CHAPTER 2
SKILL DEVELOPMENT IN RAJASTHAN

2.1 PROFILE OF RAJASTHAN

Rajasthan presents a unique combination of geographical and cultural diversity endowing magnificent forts, palaces, natural resources, heritage, beauty and culture. It forms as a corridor between the northern and the western states in the country. It has been largely an agrarian economy with recent trends of industrialization and future growth paths in terms of SEZs and the Delhi Mumbai Industrial Corridor. It is the largest state in the country which presents a unique combination of geographical and cultural diversity. It is predominantly an agrarian economy with agriculture and related activities accounting for about one third the State's income. However, the recent wave of industrialization has brought about a change in Rajasthan’s economic landscape and new industries are coming up in the State. Rajasthan currently has a marked presence in the Tourism and Hospitality, Handicrafts, Textiles, Engineering, Gems & Jewelry, Minerals, Marble, Oil & Gas. However, to be able to support its growth plans, attract investments and thereby fully realize its economic potential, the State, among other things, needs to bridge the wide gap in the local availability of skilled human resources, a key growth enabling factor.

Rajasthan currently accounts for 4 percent of the country’s gross domestic product (GDP). It is primarily an agrarian economy, but there has been steady decline in the GDP share of agriculture over the years—from 35.8 percent in 2001-02 to 21.5 percent in 2010-11. On the contrary, the manufacturing and services sectors have seen significant growth in the last decade and now account for faster increase in GDP. Growths in manufacturing and services have also pushed up income levels. The high-growth phase started in 2003 after the announcement of the New Industrial Policy, which led to increased investments in large and medium-scale industries. It brought about rapid growth in the secondary sector as well as in the tertiary sector. IT and IT-enabled services (ITES) and retail emerged. Within the secondary sector, manufacturing and
construction have been leading the growth story at 87 percent; manufacturing witnessed the highest growth during the last few years. In the tertiary sector, trade, hotels, restaurants and transport have seen the maximum growth.

Excerpts from Skill Gap Study \(^1\) conducted by NSDC (National Skill Development Corporation) are given as follows:

**Population:** In the last 10 years, the population of Rajasthan has grown at an alarming rate—by about seven times compared with five times for India during the same period. The decadal growth rate of Rajasthan’s population at 21.44 percent is higher than that of India at 17.64 percent, between 2001 and 2011. Though the pace of growth has slowed, it is still higher than the national average. According to the census, the population of India is 121.02 crore; Rajasthan’s is 6.86 crore. Population Density and Sex Ratio: Rajasthan’s population density has increased from 165 per square kilometers in Census 2001 to 201 in Census 2011. The state’s sex ratio, expressed in terms of number of females per thousand males, is 926 compared with the all-India 940. On an all-India scale, it is at twenty-first position in 2011, down from twentieth place in 2001. Significantly in a country where female infanticide is still an issue, Rajasthan has seen a slight increase of five females per thousand males in the last decade—the sex ratio is now at 926, up from 921 in 2001. But the state has slipped in child sex ratio, defined as the number of females per thousand males in the age group 0–6 years. From the twenty-eighth position it occupied in 2001, it declined to twenty-ninth place in 2011.

**Literacy:** Rajasthan’s literacy rate is 67.06 percent—80.51 percent for males and 52.66 percent for females. This is against the all-India level of 74.04 percent, and 82.14 percent for males and 65.46 percent for females. Rajasthan ranks No. 33 among India’s 35 states and union territories in literacy. In male literacy, it is at No. 27 and in case of females, it is at No. 35, at the bottom. But an analysis indicates that a rise in female literacy increases the likelihood of a reduction in infant mortality rate (IMR)—that an increase of one unit in the female literacy rate will result in a decline of 0.715 unit in IMR and it is significant at 1 percent level of probability. This is significant in a state where the IMR is much higher.
than the national average; it stands at 59 per thousand live births, which is five times that of Kerala and way above the 50 for all of India. Fertility as well as mortality levels in Rajasthan are very high, with the fertility rate at 3.3 births per woman against the national 2.6. At 388 per lakh live births, the maternal mortality ratio (MMR) is four times that of Kerala and the third-highest in India; MMR for India is 254.

**Industries:** Rajasthan is on the verge of a major industrial transformation. First, Rajasthan's relatively less fertile land with low occupational density is becoming an advantage since converting land for industrial use comes at a lower cost. Second, mineral wealth, including gas and oil, has been discovered in the state. Third, Rajasthan has enormous scope for development of renewable energy. Even the state's landlocked character is an advantage as the state is now part of the rapid transit corridor that links western and northern India. Rajasthan introduced the Micro, Small and Medium Enterprises (MSME) Policy Package in 2008 to help small and medium enterprises achieve global competence. As of March 31, 2010, there were 3,34,518 MSMEs registered in the state, accounting for investments of INR10,584.74 crore and providing employment to 13,95,979 people.

**Employment:** The working population of the State is 280 lakhs and is growing at the rate of 2.2% per annum, which translates to a net addition of 6 lakh persons in the workforce every year. Taking backlog of the unemployed persons, Rajasthan needs to create 7-8 lakh new livelihoods every year. Many of those employed are working at a subsistence level of existence due to emphasis on hiring of casual labour and risky and low income yielding agriculture. Although about two-thirds of the workforce in the state is employed in agriculture, their contribution to state domestic product (SDP) is only about 30 percent. In contrast, the remaining one-third of the workforce involved in other occupations contributes 70 percent. While the share of agriculture in SDP growth has declined rapidly over time, the agricultural workforce has shown only a marginal decline of 9 percent between 1950 and 2011. According to a preliminary analysis based on secondary resources, it is estimated that Rajasthan will have an incremental human resource requirement of approximately 60 lakh workers by 2017 across a few high-priority
sectors (see figure 1). If we factor in factors such as workforce participation and investment patterns, the state would require an additional 3.23 lakh of skilled and 20.04 lakh semiskilled workers by 2017. The unskilled workforce is projected at a surplus of 9.8 lakh by 2017 as the supply of this category of workforce will remain high while the demand will reduce substantially. The maximum number of unskilled workers are household workers and agricultural laborers (Source: Skill Gap Study, 2014).

2.2 SKILL GAP ANALYSIS IN RAJASTHAN

According to skill gap study, it is estimated that Rajasthan will have an incremental human resource requirement of approximately 40 lakh workers by 2022 across a few high-priority sectors as follows:

- IT & ITeS
- Tourism & Hospitality
- Healthcare
- Auto & Engineering
- Banking & Financial Services
- Mines & Minerals
- Handicrafts
- Gems and Jewellery
- Textiles
- Retail
- Construction
- Food Processing
- Auto Mechanics
The state would require an additional 3.23 lakh of skilled and 20.04 lakh semi-skilled workers by 2018. The unskilled workforce is projected at a surplus of 9.8 lakh by 2018 as the supply of this category of workforce will remain high while the demand will reduce substantially (the maximum number of unskilled workers are household workers and agricultural laborers).

Rajasthan was one of the first states in the country to set up a Skill Mission, Rajasthan Mission on Livelihoods (RMoL) in 2004. RMoL was reconstituted in February 2014 under the chairmanship of Smt. Vasundhara Raje with inclusion of various independent advisers and professionals along with Chief Secretary and Secretaries of 11 relevant departments. RMoL is now functioning as an apex policy body for skill development in the State of Rajasthan.

The State Government has now restructured the Mission on the pattern of Government of India. The Rajasthan Skill and Livelihood Mission (RMoL) is now Comprising of Rajasthan Council for Skill and Livelihood Development (RCSLD), a policy making body, headed by the Hon’ble Chief Minister and Rajasthan Skill and Livelihood Development Corporation (RSLDC) in place of existing Rajasthan Mission on Skill and Livelihoods to Upscale Skill Training Programme in the State.

Integration & Convergence: New Department of SEE

As per the directions of Hon’ble Prime Minister, the Government of Rajasthan has taken a new initiative:

Source: Skill Gap Study, 2014
For Convergence of skill related activities in the state, Govt. of Rajasthan has created a new department: Department of Skills, Employment & Entrepreneurship (SEE).

The new department will have the following verticals:

Source: Self-compiled

2.3 RAJASTHAN SKILL & LIVELIHOODS DEVELOPMENT CORPORATION (RSLDC)

Rajasthan is the first state in India to establish a mission for livelihoods, in September 2004, in order to address the challenges of unemployment and ensuring gainful and sustainable employment by formulating appropriate and innovative strategies for the poor and vulnerable people. In view of the importance regarding skill development for enhancing employability of working population, Rajasthan Mission on Skill and Livelihoods, in 2009-10, formulated specific action plans to provide further impetus to the Skill Trainings. The Mission was incorporated as Section 25 Company (Not for Profit) on 17th August, 2010 and the Chief Secretary was appointed as the Chairman. Post budget announcement in 2011-12, the cabinet approved its conversion as corporation in Nov, 2011 and May, 2012 it was converted into corporation. Rajasthan Skill & Livelihoods Development Corporation (RSLDC) is a 100%
government owned not-for-profit corporation registered under Companies Act, working as the main executing body of various short-term skill training programmes in the State of Rajasthan. RSLDC currently operates by employing multipronged strategies to engage stakeholders from industries, training institutes, education sector, associations and government bodies with more than 200 active Skill Development Centers.

As part of its major action, it established skill Training mechanism by involving more than 300 partner agencies to execute the training program across the State. In its journey of 7 years it has trained around 85,000 persons/youth by offering 97 courses in 34 sectors.

RSLDC is executing following schemes/programmes for development of skill and entrepreneurship in the State of Rajasthan:

(i) Employment Linked Skill Training Programme (ELSTP)- Under this programme, RSLDC provides short term skill training programmes (generally 2 to 3 months) to unemployed youth of the state in various high growth economic sectors like retail, construction, automotive, ICT, etc.

(ii) Regular Skill Training Programme (RSTP)- This programme provides short-term skill training and hand holding for self-employment, productivity enhancement and enterprise development. There are 4 sub-schemes targeted at youth, women, persons with special ability (PSA) and jail inmates respectively. Trainings are provided in sectors of agriculture, animal husbandry, beauty and wellness, garments and apparel, etc.

(iii) Pandit Deen Dayal Upadhyay Grameen Kaushalya Yojana (DDU-GKY)- DDU-GKY is a centrally sponsored scheme of Ministry of Rural Development, Government of India being executed in the state by RSLDC. Rajasthan was the first state in the country to launch this scheme in June 2014 and the first centre under the scheme was inaugurated by Hon’ble C.M., Rajasthan on 16th August 2014 at Udaipur. The scheme provides short-term skill development programmes linked with employment opportunities to rural poor youth of the state in various high-growth
economic sectors. 120 active Skill Development Centers (SDC) are functional under this scheme.

(iv) Skill Development Initiative Scheme (SDIS) - Under this scheme, various wage employment oriented training programmes are being conducted in ITIs and industries. The main areas of training are electrical, electronics, welding, fabrication, medical and nursing.
Special Projects – RSLDC is running various special projects in association with CII, ATDC, NIFT, BSE-BIL, IIGJ, etc. for quality trainings in various domains.

5. To promote innovation and new ideas, special scheme of Flexi-MoU is being run by RSLDC, in which industry specific courses are approved and run in industrial premises.

6. RSLDC is executing a pilot project of finishing school for 50 Final Year Graduate Students of Commerce College, Jaipur in association with BSE Institute for Banking, Financial Services, Insurance (BFSI) sector.

7. Under Special Industry Window, RSLDC has started training programmes in various industries like Mayur Uniquoters, Sangam Textiles, Sutlej Textiles, New Zeel Rainwear etc.

8. ITI Udaipur is being developed as a Centre of Excellence in hospitality sector in association with ITEES, Singapore. Full funding for this exercise has come from Singapore.

9. Rajasthan Government has forged creative and effective partnerships with various industries like Cairn India Limited, Toyota Motors, Samsung, Caterpillar, Safexpress, ISRO on GPS and RS, Chambal on Animation, L&T on construction, NTTF, OLA, TATA, BOSCH, TCS, Raymond etc. to set up advanced labs in Government ITIs and run industries specific skill training programmes.

10. Rajasthan has successfully evolved and executed an effective convergence model. Many schemes of the Central Government and State Government have been converged in RSLDC to generate synergy and efficiency.

11. RSLDC is running sector specific skilling programmes in partnership with industries/employers. For example, Courses of Paramedics in medical and nursing sector are being run in various hospitals of the State including Narayana Hridyalaya and Dhanwantri Hospital of Jaipur and Jindal hospital of Bharatpur.
12. A number of programmes are being run for promotion of art and craft like pottery, wood work and other handicrafts.

13. Under aegis of RMbL, the Government of Rajasthan has provided skill training to 193000 youth since 13th Dec 2013, and 190000 youth are under training in various training institutions including ITIs and short term Skill Development Centres (SDCs) today. We have established 250 new short term SDCs covering all 33 districts of Rajasthan. All these SDCs have been established and are run by our Private Training Partners. We plan to set up another 250 such SDCs in this FY itself. 53,000 trainees have already been placed in different industries.

14. RSLDC launched an award of Skill-Icon for youth getting highest placement after completing short-term skill development programme. First award was given by Chief Minister Rajasthan to Miss Alka Sharma from Kishanagarh by who is earning around Rs.23,000/- per month at Birla Sunlife Insurance after a 3 month banking skill training programme.

15. RSLDC has a district office in every district of the state, which is actively involved in community mobilization for mobilization of interested youth. Interested youth can also register on RSLDC website www.rajasthanlivelihoods.org

16. The Government has decided a mandate of skilling 1.5 lakh youth every year from FY 2015-16 onwards for RSLDC, only from short term skill training programmes.

17. As communication skills are very important for employability, RSLDC has included soft skill training as an essential component in all training programmes along with necessary domain skills.

18. Both residential and non-residential training centres are being run in the state. Facilities of boarding, lodging and food are provided free of cost to under training youth at residential centres.

19. As a part of various training programmes, On Job Training (OJT) is also provided for practical experience before first job.
20. RSLDC and National Skill Development Agency (NSDA) are developing LMIS (Labour Marketing Information System), which will become online soon to provide an easy and efficient meeting point platform for employers and skill job seekers of Rajasthan. Rajasthan is the first state to integrate with national level LMIS.

21. Rajasthan Government is upgrading Employment Exchanges to work as Modern Career Centres to provide counseling, soft skill training and placement services to youth. 4 Employment Exchanges of Jaipur, Bikaner, Bharatpur and Kota are being taken up in first phase in FY 2015-16.

22. For better focus on skill development and entrepreneurship, Government of Rajasthan has created a new Department of Skill, Employment and Entrepreneurship (SEE). With creation of this new department, there will be effective integration of ITIs, Employment Exchanges, RSLDC and Apprenticeship. The target group and objectives of these 4 verticals are same and a lot of synergy can be generated by effectively integrating strengths of these 4 verticals.

23. Rajasthan is also looking at a National Skills University in State once the Central Bill in this regard is through. Institute of Leadership Development, an entity of IFCI has come forward to become the partner with its fully developed campus in Jaipur.

24. The efforts of State Government in execution of skill development programmes were recognized in Summit-cum-Awards on Skill India 2014-15, organised by ASSOCHAM India and sponsored by Ministry of Skill Development and Entrepreneurship, GOI, in which RSLDC was awarded Gold Trophy in the award category of Best State in Skill Development.

2.3.1 Employment Linked Skill Training Programme (ELSTP)

Employment Linked Skill Training Programme is being conducted by RSLDC. Under this programme, selected or listed training providers (TPs) conduct training programmes. The selection of TPs is done under standards and
All skill development courses under ELSTP are expected to be in accordance with National Skill development Qualification Framework (NSQF) notified on 27 December, 2013. According to NSQF, courses can be developed by following two sources:

- Modular Employable Skills (MES) courses designed under Skill Development Initiative Scheme (SDI) conducted by Director General, Training, Govrenemnt of India. This course has been approved by National Vocational Training Council (NCTV).

- Courses can also be developed by Sector Skill Councils (SSCs) constituted by various economic areas in accordance with NSQF for job roles of particular industries.

In both MES and SSCs courses, Soft and Entrepreneurship Skills Module of 100 hours has been added.

The main objective of ELSTP is to link the trainees with employment after developing skills in them. Therefore, it is expected from training provider corporate institutions or agencies that they should arrange resources (machinery, tools and equipments) and trainers in sufficient numbers and provide opportunity to trainers of doing maximum practical work by hand so that employment linked skills are developed in them.

In training programmes, division of theoretical knowledge and practical work should be done on the basis of nature of course. On the Job Training (OJT) should be considered as practical work. Certain identified courses are divided into two categories on the basis of payment rate – Manufacturing Sector (Category A) and Service Sector (Category B). On the basis of time duration, 173 courses of 33 economic zones have been divided into 26 categories.

The training is open for youth of all categories of ages between 18 and 35 years and who hold certain minimum educational qualification determined for related
training courses. The maximum number of trainees in any training programme is limited to 30 and the minimum number in that are 12.

In order to ensure that maximum skill could be gained by trainees during training, it is necessary to arrange a main trainer and an assistant instructor.

2.3.2 Rajasthan Skill Training Programme (RSTP)

The main objective of sponsored short duration training programmes by RSLDC under Regular Skill Training Programme is to develop skills in trainees, so that after completing training programme, they are able to start their own venture or earn their livelihood by getting employment elsewhere. Therefore, it expects from Training Provider Institutes (TPIs) to provide opportunity to trainees of doing maximum practical work on their own by arranging resources (machine, equipments, raw material etc.) and adequate trainers. They are also instructed to utilize 70% of the training time in practical work and remaining 30% time in providing theoretical knowledge. In total, there are 105 courses which have been divided into 24 categories ranging from 17 workdays/102 hours to 119 workdays/714 hours.

List of Courses of Regular Skill Training Programmes

1. Agriculture and Horticulture
2. Allied Health Services
3. Animal Husbandry
4. Apiculture
5. Automotive Repair
6. Bamboo Fabrication
7. Beauty Culture and Hair Dressing
8. Business and Commerce
9. Carpet
10. Construction
11. Electrical
12. Electronics
13. Fashion Design
14. Food Processing and Preservation
15. Garment Making
16. Handicraft and Local Resource Based Skills
17. Home-Décor Art Jewellery
18. Hospitality
19. Indian Culture
20. Indian Sweets, Snacks and Food
21. Information and Communication Technology
22. Jute Diversified Products
23. Medical and Nursing
24. Nutrition and Health Education
25. Paint
26. Paper Products
27. Printing
28. Stone Craft
29. Toy Making
30. Multi Skills
31. Miscellaneous

Since most of the training programmes have potential for self employment, a 20 hour course for entrepreneurship development has been added to each of the training programme. Training providers are required to arrange training sessions through banks, NABARD, officers of other departments or other equivalent experts in the last weeks of training programme. Training providers will themselves be present in the sessions and ensure that trainees are well informed
about formalities related to self-employment establishment, accounting, arranging funds, application process for loan etc.

2.3.3 **Deen Dayal Upadhyay Kaushal Vikas Yojna (DDU-GKY)**

The Ministry of Rural Development (MoRD) announced the Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDU-GKY) Antyodaya Diwas, on 25th September 2014. DDU-GKY is a part of the National Rural Livelihood Mission (NRLM), tasked with the dual objectives of adding diversity to the incomes of rural poor families and cater to the career aspirations of rural youth.

DDU-GKY has its origins in the ‘Special Projects’ component of the Swarnajayanti Gram Swarozgar Yojana (SGSY), which was positioned as a holistic livelihoods intervention in 2004. The SGSY special projects provided time-bound training and capacity building for bringing a specific number of Below Poverty Line (BPL) families above poverty through skilling and placement in jobs that provided regular wage employment. Up until May 2013, around 8.60 lakh had been trained and 6.80 lakh youth had been given placement. This programme was revisited under a new Skills framework and repositioned under Aajeevika as Deen Dayal Upadhyaya – Grameen Kaushal Yojana (DDU-GKY) on Antyodaya Diwas (25th Sep 2013) with the launch of new Guidelines and Standard Operating Procedures (SOPs) (*Source: Prakasha, 2017*).

DDU-GKY is uniquely focused on rural youth between the ages of 15 and 35 years from poor families. As a part of the Skill India campaign, it plays an instrumental role in supporting the social and economic programs of the government like the Make in India, Digital India, Smart Cities and Start-Up India, Stand-Up India campaigns. Over 180 million or 69% of the country’s youth population between the ages of 18 and 34 years, live in its rural areas. Of these, the bottom of the pyramid youth, from poor families, with no or marginal employment, numbers about 55 million.

The National Policy for Skill Development & Entrepreneurship 2015 has identified a skills gap of 109.73 million in 24 key sectors by the year 2022. This number cannot be achieved without addressing the BoP 55 million from rural India. Also, a FICCI and Ernst – Young study published in 2013 identified a
shortage of over 47 million skilled workers across the globe by 2020. This presents an unprecedented opportunity for India to train its BoP youth population and place them in jobs across the world and realize its demographic dividend (Source: http://ddugky.gov.in/content/about-us-0).

DDU-GKY takes pride in its partners and their ability to add value. Innovation from partners is encouraged to build scale and capacity… its unique implementation structure involves partners, who are by nature, committed to changing lives and are experts in their areas, they form a part of the Skilling Ecosystem integrated by DDU-GKY. Partners are supported through investment, capacity building, strategies for retention, linkages to international placement and technology support for training purposes.

DDU-GKY is present in 21 States and UTs, across 568 districts, impacting youth from over 6,215 blocks. It currently has over 690 projects being implemented by over 300 partners, in more than 330 trades from 82 industry sectors. Over 2.7 Lakh candidates have been trained and over 1.34 Lakh candidates have been placed in jobs so in the course of the last financial year. From 2012, DDU-GKY has so far committed an investment of more than INR 5,600 Crores, impacting rural youth pan-India (Source: http://livelihoods.rajasthan.gov.in/content/dam/livlihood/RSLDC/Media/News/The%20Booklet%20DSEE%20with%20minister.pdf).

**How does DDU-GKY work?**

Under DDU-GKY, several educational institutions of repute, corporate training houses and NGOs have been sanctioned projects. The DDU-GKY is the first skill training initiative in the country to have set benchmarks for minimum standards and quality benchmarks in service delivery through its framework of Guidelines and Standard Operating Procedures (SOPs), and all its sanctioned projects implemented by its partners (PIAs) need to comply with all applicable standards. DDU-GKY approves training programs with curriculum as recommended by NCVT (National Council for Vocational Training) or as identified in the Qualification Packs (QPs) based on NOS (National Occupational Standards) by
the respective SSCs (Sector Skills Council) of NSDC (National Skill Development Council).

Source: ddugky.gov.in

DDU-GKY funds private education and skill training experts to start advanced, modern and well-equipped training centres. State Governments have a dedicated department or State Skill Missions, who monitor and evaluate these training centres and projects. In these training centres, qualified trainers are found who not only trains one in a job-oriented skill, but also in using computers, tablets, learning to talk in English and other such life-skills. And after one completes his training program, they will find him a job with reputed organizations.

DDU-GKY provides demand-driven placement-linked skill training so that trainees can learn a new skill, earn their way to new identity, gain respect and fulfill their income and career aspirations. The following services are provided to every enrolled candidate:

- Get face to face counselling and guidance
- Find out what they’re good at, get chosen for a skill based on your aptitude
- Learn new skills and new technology in modern fully equipped training centres
- Earn a government accepted certificate upon successful completion
• Get placement opportunities and interact with potential employers

• Find a job that pays them a minimum salary of Rs. 6,000/- per month (at least 75% of all those who successfully completed training will be placed)

• Get support to shift to a new city and job (if needed)

Fees

In the training centres, trainees are entitled to completely free training, with all necessary books & study material, a Tablet PC and uniforms. DDU-GKY subsidizes 100% cost of skill training of candidates at its approved training centres implemented by its PIAs in sanctioned projects. There are no fees. There are no registration charges. There are no examination or certification charges. There are no placement charges. However, candidates are required to attend all classes and OJT, put in hard work and effort to learn a trade and achieve a minimum of 70% marks in the final exam to pass. In residential training centres, trainees get free accommodation and food. In non-residential training centres, they are reimbursed for to and fro expenses and one mean for every completed day in training.

Placement and Other Benefits

The training centre will also help them get bio-metric identification cards, a bank account and insurance where applicable. Under DDU-GKY, the training partners are mandated to place at least 75% of the successful candidates in jobs, offering a minimum salary (CTC) of Rs. 6000 per month. This amount will include any incentive or facility the company will provide you with like transport or meals or accommodation etc. Else, the applicable charge may be deducted from your monthly salary. And after they are placed in a job, DDU-GKY will also pay them a salary top-up every month for 2-6 months depending upon where they are placed. And this money, reimbursement & salary top-up is directly transferred to their bank account.

Duration of Training Programmes

DU-GKY offers three-month, six-month, nine-month and twelve-month training courses, the duration for which are 576 hours, 1152 hours, 1728 hours and 2304
hours respectively. OJT (On-the-Job Training) is also a part of these trainings, with 30 days for a 576 hours (three-month) course, 60 days for a 1152 hours (six-months) course and 90 days for a 1728 hours (nine-months) course and 120 days for a 2304 hours (twelve-month) course. Currently, most of the training projects are full-time. However on the basis of need of the project, the following training provisions have been made:

- A continuous period (six day week)
- Weekends (training projects for those with some employment including unskilled employment)
- Part time (training projects for those who wish to undergo training outside of normal working hours)

**Preferred Profile of Candidates**

In order to fulfill its objective of catering to the underserved or deprived, DDU-GKY is uniquely focused on rural youth between the ages of 15 and 35 years from poor families, as can be identified through:

- MGNREGA worker households, with a minimum of 15 days of completed work in the previous year
- Rashtriya Swasthya Bima Yojana (RSBY) households
- Antyodaya Anna Yojana (AAY) card or BPL PDS card holding households
- Self Help Group (SHG) households
- NRLM-Self Help Group households
- Special projects for special groups such as victims of trafficking, manual scavengers, trans-genders, rehabilitated bonded labour and other vulnerable groups.
Social Inclusion

![Pie chart showing preferred profile of candidates]

**Figure 2.1: Preferred Profile of Candidates**

The programme is especially geared towards diversification of incomes of disadvantaged groups, including the following,

- Women
- Persons belonging to particularly vulnerable tribal groups (PVTGs),
- Persons with disabilities (PWDs),

Transgender and other special groups (rehabilitated bonded labour, victims of trafficking, manual scavengers, trans-genders, HIV positive persons amongst others)

Focusing social inclusion as an important component, they prefer projects that are comprised of, SC/ST: 50%, Minorities: 15%, Women: 33%, Persons with Disabilities: 3%.
On the Job Training

Most of the skilling courses have provision for providing On-the-Job Training (OJT). The maximum permissible days for OJT are 30 days for three month course, 60 days for six month course, 90 days for a nine month course and 120 days for a 1 year course. In case of courses having duration between three months to 12 months, besides the standard duration of 3, 6, 9 and 12 months, the maximum OJT allowed shall be 1/3rd of the total course duration or 120 days, whichever is lower.

Available Skill Training

From a welder making the Maruti car to a Sales Person selling premium shirts to a Back-Office professional working on computers, you can choose from over 330 trades or job-oriented roles DDU-GKY offers training in currently.

Skilling programs have been designed keeping occupational standards in mind. Occupational Standards describe what individuals need to do, know and understand in order to carry out a particular job role or function. DDU-GKY offers training programs with curriculum as recommended by NCVT (National Council for Vocational Training) or SSC (Sector Skills Council) of NSDC (National Skill Development Council). The Certificate of Training from NCTV and/or SSC is recognized by the government and most employers in the private sector as a symbol of learning and achievement which will get you a job with higher salary.

2.3.4 Industrial Training Institutes (ITIs)

Industrial Training Institutes (ITIs) have been instrumental in bringing reforms in the quality of education in India. Rajasthan, which stands tall with more than 1894 ITIs (1653 Private and 241 Government) has the second largest number of ITIs in India, imparting quality education to the youth of the State (Source: http://livelihoods.rajasthan.gov.in/content/dam/livlihood/RSLDC/Media/News/The%20Booklet%20DSEE%20with%20minister.pdf).
ITI Plus Mission 2017

Taking a step further, Skilling Department, Rajasthan has launched the ITI Plus Mission 2017 to improve the quality of skilling in the state. The Mission will largely focus on 3 major areas: Immediate, Intermediate and the Ongoing Work. Under the mission, emphasis will be laid on making the system more robust and efficient, thus strengthening the centres at the grass root level. In day-to-day activities, various issues arise at the centres which require immediate attention. Immediate action group deals with such issues that need instant redressal. Under the Mission, steps related to instantaneous hiring of Guest faculty and trainers at the centres, daily updation of website for keeping the trainees and other stakeholders stay abreast with the recent developments of the programmes, formulation of the Cleanliness Department in each ITI, Infrastructure upgradation, beautification and upkeep of all centres, etc. have been considered. This will help in the enhancement and better upkeep of the centres and will thus provide a boost to the quality of training. Under the Mission, the ITIs at the State will also soon see more addition of the latest machinery for imparting smart education to the trainees at the centres. Also, the facility of Online Admissions for ITIs has been launched for session 2017-18. To make training inspirational among the youth, new trades related to Agriculture and other related sectors will also be introduced shortly and largely promoted. The Intermediate Action work has been allotted a deadline of 30th June, 2017 whereas the ongoing work would maintain a deadline on/before March 2018. Many other initiatives have been undertaken by the Department to bolster the skilling environment through ITIs.

Up-gradation of Govt. ITIs through Industrial Leadership as per the IMC Scheme

Most of the Government ITI’s in Rajasthan are running under the Chairmanship of Renowned industries through Institute Management Committee (IMCs). The trainees of these ITI’s are being benefitted by their Industrial expertise. All such IMC Model ITI’s have a grant/long term cheap loan of 2-2.5 crores. Effective utilization of the funds has enabled upliftment and up-gradation. Further, Industrial Patronage has ensured diversification of trades with new affiliations.
There are 134 such IMCs in place which are running successfully for the growth and expansion of ITIs. The major IMC partners are Chambal Fertilizers and Chemical Ltd., JK Cement, IKF Technologies Ltd., Rajasthan Electronics & Instruments Limited, (REIL), BOSCH INDIA LTD, Fusion Outsourcing Software Pvt., Maruti Suzuki India Limited, IRCON International Ltd., Ashok Leyland Ltd., JK Tyres, ACC Cement etc.

➢ The Apprenticeship Training Scheme (ATS)

Apprentices Act, 1961 was enacted with the following objectives:

- To regulate the programme of training of apprentices in the industry so as to conform to the syllabi, period of training, etc. as laid down by the Central Apprenticeship Council.
- To utilize fully, the facilities available in industry for imparting practical training with a view of meeting the requirements of skilled manpower for industry.

All the activities like registration of establishments/industries, registration of youth for apprenticeship training, application submission by youth, offer for apprenticeship by employer, acceptance by apprentice, contract generation etc. are being done online. As part of the initiative all establishments are expected to register themselves on portal. However, the response to this initiative was not very positive.

➢ Centralised Online Counselling and Admission

For the first time, Rajasthan has initiated Centralised Online Counselling and Admission for ITIs for the session 2017-18 and portal has been opened from 09.06.2017 to 27.06.2017. Also, to improve the Assessment and Certification process and bringing transparency for over 3.0 lakh youth in ITIs, online exams have been introduced for the first time for the Examination Session 2017-18. At present the State under CTS is imparting skills through 147 Govt. and 1653 Private ITI’s in 88 Engineering and Non-engineering trades. The total number of seats in the Govt. ITI’s is 35051 and the Private ITI’s 296291 (Source:
Schemes under Implementation by RSLDC

Various schemes of RSLDC along with their focus area and focus group have been summarized as follows:

**Table 2.1: Various Schemes of RSLDC**

<table>
<thead>
<tr>
<th>Schemes</th>
<th>Type of Scheme</th>
<th>Focus Area</th>
<th>Focus Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular Skill Development Training Program (RSTP)</td>
<td>State Funded</td>
<td>i Self-employment</td>
<td>i Women &amp; Youth</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ii Wage Employment</td>
<td>ii Specially-abled</td>
</tr>
<tr>
<td></td>
<td></td>
<td>iii Productivity Enhancement</td>
<td>iii Jail Inmates</td>
</tr>
<tr>
<td>Employment Linked Skill Training Program (ELSTP)</td>
<td>State Funded</td>
<td>Wage Employment</td>
<td>Urban &amp; Rural Youth</td>
</tr>
<tr>
<td>Skill Development Initiative Scheme</td>
<td>Centrally Funded</td>
<td>Wage Employment</td>
<td>Rural Poor Youth</td>
</tr>
<tr>
<td>Special Projects (CII, ATDC, NIFT, BSE-BIL, NULM)</td>
<td>State Funded</td>
<td>Wage Employment</td>
<td>Rural Poor Youth</td>
</tr>
</tbody>
</table>

Source: http://livelihoods.rajasthan.gov.in
Table 2.1: Scheme-wise Progress Summary of RSLDC

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Scheme</th>
<th>Youth Trained</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>DDU-GKY</td>
<td>32,699 - Phase 3 &amp; 4 rolled out for new Centres</td>
</tr>
<tr>
<td>2</td>
<td>ELSTP</td>
<td>1,52,185</td>
</tr>
<tr>
<td>3</td>
<td>RSTP</td>
<td>18,211</td>
</tr>
<tr>
<td>4</td>
<td>SDI &amp; Special Projects</td>
<td>5,001</td>
</tr>
<tr>
<td>5</td>
<td>Convergence</td>
<td>37671</td>
</tr>
<tr>
<td>6</td>
<td>PMKVY</td>
<td>21 Training Partners have been Empanelled and Centres to be rolled out in July 17</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>2,08,096</td>
</tr>
</tbody>
</table>

Source: http://livelihoods.rajasthan.gov.in

2.3.5 Other Initiatives of RSLDC

- A MoU has been signed with BSE Institute Ltd. (BIL) to create an ecosystem for facilitating skilling of youth in financial skills and promotion of innovation and enterprise. BIL is a highly reputed financial institute set up by Bombay Stock Exchange Ltd. (BSEL). It has 8 domestic branches and 2 international branches.

- Ministry of Textiles, GoI under the Integrated Skill Development Scheme (ISDS), Component-I has sanctioned a project (SMART Project) to ATDC to train 1,72,220 youth in next 5 years across the country.

- As per directions received from Hon'ble Chief Minister, to initiate skill enhancement training for catering and housekeeping staff in Circuit House and Dak Bungalows across the State, RSLDC approached various training service providers having expertise in imparting the necessary skills.

- Some other targeted interventions by RSLDC Jail Inmates Folk music – Manganiyaar Community of Jaisalmer Persons with Special Ability
Terracotta (Pots, Artificial Jewelry) Stone Cutting, RSLDC is increasingly focusing on region specific arts to create a skill ecosystem– leading to improved economic prospects.

- More than 150 partners currently under the funding scheme of RSLDC/with training completed of 2 lakh youth 173 courses offered by RSLDC covering 33 economic sectors.

**Skill Icon Award**

In order to make Skilling aspiration among the youth, RSLDC has launched the concept of Skill Icon of the Month in March 2015. This award is given to those candidates who are able to fetch the best placements after the successful completion of their training at Government Skill Development Centers in Rajasthan. RSLDC has so far awarded 21 such Skill Icons (3 Skill Icons from Oct-Dec’16). Team Accenture every month conducts the nominations for the Award by acquiring from each district, the details of the most deserving candidates in a proper format and later assists the RSLDC Department in the selection of the Skill Icon of the Month. A reward of Rs.5, 000 is given to the Skill Icons selected on the basis of their employment, salary and background. Alongwith the Skill Icons, their Training Partners and Employers are also felicitated in an attempt to encourage them for providing quality training to the youth so that they can become employable and can face the industry with confidence.

**Rajasthan ILD Skill University (RISU)**

The first Government Skill University of the country has been established vide the Act passed in the State Assembly on 07.03.2017. It is located in the ILD campus, Jamdoli, Jaipur. The Commissioner, Skills has been appointed as the first Registrar of this university to ensure speedy take off and integration with various skilling Institutions. The university shall commence its courses in the coming academic session scheduled to start in July-August 2017. The courses will be of NSQF level 5 onwards. Various Centres of Excellence are being affiliated with this university. To name a few, Schneider (Renewable Energy and Advanced Electrical), Rajasthan State Pollution Control Board (Green &
Environment Sector), JIM (Japan India Manufacturing Zone)-(Air conditioning, Refrigeration and Automobiles) will be part of this university.

Bhartiya Skill Development University (BSDU)

This is a private skill university established by the Government of Rajasthan by an act passed by the State Assembly on 07.03.2017. This has been established in the premises of Bhartiya Skills Development Campus, Mahindra SEZ, Jaipur. This university shall commence courses in the coming academic session in July-August, 2017. The courses are based on Swiss dual system of trainings and are providing the state of art skilling with labs and OJT facilities and with cent percent employability. This is a State of Art Institution meant to cater to high end skilling of NSQF levels 5-10. Also, the latest trades like Mechatronics, Photonics, Machine tools, air-conditioning etc. are being set up to impart high end skilling in manufacturing and in costly and employable sectors.
REFERENCES


5 Compiled from ddugky.gov.in accessed on August 24, 2016.


