



# India's Largest Livelihood Enabler



# Skill Development & Livelihoods Enhancement: Challenges and Opportunities

# Approaches to Training

- Recognition of Prior Learning (RPL)
- Centre Based Vocational Training (Short Term)
- Onsite training model (training classroom + practical training yard) design
- National Occupational Standards led training
- Work Integrated Training
- Long Term Training (ITI, Polytechnics)

## Recognition of Prior Learning

- Tool for benchmarking initial skill levels of the learners
- Baseline assessment scores (concepts and skills)

## Training

- 4-20 weeks duration for Entry level courses
- Both classroom (1 hr) and OJT (3 hrs) conducted at onsite training location.
- Shadowing by trainers during production (OJT)

## Assessment

- External third party assessment
- Individual and group based assessment techniques
- Nationally recognized certification for learners

## Measuring Training Effectiveness & Productivity

- Joint assessment with stakeholders
- Training Effectiveness measurement
- Productivity Measurement

- Student paid model for entry level job profiles is not realistic
  - short term centre based training
  - On-site training
- Work Integrated model needs attention
- Getting buy-in from candidates and employers for training -Difficult for employer to invest behind short-term candidates in terms of time and wages.
- Candidate trace-ability to measure longer term impact –
  - Need to regularly conduct productivity studies to measure training impact
  - Need to measure longer terms impact of training on wages and livelihood - contact with trainees for a longer duration is currently very difficult.

- Helping with traceability of individuals
- Support for Supervisor/Sub Contractor training which directly impacts quality
- Popularise work integrated training for workers as the best method to improve productivity
- SSC in priority sectors should be given grant / consultancy fees
- Need to move away from Audit stipulations to working on quality of vocational education delivery
- Employment and Entrepreneurship models have not matured and this puts pressure on vocational training



# Picture Gallery





# Thank You

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