

Skill Development Ecosystem

State: West Bengal

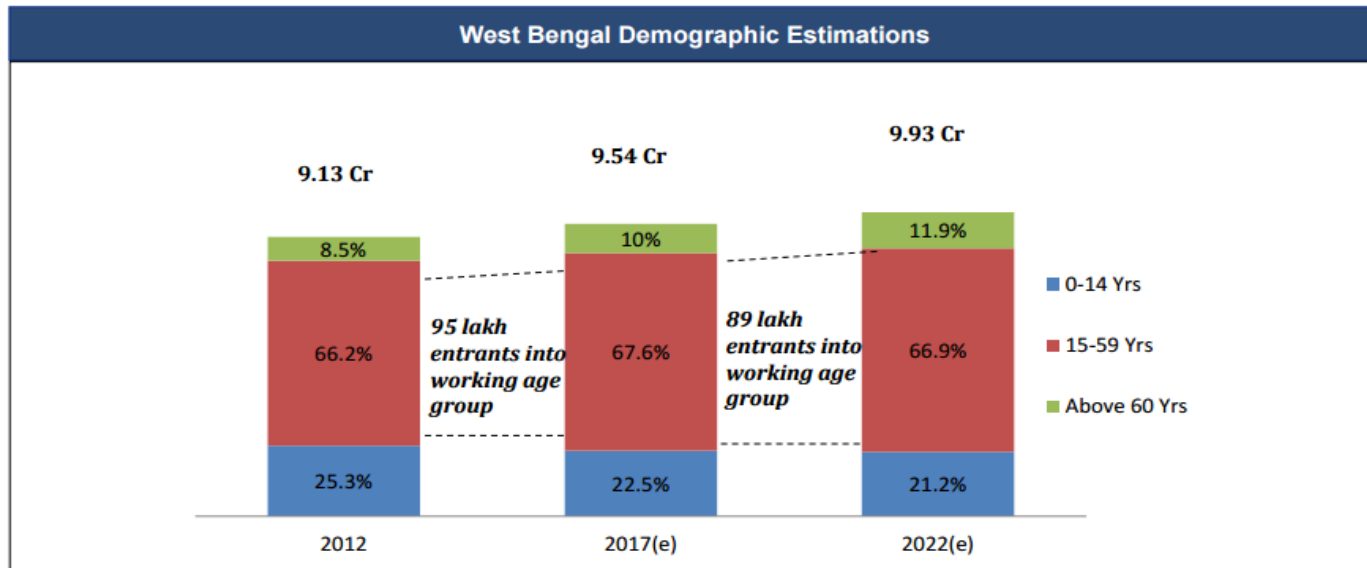
July 2017

Overview

- ▣ State/UT profile
 - ✓ Number of districts: 23
 - ✓ Population: 9.13 Crore
 - ✓ Total working population:
 - ✓ GDP: 8 lakh crore
 - ✓ Male: Female 1000: 947
 - ✓ Literacy rate: 72.97 percent

Skill Gap Analysis

State Analysis-Social Profile



Source :West Bengal Planning Commission, KPMG Analysis

...experiencing an addition of around 18.5 million to the working age group over the next decade

Incremental human resource requirement

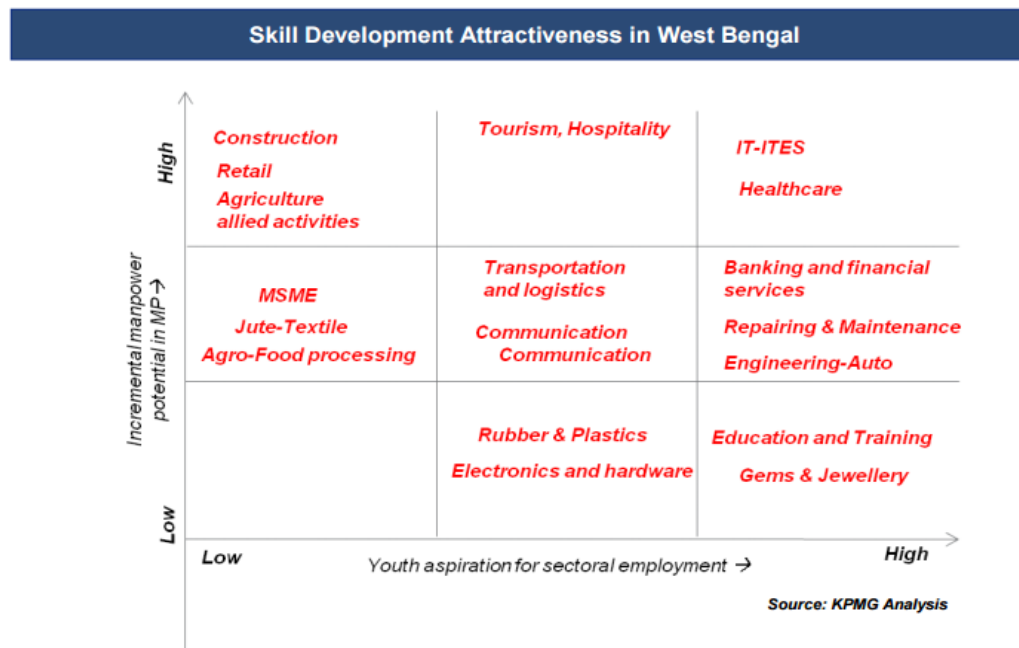
State Analysis- Incremental Manpower Requirement

Sector	2012-17				2017-22			
	Unskilled Category	Semi-Skilled Category	Skilled Category	Total	Unskilled Category	Semi-Skilled Category	Skilled Category	Total
Sericulture	81000	NA	NA	81000	72000	NA	NA	72000
Animal Husbandry	360000	NA	NA	360000	300000	NA	NA	300000
Pisciculture	113789	NA	NA	113789	65022	NA	NA	65022
Agro based & Food Processing	28743	23539	5885	58166	24122	19298	4824	48245
Iron & Steel	25536	19068	4767	49371	19534	15627	3907	39069
Jute & Textiles	9651	7721	1930	19303	7931	6345	1586	15863
Auto/Engineering	21267	17013	4253	42533	17410	13928	3482	34821
Electrical & Electronics	5713	4571	1143	11426	4677	3742	935	9354
Drugs, Chemical & Petrochemicals	10904	9540	2385	22830	9763	7810	1953	19525
Rubber & Plastic Products	11127	8901	2225	22253	9109	7287	1822	18218
Region Specific Industries(Tea, Gems & Jewellery, Port Based Industries)	4027	3222	805	8055	3297	2638	659	6594
Manufacturing/Assembling/Processing-MSME	205668	119973	17139	342780	171900	100275	14325	286500
Repairing & Maintenance	57672	33642	4806	96120	48060	28035	4005	80100
Construction	911922	138170	55268	1105359	699476	186527	46632	932635
IT&ITES	NA	38700	141300	180000	NA	25800	94200	120000
Healthcare	211269	25855	46993	284116	359367	43979	79935	483280
Transportations and Logistics	421927	61001	25417	508345	349660	50553	21064	421277
Trade, Retail	952956	137777	57407	1148140	686128	99199	41333	826660
Hospitality	174917	62470	12494	249881	169776	60634	12127	242537
Communication	93251	38971	6959	139181	77279	32296	5767	115342
Banking and Financial Services	103982	12233	6117	122331	96539	11358	5679	113576
Education and Training	26442	20868	52000	99310	17628	13912	34667	66207

Source : KPMG Analysis

High priority areas/low priority areas

State Analysis- Skill Development Attractiveness



... stakeholders need to work on building a positive image of skill development

Skill Development Scenario

Government Scheme Training Details	
Department	Description of Initiatives
Labour Department	<ul style="list-style-type: none"> • Providing skill up gradation training to the pre -departure emigrant trainees. • Arranging vocational guidance/counseling programs for assessment of job seekers ability to avail of the opportunities in employment market.
Micro & Small Scale Enterprises & Textile Department	<ul style="list-style-type: none"> • 10185 sericulturists have been trained up for skill up gradation in plantation, rearing & reeling activities during 2011-12
Panchayat&Rural Development Department	<ul style="list-style-type: none"> • Animal Resource Development in Dairy, Piggery, Goatery, Duckery, Poultry etc. • Horticulture, floriculture, vermicompost and other bio-manure preparation, pottery, shoe making, bamboo/ cane product, mat, pati making.
Food Processing & Horticulture Department	<ul style="list-style-type: none"> • Skill Development training through different schemes like National Horticulture Mission, ASIDE, RIDF etc.
Information & Technology Department	<ul style="list-style-type: none"> • Skill demand potential on hardware sector has enriched by the Semiconductor Policy of Gol. • Finishing school has been set up to make the fresh engineers industry-ready.

Source : KPMG Analysis

Structure of State Council on Skill Development

1. Chief Minister	...Chairperson
2. MIC, Development & Planning	...Member
3. MIC, Finance Department	...Member
4. MIC, Higher Education Department	...Member
5. MIC, School Education Department	...Member
6. MIC, Technical Education Department	...Member
7. MIC, Commerce & Industries Department	...Member
8. MIC, Micro & Small Scale Enterprise & Textile Deptt.	...Member
9. MIC, Panchayat & Rural Development Department	...Member
10. MIC, Municipal Affairs Deptt./ Urban Development Deptt	...Member
11. MIC, Labour Department	... Member
12. Experts in the area of Skill Development	...Member
13. Chief Secretary	...Member

State Skilling Initiatives in West Bengal

Department	Name	Details
Directorate of Industrial Training	Selection of Private Training Provider for Operation of Industrial Training Institutes (ITIs) of the Government of West Bengal	Government of West Bengal intends to operate 100 ITIs in PPP mode across the state.
Paschim Banga Society for Skill Development	Empanelment of Training Providers for Implementing Skill Development Training Programmes under the Government of West Bengal	Government of West Bengal intends to empanel various short-term training Providers to train people across the state according to the demand of various departments.
Directorate of Vocational Education and Training	Selection of Skill Training Providers for Operation of Advanced Vocational Education & Training Centers (VTCs) of the Government of West Bengal	Government of West Bengal intends to operate 500 Advanced VTCs through PPP model to train people in NSQF.
Directorate of Industrial Training	Selection of Industry Training Providers	Government of West Bengal intends to operate ITIs through Industry Association
Directorate of Vocational Education & Training	Selection of Private Training Provider for Implementation and Operation of NSQF in Schools and Community Colleges	Government of West Bengal intends to implement NSQF across 500 schools across West Bengal which have been identified by NSDC. There is a plan to reach out to 120
Paschim Banga Society for Skill Development	Providing skill training and employment under Utkarsh Bangla	PBSSD is planning to train around 5,00,000 trainees under Utkarsh Bangla

The skilling infrastructure of the state

ITI 52 Govt. Institutes and 103 Pvt. Institutes running affiliated trade courses of NCVT with an intake capacity of 33, 355
71 Nos of Govt. ITIs are running under PPP Mode, with another 30 in the offing to be operational from this academic session
10 Nos of Govt. ITIs are World Bank funding and 3 are run on Domestic funding.

Polytechnic There are 64 Nos Govt Polytechnic
3 Nos Govt sponsored Polytechnic and
79 Nos Pvt Polytechnic are running in West Bengal.
Annual intake is around 37, 315

Vocational Training Centres (VTCs) There are 2481 NOS VTCs with intake capacity of 1,72,198 are running in West Bengal.
Central Scheme: CSS-VHSE
289 schools are operational under CSS-VHSE scheme with another 311 in the offing.

Status of Skill Development Training in West Bengal

State Specific or central level schemes being run in the state

- ◆ State Flagship skilling scheme named Utkarsh Bangla
- ◆ Skill Development Initiative Scheme (SDIS),
- ◆ Craftsman Training Scheme (CTS),
- ◆ Apprenticeship Protsahan Yojana (APY),
- ◆ Deen Dayal Upadhyaya Grameen Kaushalya Yojana(DDU-GKY)
- ◆ CSS-VHSE scheme under RMSA, MHRD

Steps taken by state in Recognition of Prior Learning (RPL)

- ◆ RPL is being implemented in Plumbing Sector.
- ◆ Around 50 participants have successfully completed Train the Trainer Program (TTP) from 24th March'15 to 3rd April'15 at I.T.I, Howrah Homes and ITI Tollygunje a joint initiative of Paschim Banga Society For Skill Development (PBSSD), TE&T Dept., West Bengal & Indian Plumbing Skills Council (IPSC).
- ◆ With assistance of Berger 210 candidates acquired Training of Trainers program under the state flagship skilling scheme called Utkarsh Bangla.

Issues and challenges for skilling

- ❑ The SDI-MES scheme is having funding crunch which in return is creating a hindrance for implementation of the same.
- ❑ Presently the ITOT operates in the semester pattern which should be changed to Modular pattern as earlier.
- ❑ Some old ITIs are facing problems in getting re-affiliation of the trade courses whose affiliation was granted more than 5 years ago due to revised syllabus.
- ❑ People from the poor section of the society cannot afford the skill training due to non-availability of wage compensation / Stipend.
- ❑ Accommodation facilities are required for trainees especially women trainees who are attending skill training from remote locations.

Success stories of Skilling

- West Bengal has been declared as the best State in the 49th & 50th All India Skill Competition for the all-round performance of the trainees those participated from different ITIs of the State
- Four Trainees have been declared as the best craftsmen in four different Trades in each of the above mentioned two All India Skill Competitions.
- Introduction of PPP model for operationalization of newly constructed ITIs.



NSQF Orientation Workshop

- NSQF Orientation Workshop held on 4th January 2017
- A meeting was also held with the Minister of State Technical Education and Training and Skill Development, GoWB
- The key outcomes were the following:
 - To modulate the courses to be NSQF compliant.
 - To lead to outcome based self as well as wage employment.
 - To map of all 42 courses and align to NSQF.

Way Forward on Skill Development

- ◆ Flagship initiative of the state called 'Utkarsh Bangla' which was launched by Hon'ble Chief Minister in February 2016
- ◆ The state government launched this initiative under the aegis of the PBSSD for placement linked short-term skill trainings across the State of West Bengal.
- ◆ This initiative is applicable for both institutional (like ITI and polytechnics) and non institutional (short term training activities). Over 2 lakh candidates will be covered in the institutional segment while 5 lakh candidates will be covered in the non institutional segment.

Nodal Agency

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