



छत्तीसगढ़ लाईवलीहुड कॉलेज सोसाईटी  
Chhattisgarh Livelihood College Society

# **Skill Development through Livelihood Colleges**

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## **A Case Study**



## 1. Project Name:

**Skill Development through Livelihood Colleges**

## 2. Contact Details:

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## 3. Brief Introduction about Livelihood College:

With rapid growth in the national economy and a young India, our youth need development of relevant skills, both for their own growth and for enabling overall development. Government of Chhattisgarh is also conscious of the need to expand residential training facilities to secure the exercise of this Right by those living in remote and under-served areas. A unique initiative in the form of a Livelihood College was successfully piloted in Dantewada district in South Bastar. Youth in this predominantly tribal and Naxal violence affected district is being provided training in a range of skills since 2011. Out of about 4,500 youth trained there till September 2014, over half have been established in either wage or self employment. This district level initiative has been replicated in another 25 districts till February 2015. However, they will achieve full scale in a calibrated manner, complete with physical infrastructure, by 2017-18, with each college having an annual training capacity of about 1,000 youth.

To place the Livelihood College initiative on a robust foundation with strong employment linkage, and to create a network of such Livelihood Colleges to provide a range of livelihood opportunities for students from across the State including in partnership with the private sector, the State Government has established the State Project Livelihood College Society. The recurring costs are being borne by the State Government, with training costs being met from the State's unique skill development convergence scheme, Mukhya Mantri Kaushal Vikas Yojana, in which skill development schemes and funds from 27 streams of 15 departments are being converged.

Different models are being taken up by the Society for achieving the goal of employment-linked skill development for the youth of the State. These include departmental training, training through reputed private sector partners, and training under corporate social responsibility by established players. In involving private players, the Society would be offering physical infrastructure, mobilisation and facilitation and expects a commitment towards employment in return from prospective partners.



## 4. Livelihood College Background:

- Dantewada, the heartland of Naxal activities which has long been synonymous with hunger, violence and bloodshed, now boasts of a college that is helping youth (below poverty line) choose a career. The Livelihood College in Dantewada also called the 'Guzarbasar' college is a unique experiment to provide vocational training.
- **Livelihood College, Dantewada** established in 2011 to provide ample livelihood opportunities to the youth of one of the worst LWE Districts of the Country.
- Livelihood College was a part of “**Educational Initiatives in Dantewada**” for which the **District Collector received Prime Minister's award for excellence in public administration for the year 2011-12.**
- Considering the Success & Suitability of the Livelihood College Model for Chhattisgarh – **State Project Livelihood College Society** was established at state and **District Project Livelihood College Society** at all 27 districts with the objective of replicating as well as scaling up the initiative.
- This is a college for the unemployed youth, who have missed the bus of formal education and provides residential facility on public-private partnership model, and for youth who were barely literate or semi-literate (class 5th -12th pass).
- Admissions are open to all regardless of educational qualification, gender, income or caste criteria.
- Focus on unskilled & unemployed youth, often school drop-outs.
- Located at the District Headquarters, runs short duration residential training in market oriented MES & NSQF compliance courses.
- Collector is Chairperson of the District Project Livelihood College Society.
- Training Courses are chosen according to the market oriented demand and potential of the district.
- State Project Livelihood College Society undergoes skill development training programme under 3 schemes:-
  - » Central Government Skill Development Initiative (SDI) Schemes
  - » MukhyaMantriKaushalVikas Yojana (MMKVY)
  - » PradhanMantriKaushalVikas Yojana (PMKVY)



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- Reputed organizations like PACE, IL&FS, IndiaCan, Tomorrow's Foundation, Cap Foundation, ISAP, ESAB, have been brought under the same umbrella to impart skill education to the youth.
- There is a provision for practical and class room training in more than 25 different trades and further linkages for placement with industries across India.
- Two types of trades have been focused upon: emerging market trends (eg. hospitality, industrial stitching, sales, tally etc.) and to improve local skill deficit (eg. plumber, electrician, mason, solar panel establishment and maintenance, mobile repairing etc.)
- Various models adopted, like imparting training in the departmental mode by engaging instructors, in the PPP mode by engaging training partners, and in the CSR mode by inviting established parties to run the college.
- Livelihood Colleges under CSR mode
  - ICICI Foundation Durg
  - O.P.Jindal Community College Raigarh
  - SIS Gariaband
- Short term market requirement 13 Modular Employable Skill Sectors identified which are as:-
  - Automotive Repair,
  - Hospitality,
  - Information & Communication Technology,
  - Security,
  - Banking & Accounting,
  - Retail & Shop Assistance,
  - Construction & Paint,
  - Garment Making & Fashion Designing,
  - Beauty & Wellness
  - Telecom
  - Agriculture & Allied
  - Electrical
  - Forest & Allied



## **5. The Objectives of SPLCS include:**

- (1) To create opportunity of employment for the youth of the State;
- (2) To develop human resource to further the development of the State;
- (3) To enhance the skill and capacities of local youth, to boost self-employment and development and the demand for skilled and semi-skilled workers in the State of Chhattisgarh;
- (4) To fix the parameters of conducting skill training in Livelihood Colleges;
- (5) To establish the Livelihood Colleges as Entrepreneur Development Centres; and
- (6) To coordinate with industries and financial institutions for the purpose of providing wage employment and self-employment opportunities to those receiving training from the Livelihood Colleges.

Over a dozen stakeholder departments of state government are sponsoring the training too. Government of India has supported the initiative through a one-time Additional Central Assistant of Rs. 196 crore for meeting the infrastructure costs.

Based on a National Skill Development Corporation sponsored skill gap analysis study recently completed by Deloitte Touche Tohmatsu India Private Ltd., eleven skill development sectors, namely Beauty & Wellness, ICT, Banking & Accounting, Construction, Painting, Automotive Repairs, Security, Garment making & Fashion designing, Retail, Telecom and Hospitality, have been identified for training through reputed training partners having a multi-state footprint. National level Training Partners were invited through Expressions of Interest and for which 15 training partners were selected and empanelled in 8 sectors.

## **6. Executive Summary: Project undertaken and benefits achieved.**

### **Livelihood Colleges: Unique Features**

- Skill Development Facilities Under One Roof
- Short Term, Market Oriented and Demand-Driven Modular Skill Development Courses
- Multi-Skilling, Multi Entry & Exit, and Linkages to Future Up-gradation opportunities
- Less Entry Barriers - Educational Qualifications, Transportation, Loss of Wages, Problem of language, Fees
- Youth Mobilization
- Residential Facility
- Assistance for Post training Placement



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## Major Convergence Schemes

Skill Development Training through convergence of Central and State Govt. Skill Development schemes

1. BRGF      2. IAP      3. ITDP      4. CSR      5. BOCW

## State Project Overview

- State Cabinet on July 18th 2013 approved a new programme named State Project of Livelihood College for 'Free Skill Development Training to the Youth'
- Now a Flagship Programme of the State Government.
- Provision for residential and stipend facilities
  - For 75% trainees in LWE Districts
  - For 50% trainees in other Districts
- Stipend @Rs 300 per month
- One time settling allowance of Rs 2000/-
- Separate State and District level setup with 175 post



हूनरसेशिखरकीओर...

Building Future of Youth in Chhattisgarh through Livelihood College



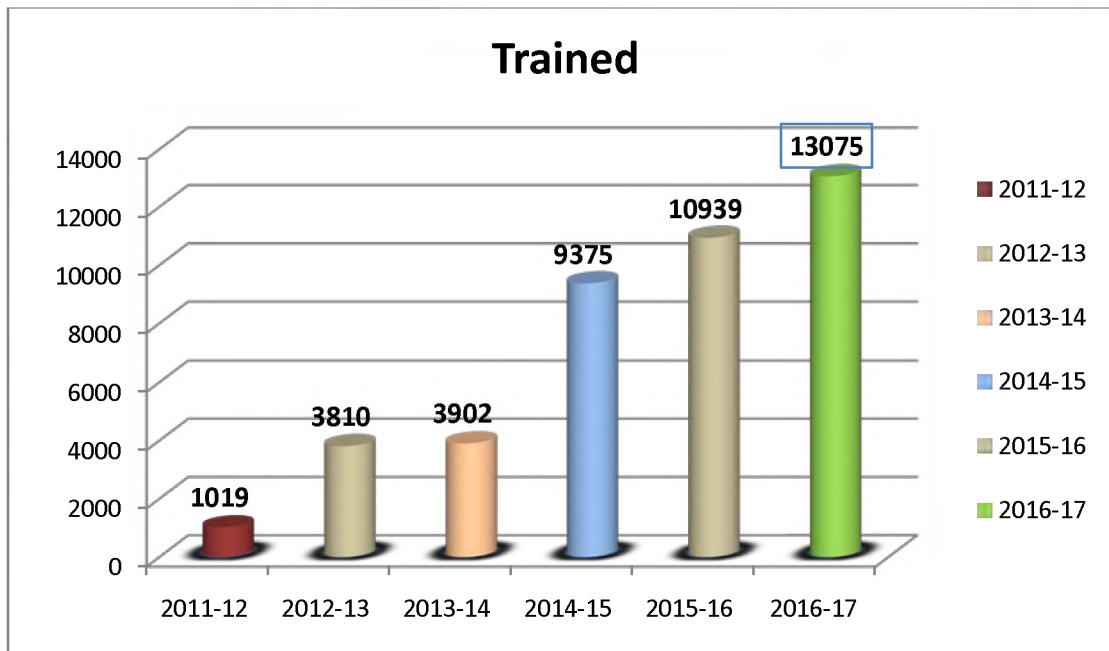
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Chhattisgarh Livelihood College Society

## Year Wise Growth Chart

No of Trained Beneficiaries:-

Year	Trained
2011-12	1019
2012-13	3810
2013-14	3902
2014-15	9375
2015-16	10939
2016-17	13075



## 7. Purpose of Project / Business Challenge:

### **Preparation of Comprehensive Database of Beneficiaries:-**

- Skill requirements and skill preferences of 7,76,040 youth (Rural – 6,50,321 and Urban – 1,25,719; Males – 4,21,241 and Females – 3,54,493) have been identified through a state wise **Skill need based household survey in all 27 Districts**. Online entry of the data has been done in the CSSDA portal
- **Unique Skill Identity (USI) Number** has been generated for every youth whose details have been entered which will enable us **to track the prospective trainee's entire skill cycle** i.e. from counselling to placement to retention for at least 3 months.



### Replication:-

- 27 Livelihood Colleges established in 27 Districts to provide quality training infrastructure & ensure presence of reputed training partners in each. Given region's special circumstances- one more Livelihood College has been recently established in worst LWE hit Antagarh block of Kanker District. 3 Livelihood Colleges are currently **running in PPP mode under CSR activity** of ICICI, Jindal Steels, and SIS etc.
- In all such colleges **placement percentage is very high** - e.g. ICICI Academy for Skills has placed 98.95 % while the Gariyaband College of Security established with SIS has placed 81 % of the candidates trained so far .
- **Skill Training provided absolutely free of cost** to the beneficiaries
- Skill Training provided to RojgarSahayak in Rural Road Layer, Computer and Pond construction.
- **Expression of Interest** has been invited and process of empanelment of training partners are in under process for all 27 Livelihood Colleges so as **to select best training partners** at national level for each college.
- **Skill Training so far-** over 48000youths trained so far in different skill sectors and 2900 youths are undertraining stage.

### 8. Best practices adopted and initiatives taken by State Project Livelihood College Society in Chhattisgarh for skill development:-

Path Breaking Initiatives to Support Livelihood Colleges & Promote Skill Development in state

1. **Initiatives to Improve the Accessibility and Quality of Training** –Mandatory counselling prior training batch allotment to all beneficiaries. MoUs are being entered into with the institutions of national repute to improve upon the quality of training provided in Livelihood Colleges. Switched to National Skills Qualifications Framework (NSQF) norms from SDI under DGET skill training courses, to level up the skill training.
2. **Technology Initiatives- Web Portal** –Beneficiaries may apply for skill training online in the portal. Attendance through biometrics device is must for all trainees. Online cost claim facility for Assessing Body. Online assessment fee Collection through Multi Option Payment System (MOPS). Recording of Comprehensive Database of Beneficiaries through web portal. State Project Livelihood College Society is in process of making skill development activities paperless, transparent, more accountable and more efficient in Chhattisgarh. Initiatives like facebook connect





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by Chief Minister to generate greater public awareness regarding skill development activities in state among youth.

3. **Skill training to marginalised section-** Skill training started by making special batches of PVTG's, Transgender, Differentially-abled, Destitute women, Widows.
4. **Human Resource**– 06 Principals, 21 Assistant Project Officer and their subordinate staffs are engaged to strengthen human resource in all district headquarters.
5. **Infrastructure**-New Buildings on floor area of more than 40,000 sqft are in under construction for Livelihood Colleges in all 23 districts, while 4 Livelihood college buildings are already developed and functioning.
6. There is provision of **stipend and accommodation** facility for youths in LWE affected area.
7. **Employment opportunities** - Placement camps are being organised at Divisional level and District Level to place trained youths and harnessing the Local Employment Opportunities completely. Entrepreneurship workshop for each batch is being organised and post training support is provided to make them entrepreneur.
8. **Skill Awareness** – Organised Skill Olympiad for skill development awareness among youths of Chhattisgarh, where more than 20,000 youths participated in Chhattisgarh Skill Olympiad (District, Divisional & State level Skill competition) held in July 2017.

### 9. The Way Ahead:-

- Focus on **agriculture, forestry and construction sectors**, hence increasing training in primary sector related skills with local absorption potential.
- Skilling as per the identified skill gap.
- In the process of Aadhar based enabled biometrics attendance for trainees.
- To improve quality of trainings - Intensive trainings of trainers (TOTs), Special attention to pre-skilling counseling
- Devising methods to counter challenges of:
  - o mobilization of candidates
  - o Absenteeism of trainees during training
  - o Apprehension of trainees to go out of district or state for employment purposes
  - o Retention of trainees with employers
- Post-skilling tie-up –Mudra loan, Kits, KVIB.
- Planning to adopt Public Financial Management System (PFMS) to smoothen financial process.