Vocational courses for marginalized rural youth in India
Contents

- Indian scenario in Open Market Economy
- Global context – Skills and Employment
- Skill gap problem & Possible solution
- DB Tech - model in skill development
- Future plans

Learn a trade and Earn a living
The Indian Scenario

Population  India – 1.2 billion

Total Workforce: 480 million (17 million added every year)

Engaged in unorganised sector: 410 million

Employed in organised sector: 30 million

Unemployed: 40 million

Some Facts:

• Over 70% of the workforce in all sectors (organised and unorganised) is either illiterate or educated below the primary level.

• Less than 5% of workforce undergoes some sort of Skill Training.

• Training capacity as of today is nearly 99,46,000 per year
  (as per National Skill Development Policy 2009)

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School Enrollment and Retention

Total School Drop Outs before class XII: 90% of total enrollees

Enrolment rate 96%

- 66% complete Class VIII
- 45% complete Class X
- 34% complete Class XII

GOI aims at total retention in school by 2020
In addition to developed countries, even developing countries such as China and Russia will have a workforce shortage.

The working age population will increase globally by around 6000 million.

The global economy is expected to witness a skilled manpower shortage to the extent of around 56 million by 2020.

In 2020, the average Indian will be 29 years old, compared with 37 in China and the US, 45 in Western Europe and 48 in Japan.
“... workforce will be short of almost 5 million workers by 2011 and almost 36 million workers by 2031…”

- Ed Potter, President, US Employment Policy Foundation

“Germany would have to bring in 1.2 million immigrants annually.”

- German Institute of Economic Research, 2001

“By 2003 the U.K. will lack 300,000 skilled IT workers”

- European commission research, 2000

“...Japan would need 600,000 immigrants a year....”


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India’s Demographic Dividend
Young Nation

- 60% of India’s 1.2 billion people are in the working age group
- By 2022, the average age of Indian will be only 29 years old making India the youngest country in the world.
- In the next decade, economic growth is likely to create over 500 million jobs, 75% of which be skill-based.

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Indian Demographics in the global context

India - set to become the largest contributor to the global workforce

From 2010 to 2030, India’s total working-age population is poised to rise from 749 million to 962 million, accounting for about 28 per cent of the increase in the world’s total working-age population over the period.

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International Human Resources Requirement by 2022

Manufacturing and Services 86%
Agriculture 14%

- Furniture 2
- IT 2
- Leather 3
- Gems and Jewelry 3
- Banking and Financial Services 4
- Real Estate Services 11
- Auto and Auto Components 13
- Textiles and Clothing 36
- Building and Construction 26

All figures in millions
MAJOR CONCERN: HUGE SKILL GAP

- Poverty 42% - USD 1.25 per day.
- Low acceptance of Vocational Skills
- Poor quality of education.
- Low access to TVET – 100 skills compared to 4000 in China.
- Mismatch between skills required and skills acquired.
- Studies have shown that 145 million labour force; out of which 83 million are seen as unemployable.
- Skilled workforce: 3-4% in India compared to 96% in Korea, 82% Germany and 22% in Botswana.
- 90% still works in unorganized sector - inadequate skills.
THE CORNERSTONES OF SKILL DEVELOPMENT

BUILDING THE CAPACITY OF THE TVET SYSTEM

- Diversifying delivery models
  - Creating alternative models to traditional training institutes
  - Mobile camps, small-scale centers
- Providing practical skills in existing school curricula
  - Practical hands on exposure to vocational skills in high schools
- Multi skilling
  - Offering a bouquet of inter-related skills

IMPROVING THE QUALITY OF THE TVET SYSTEM

- Innovating with curricula and modular courses
  - Updated curriculum, validated by industry
  - Modular courses which enable skilling at non-consecutive frequent intervals
- Enhancing soft skills
  - Interpersonal skills
  - Communication skills
  - Spoken English
- Improving teacher and trainer quality
  - Teacher training
  - Improving quality of teachers hired
  - Industry participation (corporate and local)

ENHANCING UTILIZATION OF THE TVET SYSTEM

- Introducing TVET as a career path
  - Alternatives to university education
  - Counseling and guidance
  - Referrals to the TVET system
- Understanding local markets
  - Creating an adequately skilled pipeline of employees for local market needs
- Continuing follow up after placement
  - Ensuring young people integrate into the world of work
DON BOSCO TECH SOCIETY

MISSION

Skilling India

VISION

Bridge digital, social and economic divide in India by significantly contributing to the development of marginalized youth by enhancing the employability and life management skills.

GOAL

To impart market-oriented, employment linked training to 20 lakh youngsters by 2020.

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Learn a trade and Earn a living
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<thead>
<tr>
<th></th>
<th>Description</th>
<th>Image</th>
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<tbody>
<tr>
<td>1</td>
<td>Market Study</td>
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<td>Accessibility through Strategic Mobilization</td>
<td><img src="image2.jpg" alt="Image" /></td>
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<tr>
<td>3</td>
<td>Optimum Use of facilities</td>
<td><img src="image3.jpg" alt="Image" /></td>
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<tr>
<td>4</td>
<td>Modular/ Market driven courses</td>
<td><img src="image4.jpg" alt="Image" /></td>
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<td>5</td>
<td>Duration and system of training -MIS</td>
<td><img src="image5.jpg" alt="Image" /></td>
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<td>6</td>
<td>Curricula for training – 50% domain, 50% soft skills</td>
<td><img src="image6.jpg" alt="Image" /></td>
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<tr>
<td>7</td>
<td>Staff Training and follow up</td>
<td><img src="image7.jpg" alt="Image" /></td>
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<tr>
<td>8</td>
<td>Industry Exposure/On-the Job Training/Guest Lectures</td>
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<td>9</td>
<td>Placement hand holding</td>
<td><img src="image9.jpg" alt="Image" /></td>
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<td>10</td>
<td>Post placement tracking and follow up</td>
<td><img src="image10.jpg" alt="Image" /></td>
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## Don Bosco Tech Society- IMPACT

<table>
<thead>
<tr>
<th>S.No</th>
<th>TRADES</th>
<th>2006-07</th>
<th>2007-08</th>
<th>2008-09</th>
<th>2009-10</th>
<th>2010-11</th>
<th>2011-12</th>
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<tbody>
<tr>
<td>1</td>
<td>Formal Skill training Programmes (30 ITI’s and 9 Engg Colleges)</td>
<td>2692</td>
<td>2714</td>
<td>3246</td>
<td>3652</td>
<td>3894</td>
<td>4267</td>
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<td>Non-Formal Skill training Programmes (80 Vocational Training Centers)</td>
<td>10619</td>
<td>11029</td>
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<td>11222</td>
<td>11343</td>
<td>11381</td>
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<td>3</td>
<td>Short Term Skill training Programmes (156 Skill training centers)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>8693</td>
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<td></td>
<td><strong>TOTAL</strong></td>
<td><strong>13311</strong></td>
<td><strong>13743</strong></td>
<td><strong>14389</strong></td>
<td><strong>14874</strong></td>
<td><strong>23930</strong></td>
<td><strong>48396</strong></td>
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**Total Trained- 1,28,643**

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### IMPACT – SHORT TERM TRAINING

<table>
<thead>
<tr>
<th>Impact Area</th>
<th>Description</th>
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<tbody>
<tr>
<td>Sustainability - Interest of various Govt. &amp; Corporates</td>
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<tr>
<td>Retention rate higher than other programmes</td>
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<tr>
<td>Increased level of family income</td>
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<tr>
<td>Ensuring employability</td>
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<tr>
<td>Increased level of confidence and communication skills leading to respectable employment</td>
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<tr>
<td>Increased instances of self-dependency</td>
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</tbody>
</table>

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Scale up – Plan

To achieve the mission, we set a target for ourselves to reach out two million youth by 2020.

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Scale up – Way forward

- Scale up the programmes
- Modular training
- Vertical mobility
- University certification
- Hub & Spoke model
- Staff training
- Partnership with companies

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Powered by Partnership

Don Bosco Tech works in partnership with all likeminded organisations and support collaborations that are directly inspiring these youngsters to hope and dream. “learn a trade and earn a living”.

Funding Partner

Providing the financial grant and also assisting in setting up and implementing training programs

Training cost: €100

Knowledge Partner

Assist for developing curriculum, trainer’s handbook, soft infrastructure for training and for organising training for trainers, guest lectures and on-the-job-training.

Network Partner

Organisations having infrastructure, outreach and willingness are invited to be part of the programme. Assistance is provided to impart the training and facilitate placement.

Learn a trade and Earn a living
**Extend your support:**

<table>
<thead>
<tr>
<th>Contact Address:</th>
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<tbody>
<tr>
<td>Don Bosco Tech</td>
</tr>
<tr>
<td>Don Bosco Yuva Kendra</td>
</tr>
<tr>
<td>Nangaloi Road, Najafgarh</td>
</tr>
<tr>
<td>New Delhi – 110043</td>
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</table>

<table>
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<tr>
<th>Contact Person :</th>
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<tbody>
<tr>
<td>Fr. Aikarachalil Joseph</td>
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<tr>
<th>Mobile : 9999442943</th>
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<tr>
<td>Email: <a href="mailto:amjosesdb@gmail.com">amjosesdb@gmail.com</a></td>
</tr>
<tr>
<td>Website: <a href="http://www.dbtech.in">www.dbtech.in</a></td>
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THANK YOU!