

Skill Development Ecosystem

State: TELANGANA

Date: July, 2017

Overview

- ▣ State/UT profile
 - ✓ Number of districts, 10
 - ✓ Population, 351.94 Lakhs
 - ✓ Total working population : 176.77 Lakhs
 - ✓ GDP Rs.4,30,599 crores in 2014-15
 - ✓ Male: Female 1000: 988
 - ✓ Literacy rate 66.5%
 - ✓ Major industries/sectors in the state: IT, Pharmaceuticals, Manufacturing, Tourism, Textile, Mines & Minerals.

Skill gap analysis

- Skill gap analysis (Total & Sectoral)
- Incremental human resource requirement (for next five years)
 1. minimally Skilled – 1,58,75,000
 2. Semi Skilled – 2,38,13,000
 3. Skilled – 2,37,48,000
- High priority areas/low priority areas
- High priority areas: Construction, Tourism, Hospitality, Banking & Insurance
- Medium: IT & ITES, Logistics & warehousing, Textile & Leather Chemicals & Pharma, Auto and Auto components, Food Processing

Skill Development Scenario

Accenture Skill Gap Study

Incremental workforce requirement (in 000s)	2012-2017			2017-2022		
	Minimally Skilled	Semi Skilled	Skilled	Skilled	Semi - Skilled	Minimally Skilled
Mahbubnagar	557	181	140	87	205	664
Rangareddy	-316	-3	326	180	-12	-394
Hyderabad	-188	51	298	168	49	-142
Medak	-21	33	219	132	43	-69
Nizamabad	28	23	124	78	33	-6
Adilabad	-57	5	119	63	6	-96
Karimnagar	365	122	189	116	155	432
Warangal	54	40	120	65	39	34
Khammam	-4	24	157	93	30	-44
Nalgonda	134	61	152	84	60	106
Total	552	537	1844	1066	608	485

Source: Accenture Skill gap study 2013-14 for NSDC

Skills

EMPLOYABILITY ASSESSMENT OF UNEMPLOYED YOUTH OF TELENGANA (Skill Mapping)

FROM 18th February 2015 to 15th March 2015

District wise - skill set average scores (Rating 1 to 10)

Sl.No	Sector	District wise Average										Total
		Adilabad	Hyderabad	Karimnagar	Khammam	Mahabonagar	Medak	Nalgonda	Nizamabad	Ranga Reddy	Warangal	
1	Interpersonal Skills	7.0	7.3	7.0	6.9	7.0	6.8	6.8	6.7	6.6	7.1	6.9
2	Collective	6.9	7.0	6.8	6.8	6.6	6.7	6.7	6.6	6.6	6.9	6.8
3	Communications skills	6.8	6.8	6.7	6.8	6.6	6.7	6.6	6.6	6.4	6.9	6.7
4	Reilable	6.4	6.6	6.5	6.5	6.4	6.4	6.5	8.6	6.1	6.5	6.6
5	Conservative	6.6	6.8	6.6	6.7	6.6	6.5	6.4	6.5	6.2	6.7	6.6
6	Imaginative	6.8	6.7	6.6	6.6	6.6	6.6	6.4	6.3	6.1	6.8	6.6
7	Maturity	6.6	6.7	6.6	6.6	6.7	6.4	6.6	6.5	6.2	6.6	6.5
8	Adaptability	6.9	6.6	6.5	6.7	6.3	6.5	6.6	6.3	6.4	6.6	6.5
9	Descision Making Skills	6.7	6.7	6.5	6.4	6.4	6.6	6.4	6.3	6.2	6.7	6.5
10	Networking Skills	6.5	6.7	6.6	6.5	6.5	6.6	6.3	6.1	6.3	6.7	6.5
11	Pragmatic	6.1	6.6	6.6	6.5	6.4	6.5	6.5	6.4	6.2	6.5	6.4
12	Patience	6.5	6.7	6.4	6.5	6.4	6.5	6.3	6.2	6.0	6.7	6.4
13	Assertive	6.3	6.4	6.6	6.6	5.8	6.4	6.6	6.4	6.1	6.6	6.4
14	Sales Skills	6.6	6.5	6.3	6.3	6.5	6.5	6.0	6.2	6.0	6.8	6.4
15	Enterprising	6.2	6.5	6.5	6.5	6.4	6.4	6.4	6.2	6.1	6.5	6.4
16	Exploratory	6.7	6.5	6.5	6.5	5.6	6.5	6.1	6.3	6.2	6.6	6.4
17	Motivation	6.6	6.3	6.4	6.4	5.8	6.3	6.3	6.1	6.1	6.4	6.3
18	Managerial skills	6.4	6.5	6.3	6.3	6.2	6.3	6.1	6.0	6.2	6.4	6.3
19	Creativity	6.1	6.5	6.3	6.2	6.3	6.2	6.0	6.2	5.9	6.6	6.2
20	Confidence	5.9	6.3	6.2	6.3	6.1	6.2	6.1	6.3	6.0	6.1	6.1
21	Proactive	5.9	6.0	6.0	6.1	5.9	6.0	6.2	5.7	5.9	6.0	6.0
22	Critical Thinking	4.4	4.9	5.2	4.9	4.0	4.5	4.2	4.1	4.1	5.3	4.6
23	Problem Solving Skills	3.9	5.0	4.9	4.6	4.0	4.6	4.0	4.4	4.3	5.2	4.5
24	English	4.3	4.9	4.4	4.3	4.0	4.1	3.7	4.1	4.1	4.7	4.3
25	Observation Skills	4.2	4.6	4.6	4.4	3.3	4.0	3.3	3.8	4.2	4.7	4.1
26	Analytical Skills	3.6	4.0	4.1	4.2	3.4	3.5	3.2	3.8	3.7	4.4	3.8
	Over all	6.0	6.2	6.1	6.1	5.8	6.0	5.9	6.0	5.8	6.3	6.0

Sourcing to be done

	Govt.	Pvt.	Overall
ITI's	4.81	4.13	4.47
PG	4.15	4.52	4.33
Degree	4.65	5.74	5.19
Engineering	5.27	6.11	5.69
Below 10 th	4.37	5.79	5.08
Inter	4.92	6.06	5.49
Polytechnic	5.18	5.89	5.53
10 th	5.13	6.02	5.57

Source: Teamlease Employability Matrix of

Sectors & Courses

- 24 Sectors, 160 courses & expanding.
- Construction IT&ITES
- Retail Hospitality.
- Healthcare Life Style
- Solar Automobile.

Implementation Arms

<p>EGMM – Rural MEPMA – Urban</p>	<p>SC Welfare Dept. BC Welfare Dept. Tribal Welfare Dept. Minority Welfare Dept. Women Welfare Dept.</p>
<p>TASK</p>	<p>School Education Board of intermediate Education Employment & Training Technical Education Higher Education Dept.</p>
<p>Departments</p>	<p>Industries Dept. Agriculture & Animal Husbandry Dept. IT Dept.</p>
<p>TOMCOM</p>	<p>Overseas placement</p>

Sub Missions

- EGMM
- MEPMA
- Employment & Training
- Tribal welfare
- Technical Education
- Disabled welfare
- GHMC
- Police

Partners

1. Development MSDE/NSDC/MoRD/MoT
2. State Government Departments
3. Professional Training Agencies
4. Professional Placement Agencies
5. Assessment & Certification Agencies
6. Employers
7. Industry Bodies
8. School/Colleges/Universities

Starting Point

1. Databases of stakeholders youth
 - a) Employers
 - b) Training Agencies
 - c) Placement Agencies
2. A transaction based Software
3. A mobile application

Pre Training Services

- Awareness – Information
Dissemination
- Registration – Online Portal
- Employability Assessment Test
- Job Melas, Employers Meet,
Workshops.
- Counseling through Facilitation
Centers

Features of Trainings

- Uniformity through common costs notification.(CNN)
- Training Agencies of national repute partners.(NSDC affiliated)
- Both residential & non residential.
- High quality infrastructure(DDUGKY stds)
- One month On Job Training (OJT).

Post Trainings

1. Certification by SSC/ NCVT.
2. Minimum inspection and maximum.
3. Technology used to verify all parameters
 - a) Quality
 - b) Attendance
 - c) Adherence
4. Inspection feedback integrated to the work flow for action at different level.

Innovations

- Pre Police recruitment trainings
- Pre Army recruitment trainings
- Virtual call centres
- Permanent recruitment centres
- Production cum training centres

Achievements so far

Year	Physical	Financial
2014-15	82640	59.64 Cr.
2015-16	18640	10.74 Cr.
TOTAL	100891	70.38 Cr.

Model Wise

Year	Training & Placement	Direct Placement
2014-15	58,927	23613
2015-16	3366	14283
TOTAL	62293	38598

DDU-GKY 2015-17

	Physical	Financial
Targets	37311	112.80 Cr.
Achievement	17752	10.74 Cr.
Police & Army Recruitment	7830	9.39 Cr.



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Other State Skill Initiatives & challenges

- Number of ITIs/Polytechnics/VTPs in the state- 62/250
- Departments implementing skill development schemes - 8
- Current Monitoring and evaluation mechanism- Online monitoring through - TSSDM Portal
- RPL certification undertaken by state/UT- RPL of Construction workers
- Challenges/Issues faced by the State- 1. Skills are not adequately compensated by industry for entry level.2. Entry level salaries very low. 3. Migration Challenges.
- Any assistance/intervention required from the Center (NSDA/MSDE) New area placement is on call service for electricians, plumbers, Hospitality Services, Lifestyle, Health Care Services. Tie up with them and one year term.

Nodal Agency

- Telangana State Skill Development Mission

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