Education Staff Development Program (ESDP)
Workforce Development (WfD)
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India Skills Portfolio
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India
Economic growth has been “job poor”: between 1983–2004, GDP growth averaged 6% per year, while job growth was only 2%—most jobs in service sector, unorganized sector and MSMEs.

Huge informal sector with relatively low skills and productivity: 93% of 457 million workers are informal.

Disconnect between supply of and demand for skills
- Supply of skills
  - 60% of the population is in age-group 15–59 years
  - Low educational attainment and employability skills (average years of schooling: India–4.9, Malaysia–7.9, Korea–10.5)
  - Less than 10% of the workforce are with some vocational skills
- Demand for skills is changing: more technical, multi-skills.
World Bank Support in India

- Current support: Operations
  - Vocational Training Improvement Project (IDA $280 m):
  - Technical Engineering Quality Improvement Project II (IDA $ 300 m)

- Technical support, JIT, AAA
  - National Vocational Qualification Framework
  - Training the Trainers
  - Sector Skills Councils
  - Excellence in Leadership training for ITI Principals
  - Apprenticeship system: Option for India based on 11 countries case studies

- NLTA to West Bengal on TVET Reform Roadmap

- Skills and Employability Programmatic AAA
Vocational Training Improvement Project: A first generation reform project
Reforms in Governance and Delivery System

Governance
National State Institutions

Systemic reform & Policy Framework

Institutional Framework

Delivery of Training 400 ITI

Better outcomes
Strengthened Institutional Framework

Curricula, Research & Training:
- NCVT, SCVT
- Nodal Institutions: CSTARI & AHI

IMP & Training & Teaching Aids:
- Nodal Institutions: NIMI

Training of Trainers:
- Nodal Institutions: AHI & ATIs, Pvt. providers
Impact highlights

Impacts on the WfD system:

- **Impact 1:** Governance: Strengthened Private sector participation, greater autonomy to institutions, transparency, results focus, sector-wide MIS
- **Impact 2:** Increased focus on quality: industry involvement in curricula design, revision, and in delivery, training of trainer (ToT), soft skills, OHS curricula.
- **Impact 3:** Policy framework: Trainers recruitment, tenure and professional development, devolution of ToT from center to the states and pvt sector

Project outcomes:

- Increased employment rate for men and women (32% to 60%) and wages (117%)
- Increased pass rate
Next Operation

Focus:

- Modernization of Employment Exchange
- Performance-based competitive financing to expand access, equity and improve quality of training
- Training of Trainers
- System capacity building