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Vol. 18
February, 2016



Report on



3rd & 4th FEBRUARY, 2016
NEDFI HOUSE, GUWAHATI



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Published by :
FEDERATION OF INDUSTRY AND COMMERCE OF
NORTH EASTERN REGION

राजीव प्रताप रुडी
RAJIV PRATAP RUDY




कौशल विकास और उद्यमशीलता राज्य मंत्री
(स्वतंत्र प्रभार), एवं
संसदीय कार्य राज्य मंत्री, भारत सरकार
MoS Skill Development & Entrepreneurship
(Independent Charge) &
Parliamentary Affairs, Government of India
18th February, 2016

MESSAGE

I am happy to know that Federation of Industry & Commerce of North Eastern Region, FINER, is proposing to bring out a bulletin devoted to the North East Skill Conclave held on 3rd and 4th February, 2016 at Guwahati.

I am confident that this publication will make a sincere effort to identify the thrust areas which are crucial to skill development in the North Eastern Region with a special emphasis on the various skill development schemes that have been launched by the Government and other agencies for the development of this Region. I also hope that various suggestions and recommendations which emerged from the Conclave will also find a prominent place in this publication.

I send my best wishes for the successful publication of this bulletin.


(RAJIV PRATAP RUDY)



Chairman Message

Dear Readers,

Skill development and entrepreneurship efforts across the country have been highly fragmented so far. As opposed to developed countries, where the percentage of skilled workforce is between 60% and 90% of the total workforce, India reportedly records abysmally low at 5% of workforce (20-24 years) with formal vocational skills.

The skill development ecosystem in the country has been developing over the past 8-10 years particularly with the formation of the National Skill Development Corporation and more recently the Ministry of Skill Development and Entrepreneurship. With the Hon'ble Prime Minister's launching of the Skill India mission to make India a hub of Skilled manpower by providing a strong Institutional framework both at the Centre and States for implementing of Skilling activities in the Country , a number of Skill Institutions have come up in the Country to fill up the gap.

Under the Ministry, a number of schemes for skill development have been launched throughout the country. However, there are gaps in the capacity and quality of training; lack of infrastructure and effective delivery systems; insufficient focus on workforce aspirations; lack of certifications and common standards and of course a pointed lack of focus on the unorganized sector which needs to be addressed in right earnest.

So keeping in mind all these, Finer has made an effort by organizing the North East Skill Conclave in association with Ministry of Skill Development & Entrepreneurship and NSDC. The main objective of the Conclave was to disseminate appropriate information to the prospective investors and investment partners from the region regarding Government of India's thrust area. The conclave revolved around presentations and interactive panel discussions on various aspects of the importance of Skill Development & Entrepreneurship initiative challenges and way forward.

It's a pleasure to inform our readers that the Conclave was inaugurated by Shri R. P. Rudy, Hon'ble Minister of State, Skill Development & Entrepreneurship (IC), & Parliamentary Affairs, Government of India. Mr. Rudy also announced and recommended in the event that FINER will be included in all the 40 sector skills councils. The ministry also plans to sign a MoU with FINER to make the plans for skill development more workable in the region.

The Event was a big success with the support of NSDC, the partner state ,Sikkim and all the industries, organizations and associations of North East.

With Warm Regards,

R.S. Joshi
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NORTH EAST SKILL CONCLAVE

3RD & 4TH FEBRUARY, 2016



Federation of Industry and Commerce of the North Eastern Region (FINER), in association with the Ministry of Skill Development & Entrepreneurship, Government of India, and National Skill Development Corporation had organized the North East Skill Conclave on the 3rd & 4th of February, 2016 at NEDFi Convention Centre, Guwahati, Assam.

The main objective of the Conclave was to disseminate appropriate information to the prospective investors and investment partners from the region regarding Government of India's thrust area. The Conclave revolved around presentations and interactive panel discussions on the various aspects of the importance of 'Skill Development & Entrepreneurship initiative challenges and way forward, followed by a one-to-one interaction between Ministry officials, Industry captains and Participants from various States/Countries.

The participants profile for the Conclave were Policy Makers, Various Departments of NE states, Ministries of Government of India, Development Organizations and Entrepreneurs, Entrepreneurship Development Organizations, Trade and Industry Association, NGOs, Community Organizations, Skill Training Institutes, University and Colleges, Bankers, Financial Organizations, Investors, Industry Captains and Diversified Business Persons.

The relevant topics which was addressed during the plenary sessions of the North East Skill Conclave were the following:

- ❖ Transforming India's Skill Development Landscape - Various new initiatives in India
- ❖ Entrepreneurship, self employment and Producer Companies: Solving the demographic challenge using a multiplier effect
- ❖ Experience Sharing by Skill Institutes of Assam
- ❖ Partner State Session: Implementation Challenges – The way forward
- ❖ All Sector Skill Council presentation for Skill Trainers & Service Providers
- ❖ Formal Vs Skill Education
- ❖ Building the Rural Economy in the North East – Agriculture/Handloom/Handicraft: ground level experience of 5 successful models and their creators/ founders
- ❖ Skill Development in the Assam – lessons so far, vision for the future, Our 2020 Goal

Shri Rajiv P Rudy, Hon'ble Minister of State, Skill Development & Entrepreneurship(IC) & Parliamentary Affairs, Government of India, was the Chief Guest for the Conclave.

The North East Skill Conclave very successful ended on a high note. The Hon'ble Minister Mr Rajiv P Rudy announced and recommended that FINER will be included in all the 40 sector skills councils. The ministry also plans to sign an MoU with FINER to make the plans for skill development more workable in the region.



A BRIEF OF THE NORTH EAST SKILL CONCLAVE

(3RD & 4TH FEBRUARY, 2016)

On the 3rd and 4th of February' 2016, North-East Skill Conclave was organized by Federation of Industry & Commerce of the North-Eastern Region (FINER) at the NEDFI Convention Center in Guwahati, Assam.

The major objective of the conclave was to provide information to the prospective investors and investment partners from the region regarding Govt. Of India's thrust area. Various interactive sessions, panel discussions and presentations covered the conclave. The theme of the conclave was to highlight the importance of skill development and entrepreneurship in the region. From Union Minister Shri Rajiv Pratap Rudy to various industry associates to Government Department officials to Entrepreneurs, the conclave witnessed participation of people from various walks of life.



The proceedings of the conclave are elaborated below:

Day 1 (3rd February'2016)

Inaugural Session (from 10.50am to 12.00pm):

❖ Chief Guest:

Shri Rajiv Pratap Rudy, Hon'ble Minister of State, Skill Development and Entrepreneurship (IC), & Parliamentary Affairs, Government of India.

❖ Guests of Honour:

Mr. Nitin K.S. Khade, IAS, Secretary, Labour & Employment, Govt. of Assam.

Mr. Anurag Goyal, Commissioner, Taxes, Govt. of Assam

❖ Session Chaired by:

Mr. Amit Kr. Jain, Vice Chairman, FINER

About the Session:

The inaugural session was conducted to introduce to the audience about the objective behind the North East Skill Conclave. With a brief introduction about the organizing body- FINER, the session started with lighting of the lamp and witnessed huge gathering. The session was a projection of the skill scenario of the NER and was reflected by the speeches delivered by the guests of the session.





Welcome/Inaugural Address: By Mr. Amit Kr. Jain

The inaugural session started with the lighting of the lamp by the dignitaries and their felicitation. Post felicitation, Mr. Amit Kr. Jain gave his welcome address to the gathering. In his inaugural cum welcome address Mr. Jain introduced FINER to the dignitaries and the audience as an apex body of industry created with the objective of developing an environment for enhancing the flow of trade and commerce in the North Eastern States of India. He, in his introductory remarks, also stressed upon the development of North East through skilling and its correlation to employment generation in the region. Need for parallel skilling programmes under one umbrella and improvement of quality of skill in the region were also highlighted by him. He also raised the point of reinstalling the stalled policies for industrial activities in North East.

Speech by Mr. Nitin K.S. Khade:

He, in his speech, introduced to the other dignitaries and the audience about the Assam Skill Development Mission and Din Dayal Upadhyay Grameen Kaushal Yojana. He highlighted the importance of skilling in Assam and North East. He further spoke about the importance of employment in home state for a skilled person and also stressed upon the fact that development of the state through the development of the youth of the state.

He also spoke about the scope for agro-based industry, handloom and dairy industries in the NE region and also about the importance of trade and commerce in helping infrastructural growth in the region. He ended his speech by referring to the North East Skill Conclave as the beginning of laying the foundation for skill development in the region.

Speech by Shri R.P. Rudy:

He started his speech by thanking FINER and the audience. He highlighted the fact that Guwahati is the hub of all the economic activities in the NE Region. Shri Rudy highlighted the world scenario of the skill framework pointing facts like percentage of skilled workforce/population in various countries like: in Japan- 80%, in South Korea- 96%; whereas in India he said that the percentage of skilled population is a meager 4.5 %. He said that in India there is demand for skilled workforce since many decades but the last 66 years of India has been spent only on education, neglecting skill development throughout. He talked about the need of skilled people at the entry levels of various industries across India. He highlighted that 24 ministries in India were handling about 70 schemes related to skilling and no formal structure for skilling in India was followed or created and hence the Ministry of Skill Development and Entrepreneurship was created for convergence of skilling, creation of an ecosystem and framework for skill development. Some other points which he highlighted in his speech are as follows:

❖ He said that previously skill training was conducted through the ITIs only and was confined to 9 or 10



trades; now stress is given upon finding new skills in various spaces.

❖ He also spoke about importance of linking academics with skilling.

❖ National skills qualification and certification.

❖ NSDC, NSDA and their role in identification of various occupations for skill development, training and certification.

❖ He stressed upon the need of development of NE region through skilling the youths of the region.

❖ He also requested FINER to collaborate with the government for convergence and handholding in the area of skill development in the region.

❖ He also spoke about Sector Skill Councils and proposed representation in such councils by FINER in NE Region.

Vote of Thanks: By Mr. Anil Saraf:

Mr. Saraf gave his vote of thanks to the dignitaries present in the session and also the audience. He, in his speech, talked about the life and achievements of Mr. R.P. Rudy. He also highlighted the prevailing poverty and economic backwardness of the NE region and how skill development can create an environment to change the present condition of the region.



Session 1: (From 12:00 P.M to 1:20 P.M): Transforming India's Skill Landscape- Various New Initiatives in India

Guests/ Speakers:

- ❖ Dr. Mukti Mishra, President, Centurion University;
- ❖ Dr. Sapna Poti, Principal, NE Region, NSDC;
- ❖ Shri Manoj Kr. Das, Director, Indian Institute of Entrepreneurship;
- ❖ Shri Amrit Bora, COO, Assam State Livelihood Mission.

About the Session

The session focused on highlighting various new initiatives taken by people and organizations (both government and private) through various skill interventions across India. The session reflected upon various ideas and initiatives which are transforming the skill ecosystem of the country.

Following are the proceedings of the session:

Dr. Mukti Mishra :

Dr. Mishra started his session by sharing two incidences first during his stay in Australia and the second during his stay in India. Both the incidences compelled him to rethink about the entire process of skilling in India. In his speech he highlighted about the lack of capacity of the people of India to give as well as take - be it a favor or knowledge. Pointing loopholes in the Indian education system, he highlighted the fact that education is of no use if it cannot be translated into the means of earning livelihoods. He stressed upon the importance of competency based work. He also asked for an approach of minimal input, maximum output and minimal waste. He ended his speech by saying that a self-reliant human being can create a self-reliant country.

Dr. Sapna Poti :

Dr. Poti started her session by speaking about NSDC and NSDA. She presented a 'Powerpoint' presentation to the audience. Through her presentation she highlighted about the functions of National Skill



Development Corporation as a training provider through public private partnership model. She also spoke about the 40 Sector Skill Councils and their roles and functions in skill development across India. She also highlighted about the National Skill Qualification Framework for skill training certification throughout the country. She also highlighted about various initiatives taken under MSDE- NSDC (Ministry of Skill Development and Entrepreneurship- National Skill Development Council).

Mr. Amrit Bora :

Mr. Bora highlighted the steps taken and the set targets of Assam State Rural Livelihoods Mission (ASRLM) under Din Dayal Upadhyay Gramin Kaushal Yojana (DDUGKY). He said that in the state of Assam the SRLM is implementing the DDUGKY scheme through 26 Programme Implementing Agencies.

Shri Manoj Das :

Mr. Das through a presentation highlighted about the challenges of skill development programmes in the NER. He highlighted about the advantages of India and NER with regards to skilling the workforce. He also spoke on the demographic profile and the natural resources of the NER. He concluded his presentation by highlighting the skill development initiatives taken by Indian Institute of Entrepreneurship, Guwahati throughout the NER and the outcomes and challenges faced while implementing such skill development initiatives in the region.





Session 2: (From 2:00 P.M to 3:00 P.M): Entrepreneurship , Self Employment and Producer Companies: Solving the demographic challenge using a multiplier effect:

Guests/ Speakers:

- ❖ Dr. Sriparna B. Baruah, Head CIE, IIE (Chairperson of the session);
- ❖ Shri Arindam Dasgupta, Tamul Plates Marketing Private Limited;
- ❖ Shri Manash Chaliha, Founder Director, Organic Majuli.

model, cluster model, incubation model, etc. She also spoke about the links between skilling and migration of the workforce. She further highlighted the need for product development based on market demand.

Shri Arindam Dasgupta

In his session, Mr. Dasgupta presented his organization, Tamul Plates Marketing Pvt. Ltd., to the audience. The organization was formed, as per Mr. Dasgupta, to promote areca nut leaf plate manufacturing across NER of India. Through his presentation he highlighted that across the world the areca nut leaf plate industry is worth \$20 million today and since North East has an advantage of abundant raw material availability (areca nut leaf), the region has the potential to be the world market leader of this industry. He also spoke about skilling the rural population and tapping natural resources for producing sustainable quality products. Overall, he emphasized upon the importance of developing a skilling ecosystem in the NER.

Shri Manash Chaliha :

Mr. Chaliha presented, in his session, the brand he promoted in Assam called 'Organic Majuli' under Lauhitya Livelihoods and Sustainability Pvt. Ltd. (a producer company). As per Mr. Chaliha, Organic Majuli is a brand with a mission to empower the rural population of Assam through food and income security and sustainable development through a business model. He emphasized upon the regional centric need for an ecosystem and fund for upcoming entrepreneurs in NER. He also highlighted upon the proper legal process requirement for enterprises to grow in the region.

About the Session:

As the title suggests, the session witnessed experience sharing by people who have worked in the fields of entrepreneurship, self employment and setting up of enterprises in the NER. The session was an eye opener for the audience as they got to witness some unique ideas showcased by the guest speakers.

Following are the proceedings of the session:

Dr. Sriparna B. Baruah :

Dr. Baruah chaired the session. While reflecting on the topic of the session, she talked about different perspective of looking into sustainable model for skill development- through models like: entrepreneurship



Session 3: (From 3:00 P.M to 3:40 P.M): Experience Sharing by Skill Institutes of Assam:

❖ **Session Chaired by :** Ms. Indrani Chaudhury, Dy. Director General, FINER

Guests/ Speakers:

- ❖ Shri santanu Choudhury, Managing Director, Pragati Edutech;
- ❖ Shri Arman Ali, Executive Director, Shishu Sarothi;
- ❖ Shri Jitendra Singh Rajput, MD, Amazing Network Private Limited.

About the Session:

This session witnessed the role played by a few institutes in Assam in the field of skill development. The experience shared by the guest speakers reflected upon the skill scenario of the region and also upon the need and importance of skill development initiatives in the region.

Following are the proceedings of the session:

Shri Santanu Choudhury :

Mr. Choudhury started his session by highlighting the reasons behind starting up his training and skill development enterprise- Pragati Edutech Pvt. Ltd. in Guwahati. He found that there was **perceptible shortage in available skilled manpower in most high growth sectors of economy** and also through his organization he wanted to bridge the gap between the demand for skilled manpower and its supply based on industry requirement. He emphasized on integrated skill development through mobilization, training, placement and retention for a sustainable skill development approach.

Mr. Arman Ali :

Mr. Ali spoke about his organization- Sishu

Sharothi, an organization working for the promotion of employment of differently-abled people. He highlighted about the challenges faced by differently-abled skill people in getting jobs and earning for a living. He emphasized upon the infrastructural requirement for the differently-abled people and also upon the promotion of rural livelihoods.

Shri Jitendra Singh Rajput

Mr. Rajput introduced his enterprise, Amazing Networks Pvt. Ltd., to the audience and also highlighted about the function of the enterprise. He spoke about the huge skill gap present in the rural areas of NER. He emphasized on igniting people's mind to work. He also asked that the youths of a region should not be considered as commodity but as resource for socio-economic upliftment.

Ms. Indrani Chaudhury :

Ms. Chaudhury summed up the session. The take aways from the session was to build the skill gap and sustaining the skilled people in their jobs. Skill training for the differently-abled people and the marginalised society is the need of the hour.





Session 4: (From 3:40 P.M to 4:30 P.M): All Sector Skill Councils' Presentation for Skill Trainers & Service Providers:

❖ Session Chaired by :

Dr. Sapna Poti, Principal, NE Region, NSDC;

❖ Guests/ Speakers:

- ❖ Dr. Sapna Poti, Principal, NE Region, NSDC;
- ❖ Captain Ramanujan, CEO, Logistic Sector Skill Council;
- ❖ Shri Siddhartha Banerjee, Nodal Manager, N.E, Tourism & Hospitality Sector Skill Council Limited.

About the Session:

This session encompassed the functions and importance of National Skill Development Council (NSDC) and various National Sector Skill Councils (NSSCs) in the country. The guest speakers reflected upon the initiatives taken by the Government of India for skilling the youths of the country through the NSDC and the NSSCs.

Following are the proceedings of the session:

Dr. Sapna Poti :

Dr. Poti spoke about the National Sector Skill Councils functioning under National Skill Development Council (NSDC) and their functions. She also highlighted the 5 deliverables of the Sector Skill Councils:

- ❖ Labour market information study.
- ❖ Career framework.
- ❖ Identify training partners.
- ❖ Having robust assessment agency.
- ❖ Train the trainers programme.

Captain Ramanujan :

Captain Ramanujan shared a presentation with the audience showing the opportunities available in the logistics sector in the country and the training required for it. In his

presentation, he touched a wide range of topics- from warehousing to courier, E-commerce to land transportation, air cargo to port and inland transport, etc. He also highlighted the importance of ground knowledge for understanding the ground situation. He also highlighted about Logistic Sector Skill Council's functions in implementing the Government of India's flagship initiative- "Pradhan Mantri Kaushal Vikas Yojana".

Siddhartha Banerjee :

Mr. Banerjee spoke about the Tourism and Hospitality Sector Skill Council and its importance in contributing to the GDP of the country. He also elaborated the components of the Tourism and Hospitality Sector Skill Council. He highlighted the demand for youths from NER in the tourism and hospitality sector.



Day 2 (4th February' 2016)

Session-1 (From 10:30 A.M to 12:00 P.M): Formal Vs Skill Education:

- ❖ **Session Chaired by:** P.G. Rao, Vice Chancellor, USTM
- ❖ **Guests/ Speakers:** Dr. George A.P, Dean & HOS, Royal School of Business;
- ❖ Shri Vikramaditya Chaudhury, CEO, Touchstone Training;
- ❖ Shri A.K. Chaturvedi, Zonal Coordinator N.R. Region, AISECT;
- ❖ Father Benny Basil, Don Bosco Technical, Shillong.

Following are the proceedings of the session:

Dr. P.G. Rao :

Dr. Rao chaired the session. He started the session speaking about the need for introduction of skill training in both the formal and informal systems of education. He highlighted the lack of quality skill training system in the country and the need for skills in different levels of education. He also spoke about the importance of continuous skill training and hands-on training inputs for building a skilled workforce in the NER.

Dr. George A.P :

In his session Dr. George A.P addressed various issues regarding the problems in the formal education system of the country. Stating that formal education system is an organized systematic system of learning, he highlighted the importance of imparting skill training through skill education. He also spoke about the difficulty in finding a slot for skill education in the present formal education system of the country. He showcased the benefits of formal education and the need for inclusion of skill education in the formal education system through reformation of formal education. He also spoke about the need for change in the teaching pedagogy and that through a flexible support system the change in the teaching process can happen. He emphasized upon the need for autonomy of colleges and institute for skill upgradation and also the need for skill gap identification.

Shri Vidramaditya Chaudhury :

Mr. Chaudhury started his session by sharing his experience of finding a Bangladeshi man working in an Italian Restaurant overseas and speaking fluent Italian language. He, through his experience, highlighted the need for integration of formal and skill education in India. Emphasizing on the importance of building a skilled society, he talked about skill blending and assimilation. He also talked about the inclusion of language workshop in skill

About the Session:

The session highlighted the facts of the prevailing formal education system of the country. The speakers of the session emphasized upon the need for skill education along with formal education to bridge the gap between the demand and supply of skilled workforce in the country. The various aspects of challenges in the present education system and how to overcome them through a renewed approach were highlighted through the session.



trainings in order to adapt to the international standard of skill training and also to get an edge in the national and international ecosystem. He talked about issues- like proper motivation, dreams and setting goals, struggle and sacrifice- which are an integral part of the skilled-job market.

Father Benny Basil :

Father Basil highlighted about the works of Don Bosco Group of Institutions in formal and informal education in India and across 134 countries. He highlighted upon the importance of mastery over an acquired skill-set through continuous practice and training. He spoke about creating a work culture across the NER. He also emphasized upon proving skill training to the marginalized section of the society. He also pointed out the importance of development of a structured system of skill education in the region.

Shri A.K. Chaturvedi :

Mr. Chaturvedi started his session by highlighting the social aspect of skill education. He also spoke about the existence of a vast gap between formal and skill education in India and the solutions to bridge this gap by:

- ❖ Educating the masses about skilling and its importance.
- ❖ Mastery of at least one skill acquired by an individual.
- ❖ Implementation of parallel skill training with formal education.



Session-2 (From 12:00 P.M to 12:45 P.M):Partner State Session: Implementation Challenges- The way forward:

- ❖ **Session Chaired by:** Smt Mrinalini Srivastava, IAS, Additional Secretary, Dept. of Labour & Skill Development, Govt. of Sikkim.
- ❖ **Guests/ Speakers:** Shri J.K. Sethi, Dept. of Labour & Skill Development, Govt. of Sikkim;
- ❖ Smt Nupur Dhawan, Dept. of Labour & Skill Development, Govt. of Sikkim.

About the Session:

The session highlighted the initiatives taken by the Government of Sikkim through the Sikkim Skill Mission for skilling the youths of the NER. It highlighted the challenges faced during the implementation of the skill development initiative of the Government of Sikkim. It also highlighted the new initiatives taken by the Government of Sikkim in the direction of skill development in NER and the way forward to such initiatives.

Following are the proceedings of the session:

Smt. Mrinalini Srivastava :

Smt. Srivastava chaired the session. She started the session by showing videos on career fair organized in Sikkim, Sikkim buyer-seller meet, and on Farmer's Producers Organization (FPO). She spoke about the Skill Mission of Sikkim. She highlighted the challenges of skill development in NER like- retention, migration, aspiration gap, social inclusion, infrastructural issues, geographical challenges, etc. She also introduced an online portal- www.skillyoungindia.com. She spoke about the integration of various stakeholders in the NER through the mentioned online portal. He also highlighted that the portal was created to provide a platform to the youths of the region to enroll for skill training.

Mr. J. K. Sethi :

Mr. Sethi started his session with a presentation on

the Skill Mission of Sikkim and on the online portal- "skillyoungindia.com". He through his presentation highlighted the skilling policy of Sikkim and Government of Sikkim. He also highlighted the purpose and functions of the online portal. The portal, according to him, was designed to create a platform for labors, trainers & employers to come together as a system to generate skilled workforce to fulfill the current and future demands for manpower in the NER. He also showed the operational process of the portal.

Smt. Nupur Dhawan :

Smt. Dhawan demonstrated the live "skillyoungindia" portal to the audience and how to operate and use the portal. Through the demonstration, she showed how the youths of NER can apply for skill training through the portal, obtain skill certificate, avail career guidance, counseling and finally how they can apply for jobs and get placed.





Session-3 (From 12:45 P.M to 1:30 P.M): Building the Rural Economy in the North East- Agriculture/Handloom/Handicrafts- Ground level experience of 5 successful models and their creators/ founders:

- ❖ **Session Chaired by:** Shri Swapnanil Barua, IAS, Commissioner, Industries & Commerce, Govt. on Assam.
- ❖ **Guests/ Speakers:** Shri Pabitra Buragohain, Director, Orient Processors Pvt. Ltd.;
- ❖ Smt. Rakhee Choudhury, Founder, Mulberry

About the Session:

The session mainly highlighted the experiences of a few successful entrepreneurs in the handloom and handicraft sector in the NER. Through the session, the challenges faced by the entrepreneurs and how they created successful business models in the NER came into the light.

Following are the proceedings of the session:

Shri Swapnanil Baruah

Shri Swapnanil Barua chaired the session. He started the session by highlighting the economy of the country. He spoke on topics like- problem of migration from rural to urban areas, increased economic burden in the urban areas, lack of rural skilling and lack of employment/self employment opportunities in the rural areas of the country. He emphasized on rural development through backward integration, technology and skilling. He also highlighted the importance of using local resources to improve the rural economy of the NER.

Shri Pabitra Buragohain :

Mr. Buragohain shared his experience in the handloom sector of the NER. He presented a video on the machines used for colouring/dyeing the handloom threads of the NE regions and the process of colouring/dyeing in a processing unit of his organization- Orient Processors Pvt.

Ltd. He highlighted the uniqueness of handlooms in NE region- use natural colours, traditional handloom techniques, etc. He also informed that he and his organization had provided a platform, to the local weavers of the region, for availing marketing facilities and products (raw materials).

Smt. Rakhee Choudhury :

Ms. Choudhury, in her session, spoke about her organization: Mulberry and its growth in the handloom sector. She informed about her journey of bringing up and creating Mulberry for providing a platform to the tribal women weavers of NE region- a platform for marketing their products and giving them an alternative source of livelihood. She spoke about a negative trend of the decline of weaving tradition and the decline in the number of weavers in Assam. She also highlighted the challenges in the handloom and handicrafts sector in the NER like- training, design development, marketing, etc.





Session-4 (From 1:30 P.M to 2:30 P.M): Concluding Session: Skilling India Vs Skilling North East- The way forward:

- ❖ **Guests/ Speakers:** Shri Anil Saraf, Chairman Skill Development Committee, FINER;
- ❖ Shri Aditya Saikia, Member, Skill Development Committee, FINER;
- ❖ Shri George Ishorary, CM (Admin CSR), Indian Oil.

About the Session:

The session mainly focused on skill scenario of the NER and the derivatives from the entire North East Skill Conclave. The session also highlighted the CSR activities of a PSU in the region and its impact.

development of the youths of NER.

Shri Aditya Saikia

Mr. Saikia, in his concluding remarks, highlighted the exposure given by the North East Skill Conclave to understand the skill development ecosystem of the country and the region. He highlighted the importance of participation of all the stakeholders in the NER for boosting the skill-scenario of the region. He also spoke about need for skill training on trades which are required by the local industries of the region.

Shri George Ishorary

My Ishorary represented his organization, Indian Oil Corporation Limited, in the session. He through a presentation highlighted the CSR activities conducted in the region and also the sustainable skill development programmes conducted by his organization through the CSR funds.

Following are the proceedings of the session:

Shri Anil Saraf :

Mr. Saraf, in the concluding session, summed up the entire proceedings of the conclave in his address and highlighted the key takeaways from the sessions and the proceedings of the North East Skill Conclave. He spoke about the importance of networking and partnership between skill training stakeholders of the NER. He also emphasized on developing a proper ecosystem for skill development in the region and focusing on language and behavioral skilling of the trainees, so as to enable them to be fit for doing jobs anywhere in the world. He also highlighted the importance of training the trainers' programmes for proper skill



Summing up of the Conclave (2:30 P.M):

At 2:30 P.M on the 4th of February'2016 the two days' North East Skill Conclave came to an end. The vote of thanks was given by a representative of FINER, followed by a summary of the conclave.

SKILL DEVELOPMENT

SkillYoungIndia Portal a coordination mechanism for NE

Smt. Mrinalini Shrivastava, IAS
Addl. Secretary, Department of Labour &
Skill Development, Govt of Sikkim

The Government of Sikkim in line with the Ministry of Skills and Entrepreneurship, Government of India accords highest priority to the Skill Development of its youth and to make them employable. Soon after the launch of Skill Mission at the national level, the State of Sikkim also launched its State Skill Mission.

The Government established Skill Training Authority (STA) in line with the National Skill Development Policy and other best practices being followed by different States. The STA was aimed to a single point within the Government to formulate and steer various skill development schemes for necessary synergy, oversight and effective coordination in the implementation of such schemes across the Departments.

On 21 December 2016, a Department of Skill Development & Entrepreneurship was established and a web portal launched www.skillyoungindia.com was designed for the State of Sikkim and is being managed by the Skill Mission Team, Sikkim. SkillYoungIndia Portal is a System that enables to process skill cases and perform transactions, generate reports on line. The skill development of persons in the State are processed by concerned authorities for whom the roles, access privileges can be configured. The portal on its first experimental run and design has been found to be an effective tool and technological intervention on database management, multi directional flow of information between the industry employers and the job seekers as well as the facilitating body of skill mission.

The concept is now proposed for extension to the entire North East, where the portal would act as an enabling system to be operated and managed by the Skill Mission Teams of each of the North Eastern States including Sikkim.





Apart from information dissemination the Portal ensures the following Service Delivery to the Stakeholders; -

- ❖ Submission of Applications for Skill Training Courses and Apprenticeships
- ❖ Knowledge of Industry Sectors/ Skill Areas, Industry Sector manpower demands, Notification of Vacancies, Events such as Career fairs, Workshops etc
- ❖ Enables Trainees and Skill Aspirants create, maintain and manage their resume's / biodata on line, so that Industries requiring skilled manpower can view and call them for interviews and job placements
- ❖ Trainees can plan their Skill Upgradation in keeping with opportunities and vacancies projected in industries
- ❖ State Govt. Departments and Agencies can announce Schemes/ Programmes for Skill Training and offer scholarships, incentives and stipends through payment gateways
- ❖ Training Providers will need to offer quality Training. This becomes possible when they mandatorily need to get their training courses accredited from the respective Skill Training Authority notified by the State Govt. They can apply for such accreditation online in the portal and respective authorities can process them online after necessary inspections.
- ❖ Skill Certification is possible for those persons who need to have a formal certification of their skills, which they have gained by virtue of work experiences
- ❖ A Wikipedia Skills portal associated with the SkillYoungIndia Portal provides knowledge resources, learning materials, references and practical do it yourself or learning by doing exercises and projects
- ❖ Success stories, Spotlights provide encouragement and motivation to the skill aspirants
- ❖ Most importantly, awareness, advocacy and engagement of youth and skill aspirants are facilitated. Persons interested may register themselves for Career Guidance and Counselling.

As far as the NE level administration is concerned, the contents of the portal, information that is provided to guide trainees and the processing of applications for granting admissions to various courses, payment of stipend/ incentives to trainees are all proposed to be managed by a Core Team of Officers and Staff designated and earmarked by the concerned State Govts. of the NE states through an appropriate Notification.

The Skill Mission Teams constituted and so designated by the respective State Government will progressively gain familiarity in the use of the portal, for

the purpose of

- (A) Facilitating Career Guidance and Counselling for Skill Training Courses;
- (B) Processing of applications submitted on the portal for course admissions, accreditations, placement,
- (C) Perform analytics on industry job vacancies, projected manpower demands, planning for results and prioritization of skill training, analysing current enrolments, capacity of training institutions, generation of reports, sourcing and application of funds, etc. They can focus on results and targeted number of Skill Training and creation of job opportunities.

It is hoped that use of the portal as a support system for managing operations related to skill development initiatives would strengthen the database managed as well as the transparency of database upkeep and the overall network on transfer of skill sets and the job aspirants based on resource pool with the region making the North East as a favoured destination for hiring skilled persons for various industrial sectors.



SKILL EDUCATION & INDIAN SOCIETY



Mr. A.K. Chaturvedi
Zona Coordinator, N.E. Region, AISECT



Formal education in India is mature and has a well-defined structure which offers a concrete and stable system of primary, secondary and higher education. This system of education is well accepted by the society and is considered a benchmark on one's knowledge, social status and monthly income. For example, I am a post graduate and employed as a professor of biology in a collage so I am considered more intelligent than a milkman who takes care of his cow, milks her daily and is a master of this art. Socially I am considered more intelligent than the milkman, whereas the society knows that I cannot perform the duties of a milkman and I lack this skill.

The Indian society is well aware of the fact that both the educations are equally important i.e. we need formally educated people and the milkman. The only difference is that the former is formalized and has boards and ministries and committees to frame the curriculum while the latter is based on the traditional methods passed on from one generation to another through practice. Both the systems of education have similar methods and disciplines. Both are assessed and have a curriculum and both have teachers. The need is to formalize the skill education so that it can get the same platform and reputation as that of the formal education. We have NSQF, the QP and the NOSs but does the common Indian understand their meaning? He will understand words like 'course curriculum', 'syllabus' and 'content', hence we either need to change the skill vocabulary of QP and the NOSs to curriculum and syllabus or make the people understand the meaning of these terms.

With the daily changing global market and the world economy, each one of us plays an equal role and responsibility of our respective domains and cannot be considered different or less important. Both knowledge and skill are the primary determinants of the overall economic growth and development of the society and the country. People publish statistics and ratios and express their studies in various graphical and tabular forms which are relevant only to the formally educated but not to a common Indian who contributes to the major % population of the Indian society. There is a big population of students, irrespective of their cast, creed, sex or religion, who have graduated in the formal education

system and at no cost will pursue skill education because they have been socially imbibed that skill education is for "school dropouts" whereas they have skills even unknown to them. If this social barrier is removed, this young population can do wonders if they have social recognition of their skill and of course if they are equally paid for the skill they poses.

We debate on making the formal education equal to skill education but at the same time we unintentionally tend to increase the gap by saying that skill education is for school drop outs, for those who could not study (formal education). The bridging will never happen as each time we say these sentences we tend to elevate the formal education and impose upon the society that formal education is better, more important and has greater employability than the skill education. In such social scenario if a person does his masters in plumbing or carpentry or automotive skills, he will still be considered a plumber, a carpenter or a motor mechanic. No Indian father would like to marry his daughter to a professor of plumbing or carpentry or any such job roles. The simple reason being 'employability'. How much a professor of mathematics earns one can figure out but the common man would not be able to calculate how much a professor of welding would earn. Employability is the end result of both the formal and skill education which means how much the person is earning after being educated. Obviously the formal education guarantees a job irrespective of the monthly pay, whereas skill education guarantees a job but in the labor market. In such a scenario how can we expect to extract the unused, unknown and hidden skill of a young formally educated person? These calculations never allow people to peruse skill courses and so the gap will never be bridged.

The only solution to this is the efforts made by the Government, the media and all those who would like to see skill education parallel to the formal education. They all have to educate the Indian society through advertisements, public meetings and seminars, implementing NSQF to private schools and also coming up with skill universities where certifications will be done only in skill-based education. Last but not the least the skill certifications should be acceptable to the industry and should ensure equal employability.



SKILL DEVELOPMENT

Smt. Binita Debnath

Department of Labour & Skill Development, Govt of Sikkim

A skill is the learned ability to carry out a task with predetermined results often within a given amount of time, energy or both. In other words, the abilities that one possesses.

More and more, job roles are requiring formal skill training qualifications either because of legislative requirements or to meet the requirements of specific employers. But developing skills through further training provides significant benefits like increase in employment opportunities, increase in career development, opportunities, personal growth and knowledge.

With the launch of "Skill India" the flagship program under the direct leadership of the Honorable Prime Minister Shri Narendra Modi India is set to become the Skill Capital of the World which will export the Skilled Manpower all over the globe. This is one of the most important missions which will take India at the top of the world in Skilled Manpower.

We "Amazing Networks Pvt. Ltd." (Amazing Skills) are imparting skill training to the youth of the North East States for over 3 years in the sectors of Hospitality, Security Guard, Wellness and Beauty (Hair, Skin and Make-up). Grooming and soft skills are the integral part of all the training imparted. The USP of Amazing Skills is the high percent of placement all across the country and then hand holding the placed candidates till the time they adjust to the new lifestyle in bigger cities.

We "Amazing Skills" have entered into a joint venture with the very experienced "Aelis" from Kolkata with training centers spread in 15 states of the country. We in joint venture will provide quality training in 12 sectors to start with to the North East Youth. "Amazing Skills" has a vast knowledge about the region, habits, culture, traditions, likes and dislikes of the different tribes of all the states of the North East and can plan training accordingly where as "Aelis" on the other hand is highly experienced in providing quality training in various sectors with a team of dedicated professionals.

Together we "Amazing Skills" and "Aelis" have teamed up to bring a social and economical change in the Skill Training in the North East region which will enable the youth to earn a respectable livelihood. We together with

presence in all the 8 states of the NE region plan to take the skill training to the remotest of the areas.

Our mission is to focus on the growth and development of each individual / students. Our main motive is to give best training to the students and help them for their personal growth as well as career development.

In order to execute various skill development initiatives, the AELIS-AMAZING SKILLS Consortium is being launched with the objective of:

1. The Objective of this Joint Venture is to improve employability skills of the beneficiaries participating in skill development schemes

introduced by the government of the States and the Private Sector.

2. AELIS-AMAZING SKILLS Consortium will bring necessary synergy, oversight and effective co-ordination in the implementation of the skill development schemes across the departments.

3. In order to achieve this, AELIS-AMAZING SKILLS Consortium will integrate efforts of various departments of the State and Central Government organizations engaged in providing skill development training and make available employment oriented and placement linked training in vocational skills to the beneficiaries of the states and Private Sector.

4. This engagement will aim to align courses and curricula of all the skill development trainings under AMAZING SKILLS to Qualification Packs (QPs) and National Occupational Standards (NOS) under study materials and course contents developed by AELIS and duly approved by respective Sector Skill Councils.

Skill Development is going to be the defining element in India's growth story. If India is to gain its rightful place in the world, equal benefits and opportunities for all and rise from the debris of poverty and several other pressing issues, skill development will require to be given a place right on top of national priorities.

So to conclude there are numerous job opportunities in India and world over skilled people, there are various schemes by the Government where student does not have to pay for getting trained, all this seems to be a perfect environment for getting trained and placed.



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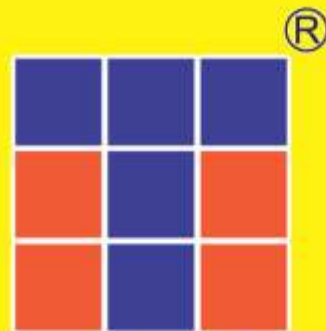
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Mazbooti ka bharosa...hamesha



INSPIRE TO ASPIRE

DECODING THE SKILLING AFFAIRS

Prof Mukti Mishra, PhD
President, Centurion University

As I write this article for the Federation of Industry and Commerce of North Eastern Region (FINER), I would like to confess that the neither I am an expert in skill development, nor about North-Eastern region. I am making an attempt to pen down my experience as an active citizen of India and experience gained over 10 years in imparting skills to youth from socio-economically marginalised background and difficult geographies.

For any country to evolve, politically, economically and socially, the quality of human resources remains the foundation and fundamental. Governments at various levels, have to play the parental role to preserve, protect and nurture the traditional values, learning and knowledge while creating and ensuring bonding, bridging and linking to the changing time and environment

I believe that Governments must own the responsibility to unbundle and decode, the energy efficiency, creativity, imagination and effectiveness of its citizenry. To accomplish this, the most important wherewithal Government could adopt is skill with substance, speed with stability and scale with sustainability. The impact of the skill proposition is that citizens to have enabled hands, energised mind and empathetic heart.

My experience has taught me that the geographic and habitation





remoteness and latent scope of skill development are directly proportional because of which East and North-East parts of the country have tremendous scope for intervention. Most human beings like to hear good things about themselves, would like to do something relevant, aspire to excel in one or more things and most certainly strive to have livelihoods with decency and dignity. The challenges before us are:

1. How do we achieve this?
2. What structure and support are required?
3. What is/ should be the policy intervention?
4. How do you assess the perspective of citizens?
5. How do you quantify, opportunities, options, prospects and challenges?
6. How do you navigate a pathway for citizens to do more and better? ... and so on!

In a diverse, multi-lingual and multi-cultural democracy of 1.25 billion headcounts the above questions have no easy answers; nor should it be. However, the Governments must learn from learning and learn to unlearn.

But institutions of governance by DNA suffer from learning resistance and absolute absence of institutional memory. In any democracy especially in a maturely immature and multi-faceted country like ours, we have to live with the fact that whatever is politically tenable may not be economically viable, whatever is economically sustainable may be socially unviable and vice versa. The only policy action that is to build competency, ability, capacity and dexterity of the citizenry through skilling is politically, economically, socially tenable and viable.

The trajectory of skill development landscape since its inception in 2010 has been littered with issues, challenges, problems, trust deficit and chaos. There has been irrational and malfunctional exuberance in the domain of skill development resulting in '*number hallucination*', '*decision delusion*', '*income illusion*', '*paradox of perception*' and '*outcome obliteration*'. Probably, this happens in any kind of intervention that entails structural, vertical and horizontal integration and linkages.

However, the new Ministry of Skill Development and Entrepreneurship has been striving hard to convert the inherited chaos and confusion to creative and innovative policy direction.

I always wonder if it takes 9 months for a baby to come out of mother's womb, how we can build the competency is 90 days, which most of the Government programmes are guided for skill development.

My experience says to build an active and productive citizen, minimum 9 months intensive input is essential by linking teaching, training and production as part of the learning else the economy and the country shall remain subjected to the syndrome of "*minimality out of optimality*" and "*Make in India*" would remain a dream par excellence.

The county needs more action leaders than thought leaders and the only way that this is possible is through decoding the skill acquisition by youth for which teaching and learning institutions, governments, training providers industry and corporate bodies like FINER have to create an eco-system to inspire the future citizens to aspire.

Institutions like FINER have the virgin ground to play the catalyst role on real time basis through output, outcome and impact driven engagements.



SKILL DEVELOPMENT IN THE NORTH EAST

Unique North East

Mr. Santanu Choudhury
MD, Pragati Edutech

The North East Region (NER) of India has a unique political and cultural history built over hundreds of years of dominion of by various ethnic tribes and communities. The region is geographically connected to the rest of India through a narrow corridor about 23 km wide causing severe transportation bottleneck. The region shares a long stretch of International borders with China and a very porous border with Bangladesh and Myanmar which have caused large influx of illegal migrants and also illegal trade of arms and drugs.

For these and other reasons, the region has little industrial infrastructure and employment opportunities barring the government, a few oil fields and refineries owned by central PSUs. The region has its own share of newly evolved services sector economy centered on Mobile Telephony, Banking, Organized Retail, Hotels and Healthcare services. They are the only significant creators of non farm new job opportunities in the region. The IT and ITES sector, significant white collar employment generators have not created significant footprints in the region.

Structural deficiencies and political unrest over a long period of time led to little investments in organized sector. On the other hand it has been invaded by large scale influx of people from Bangladesh. Consequently like many other less developed regions of the country NER too is

seeing large scale unemployment and sense of deprivation. Having a well planned and skill development agenda for NE can be an answer to curb the continued sense of alienation and deprivation especially among the local ethnic population.

A Good Skill Development Agenda

Taking a cue from the in-effectiveness of the formal educational system, a skill development program must be capable of actually imparting practical skills so as to make the trainee "Employable". Hence we have to be able to go beyond measuring "Output" which is simply counting the number of students trained. There must be an "Outcome" that measures how many of the students got selected for jobs and joined them. Further the student must continue in his job and get used to being part of the workforce living a productive life. This can be defined as "Sustainability". Therefore a good skill development program is to be defined as one that not only has "Output", but has well





defined "Outcome" and provides "Sustainable Employment". When projects are planned and executed keeping in view these objectives in mind, skill development would deliver its truly desired results and become a genuine tool for nation building.

Avenues for Skill Development in NER

Keeping in view these overarching objectives I have classified three main streams of training that has good employment/self-employment potential for the beneficiaries of Skill Development in the NE region:

A) For self employment at village level - Entrepreneurship development activities in Agro, Forest and Handloom sector

B) For employment as well as self-employment in local as well as national level Technician or Craftsman Training for Construction and Real Estate Sector such as Carpenter, Mason, Plumber and Electrician to name a few.

C) For employment nationally in organized sector of economy - Skilling for services sector such as Hotels, Airlines, Organized Retail, Banking, Healthcare, ITES etc.

Village Level Self- Employment

This is aimed at creating local employment possibilities by using local agro based resources and fusing traditional artisan skills with modern designs and technology. It is felt that for these efforts to succeed there has to be

- Well researched revenue model for the enterprise
- Robust and sustainable market linkages and
- Adequate financial, managerial and technical resources to sustain the project through its incubation period.

Emergence of E-Commerce platforms can be a boon for such micro enterprises seeking market access thereby brightening the possibilities for these projects. However, they must be engineered after carefully accounting for the factors as mentioned above.

Construction and Real Estate Workers

This sector employs various skilled workers viz. Carpenter, Mason, Electrician, Plumber to name a few. The education and training provided by the ITI's have failed to produce skilled workers in these trades once again due to their pre-occupation with theoretical knowledge as opposed to practical skill. Most of the people actually at work are those who have either had no formal training and have learned the trade by working as apprentice with some master craftsman. There is a large need to provide formal training to existing and prospective workers in this sector. The employment avenues for those trained in these traits are as below:

- Working for local construction firm or large master craftsman in the trade, or
- Setting up one's own practice providing services to the retail household sector

A few of the advantages of training in these skills are as below:

- Has a large and wide employment options
- Do not require much literary skills and therefore much formal education
- Can be employed nationally and even internationally. A case in point is construction workers from Kerala in middle east who were responsible for large NRI remittances in India much before IT sector came on the scene.

Consequently - with creatively designed training programs we could create excellent employment opportunities for a large number of underprivileged youth especially those without much formal education.

C) Development of Skills for the Services Sector

One of the greatest success stories of Indian Economy have been the "Services Sector"- represented by Hospitality and Retail, IT and ITES, Healthcare, Banking, Insurance to name the most prominent ones. While Construction Sector has deployed large number of skilled and unskilled workers, participation therein by the local, ethnic population is rather limited. Even traditionally much before the influx across the border such work involving hard labor was done by migrant workers from rest of India.

However, the local, ethnic people have other intrinsic qualities which make them eminently suitable for employment in Hospitality and Wellness Sector. These jobs however require good communication skills that too preferably in English. This requires that the trainee must have a minimum Class XII qualification. The advantages of training in these skills would be:

- Suitability for the temperament and preference of the local ethnic youth
- Organized sector employment with social safety net
- Can offer sustainable long term career opportunity including international job postings

While there can be various Skill Development Modules for training in different aspects of the industry, for employment in respected branded hotels or healthcare organization, the trainees must undergo at least a three months residential course in order to imbibe the minimum necessary grooming and soft skills.

Other job profile which seems to be attractive to the local youth is that of Security Guards. While this job profile do not compare well with those in the organized hospitality and healthcare industry, they suit those without much formal education.

Conclusion

Skill development has huge potential to be a significant contributor to our efforts a building a peaceful and prosperous nation. It depends however on the creativity, capability and sincerity on the part of the planners and executing agencies alike in achieving the desired outcome.

SKILL DEVELOPMENT EMPOWERING INDIA

Jitendra Singh Rajput

MD, Amazing Network Private Limited

Creating aspiration for knowledge upgradation, assimilation of skills among our youth and enabling them discover their innate talents, facilitating the discovery of their abilities and empowering them to seek self employment or industrial job placement is our national goal. Considerable challenges lie in the pursuit of this endeavor more for our North Eastern region with its multi-ethnic character, unique demographics and varied cultures. Skill Mission Sikkim along with its existing skilling initiatives is aiming at harnessing technology to develop an electronic platform in the form of web based portal "skillyoungindia.com" or neindiaworkforce.com which enables convergence, integration and collaboration across young aspirants, trainers, training institutions, state government agencies, industries and

establishments requiring skilled manpower. Apart from disseminating information and enabling interactions across stakeholders it provides for automated processes, decision support, analytics and reporting and serves a system which can be used by all NE States and Sikkim. The most important aspect that requires emphasis is the fact that the ownership and responsibility of updating information and processing of transactions relating to cases of aspirants seeking admission, skilled persons seeking employment, industries updating manpower demands and screening profiles of candidates for selection and so on, are all managed by the respective State Skill Mission Teams.





The Process flows are generic but roles and access privileges as also report generation and decision support can be customized aligned to the needs of each of the North Eastern states. The Portal enables speedy, transparent and accountable allocation of tasks and effective monitoring for outcomes and results. Plans can be made more realistically on the basis of the aspirations of the youth and persons seeking to upgrade skills and desiring to harness employment opportunities offered by industries aligned with their manpower demands.

Every stakeholder engages to transform and create a better environment for skilling and employment. Thus the moto of - Be a Skill champion, Transforming lives.Becoming Legends. Taking pride in our professions and in the careers we pursue.

The Department of Labour and Skill Development, Government of Sikkim is thankful to Federation of Industry and Commerce of North Eastern Region (FINER) for creating an enabling environment, NE Skill Conclave on 3&4 February,2016 converging various institutions working towards our national mission of Skill India.

For promoting and implementing vocational, technical and industrial training, the skill mission portal will bring together experts from various fields to support learner meet industrial standard, we bring together (i) government-scholarship program (ii) industries-training support (iii) training institutes/organizations- groom trainees (iv) public service centers & facilitation centers- support trainees. Building an environment of excitement for young person in this era of social media and Information Communication technology with the web based portal where the user interface incorporates the facilities to connect everyone together with total support online assistance, offline counseling and assistance at skill mission centers and SMS service guidance all through for everyone connected to the portal.

This portal will disseminate awareness for aspiring youth and the members can gain awareness of the various policies, programs for various vocational, technical & industrial training and apply online or visit the centers or just provide contact details and get counseling and assistance to apply. Information on the various categories of industries with different skill area for training and employment, who are the training providers for the particular skill training, which locations which training facilitator is available,

scholarship and stipend support availability for the skill training and employer information and information of who have been enrolled, trained and employed are available at the one stop portal.The training providers would be able to apply for accreditation of their courses and submit their courses for evaluation, approval/endorsements for meeting standards prescribed by the state. State can have its own evaluation team or engage third party for evaluation or may agree to the already certified training provider of the partner state and may send its youth to that state to obtain training.

The government departments would be able to provide information on stipends, scholarships and incentives for trainees pursuing various courses and training providers as well.

Through this NE Skill Conclave, we urge State departments, Zila, Gram panchayats & urban bodies, NGOs/Civil Society, Industry partners, Vocational training providers, Teachers, Veterans, Elders and community leaders to engage aspirants for skill training, direct them to identified counseling centers, vocational training schools, skill training facilities to enable aspirants, youngsters, women, tribal SC/ST, differently abled and various sections of community to be empowered for sustainable livelihood, entrepreneurial debut, industrial employment, professional growth, career launch and success.

What we leave IN our next generation is more important than what we leave FOR them!





सरकार के जयश्री
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP



Skill India
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Skilling Youth Employing Youth
Empowering India

A SUSTAINABLE APPROACH FOR RURAL SKILLING IN NER

Skills and knowledge are one of the driving forces of economic growth and social development for any country. Countries with higher and better levels of skills with a dynamic skilling ecosystem, adjust more effectively to the challenges and opportunities of world of work.

India is among the few large and growing countries in the world where the working age population will be far in excess of those dependent on them and, as per the World Bank, this will continue for at least three decades till 2040. This has increasingly been recognized as a potential source of significant strength for the national economy, provided we are able to equip and continuously upgrade the skills of the population in the working age group.

Our country presently faces a dual challenge of paucity of highly trained workforce, as well as non-employability of large sections of the conventionally educated youth, who possess little or no job skills. Ministry for Skill Development and Entrepreneurship has been set up in November 2014 to give fresh impetus to the Skill India agenda and help create an appropriate ecosystem that facilitates imparting employable skills to its growing workforce over the next few decades. Apart from meeting its own demand, India has the potential to provide skilled workforce to fill the expected short- fall in the ageing developed world. The formulation of the National Policy on Skill Development and Entrepreneurship 2015, launching of the Skill India Mission, etc are some of the landmark initiatives for strengthening the Skill Building of the Nation.

The North Eastern States comprise Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, and Tripura. The eight States located in India's North-East cover an area of 2,62,179 sq. km. constituting 7.9 per cent of the country's total geographical area, and 46million people or about 4 per cent of the total population of the country (Census 2011). Most North Eastern States have remained one of the under developed and untapped regions of the country due to various reasons like geographical isolation, lack of access to markets , limited connectivity to the rest of India , limited infrastructure, poor awareness of markets, changing demand patterns, raw material sourcing, technology, branding and quality standards, high and widespread dependence on Governments programmes for market access, subsidy and training, educated seeking, mostly, Government jobs or relocating out of the region, stigma against labour oriented jobs, dependence on, mainly, local market for selling products from small and tiny sector, etc (North East Skill Gap Report- NSDC)

According to the study on development and employment generation potential of the north-eastern

Dr. Sriparna B. Baruah
FM and Head CIE, IIE



states, between 2011 and 2021, the region will have only 2.6 million jobs. And half of this demand will be in Assam alone, which is about 1,234,357 jobs. As opposed to the low demand, there will also be a supply of 17 million people in 2011-2022, an excess of 14 million job seekers. The region will generate 2.6 million jobs, but the manpower supply will be 16.8 million persons. So there is a need for a twin approach for developing skills for both local employment and for those who seek to migrate (India's North East-Diversifying Growth Opportunities, Report by ICC).

The Economic Survey 2014-15 has stated that as per the Labour Bureau Report 2014, at present India is facing a serious shortage of skilled and well-trained labour force. Only 2.3 per cent of the workforce is formally-skilled, which is a very small figure(nearly 9 million) compared to other nations statistics of skilled labours - 68% in the UK, 75% in Germany, 52% in USA, 80% in Japan and 96% in





South Korea. The Economic Survey underlines the importance of utilizing the demographic dividend, and so does the Skill Development Mission of India.

Post launch of the "Skill India Mission" (PMKVY- Pradhan Mantri Kaushal Vikas Yojana) on 15th July'2015, the biggest challenge is to train the 42% of the rural workforce in India which is occupied in unorganized farming sector. A predominant proportion of the rural population has either little or no job skills. The rural population has a limited skill base that restricts their occupational mobility to benefit from the urban centric growth process. Inadequate skills force them to either work as agriculture labourers or join low-paying jobs. Therefore, India must put more efforts to scale up the skill training activities in rural areas to meet the demands of the global economic needs.

In the North East India since the percentage of rural population is more than 81 %, focus must be laid on enhancing rural growth by building robust community institutions, upgrading and up skilling low skilled agricultural workers and creating employment and self-employment opportunities for them. As per the economic census 2005 there are a total of 9,54,929 rural enterprises in NER(excluding crop production and plantation) which provided employment to only 2.5 million people in the rural areas. Moreover, out of the total rural enterprises in the NER only 1% to 5% provide employment to more than 10 workers. Hence there is an acute need for rural skilling in the NER in order to increase the skilled workforce of the region, thereby increasing the volume of economic activities. This in turn would lead to the increase in the number of rural enterprises in the region and consequently increase the percentage of employed/self employed population of the region.

Skilling can be done through various means. But in NER providing skill training to the rural population

is not an easy task; primarily due to geographic and demographic challenges of the region. Moreover, reducing migration from the rural areas of the region to the urban centers (for employment/self-employment) post skill training is also a daunting task. Infusing entrepreneurial zeal through holistic skill development programmes, amidst the rural people of the region, is the only way for sustainable economic development of the region.

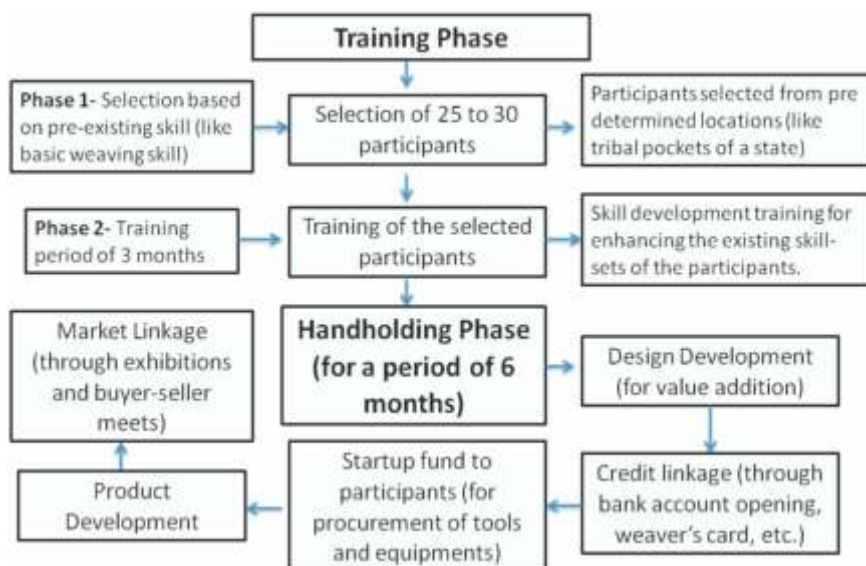
The methods and approaches adopted for skilling play an important role in this aspect. In this regard, the approaches adopted for rural skilling in NER by Indian Institute of Entrepreneurship (IIE), Guwahati can be replicated in a larger scale to bring in a greater impact on socio-economic ecosystem of the region. Following are the three broad skill development approaches adopted by IIE across NER:

1. Skilling through project mode.
2. Skilling through cluster development approach.
3. Skilling through incubation.

1. Skilling through Project Mode:

IIE implements various customized skilling programmes on pilot basis through project mode. The approach encompasses selection of identified participants, based on their existing skills, geographic locations and demographic traits. Post selection, the participants are given skill training and then are provided handholding support.

One of such examples is the IIFCL-NSTFDC Skill Up-gradation Project of IIE. To upgrade the existing skills and create entrepreneurship opportunities among Tribal handloom artisans, Indian Institute of Entrepreneurship (IIE) in collaboration with India Infrastructure Finance Company Ltd. (IIFCL) and National Scheduled Tribes Finance and Development Corporation (NSTFDC) had conducted a programme titled "IIFCL-NSTFDC Skill upgradation and economic empowerment of Tribal Handloom Artisans in the North Eastern States". The project comprised of eight batches (25 trainees per batch) in the tribal pockets of Assam, Arunachal Pradesh, Mizoram, Manipur, Meghalaya, Nagaland, Tripura and Sikkim. Under the project, the artisans were imparted on the job training and handholding support in the improvised looms by master artisans and were educated about intricate designs under the expert guidance of efficient designers for catering to wider markets. Skill enhancement training was also imparted for skill up-gradation of the targeted artisans. Design development and modernisation and market linkage and finance were also some of the facilities provided to the artisans through this project. Following diagram illustrates the project mode skilling method of IIE:





2. Skilling through Cluster Development Approach:

Cluster development approach of IIE is another approach in rural skilling which can create a lot of impact. IIE is associated with more than 30 clusters across NER in handloom, handicrafts and food processing sectors, where a holistic approach is adopted to provide both forward and backward linkages. A number of need based skilling interventions have been taken up in these clusters which has made a major difference to economically empower artisans and facilitate creation of new rural enterprises.

Two such experiments on rural skilling in clusters by IIE are given below:

Eri Spinning Cluster, Pyranga, Kamrup, Assam:

The skill development programme on natural dying initiative taken by IIE in this cluster has today turned the Pyranga cluster into a natural dyeing hub of the state. The demand for naturally dyed Eri product is increasing both in National and International market. This initiative has today made the artisans capable of creating 20 different colours of naturally dyed yarn with the locally available ingredients.

Jewellery Cluster, Ranthali, Nagaon, Assam:

In this cluster, through skill development programmes on jewellery designing and making and gemstone cutting and polishing, designs interventions were carried out by IIE. The cluster has now come up with a new range of products like tie-pins, cuff-links, brooches and fusion beads jewellery.

3. Skilling through Incubation:

Introduction of skilling through incubation has been one of the primary approaches adopted by IIE for rural skilling in NER. Through this approach, IIE conducts, initially, skill development training programmes by selecting participants from various rural areas of NER. The training programmes are basically sponsored programmes wherein, 25 to 30 participants are trained in one of incubation centres of IIE in Guwahati for a period of three. Post completion of training, based on performance a few out of the 30 trained participants are selected for the incubation process. In the incubation process is usually for a period of 6 months. During the incubation phase, the selected trained participants are further given training on product finishing and thereafter they are allowed to generate/develop products for selling. They are then given marketing and credit linkages with the basic idea of providing sustainable self employment opportunities to the incubatees. This, in turn, helps them to establish their own enterprises and earn their livelihood. IIE has the following incubation centres in its Guwahati campus:

- Gems & Jewellery Incubation Centre.
- Readymade Garments Incubation Centre.
- Handloom Incubation centre.
- Designer Candle and Incense Stick Making Incubation Centre.

Following diagram illustrates the incubation method of IIE:



The north eastern region of India has been projected to contribute towards as many as 17 million workforces by 2022 in contrast to an approximately 3 million jobs in the region. The region however encounters various challenges in strategizing as well as implementing skilling programmes such as no workable skill modules, lack of synergy between partners, no sustainable skilling programme, mobilization, lack of awareness on skill initiatives, etc. Moreover, various placement linked skilling programmes in the region suffer from the setbacks like lack of ample job opportunities in the region, migration of the skilled workforce from the region, etc. In this context, the above mentioned approaches on rural skilling adopted by IIE can be used as a catalyst in solving such problems and developing enterprises in rural areas and developing sustainable livelihood options.



Skills Training vis-a-vis Persons with Disabilities

Mr. Arman Ali

Executive Director, Shishu Sarothi

India has seen rapid growth in recent years, driven by the growth in new-age industries. However, there is a large shortage of skilled manpower in the country. In the wake of the changing economic environment, it is necessary to focus on inculcating and advancing the skill sets of the young population of the country.

Persons with disability in India face many challenges when looking to develop employable skills and in gaining meaningful employment in conditions of decent work. Whilst India has ratified the United Nations Convention on the Rights of People with disability (UNCRPD), persons with disability continue to face many difficulties in the labour market.

According to Census 2011, there 2.6Crore Persons with Disabilities in India(1.50Crore male and 1.18Crore female PwDs). Even though PwDs constitute a significant percentage of the population of India, their need for meaningful employment largely remains unmet, inspite of implementation of "the Persons with Disabilities Act, 1995". In the overall population, the number of disabled is proportionately higher in rural areas. The rural disabled are significantly disconnected from skills and market.

Improving vocational/skills training and employment of persons with disabilities is a critical element for not only enhancing the quality of life for individual with disabilities, their families but there are also substantial gains for the broader economy. According to Census 2011, about 1.34 crores persons with disabilities are in the employable age of 15-59 years. About 99lakh persons with disabilities in the employable age group were non workers or are marginal workers.

When it comes to skills training for persons with disabilities in the North eastern region, the issue increases manifold owing to low level education, remoteness of the region, scattered population, lack of proper training infrastructures and trainers. There are certain training programs for persons with disabilities which are imparted through various institutions or mechanisms. These trainings are however non-homogenous, lacks quality and is low on employability. Accessibility poses a huge challenge in

terms of training infrastructure to the persons with disabilities both in urban and rural areas. The skill training offered by various ministries/departments to the PwDs is fragmented or overlapping. There is very low level of involvement of private sector organizations in skills training of persons with disabilities, especially in Northeast India where there are very few Equal Opportunity Employers. The trainings imparted in the region are not market aligned for which there is very low level of placement/employment. Considering the fact that the economy in the North East region is mostly rural in nature and around 80% of the disabled population are from the rural areas, it becomes imperative for training providers to look into programs which will cater to this section.

There are several barriers for people with disabilities to enter the labour market. The challenges can range from their lack of education and training or a lack of financial resources which limit access to labour markets. Other reasons include the nature of the workplace or occupation and employer-perceptions of disabled people.

It makes eminent sense therefore to make available a new hitherto untapped labour force the persons with disability. The pool of disabled people is large and growing with increased population and medical advances. With government of India programs like Sarva Shiksha Abhyan, which focuses on inclusive education, the number of educated persons with disability is gradually rising. Moreover, with technological advances and assistive devices, it is possible to skill this human resource pool to industry needs. This opens up an opportunity, therefore, for this target segment to contribute to India's economy.



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