



# **Vocational courses for marginalized rural youth in India**

*Learn A trade and Earn a living*

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# 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:**

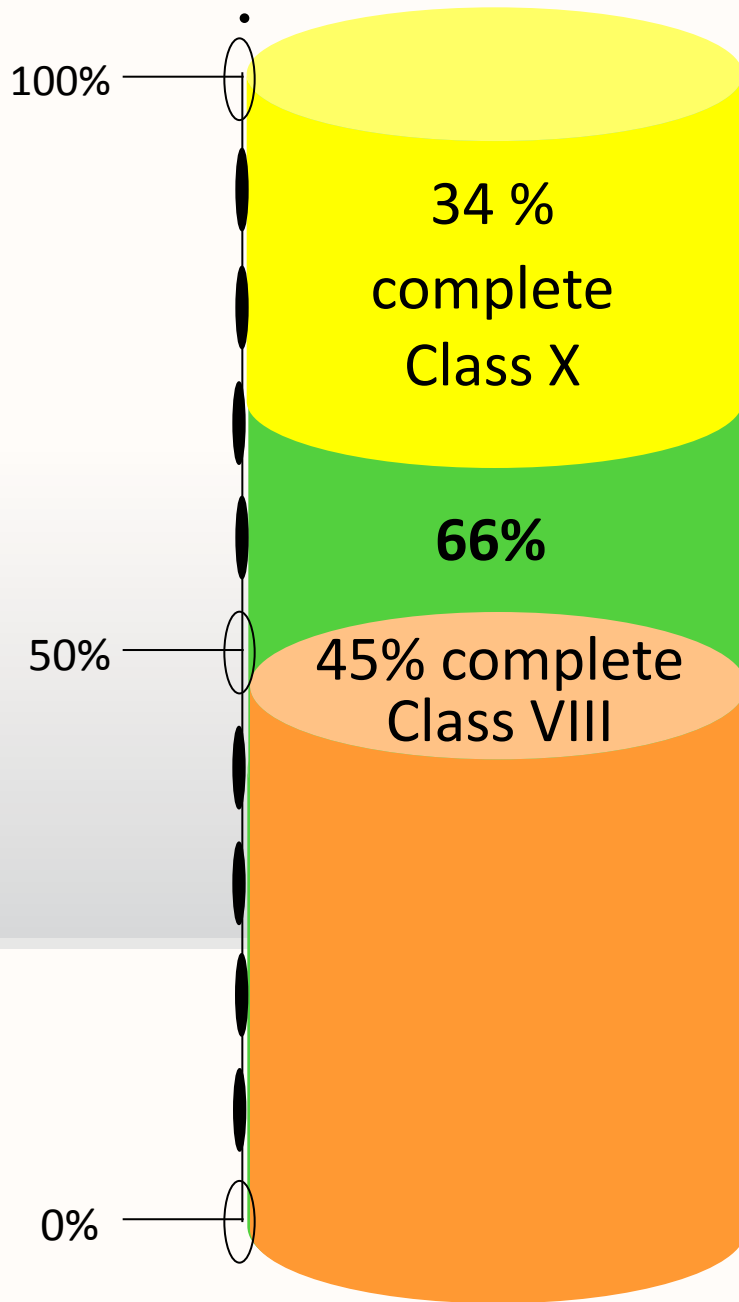
- **Over 70% of the workforce in all sectors (organised and unorganised) is either illiterate or educated below the primary level.**
- **Less than 5% of workforce undergoes some sort of Skill Training.**
- **Training capacity as of today is nearly 99,46,000 per year**

*(as per National Skill Development Policy 2009)*

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# School Enrollment and Retention



Enrolment rate 96 %

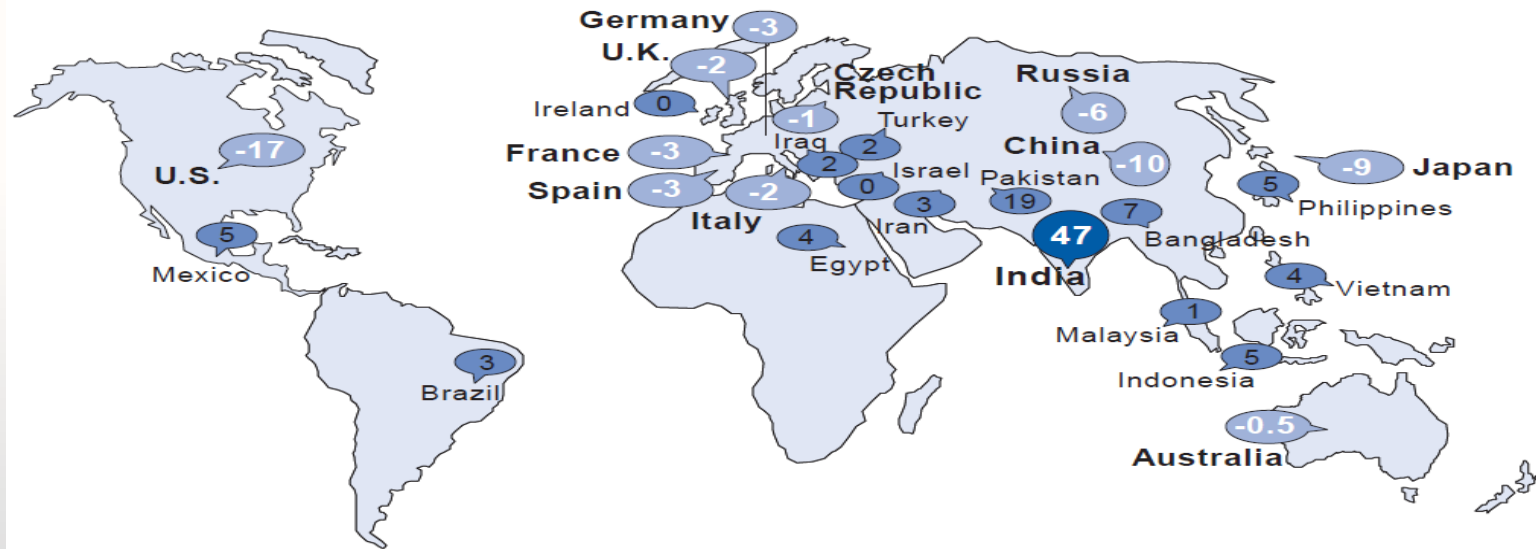
Total School Drop Outs before  
class XII : 90% of total enrollees

66 %  
drop-outs

GOI aims at total  
retention in school by  
2020

# Global Demographic Scenario

## POTENTIAL SURPLUS POPULATION IN WORKING AGE GROUP – 2020 (MN)



Note: Potential Surplus is calculated keeping the ratio of working population (age group 15-50) to total population constant  
Source: U.S. Census Bureau; BCG analysis

- 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.

# RECOGNITION OF WORKFORCE SHORTAGE PROBLEM

**“... 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”**

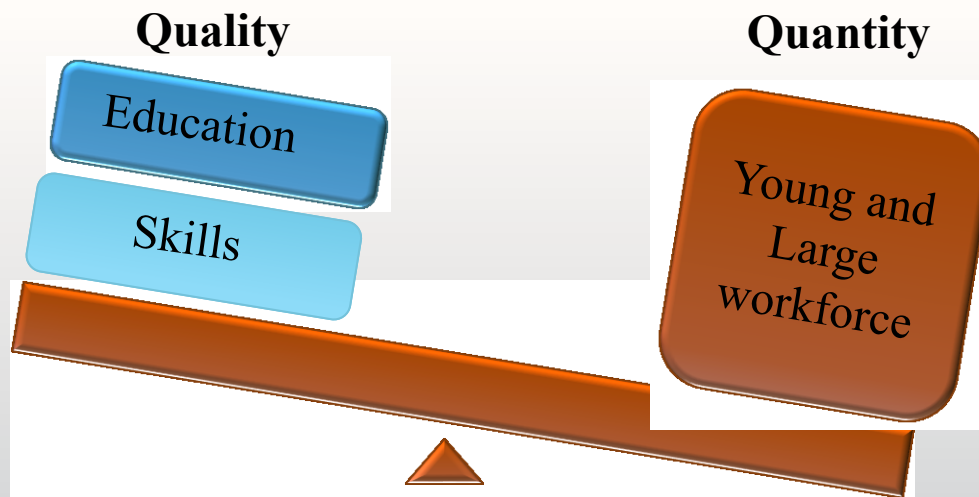
- *European commission research, 2000*

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

- *The Guardian, U.K., Aug 2, 2001*

# 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

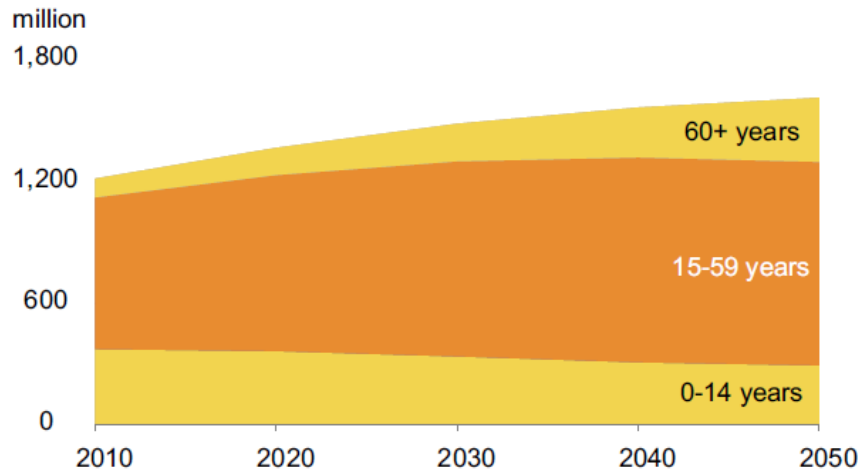


Figure 1

India will have the largest number of people in the working age group of 15-59 years

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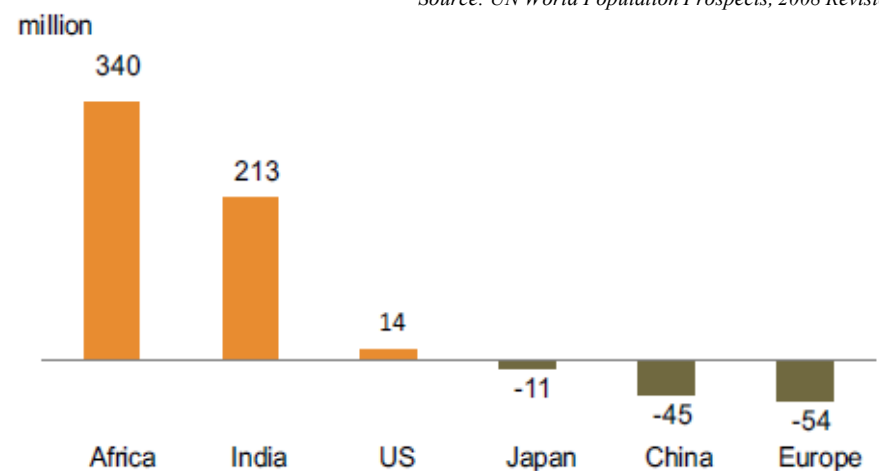
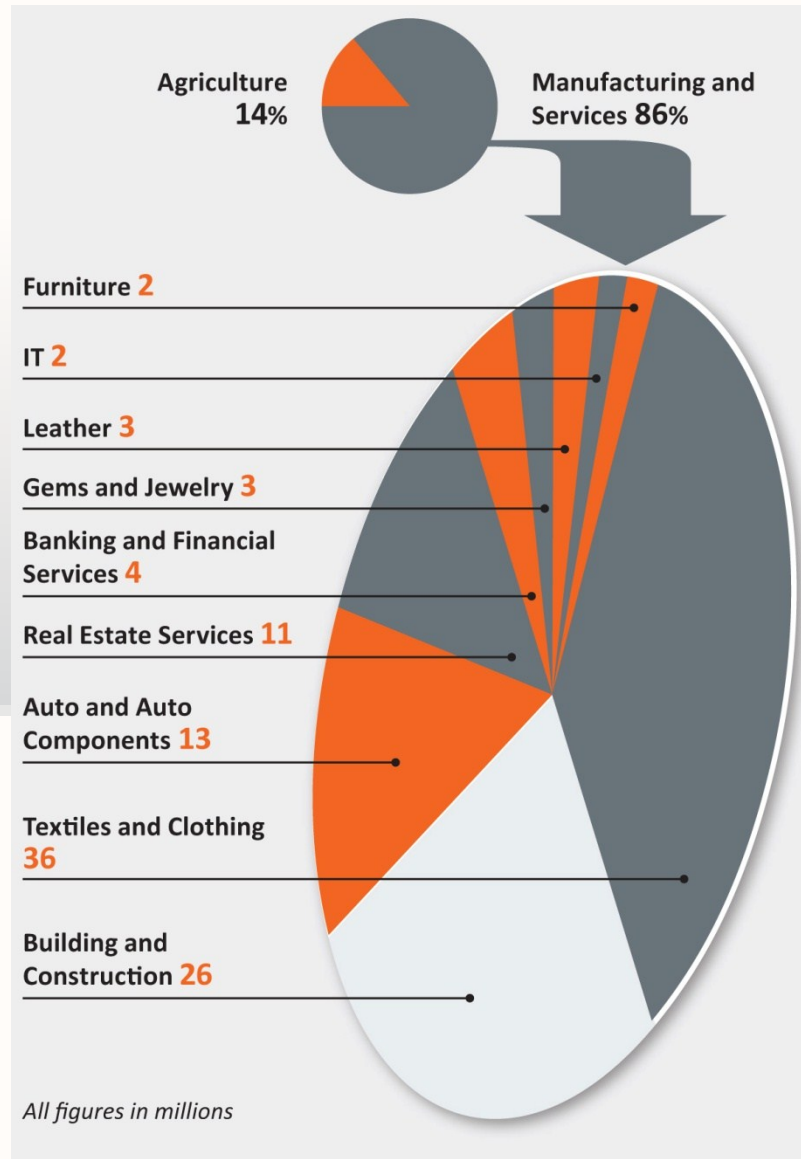


Figure 2

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



# International Human Recourses Requirement by 2022



# 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

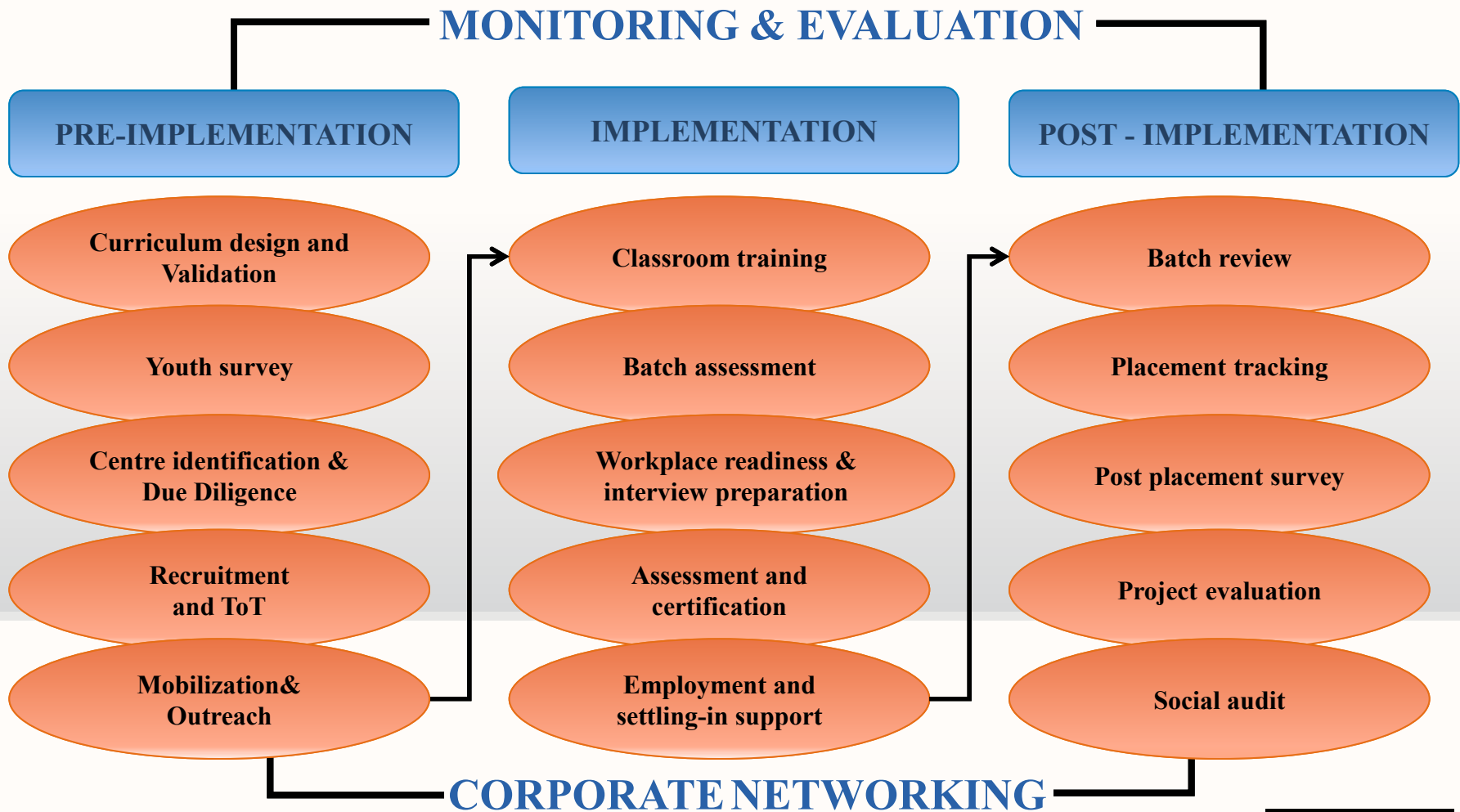
To impart market-oriented, employment linked training to 20 lakh youngsters by 2020.



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# PROCESS IMPLEMENTATION MODEL



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# DON BOSCO TECH's EXPERIENCE IN SKILL TRAINING

- ✓ 1 Market Study
- ✓ 2 Accessibility through Strategic Mobilization
- ✓ 3 Optimum Use of facilities
- ✓ 4 Modular/ Market driven courses
- ✓ 5 Duration and system of training -MIS
- ✓ 6 Curricula for training – 50% domain, 50% soft skills
- ✓ 7 Staff Training and follow up
- ✓ 8 Industry Exposure/On-the Job Training/Guest Lectures
- ✓ 9 Placement hand holding
- ✓ 10 Post placement tracking and follow up



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## Don Bosco Tech Society- IMPACT

S.No	TRADES	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
	TOTAL	13311	13743	14389	14874	23930	48396

**Total Trained- 1,28,643**

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# IMPACT – SHORT TERM TRAINING

**Sustainability-Interest of various Govt. & Corporates**

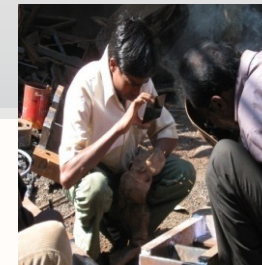
**Retention rate higher than other programmes**

**Increased level of family income**

**Ensuring employability**

**Increased level of confidence and communication skills  
leading to respectable employment**

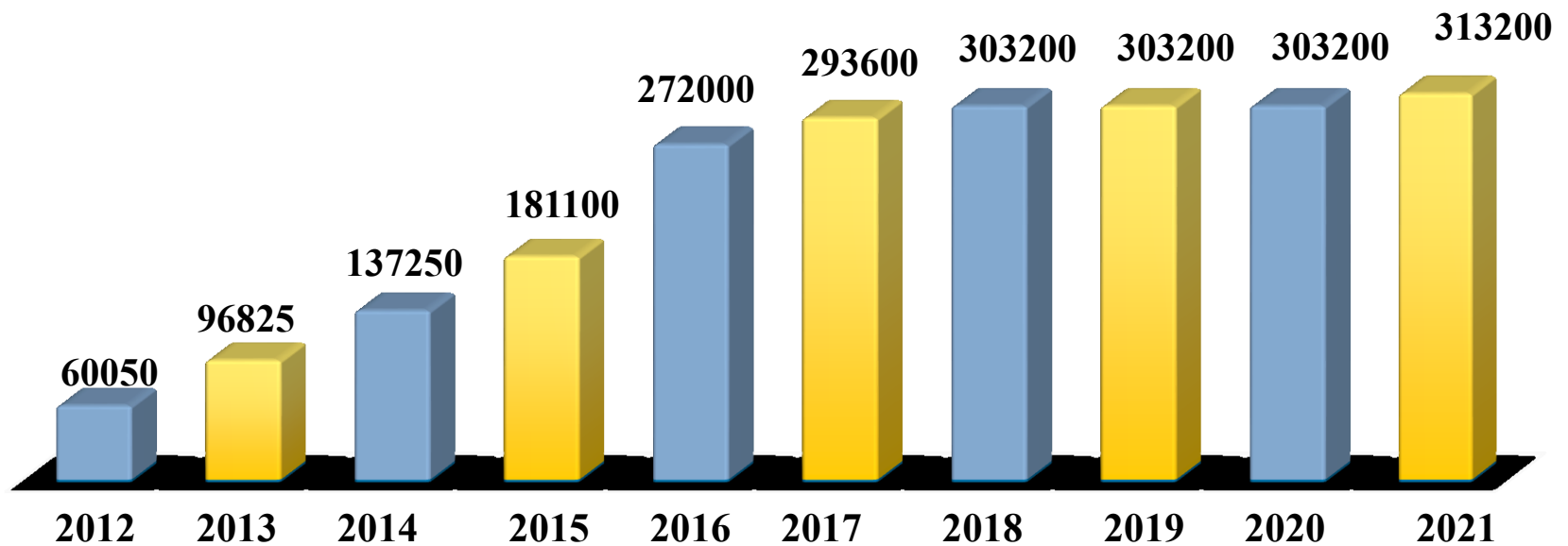
**Increased instances of self-dependency**



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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.

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## Extend your support:

### Contact Address:

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**Don Bosco Yuva Kendra**

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**New Delhi – 110043**

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**THANK YOU!**