

Employment Generation through Skill Development Training Program Imparted Under Scheme of Community Development through Polytechnics by Polytechnic Colleges in Western Region of India



Engineering

KEYWORDS :

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ABSTRACT

Globalization has created a great demand for a skilled workforce which is responsive for emerging market needs. Although the Indian economy has experienced rapid growth over the recent period, low level of education and formal training of the workforce are the matters of great concern. In India, informal sector employs nearly 90% of the workforce, most of which is either non-skilled or inadequately skilled and there is very little investment or opportunity for formal "skilling". To get productive employment, especially in the informal sector, it is critical to acquire skill sets with strong labour market linkages. Government has initiated various employment generating scheme in India. Community Polytechnics was continued till 2007. After reviewing the scheme the Government started the same scheme in 2009 and called it Community Development through Polytechnic. The emphasis of the scheme was to utilize the resources available in the polytechnics for skill development training of unemployed youths and make them employable so that they can earn their sustainable livelihood. Initiatives by Polytechnics of Gujarat state in skill development training programs is discussed in this paper.

Introduction

India is a vast country with a population of approximately 122 crore. 75% of India's population lives in about six lakh villages. There is a visible difference in rural and urban, rich and poor, highly educated and lesser educated, forward and backward areas. While resourceful people, particularly those living in urban areas, have had access to better education and professional training, but a vast majority of those who live in rural areas and slums are less educated and hardly have technical, professional or vocational training. In fact, for most of such people, quality education, higher technical and professional education is unaffordable. In terms of career options, such lesser educated and not so fortunate people tend to work in low paid unorganized sector. Per person productivity of such persons works out to be a small fraction of productivity of those who work in organized sector of Indian economy. In an increasingly competitive economic environment of our country, the unorganized sector, which is so important for the country, needs to increase the productivity of its manpower for its survival and growth. Yet another paradox before the Indian informal sector is that it cannot afford employing highly educated and professionally trained manpower which usually aspires for highly challenging, rewarding and satisfying career. The only option available before the Indian informal sector is to depend upon relatively low paid manpower trained through non-formal system of skill development. There is, therefore, an urgent need to train millions of persons every year through a countrywide network of non-formal skill development. Such non-formal skill training should attract beneficiaries from all cross-sections of Indian society with special emphasis on SCs/STs, OBCs, women, school dropouts, minorities, physically disabled, economically weaker sections of the society and other under-privileged persons.

National Policy on Skill Development and CDTP Scheme

The Mission will encompass the efforts of several ministries of the Central Government, State Governments and the activity of the private arm, supported by the following institutions. (i) Prime Minister's National Council on Skill Development, (ii) National Skill Development Coordination Board, and (iii) National Skill Development Corporation/Trust.

To respond to the existing skill gaps and to identify skill needs, the Eleventh Plan had taken the initiative to launch a National Skill Development Mission. Under this mission a National Policy on Skill Development has been formulated by the Ministry of Labor & Employment. The objective of this policy is to create a workforce empowered with improved skills, knowledge and internationally recognized qualifications to gain access to decent employment and ensure India's competitiveness in the dynamic

global labor market. It aims at an increase in the productivity of the workforce both in the organized and the unorganized sectors, seeking increased participation of youth, women, disabled and other disadvantaged sections and to synergize efforts of various sectors and reform the present system.

Skill Development strategies and coordinated action by all concerned by addressing the various challenges in skill development such as:

The size of the task in building a system of adequate capacity.

Ensuring equitable access to all, in particular, the youth, SC/ ST/ OBC/ Minorities/ Other BPL Candidates, the women, people with disabilities, the dropouts, and etc.. those working in the unorganized sector.

Assess skill deficits sector wise and region wise and meet the gaps by planned action in a finite time frame.

Diversifying skill development programmes to meet the changing requirements, particularly of emerging knowledge economy.

Encourage 'Accreditation Agencies' in different domains to move away from regulation to performance measurement and rating and ranking of institutions.

Building true market place competencies rather than mere qualifications.

Creating effective linkages between school vocational educational and skill development.

Providing opportunities for life-long learning for skill development.

Promoting greater and active involvement of social partners and forging a strong, symbiotic, public-private partnership in skill development.

Establishing institutional arrangement for planning, quality assurance, and involvement of stakeholders, coordination of skill development across the country.

Being sensitive issue of the Skilled man power requirements of the country, the Ministry of Human Resource Development (MHRD) in the year 2009 has launched a new scheme of Community Development through Polytechnics (CDTP), in 524 Polytechnics all over India with an aim to provide non-formal, short term, Modular Employable Skills course (MES) employment oriented skill development programmers to various section of the community, particularly for the rural, unorganized & disad-

vantaged sections, by harnessing the infrastructure available with the existing Polytechnics. The scheme has the following objectives.

- To Carry out Need Assessment Surveys to assess the technology and training needs.
- To Impart Skill Development Training to the intended target groups.
- To disseminate Appropriate Technologies for productivity enhancement.
- To provide Technical and Support Services to rural masses and slums dwellers.
- To create Awareness among the target groups about technological advancement and contemporary issues of importance.

The CDTP Scheme is one of the components of the Ministry's major new initiative – "Sub-mission on Polytechnics under co-ordinated action for skill Development", which has been formulated as a part of the National Skill Development Mission. Under the CDTP Scheme, the selected Polytechnics will be provided financial assistance by the MHRD, to run short duration non-formal skill development courses.

Skill Development Training Program under CDTP Scheme

In order that the human resource is developed for gainful employment/self-employment, the training must be need based, and should provide employable/self-employable skills. The purpose of the skill development is to create skilled and knowledge based manpower by empowering them technically so that they can earn their sustainable livelihood. All training programs should be well-designed through graded exercises, keeping in view the market requirements for various trades. Short term non-formal, modular courses of 3-6 months duration, depending on the local needs and commensurate with the available local resources with proper structures, yet having the desired flexibility to pave the way for self-paced open learning mode (OLM), should be offered. Depending upon local circumstances in some cases multi-skill training may be offered to make self-employment viable in the rural economy. In some of the trades, advance skill course for 3 to 6 months duration may be designed and offered as per the interest of trainees or as per the demands of local companies/industries/market. Preferences may be given to the training courses with technical bias.

- Providing basic skills, knowledge and attitudes for self/wage employment to intended beneficiaries in their own villages/communities or nearby areas.
- Imparting entrepreneurial skills for initiating micro/tiny enterprises especially for the rural youth and community.
- Offering skill up-gradation programs in their own fields, or for adoption of appropriate technologies for enhancing their employment prospects.
- Identifying and conducting special skill training programs for Women, SCs/STs, OBCs, minorities, school dropouts, street children, physically handicapped, economically weaker sections of the society and other under-privileged persons.
- Special training programs may be organized on health and hygiene.

Salient features Desirable under Skill Development and Training Programmes

- The skill development programmes chosen for training shall be based on need assessment survey and more emphasis should be given to the growing demands of the service sector.
- Each identified Polytechnic should conduct a survey for identification of priority needs for skill training programs of a cluster of 10 to 20 villages.
- The skill programs offered should be flexible and non-formal.
- Target the poor and deprived sections of society in both urban and rural areas.
- Emphasis should be on multi-skill training.

- Possibility of sharing of financial/infrastructural/skill resources available with different institutions/ organizations/agencies may be explored.
- Infrastructure facilities available in the polytechnics should be utilized in conducting various training programmes.
- The infrastructure available in ITIs/Vocational Schools/Colleges/Technical Institutions wherever available may be utilized.
- Achievements of the trainees in terms of competencies developed may be done by way of issuing certificates.
- Collaborate with potential employers.
- The identified Polytechnics should develop a proper feedback mechanism to know the post-training status of the trainees specifically with regard to their getting self/wage employment.

Implementation of The Scheme and Employment Generation

The Scheme of Community Development through polytechnics has been implemented as a Direct Central Scheme by Ministry of Human Resource development, Government of India, New Delhi. Financial assistance to implement the scheme is directly provided by the Ministry. Recurring grant up to Rs. 17.00 lacs per year Non Recurring grant of Rs. 20.00 lacs single time provided to each new polytechnic and Rs. 13.00 lacs single time provided to each old polytechnic by the Ministry. The Ministry monitors the scheme and provides administrative supports at national level. NITTTR monitors the scheme at regional level, NITTTR's also co-ordinates and monitors the scheme. NITTTR's also provide academic staff development training programmes for the faculty of the polytechnics and CDTP staff's for the proper implementation of the scheme. At state level Directorates of Technical Education also provide necessary administrative support in implementation of the scheme.

At the polytechnic level scheme is implemented by part time faculty and staff from polytechnic and full time contract basis staff from outside. The various activities under the scheme are carried through one mother center in polytechnic and 05 to 10 extension centers in the district. Each polytechnics conducts need based Skill training programmes for an average of 600 person per year. As per need of society multi skill training programmes are also organized under the scheme. Employment generated under the scheme is self and wage both.

Implementation of CDTP Scheme in Western Region of India

CDTP Scheme is established since January 2009 in AICTE approved selected polytechnics of India. 524 Polytechnics were selected under this scheme. For smooth functioning and better co-ordination of scheme, NITTTR's have to play a key roll, In Western region total 97 polytechnics were selected under the CDTP scheme and all Polytechnics guided by NITTTR Bhopal, State Director of Technical Education and various other government bodies. In Maharashtra 43, Madhya Pradesh -21, Gujarat -18, Chhattisgarh -10, Goa-05, polytechnics are running CDTP Scheme. All polytechnics manage this scheme very well. They produced skilled man power for nation.

The details of Skill development Training programs in each polytechnic of Western Region of India for year 2010-11, 2011-12 & 2012-13 are given in table-1 to 6. Data shows that each polytechnic carried out considerable amount of work for skill development. In year 2010-2011 they trained 38385 persons out of them 6852 were self/wage employed. Percentage wise it is 17.85 %, in year 2011-2012 they trained 42004 persons out of them 10973 were self/wage employed. Percentage wise it is 26.12% and similarly in year 2012-2013 they trained 45342 persons out of them 10944 were self/wage employed. Percentage wise it is 24.13%.

Bellow given Tables Shown State-Wise Persons Trained & Employed under Skill Development Training Programmes. (2010-13)

(Year 2010-11)

Name of State	Persons Trained													G. Total
	SC		ST		OBC		Minority		Others		Total			
	M	W	M	W	M	W	M	W	M	W	M	W		
Maharashtra	1145	1911	386	676	2239	3769	905	1297	1685	3085	6368	10734	17098	
Madhya Pradesh	854	506	356	256	1975	1163	99	173	663	384	3947	2482	6429	
Gujarat	387	1338	423	1025	553	1831	121	463	331	1765	1816	6421	8237	
Chhattisgarh	359	301	500	550	1139	1178	21	38	246	379	2266	2445	4711	
Goa	02	47	30	211	21	545	11	94	64	885	128	1483	1910	
Grant Total	2747	4103	1695	2718	5927	8486	1157	2065	2989	6498	14525	23565	38385	

Name of State	Persons Employed													G. Total
	SC		ST		OBC		Minority		Others		Total			
	M	W	M	W	M	W	M	W	M	W	M	W		
Maharashtra	193	332	143	125	487	906	212	261	427	673	1465	2294	3759	
Madhya Pradesh	145	57	45	33	285	136	34	28	86	53	600	307	902	
Gujarat	109	277	42	65	124	300	22	86	85	330	382	1058	1440	
Chhattisgarh	44	61	33	26	175	137	07	05	34	17	293	246	539	
Goa	0	01	02	25	0	50	01	10	6	117	09	159	212	
Grant Total	491	728	265	274	1071	1529	276	390	638	1190	2749	4064	6852	

(Year 2011-12)

Name of State	Persons Trained													G. Total
	SC		ST		OBC		Minority		Others		Total			
	M	W	M	W	M	W	M	W	M	W	M	W		
Maharashtra	1306	1768	479	733	2653	4009	866	1465	1604	3194	6900	11277	18077	
Madhya Pradesh	911	642	432	378	2023	1488	153	196	817	824	4338	3523	7864	
Gujarat	437	1280	511	957	795	1965	142	454	538	1858	2351	6586	8937	
Chhattisgarh	239	328	428	505	1201	1411	24	34	205	405	2097	2683	4780	
Goa	18	37	48	199	94	667	27	156	100	1000	287	2059	2346	
Grant Total	2911	4055	1898	2772	6766	9540	1212	2305	3264	7281	15973	26128	42004	

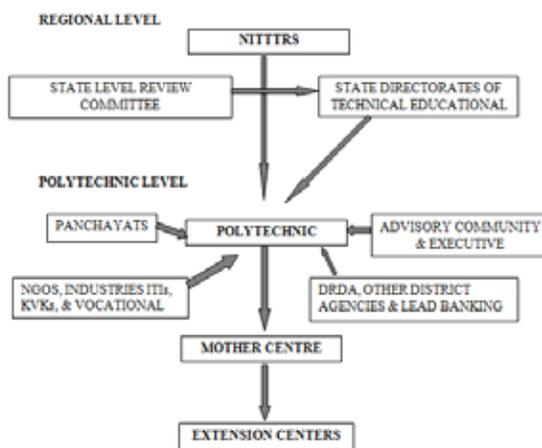
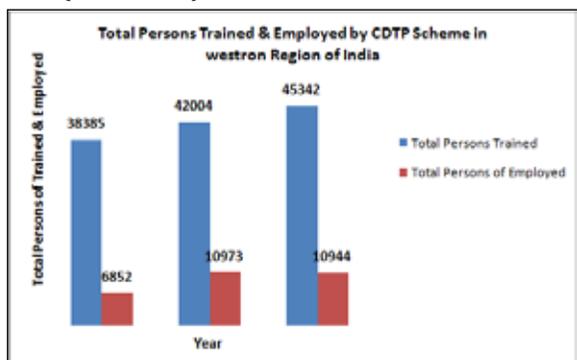
Name of State	Persons Employed													G. Total
	SC		ST		OBC		Minority		Others		Total			
	M	W	M	W	M	W	M	W	M	W	M	W		
Maharashtra	318	589	132	205	794	1461	293	353	420	1181	1957	3772	5746	
Madhya Pradesh	188	146	63	73	426	402	46	81	184	156	911	854	1765	
Gujarat	133	256	133	252	188	376	37	93	161	433	653	1411	2062	
Chhattisgarh	58	52	68	59	224	230	3	7	39	77	392	425	817	
Goa	2	21	5	72	7	182	2	26	9	257	25	555	583	
Grant Total	699	1064	401	661	1639	2651	381	560	813	2104	3938	7017	10973	

(Year 2012-13)

Name of State	Persons Trained												G. Total
	SC		ST		OBC		Minority		Others		Total		
	M	W	M	W	M	W	M	W	M	W	M	W	
Maharashtra	1262	2200	627	1294	2505	4343	824	1505	1670	4076	6888	13418	20306
Madhya Pradesh	1364	844	534	536	3215	1853	270	187	1253	989	6636	4409	11045
Gujarat	313	1118	511	859	452	1610	137	358	430	1269	1843	5214	7057
Chhattisgarh	295	264	329	485	1111	1299	18	36	206	374	1959	2458	4417
Goa	4	51	50	182	74	888	48	111	114	995	290	2227	2517
Grant Total	3238	4477	2051	3356	7357	9993	1297	2197	3673	7703	17616	27726	45342

Name of State	Persons Employed												G. Total
	SC		ST		OBC		Minority		Others		Total		
	M	W	M	W	M	W	M	W	M	W	M	W	
Maharashtra	325	594	222	442	763	1276	241	341	468	1293	2019	3946	5965
Madhya Pradesh	266	115	164	55	798	337	84	43	255	133	1567	683	2250
Gujarat	70	248	121	210	150	339	29	56	120	375	490	1228	1718
Chhattisgarh	45	24	43	55	130	157	7	4	43	64	268	304	572
Goa	0	2	0	28	4	174	2	7	16	206	22	417	439
Grant Total	706	983	550	790	1845	2283	363	451	902	2071	4366	6578	10944

Source: NITTR, Bhopal CDP Office Record up to march 2013.(2010 - 2013)



INSTITUTIONAL FRAME WORK AND LINKAGE AGENCES NATIONAL LEVEL



Conclusion

This study aims to determine the role of polytechnics in skill development for informal sectors under CDP Scheme in Western Region of India for the period of 2010-2013. A result indicates that all polytechnics of Western Region have done significant work for development of skilled human resources in urban as well as rural area of state. The percentage of employment were observed 17.85% ,26.12% & 24.13% in year 2010-11,2011-12 &2012-13 respectively. It also shows that percentage of employment increased in 2011-12 compared to previous year. We also conclude that all state polytechnics of Western Region are doing well in this area because all are equipped with all physical infra-structural facilities, trained man power, which could be used for community development purpose. The involvement of polytechnics could satisfy prime minister’s skilled development mission for providing capable and employable human resources.

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