

# Skill Development Ecosystem

State: Chhattisgarh

Date: July 2017

# Overview of the state

- ✓ Number of Districts - 27
- ✓ Population - 27.93 Million (2015)
- ✓ GDP : 1.85 Lakh Crore
- ✓ Male: Female – 1000 : 990
- ✓ Literacy rate-65.18%
- ✓ Major industries/sectors in the state - Mining, iron and steel, cement, power, IT and ITeS and biotechnology.

# Incremental manpower demand

Incremental HR Demand (in '000)	2017-22
Skilled	271
Semi-Skilled	545
Minimally-Skilled	818
<b>Incremental manpower demand (2012-22)</b>	<b>1,634</b>

- 33% of incremental demand expected in semi-skilled segment, 16% in skilled segment (2012-22).
- Agriculture is anticipated to be the residual employer and generate 30.8% of incremental demand over the period 2012-22 which is the highest share across sectors.
- Manufacturing units of primarily mineral/ metal based entities is anticipated to be the 2<sup>nd</sup> largest incremental demand generating sector (12.9%) in state with demand largely in the semi-skilled level.
- In light of increase in urbanization & focus on infrastructure development in state, Building and Construction sector is anticipated to be one of the major contributors in the incremental demand for human resource over the decade generating approximately 11.0% of the total incremental demand.
- Huge resource base of minerals likely to facilitate growth of Mining & Quarrying sector posing high demand for human resources (10.0%).
- Within Industry sector, agro based / food processing (3.0%) sector and within Services sector, trade which includes wholesale & retail business (6.9%), BFSI (5.0%), communication (3.2%), and public admin. (2.5%) are expected to show higher manpower demand over the period 2012-22.
- Incremental demand for manpower in formal sector would come mainly from Manufacturing (primarily mineral/metal based), Mining & Quarrying, Building & Construction, BFSI & Public Admin.
- Majority of demand for incremental manpower in informal sector likely to come from Agriculture, Building & Construction, Trade (Retail + Wholesale), Manufacturing (mineral/metal based) & Food Processing.

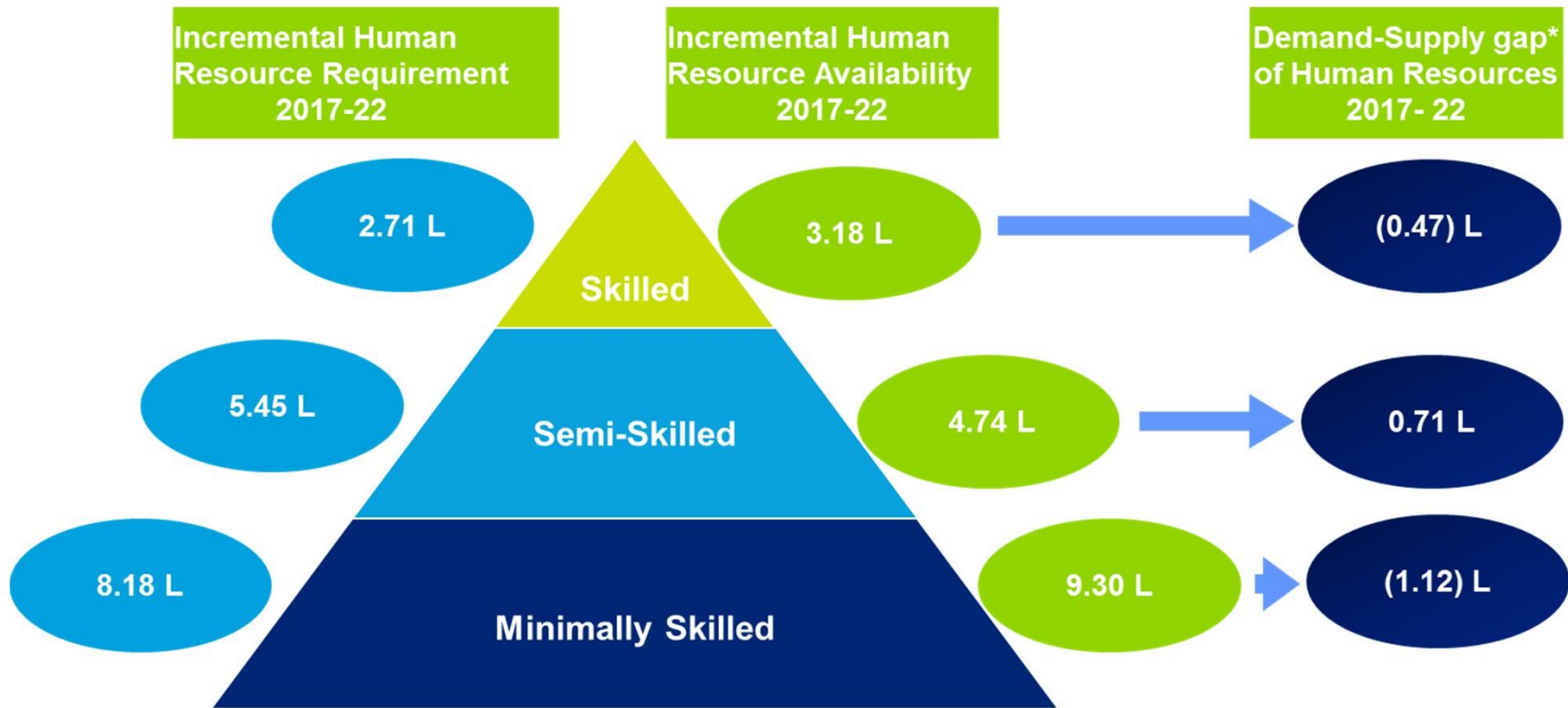
• **Source: NSDC Skill Gap Report**

# Estimated Incremental Manpower Demand for key sectors

Key Sectors	2017-2022		
	Skilled	Semi-Skilled	Minimally-skilled
Agriculture	14	46	399
Manufacturing-Mineral/metal based	43	129	43
Building & construction	29	76	86
Mining and Quarrying	18	55	110
Trade (Retail + Wholesale)	16	53	37
BFSI	47	42	5
Communication	11	22	22
Food processing	5	16	32
Public Administration	23	10	6
Transportation & logistics/ warehousing/ packaging	3	8	16
Others	62	88	63
<b>Total Incremental Demand</b>	<b>271</b>	<b>545</b>	<b>818</b>

Source: Deloitte Analysis; Values in '000

# Estimated Incremental Skill Gap 2017-22



\* ( ) indicates Surplus of Human Resources

Surplus supply of skilled and minimally skilled manpower with an excess demand in the semi-skilled resources in the state.

Source: NSDC Skill Gap Report

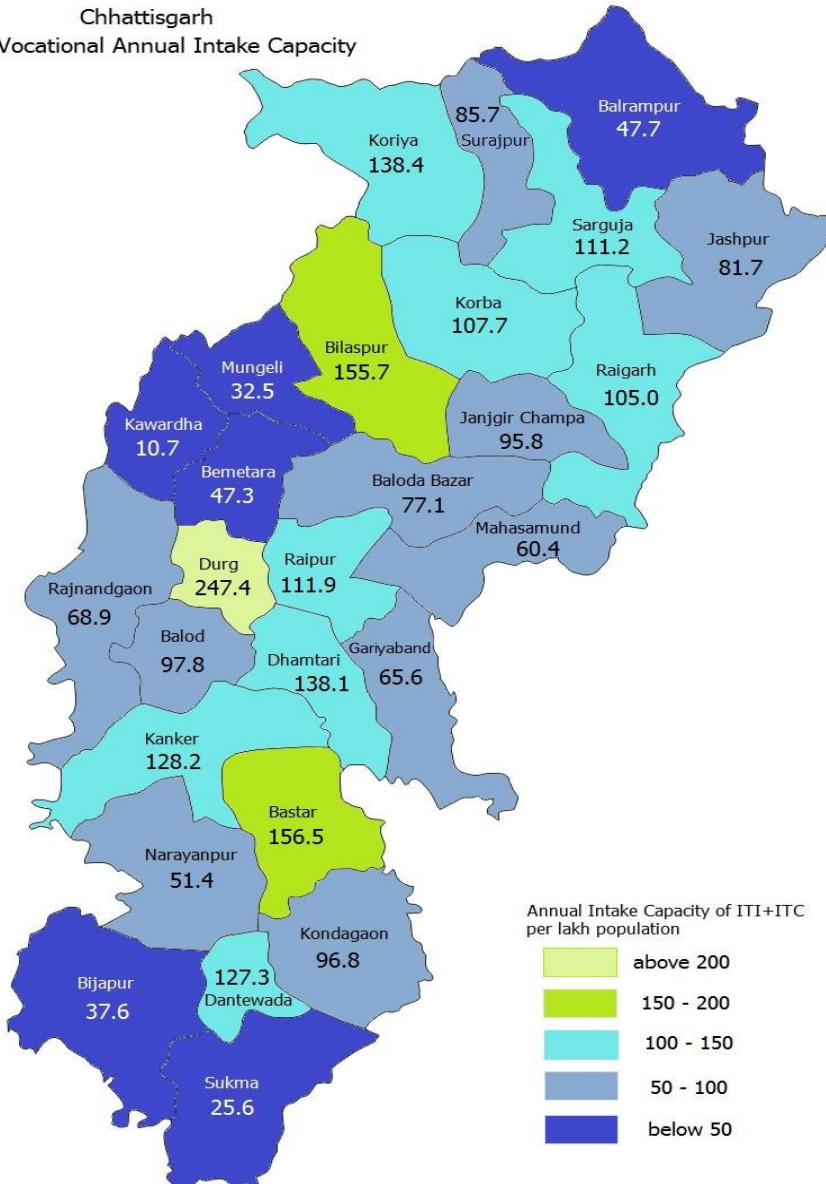
# Chhattisgarh – Literacy and Education levels

Education Level (per 1000, 15 years and above)	Chhattisgarh			India		
	Male	Female	Person	Male	Female	Person
Illiterate	195	413	302	214	423	317
Literate up to middle school	456	390	423	422	346	385
Secondary & Higher Secondary School	265	159	213	259	169	215
Diploma/Certificate	7	1	4	15	6	11
Graduate and Above	78	36	57	90	56	73

- Literacy rate improved significantly from 64.7% in 2001 to 70.3% in 2011.
- Significant disparity still exists between male-female and urban-rural literacy rate.
- Rural literacy was highest in Dhamtari (77.57%) followed by Durg (75.52%), Rajnandgaon (74.85%) & Janjgir-Champa (72.27%). Highest urban literacy in state was registered by Kanker (87.47%) followed by Rajnandgaon (86.53%), Durg (86.13%) and Raigarh (85.67%).
- The general education levels of the population is low in Chhattisgarh, compared to the all-India levels.

# Chhattisgarh - Vocational Training

Chhattisgarh  
Vocational Annual Intake Capacity



Program	No. of Institutes	Sanctioned Intake
ITIs	129	20,882
Pvt. ITIs	51	6,204
Polytechnic	15	-

Source: DGET and Directorate of Technical Education, Chhattisgarh

- Chhattisgarh has 247 ITI's & private ITI's (Govt. ITIs: 163; Pvt. ITIs: 84); pvt. ITIs: 29% of total ITIs
- 8 are exclusively women ITI's present in Bastar, Bilaspur, Durg, Korba, Raigarh & Surguja districts.
- The courses offered in vocational education in state currently meets requirements of 19 sectors.
- Most northern & southern districts of Chhattisgarh have low annual intake capacity (below 150 per lakh population) except Bilaspur and Bastar respectively.
- As on as of 12th March, 2014, Chhattisgarh has total of 1805 VTPs registered with CSSDA
- NSDC partners:** AISECT; Rooman Technologies, Bhilai; IL&FS Skills Development Corporation Ltd.; Don Bosco Tech Society; CAP Workforce Development Institute Pvt Ltd; PARFI; TMI Group & CWSI are the NSDC partners present in state .
- Currently, AISECT has training centres across 23 districts of Chhattisgarh.

# SKILL DEVELOPMENT SCENARIO



# State Skill development Policies

## **Chhattisgarh Right of Youth to Skill Development Act**

Provides for right to opportunities for skill development to every person between the age of 15 to 45 years residing in the State of Chhattisgarh, in any vocation of his/her choice consistent with eligibility and aptitude.

## **Chhattisgarh State Skill Development Authority (CSSDA)**

Provided task of implementing provisions of the Chhattisgarh Right of Youth to Skill Development Act. Also assigned as Certification Authority for all kind of skill development training in state. It targets to train 12.5 mn workforces for Skill Development / Enhancement & Certification in state by year 2022 as against National Target of 500 mn.

## **Mukhya Mantri Kaushal Vikas Yojna (MMKVY)**

State government scheme under CSSDA which requires for convergence of all the central/state government skill development initiatives undertaken by different departments under CSSDA through a prescribed budgetary provision.

# State departments and skill development schemes

#	Name of the Department Scheme	
1	School Education	Computer Training Scheme
2	Technical Education	Other vocational training programmes for short duration
3	Agriculture	Training schemes organized under NABARD
		Training schemes under Rashtriya Krishi Vikas Yojna
4.	Forest	Training programmes for joint forest security committees
		Other departmental training schemes
5.	Health	Training schemes organized under the National Rural Health Mission
		Swarna Jayanti Gram Swarajgar Yojna
		Mahatma Gandhi National Rural Employment Guarantee Scheme
8	Women & Child Welfare	Training schemes for female SHGs
		Women empowerment schemes
		Special training schemes for female sex workers
Source: CSSDA		

# Other State Level Skill Development Initiatives

Scheme/Sector	Key Highlights
Apparel	<p>03 Apparel Training &amp; Design Centres by AEPC at Raipur, Bilaspur &amp; Bhilai are functioning.</p> <p>02 ATDC at Rajnandgaon &amp; Durg is in progress.</p> <p>02 ATDC at Jashpur &amp; Balodabazar are also in pipeline.</p> <p>Apparel Park in Raipur is in progress.</p> <p>More than 800 Candidates have been trained &amp; ensured their placement.</p>
Chhattisgarh Nirman Academy (CNA)	<ul style="list-style-type: none"> <li>The state has created Chhattisgarh Nirman Academy (CNA) in line with the National Construction Academy, Hyderabad in an effort to cater to the training needs in Construction Sector. Under this, more than 1000 Candidates have been trained &amp; ensured their placement.</li> </ul>
Rural Self Employment & Training Institutes (R-SETI)	<p>Rural Self-employment Training Institute (R-SETI) for providing Training to BPL youths for Self-Employment under SGSY has been established in all districts with the help of Lead Banks. A total of 1709 rural youth have been trained in Chhattisgarh out of which 1325 have been placed by R-SETIs.</p>
Handicraft	<ul style="list-style-type: none"> <li>Chhattisgarh Handicrafts Development Board provides training in various fields of handicraft with an objective of providing employment to traditional/non-traditional artisans, labor, unemployed youth etc.</li> </ul>
Prayas	<ul style="list-style-type: none"> <li>Prayas is a residential school-cum-coaching institute for the students of Left Wing Extremist's affected areas. Besides providing free education, the department gives funds for food, uniforms and other needs of the students. At present around 300 students after psychometric assessment for engineering career are being given schooling &amp; coaching by dept. of Tribal Development &amp; welfare under the scheme.</li> </ul>
Establishment of educational institutions as (SEDCs)	<ul style="list-style-type: none"> <li>Aims at developing educational institutions as Skill &amp; Entrepreneurship Development Centres (SEDCs). As per CSSDA, more than 3000 Govt. &amp; private educational institutions above high school level have been identified for developing as Skill &amp; Entrepreneurship Development Centres (SEDCs).</li> </ul>
Establishment of Private Sectors as Skill & Entrepreneurship Development Centres by registering as VTPs	<ul style="list-style-type: none"> <li>Targets to develop private players as Skill &amp; Entrepreneurship Development Centres by registering as VTPs. As per CSSDA, it aims to develop 1000 centres as SEDCs with primary focus on: <ul style="list-style-type: none"> <li>Construction Sector</li> <li>Automobile Sector</li> <li>Health Sector</li> <li>Agriculture Sector</li> <li>All Major, Medium Industries</li> </ul> </li> </ul>

# Continued...

- Livelihood colleges established in all 27 districts of the state
- ITIs : 163 (Government) & 84 (Private)
- Budget (2017-18)
  - MMKVY Scheme: 105 Crore

# Key Challenges

## **Insufficient ITI and ITC training capacity**

ITI's & pvt. ITI's across Chhattisgarh together have capacity to train ~0.27 lakhs people annually, whereas around 1 lakh semi-skilled workforce would be required by the state economy per year by 2022.

## **Uneven spread of ITI and ITC training capacity**

Approx. 50% of total ITI's & pvt. ITI's training capacity concentrated in 5 industrialized districts of state- Durg (15.9%), Bilaspur (11.4%), Raipur (9.0%), Raigarh (5.8%), and Janjgir-Champa (5.8%).

## **Low annual intake capacity of vocational training per lakh population**

Most northern & southern districts of state have low annual intake capacity/lakh population (below 150) except Bilaspur & Bastar respectively. Kawardha (11), Sukma (26), Mungeli (33) & Bijapur (38) have substantially low annual intake capacity.

## **Low literacy profile of districts**

Literacy level of ~70% of the districts in Chhattisgarh below national avg. (74%). Significant task ahead state government for improving skill development efforts of the state.

## **High number of Educationally Backward Blocks (EBBs)**

More than 50% (74) of total blocks of state categorized as educationally backward by MHRD, Gol. The EBBs are spread across 17 districts in Chhattisgarh.

## **Lack of Entrepreneurial Inclination amongst youth**

Primary interactions revealed lack of entrepreneurial inclination amongst youth; poses inherent challenge of devising skill development schemes to encourage entrepreneurship on a large scale

# Key Challenges

## **Low enrolment in vocational studies at the higher secondary level**

Enrolment in vocational studies in the district is significantly low with only 1% of the total students enrolled at the higher secondary level.

## **Limited placement opportunities for students**

This may be attributed to lack of institutional infrastructure for continuous interaction with industry/employers.

## **Need to update curriculum regularly with industry participation**

Scope to continuously update curriculum due to evolving industry needs with greater emphasis on technology-based skill modules.

## **Poor industry readiness of the vocationally trained students**

According to industry, students from ITI lack proper grooming, work ethic and soft skills required to satisfactorily perform the duties at the work place.

## **Limited Awareness of Skill Development Initiatives**

Insufficient access to information is a key issue expressed by youth surveyed.

## **Limited participation of private sector/industry in skill development space**

State requires an equal participation of industry to achieve target of training 12.5 mn workforce by 2022 as against the national target of 500 Million.

## **Limited opportunities/awareness for up skilling/continuous learning**

Limited options available for existing employees to continuously learn and upgrade their skills

# NODAL AGENCY

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