

Govt. Schemes for Training & Capacity Building

Today, human resource is a source of competitive advantage for all organizations, be it the corporate sector, Government sector or the grass-root level. The training system in India has changed to create a smarter workforce and yield the best results. From being a part of Human Resource Management, it is being taken up as a separate activity altogether.

Despite the fact that India is a fast developing economy, difficulties have led the Government to conclude that far more needs to be done to engender more employment opportunities for the majority of Indians, to enable them to participate in the benefits of growth and to contribute to that growth. Let us look at a few statistics:

- 40 million people (in the working age of 15-59 years) are unemployed - survey conducted by the Labour Bureau of the Government of India in 2010
- India's labour force is growing at a rate of 2.5 per cent annually, but employment is growing at only 2.3 per cent

Thus, the country is faced with the challenge of not only absorbing new entrants to the job market (estimated at seven million people every year), but also clearing the backlog. A part of the unemployment problem emanates from the mismatch between the skill requirements of employment opportunities and the skill base of the job-seekers. This mismatch is likely to become more acute in the process of rapid structural changes in the economy. It is, therefore, necessary to reorient the educational and training systems towards improving its capability to supply the requisite skills in the medium and long term, and introduce greater flexibility in the training system so as to enable it to quickly respond to labour market changes in the short run.

Looking into this scenario, a number of schemes have been initiated by the Central and State Governments in India, which aim at providing training and building skills for different vocations and job sectors. *The role of the Central Government lies in development of training schemes at National level, evolution of policy, laying of training standards, norms, conducting of examinations, certification, etc., whereas the implementation of the training schemes largely rests with the State Govts./UT Administrators.*

The Central Govt. is advised by the National Council of Vocational Training (NCVT), a tripartite body having representatives from employers, workers and Central/State Governments. Similar Councils known as State Councils for Vocational Training are constituted for the same purpose by the respective State Governments at state levels.

Some of the schemes at the National and State levels have been discussed in this article:

- **Craftsmen Training Scheme:** The Directorate General of Employment & Training (DGE&T) in the Ministry of Labour & Employment, Government of India initiated Craftsmen Training Scheme (CTS) in 1950 by establishing about 50 Industrial Training

Institutes (ITIs). The objectives of CTS are: to provide semi-skilled/skilled workers to industry by systematic training to school leavers; and to reduce unemployment among educated youth by equipping them with suitable skills for industrial employment. Some salient features are:

- *Training imparted in 49 engineering and 49 non-engineering trades*
- *ITIs function under the administrative control of the respective State Govts./UTs / Private Organizations*
- *Period of training for various trades varies from six months to three years*
- *Entry qualification varies from 8th to 12th class pass, depending on requirements of training in different trades*
- *Training in Govt. ITIs provided free of cost or nominal fee is charged. Also provided with library, sports and medical facilities*

➤ **Apprenticeship Training Scheme:** The National Apprenticeship Scheme started in 1959 on a Voluntary Basis, followed by the Apprentices Act, which was enacted in 1961. Initially the Act envisaged training of Trade Apprentices only, but after a number of amendments like including bringing within its purview training of the 10+2 vocational stream as "Technician (Vocational)" Apprentices, it was last amended in 2008. Some of the features of this scheme are:

- 188 trades in 35 trade groups have been designated
- Qualifications vary from Class VIII pass to XII class pass (10+2) system, minimum age being 14 years
- Period of training varies from 6 months to 4 years

➤ **Women's Vocational Training Programme:** The Women's Vocational Training Programme at the Ministry of Labour & Employment, DGE&T, was designed and launched in 1977. The programme attempts to promote the women employment in industry (mainly organized sector) as semi-skilled/skilled & highly skilled workers by increasing their participation in skill training facilities under Craftsmen Training Scheme and Advanced Skill Training Scheme and also the Apprentices training scheme. Programme also offers higher skill training for the Instructors of various skill training organizations. To achieve this objective, women exclusive Institutes have been set up both under Central Sector and Centrally Sponsored Schemes. Some of the training courses include: Dress making, Embroidery and Needle craft, Electronics, DTP operator etc.

➤ **Skill Development Initiative Scheme:** The Skill Development Initiative Scheme (SDI Scheme) was launched by the Ministry of Labour & Employment, DGE&T with the following objectives:

- To provide vocational training to school leavers, existing workers, ITI graduates, etc. to improve their employability by optimally utilizing the infrastructure available in Govt., private institutions and the Industry. Existing skills of people can also be tested and certified under this scheme.
- To build capacity in the area of development of competency standards, course curricula, learning material and assessment standards in the country.

Key features of SDI Scheme:

- Demand driven short term training courses based on Modular Employable Skills (MES) decided in consultation with Industry. MES is the ‘minimum skills set’ which is sufficient for gainful employment
- Central government will facilitate and promote training while industry, private sector and State Governments will train the persons
- Flexible delivery mechanism (part time, weekends, full time, onsite/ offsite) to suit needs of various target groups
- Courses would also be available for persons having completed 5th standard, but minimum age requirement is 14 years, with no upper age limit
- The essence of the scheme is in the certification that will be nationally and internationally recognized
- The training under SDI scheme will be provided by various VTPs (Vocational Training Providers) – one of them being the TARA Livelihood Academy



The **TARA Livelihood Academy (TLA)** is registered as a VTP (Vocational Training Provider) since the past two years under the Regional Directorate of Apprenticeship Training (RDAT), and all its courses are certified by the National Council for Vocational Training (NCVT). The approved courses include Garment Making, Hospitality (hospitality assistant), Information & Communication Technology (ICT), Retail (Sales Person), Construction and Food Processing & Preservation.

Besides, providing 25% relaxation to women and persons belonging to SC/ST category, as a motivating factor, training fees of all those trainees who successfully complete the training is refunded to them. The training is provided at

various training delivery centers located at TARAGram Pahuj, TARAGram Orchha and TARA Community College (TCC) in Jhansi. Also, depending upon the need and requirements of the training programme and the target group, the training can be provided at other locations too.

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