

**Education Staff Development Program (ESDP)
Workforce Development (WfD)
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India Skills Portfolio

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Workforce Development in India

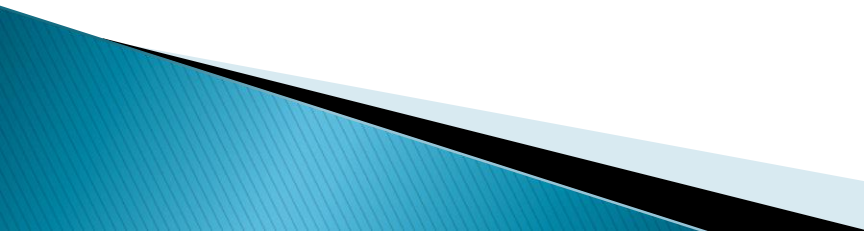
- ▶ Economic growth has been “job poor”: between 1983–2004, GDP growth averaged 6% per year, while job growth was only 2%—most jobs in service sector, unorganized sector and MSMEs
- ▶ Huge informal sector with relatively low skills and productivity: 93% of 457 million workers are informal
- ▶ Disconnect 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)

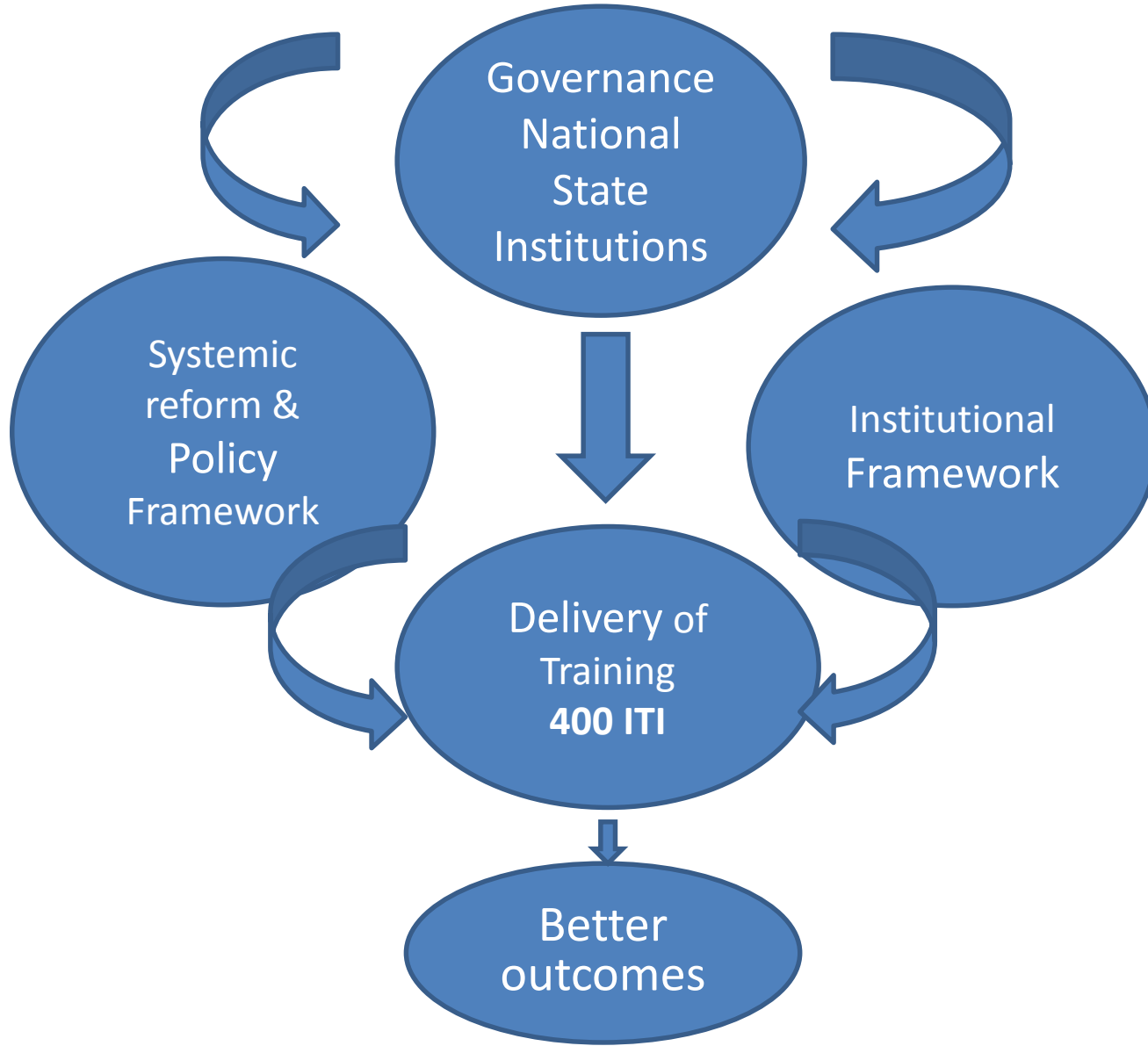
 - **Technical support, JIT, AAA**
 - National Vocational Qualification Framework
 - Training the Trainers
 - Sector Skills Councils
 - Excellence in Leadership training for ITI Principals
 - Apprenticeship system: Option for India based on 11 countries case studies

 - **NLTA to West Bengal on TVET Reform Roadmap**

 - **Skills and Employability Programmatic AAA**
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Vocational Training Improvement Project: A first generation reform project

Reforms in Governance and Delivery System



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
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