

# Skill Development Ecosystem\*

State: BIHAR

July, 2017

\* As informed by state

# Overview

- ▣ Profile of Bihar
  - ✓ Number of districts - 38
  - ✓ Population – 104099452 (Source: Census 2011)
  - ✓ Total working population - 27975000
  - ✓ GSDP – Rs. 474129.95 Cr. (2015 – 16)
  - ✓ Male: Female – 1000:918
  - ✓ Literacy rate – 63.82 (Male – 73.39, Female – 53.33)
  - ✓ Major industries/sectors in the state: Agriculture, Automotive, Apparel, Banking Financial Services and Insurance, Beauty and Wellness, Construction, Capital Goods, Electronics, Furniture and Fittings, Food Processing, Gems and Jewellery, Healthcare, IT – ITES, Leather, Logistics, Life Science, Plumbing, Retail, Security, Telecom, Textile, Travel and Hospitality

# Skill gap analysis

- As per the FICCI estimates on an average per year till 2022 about 12 million persons are expected to join the workforce every year.
- With an existing skill development capacity of about 3.4 million in the country there exists a gap of about 8.6 million.
- It is required to enhance the skilling and technical education capacity of about 15 million (considering that even sections of the existing workforce would have to be trained).

(Source: Study on Assessment of Future Demand for Skill Sets in Bihar)

# Skill Gap Analysis

## **Bihar State** (Source: Study on Assessment of Future Demand for Skill Sets in Bihar)

- As per NSSO the share of persons Vocationally trained (having certificate and diploma) to all technical persons was about 49% in the year 2005.
- Total demand of vocationally trained persons in the state was 1.3 lacs in the year 2005.
- Estimated demand of vocationally trained persons in the state would be 9.0 lacs in the year 2025.

# Skill Gap Analysis

Supply side (Bihar)

Sl. No.	Particulars	Intake
1	Total number of ITIs – 934 (Govt. 96 + Pvt. 838)	190000
2	Total number of Polytechnics - 64	13675
3	Total number of Schools providing vocational education – 91 (@75 students per school)	6825
4	Total number of Constituent Colleges providing vocational education – 11 (@100 students per college)	1100
<b>Total Intake per year:</b>		<b>211600</b>

# Sector wise Incremental Resource Requirement

(Figures in Millions)

Select Sector	Persons Requirement till 2022		
	2008	2022	Increment till 2022
Textile and clothing	35.4	61.6	26.2
Building and construction industry	25.0	58.0	33.0
Auto and auto components	13.0	48.0	35.0
Real estate services	11.0	25.0	14.0
Organised retail	0.3	17.6	17.3
BFSI	4.3	8.5	4.2
Gems and jewellery	3.3	8.0	4.7
IT and ITES	2.2	7.5	5.3
Leather and leather goods	2.5	7.0	4.5
Furniture and furnishings	1.4	4.8	3.4
Electronics and IT Hardware	0.9	4.2	3.3
<b>TOTAL</b>	<b>99.3</b>	<b>250.2</b>	<b>151.0</b>

Source: Study on Assessment of Future Demand for Skill Sets in Bihar done by IIPA.

# High Priority and Low Priority Areas

## Annual Growth Rate of GSDP

Sl. No.	Sector	2013 – 14		2014 - 15		2010 – 11 to 2014 – 15		2005 – 06 to 2014 - 15	
		Current Prices	Constant Prices	Current Prices	Constant Prices	Current Prices	Constant Prices	Current Prices	Constant Prices
1	Agriculture / Animal Husbandry	1.6	-7.2	11.7	4.6	13.8	3.75	16.8	6.02
2	Forestry / Logging	5.8	-1.9	5.6	-1.8	6.0	-1.88	5.0	-1.95
3	Fishing	30.8	8.0	30.8	8.0	29.3	12.61	21.0	6.45
4	Mining / Quarrying	11.7	11.7	0.0	0.0	2.9	1.95	5.0	5.77
<b>Sub – Total (Primary)</b>		<b>3.3</b>	<b>-6.1</b>	<b>12.6</b>	<b>4.4</b>	<b>14.2</b>	<b>3.74</b>	<b>16.1</b>	<b>5.33</b>

Source: : Economic Survey 2016

# High Priority and Low Priority Areas

## Annual Growth Rate of GSDP

Sl. No.	Sector		2013 – 14		2014 - 15		2010 – 11 to 2014 – 15		2005 – 06 to 2014 - 15	
			Current Prices	Constant Prices	Current Prices	Constant Prices	Current Prices	Constant Prices	Current Prices	Constant Prices
5	Manufacturing		8.5	3.6	8.3	5.4	6.3	0.74	13.9	7.00
	5.1	Registered	6.6	0.8	5.9	5.7	2.9	-2.83	28.2	19.31
	5.2	Un-registered	9.7	5.2	9.7	5.2	8.6	2.95	9.5	3.38
6	Construction		24.5	15.1	19.5	10.5	16.9	8.05	25.7	16.58
7	Electricity / Water Supply / Gas		18.3	9.7	15.2	7.5	22.8	8.22	15.9	7.97
<b>Sub – Total (Secondary)</b>			<b>20.3</b>	<b>11.9</b>	<b>16.8</b>	<b>9.1</b>	<b>14.6</b>	<b>6.20</b>	<b>21.6</b>	<b>13.07</b>



# High Priority and Low Priority Areas

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Sl. No.	Sector		2013 – 14		2014 - 15		2010 – 11 to 2014 – 15		2005 – 06 to 2014 - 15	
			Current Prices	Constant Prices	Current Prices	Constant Prices	Current Prices	Constant Prices	Current Prices	Constant Prices
8	Transport / Storage / Communication		20.0	11.9	21.2	12.8	19.6	12.72	16.5	15.08
	8.1	Railways	13.2	0.8	13.2	0.8	10.7	0.41	9.6	3.91
	8.2	Other Transport	24.4	14.1	25.9	16.2	25.5	15.49	22.1	12.17
	8.3	Storage	17.7	9.0	17.7	9.0	18.8	9.58	19.5	9.38
	8.4	Communication	14.4	14.4	14.4	14.4	13.2	15.74	11.4	25.38
9	Trade / Hotel / Restaurant		20.3	11.4	20.3	11.5	23.7	14.10	23.6	13.13

Source: : Economic Survey 2016

# High Priority and Low Priority Areas

## Annual Growth Rate of GSDP

Sl. No.	Sector	2013 – 14		2014 - 15		2010 – 11 to 2014 – 15		2005 – 06 to 2014 - 15	
		Current Prices	Constant Prices	Current Prices	Constant Prices	Current Prices	Constant Prices	Current Prices	Constant Prices
10	Banking / Insurance	23.0	20.5	23.0	20.5	22.5	19.60	20.7	17.70
11	Real Estate / Ownership of Dwelling / Business Services	18.3	10.9	18.8	11.2	18.6	10.65	20.4	9.69
12	Public Administration	29.7	20.1	9.6	1.6	16.9	8.14	17.7	8.28
13	Other Services	28.4	18.1	18.4	9.1	23.5	13.70	18.5	8.70
<b>Sub – Total (Tertiary)</b>		<b>22.7</b>	<b>14.3</b>	<b>18.9</b>	<b>11.2</b>	<b>22.0</b>	<b>13.46</b>	<b>20.6</b>	<b>12.00</b>
<b>Total GSDP</b>		<b>17.0</b>	<b>9.1</b>	<b>17.1</b>	<b>9.4</b>	<b>18.6</b>	<b>9.89</b>	<b>19.5</b>	<b>10.52</b>
<b>Per Capita GSDP</b>		<b>15.6</b>	<b>7.8</b>	<b>15.7</b>	<b>8.1</b>	<b>17.1</b>	<b>8.50</b>	<b>17.9</b>	<b>8.99</b>

# Skill Development Scenario

- Training through Private Parties: [Details](#)
- Number and name of Departments in the state – [43](#) departments
- Departments implementing skill development schemes – [15](#) departments
- Name of the Funds allocated under each schemes run by each department: [Details](#)

# Skill Development Scenario

List of courses implemented by each department and their certifying/awarding body

- Total Number of Courses – 149 Courses.
- Certifying / awarding body – NCVT / SSC / Others

# Skill Development Scenario

Skilling Target and achievement of 15 departments

- Physical progress across the 15 departments from FY 2012 – 13 to 2015 – 16: **5,96,153**
- Envisaged skill development target for FY 2016 – 17 to FY 2020 – 21: **1 Crore**

# Skilling Target

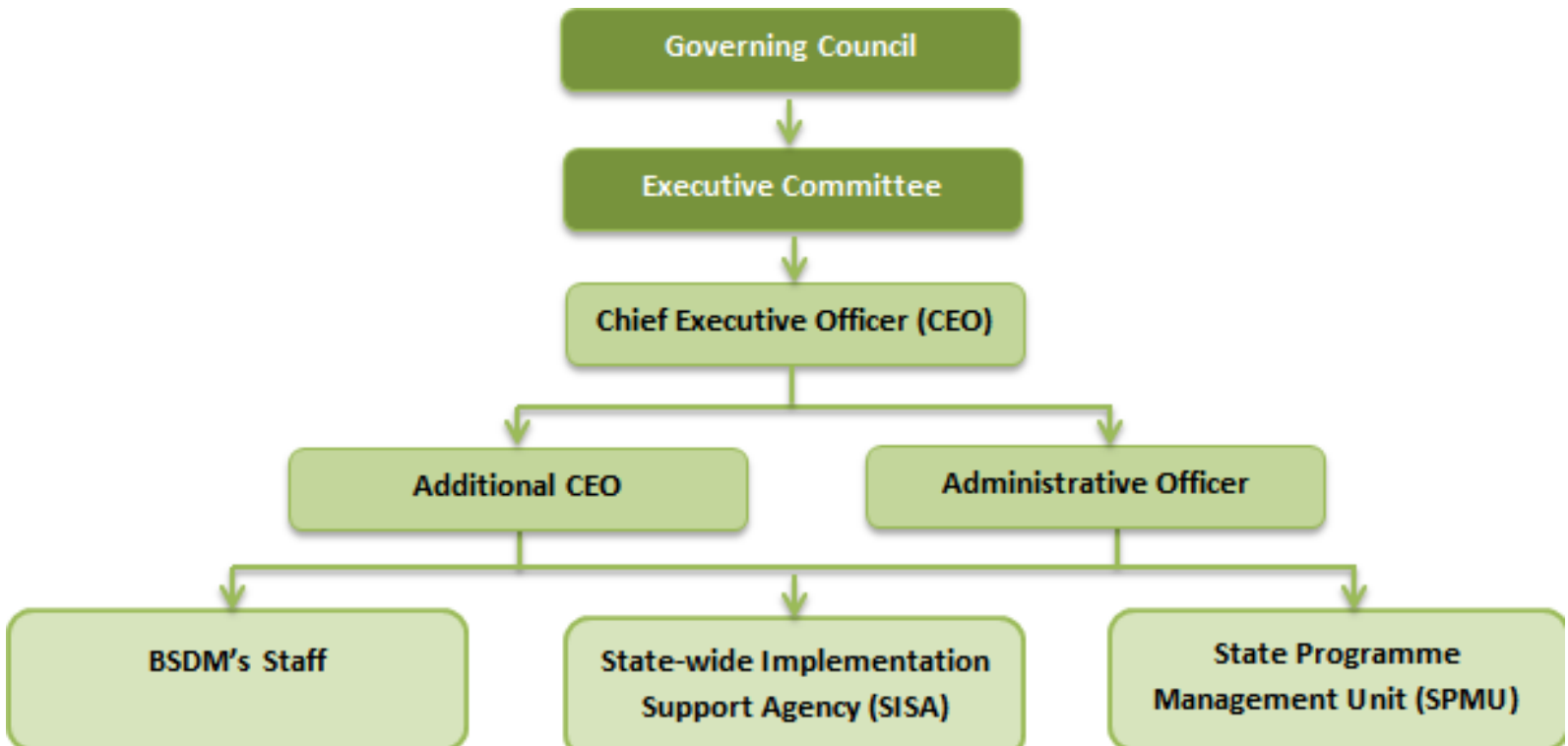
## A. Department wise Physical Progress in Skill Development Projects (2012-13 to 2015-16)

S.No.	Department	Department wise Physical Achievement
1	SC/ST Welfare	1,72,296
2	Labour Resources	1,21,847
3	Rural Development	1,00,193
4	Education	80,951
5	Animal & Fisheries Resources Department	40,776
6	Social Welfare	23,079
7	Industry	21,980
8	Urban Development & Housing	17,054
9	Information Technology	8,950
10	Home (Jail)	7,696
11	Minority Welfare	577
12	Tourism (also includes Centrally Managed Scheme run through IHM, Hajipur)	754
	<b>Total</b>	<b>5,96,153</b>

# Skill Development Scenario

- Name of the Nodal body (Could be an agency/Mission/organization/department/corporation, etc.) for skill development: Bihar Skill Development Mission (BSDM)
  - BSDM came into existence on 23<sup>rd</sup> June 2010 as a registered society.
  - It is managed by three tier governance; The Governing Council (GC), the Executive Committee (EC) and the Programme Management Unit (PMU).
  - GC is headed by Development Commissioner, Govt. of Bihar and EC is headed by Principal Secretary Labour Resources Department – cum – CEO, BSDM.

# BSDM Structure





# Skill Development Scenario

## **Vision of BSDM:**

*“Increasing 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 burgeoning market 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)
- ❑ Skill Development of the eligible candidates of the State
- ❑ Soft Skills training named as ‘Kushal Yuva’ programme through Block Level Training Centres will be handled by BSDM
- ❑ Core Skills Training will be jointly handled by BSDM and 15 Departments of the State Govt.

# Skill Development Scenario

- Number of ITIs/Polytechnics/VTPs in the state

Number of ITIs	Number of Polytechnics	Number of VTPs
96 Govt. ITIs under CTS + 838 Pvt. ITIs	64 (32 Govt. Institution + 2 Part Time Diploma + 30 Provisionally affiliated – Private Institutions)	122 + 178 Industrial units under ATS (42 Public Sector + 136 private sectors)

# Skill Development Scenario

## Current Monitoring and Evaluation mechanism

- Database management done by 11 departments (based on the list of schemes run by the departments) is manual.
- IT enabled monitoring is currently happening in Education Department (BBOSE – KGBV), Urban Development & Housing (NULM), Rural Development Department (RSETI), SC & ST Welfare Department (DMKVY and SCA to SCSP), Social Welfare Department (State Society for Ultra Poor and Social Welfare – SAKSHAM), Labour Resources Department (MES/SDIS), Information Technology (ESDM)

# Programmes under BSDM

- Kaushal Yuva Program (3 Courses)
- Recruit, Train and Deploy (46 Courses)
- Government Training Provider (15 Courses)

# Skill Development Scenario

## Challenges in Current Monitoring and Evaluation mechanism

- One Training centre might use the same infra for schemes across various departments and there may be cases of same beneficiaries / training being shown to different departments
- Many of the state funded schemes do not have proper due diligence mechanism due to which some of the training is happening in an unprofessional manner without any credible output. This results in lack of credibility of imparted training in-turn resulting in a drop in placement percentage.
- Many of the Departments / Directorates do not have the institutional strength to conduct detailed monitoring and Evaluation.

# Skill Development Scenario

- Specific/special skills of the state:
  - Madhubani Painting,
  - Applique Work,
  - Bamboo Products,
  - Jute Products
  - Makhana Cultivation
  
- Any RPL certification undertaken by state/UT - No

# Skill Development Scenario

- Any assistance/intervention required from the Center (NSDA/MSDE)
  - Break up of cost norms mentioned in Common Norms Guidelines issued by Ministry of Skill Development and Entrepreneurship (MSDE)
  - Affiliation of BSDM as an Assessing body in Central Board of Skill Certification
  - Exemption in Service Tax for State Skill Missions
  - Infrastructure norms, Equipment norms and Instructor qualification & experience norms for select QPs of various SSCs.
  - Empanelment of SSCs with BSDM for Training and Certification of Trainers
  - Mapping of MES courses with Qualification Packs (QPs)
  
- Success stories of the state

# Challenges / Issues Faced by the State

- Non implementation of various available central schemes
- Limited capacity to implement large scale skill development projects with variation extremities existing within departments (Social Welfare SAKSHAM directorate has only 1 training provider whereas Education Department has a current pool of 159 training providers.)
- Varying norms of the Departments / Schemes
- Limited focus on employability and Placement facilitation
- Varying course and sector selection
- Varying norms of monitoring and evaluation
- Varied mobilization and beneficiary selection process
- Lack of proactive physical target setting and lack of separate budget head for skill development



# BSDM's intervention till date

- Setting up of PMU at State level and workforce deployment.
- Inter Departmental meeting on Skill Development.
- Situational Analysis of current skill scenario
- 3 Stakeholder consultations organized on 27<sup>th</sup> February, 8<sup>th</sup> April and 22<sup>nd</sup> April 2016 with leading Training Service Providers, leading Training Service Enablers, Portal Development Agencies, Leading Industry players, Sector Skill Councils, Industry Associations, National & International Placement agencies to understand the key challenges related to skill development and for getting suggestions on process and mechanism to strengthen skill ecosystem of Bihar.

# BSDM's intervention till date

- Finalization of course list comprising of 149 courses.
- Formulation of Bihar Skill Policy 2016 – 21 (Currently under process of approval of State Government).
- Formulation of Process and Cost Norms (likely approval by 15<sup>th</sup> August 2016).
- Initiated empanelment of agencies for Digital Content, Training of Trainers, Fresh Skilling or RPL of Migrant workers in select 7 states, Skill Training and Overseas placement by Captive employer, Skill Training and Placement by Captive employer for their Indian Operations and Skill Training and Placement for Persons with disability(PwD).

# BSDM's intervention till date

- Launching of Kushal Yuva Program - KYP [Skill Development Centre Registration] – KYP is an ambitious program to train candidates of 15 – 25 years age group on Soft Skills to increase their employability.
- Launching of BSDM portal by Hon'ble Chief Minister, Bihar on World Youth Skills Day (15<sup>th</sup> July 2016). URL address of the portal is [www.skillmissionbihar.org](http://www.skillmissionbihar.org)
- Onboarding of Maharashtra Knowledge Corporation Ltd. (MKCL) for providing BSDM's portal and digital content for Kushal Yuva Program (KYP).

# Future Course of Action

- Creating pool of Skill Development Centres (SDCs) departments on single platform.
- Formulation of Process / Operational Guidelines
- Mobilization and Registration of Candidates
- Creation of an ecosystem to facilitate wage and self-employment and increase employability
- Target setting by Departments
- Integration of all skill development efforts in Bihar
- Robust and ICT based Monitoring and Evaluation Framework to bring all
- Bringing in Additional Funds for enhancing the financial capability

# NSDA interaction with Bihar

- NSQF implementation
- Workshops held: 27<sup>th</sup> June 2014, Organized by Bihar Skill Development Mission (BSDM).
- Key issues raised in workshops: Introduction of NSQF and deliberations on salient features of NSQF delivered by Mr. J. P. Ray (Head – NSDA)
- Core Committee formed : Could not be formed.
- Technical workshop with Core Committee
- No of QFs sent by state: 0
- No of QFs reviewed/ status of alignment: 0
- Way ahead

# Kushal Yuva Program (KYP)

"Kushal Yuva Program" is part of one of the "7 resolves" of the Bihar Govt. viz., 'Arthik hal, Yuvaon ko bal' which has been launched to enhance the Soft Skills of youth of Bihar in the 15-25 years age group who have passed class 10<sup>th</sup> or class 12<sup>th</sup>, have dropped out of formal education and are looking for jobs.

## Salient Features of KYP

- Duration of training would be 240 hours. Curriculum would comprise of 3 components viz., Life Skills for 40 hours, Communication Skills for 80 hours and Basic computer literacy component for 120 hours.
- E-Learning mode shall be used for training delivery.
- Training of Trainers (ToT) has been made mandatory
- Sequential mode of learning prohibiting any skipping of sessions.
- Central monitoring of progress of each candidate through the web portal.
- Inbuilt / Integrated online Assessment & Certification process

## Strategy

### Capacity

- Min 1 SDC in each of the 534 blocks
- Pool of Certified Trainers through ToTs

### Access

- Centre at the doorstep
- State led Mobilisation
- Dist. Registration cum Counselling centres for guidance

### Relevance

- Soft Skills to increase employability
- smooth transition from home to workplace
- Increase in retention

### Perception

- Qualified, experienced & Certified Trainers
- Use of high quality content and e-learning mode

# Recruit Train Deploy (RTD) Scheme

Recruit–Train–Deploy (RTD) Scheme targets to engage reputed organisations with captive requirements, reputed national and international placement agencies. In this scheme, candidates from Bihar will be recruited, trained on specific trades (as per industry requirement) and then deployed at the workplace.

## Salient Features of RTD

- 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

## Progress so far – Eols issued for:

### National / International Placement Agencies

- Avenues for overseas employment
- Training in MES / QP or customized industry specific training
- 11 applications received

### Indian / Foreign Companies with captive manpower requirements

- Avenues for domestic placements at reputed large industries
- Training in MES / QP or customized industry specific training
- 30 applications received

### Persons with Disability (PwD)

- Avenues for domestic placements at reputed large industries
- Flexible course duration to address the needs of PwD
- 25 applications received

Thank You