar etc. It will be updated time to time and further new functionalities can also be added if required to ensure quality.

There is a need for Integration with portals managing Central Schemes (directly implemented by Centre) to avoid overlapping and duplication of efforts



Monitoring and Evaluation Mechanism



Monitoring and Evaluation Mechanism

- ❖ AADHAR number compulsory for getting candidates registered. Unique ID will be generated and database will be maintained across all schemes of skill development to avoid duplicacy.
- ❖ Geo tagged based biometric attendance system for both candidates as well as facilitators which will be connected to main server of BSDM portal for real time monitoring by BSDM and departments at State level.
- ❖ In KYP: Use of webcam to monitor and assess the training program.
- ❖ Monitoring of ongoing batches by SPMU, DPMU and SISA staffs and capturing the observations (both details - qualitative as well as quantitative)
- ❖ Performance monitoring mechanism for each training center is going to be introduced. Major indicators going to be included candidates' retention, timely completion of training, feedback of candidates and facilitators during batch inspection, percentage of candidates passing out assessment process, number of candidates getting placed, timely submission of training related documents and reports. Frequency will be quarterly / biannual / annual.
- ❖ Post implementation evaluation will be carried out to assess the impact of the program vis-à-vis objectives set out prior to implementation.



Thank You

