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**KAUSHLYA KARNATAKA- KUSHALA KARNATAKA,  
SKILL DEVELOPMENT PLAN FOR KARNATAKA, 2017-2030**

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**Abstract**

Education is the first step to learning anything, the learned thing must be useful in our life in making our life. It is not possible to catch government jobs for all people in the state. The government of Karnataka has taken several steps for youth to be able to fit in the sector where they are interested. Kaushlya Karnataka- Kushala Karnataka is Skill Development Programme that aimed to give formal and informal training to youth in the way to employability. The study is on the next plan of the Kaushlya Karnataka- Kushala Karnataka, Skill Development Programme of Karnataka 2017 to 2030 plans. In this study researches studies, the employability of all the sectors who going to lead in up-coming years and our youth can choose the best one for their lives. The study is purely based on the secondary data, data collected from the report of Karnataka Jnana Aayoga, Karnataka Knowledge Commission, Department of Skill Development, Entrepreneurship and Livelihood, Karnataka, Google, related websites to the Government of Karnataka. The outcomes will be positive and most probably Karnataka in 4th in providing employability compared to the other ten states of India.

**Keywords:** Skill Development, Kaushlya Karnataka, Employability, Training, Hiring Capacity

**Introduction**

Modern Education gives only bookish knowledge not practical knowledge. Through modern education, youth preparing for acquiring jobs only they don't motivate to offer jobs. Youth is the hope of our future; therefore, it is very important to equip them with the necessary skills to become an entrepreneur and offer jobs. In 2016 the Karnataka Government establish the Department of Skill Development, Entrepreneurship, and Livelihood to enable the youth to acquire necessary skills for employment and livelihood promotion<sup>1</sup>.

### Goals of Department of Skill Development, Entrepreneurship, and Livelihood

1. Provide necessary and needed skills to youth, women physically challenging persons, and other communities for better livelihood.
2. Planning, regulation, standardization, promotion, implementation, and monitoring of all skill development initiatives in Karnataka state.<sup>2</sup>
3. Merge all the skill-related programs or schemes in only one department for betterment.
4. Act as a nodal agency to provide industry interface, quality benchmarks, national/international best practices, monitoring, and impact.<sup>3</sup>

### Skill development in India

On 15th July 2015 NDA Government launched National Skill Development Mission. The mission fixed target is to train 500 million skilled laborers in India by 2022. In these 500 million, 150 million laborers are trained by National Skill Development Corporation (NSDC), 100 million laborers are trained by the Ministry of Labour, 50 million by the Ministry of Human Resource Development (MHRD), and the remaining 200 million are trained by 21 Ministries and other departments. Now Ministry of Skill Development and Entrepreneurship (MSDE) oversees all the arrangements relating to skill development. National Skill Development Corporation (NSDC) is the nodal agency of MSDE which is a Public-Private Partnership body. NSDC has 31 skill development sectors to provide training and the curriculum of the training is decided by Sector Skill Councils (SSCs). In 2015 Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was launched by NSDC to train students in any of the 29 identified sectors. Other than UDDAN also launched for providing skill training in Jammu and Kashmir.

**Sector-wise contribution to GSDP and Employment Table- 1**

<b>Contribution to GSDP and Employment (in percentage)</b>						
Sectors	2015-16		2017-18		2021-2022	
	GSDP	Employment	GSDP	Employment	GSDP	Employment
Agriculture	18	52.2	16.98	49.2	17.04	45.2
Industry	27	19.9	23.94	21.2	22.79	23.0
Service	55	28.0	59.08	29.6	60.17	31.8

(Source: desktop/skill%20development/kjarecommendationskilldevelopment.pdf)  
GSDP and Employment percentages have been calculated based on inputs from experts. The GSDP for Agriculture had been increased to 8% and that of Industry and Services at 14%. Agriculture's contribution to employment is assumed to be reduced at 1% each year which is then assumed to be absorbed by the Industry and Services at ration 45:55<sup>4</sup>.

**Vocational Education in Karnataka Table-2**

<b>Training Institutions in Karnataka</b>			
Ownership	NCVT	SCVT	Total
Government	142	116	258
Aided	196	-	196
Unaided	1155	168	1323
Total	1493	284	1777

(Source : 2017, report of Karnataka Jnana Aayoga, Karnataka Knowledge Commission, GoK) Vocational Education and Skill Development in Karnataka is the responsibility of the Department of Education and Training (DET). It gives institutional training through more than 1700 Industrial Training Institutions (IITs) overall the state. These IITs are includes National Council for Vocational Training (NCVT) and State Council for Vocational Training (SCVT). Department of Education and Training has a total of 1777 training institutions in these all 258 are government-owned and 196 are private aided and 1323 are private unaided with the capacity of 2 lakh students.

### **Training schemes of Department of Education and Training**

#### **Craftsmen Training Scheme (CTS)**

This training is provided to youth to prepare semi-skilled workers for industries. The training provided in 46 trades and Karnataka for market Fitter, Electrician, Plumber, Driver cum mechanic, Mechanic Refrigeration and Air-conditioning etc<sup>5</sup> for two years. Who is interested to take CTS training has to fulfill the criteria of minimum qualification with 8th or 10th fail or pass. After successful completion of the training, students have to give an exam, and those who qualify for the exam are awarded State Trade Certificate.

**Apprenticeship Training Scheme (ATS):** This is an Apprenticeship program for youth who have passed 10th or ITI. It is a full-term apprenticeship course for

3 years and candidates are provided 100% concession on the number of years training by NCVT courses and 50% for SCVT courses. At the end of the course, candidates have to attain an exam and after successful completion of the exam, National Apprenticeship Certificate (NAC) is provided. Candidates who receive a certificate of NAC can be appointed as skilled craftsmen in industries and they can start their businesses.

### **Modular Employable Skills (MES)**

Under the Skill Development Initiative, DET implemented the Modular Employable Skills (MES) for school dropouts, ITI pass outs, and workers to improve working ability and employability. Under 68 sectors above 800 Vocational Training Providers (VTP) are providing more than 500 courses in Karnataka.

### **Special Training Scheme (SPL-TRG)**

To improve the quality of production and self-employment in youth the department conducting several special training programs in ITI institutions viz.

1. Motor Driving Training Scheme (MDTS)
2. Advanced Vocational Training System (AVTS)
3. Hi-Tech Training Programmes
4. Training Programme for Tribals.

### **Training of Trainers**

Only providing vocational education is not sufficient. The training is updated and the quality is more important. Trainers should be updated by the changes and requirements of changing generations. Therefore, the government of Karnataka started three staff training institutions namely, State Training and Research Centre (STARC)- to train technical and nontechnical persons, Institute of Training the Trainers (IOTTs), and Bharat Ranta Mokshgondam Vishveshwaraya National Training Facility for Skills for All (BMVNTFSA). The Training of Trainers (ToT) model is intended to engage trainers in coaching new trainers that are less experienced with a particular topic or skill with training overall. It can build a pool of competent instructors who can then teach the material to other people.

## Goals and Objectives of Training of Trainers model

Goals of Training of Trainers model	Objectives of Training of Trainers model
<p>To prepare instructors to present information effectively, respond to participant questions, and lead activities that reinforce learning.</p> <p>Direct participants to supplementary resources and reference materials.</p> <p>Lead discussion.</p> <p>Listen effectively</p> <p>Make accurate observation</p> <p>Help participants link the training to their jobs</p> <p>Trainer participants also learn the importance of maintaining eye contact, presenting a positive attitude, speaking in a clear voice, gesturing appropriately, and maintaining interest and dispelling confusion.</p>	<p>Apply current practices in delivering a training on a selected evidence-based program.</p> <p>Deliver proven facilitative skills to promote learner engagement, reflective practice, critical thinking and skill acquisition</p> <p>Show mastery in delivering key training strategies commonly used, such as brainstorming, processing, roleplays and practice sessions.</p> <p>Use appropriate levels of intervention when managing difficult training situations, including disruptive learning behaviour.</p> <p>Initiative a personal plan of action to strengthen their trainings and facilitation skill.</p>

(Source:[https://www.cdc.gov/healthyschools/professional\\_development/documents/17\\_279600\\_TrainersModel-FactSheet\\_v3\\_508Final.pdf](https://www.cdc.gov/healthyschools/professional_development/documents/17_279600_TrainersModel-FactSheet_v3_508Final.pdf))

## Educational structure in Karnataka Table-3

Educational structure in Karnataka				
Education	No. of institutions	Enrolment capacity	Enrolment	Pass
SSLC	15140	1774264	887132	685152
PUC	4789	643532	516506	369479
B.E/B.Tech	206	93365	69974	50834
BA	732	138893	138893	77284
BSc		30344	30344	21451
B.com/ BBM		120175	120175	77395
Agriculture	29	2921	2680	2231
MBBS/Nursing/AYUSH	512	32551	24063	16670
Total	1479	418249	386129	245865
Formal Vocational Trainings				
Polytechnic	295	75000	60000	49000
ITI	1777	106000	73000	59000
D.Ed./ pre-primary	78	16986	16986	7404
Arabic /Open Schools/Computer	140	19957	19957	11861

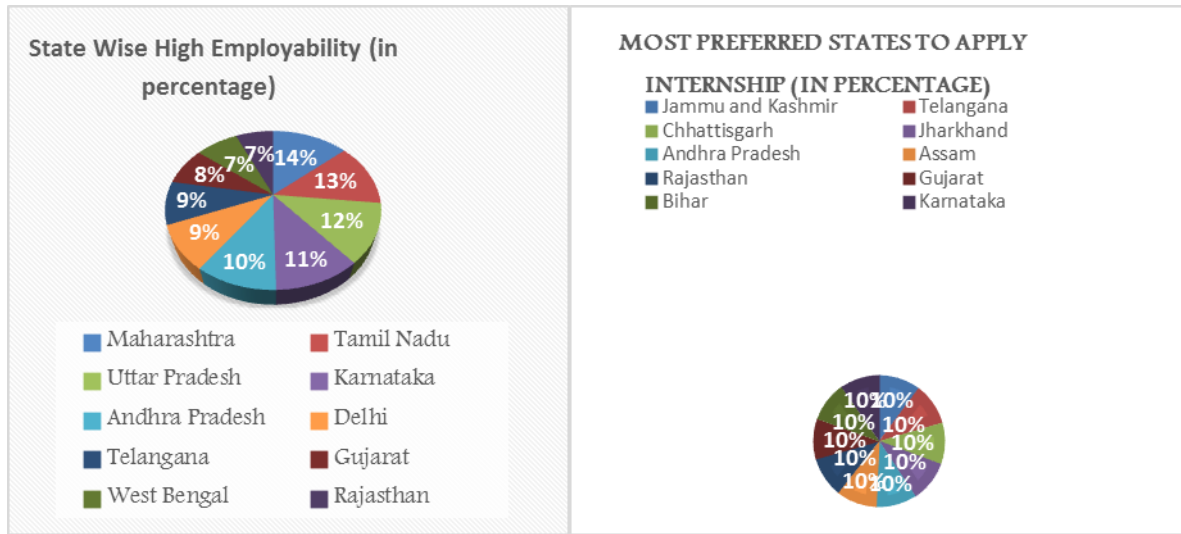
Drama/ Music / Film	53	11152	11152	9356
Drawing	241	38914	38914	38914
Nursing/Pharma	783	13886	10548	7027
Agriculture/ Horticulture	13	50	50	36
Lather/ Plastic	2	2065	1947	418
GTTC	21	1210	843	682
KGTTI (Karnataka German Technical Training)	4	2456	2456	659
Total	3407	287676	235853	184357
<b>Informal Short-Term Trainings</b>				
Textile	36	19523	19523	19523
Technical Education	91	40000	15000	15000
Karnataka Vocational Training and Skill Development Corporation (MES Centres)	213	25000	16000	16000
National Rural Livelihood Mission (NRLM)	77	17500	2322	2322
National Urban Livelihood Mission (NULM)	323	45000	22000	8336
Women Development Corporation	-	6590	3833	3833
Construction academy centres	12	30000	3000	3000
Leather	01	564	564	564
Motor Vehicle driving	176	401	401	401
Total	929	184578	82643	68979

(Source: Department of Skill Development, Entrepreneurship and Livelihood, Karnataka)

**State Wise High Employability and Most Preferred States to Apply Internship Table-4**

<b>State Wise High Employability (in percentage)</b>									
Maharashtra	Tamil Nadu	Uttar Pradesh	Karnataka	Andhra Pradesh	Delhi	Telangana	Gujarat	West Bengal	Rajasthan
64.17	60.97	56.55	51.21	48.18	42.57	41.31	36.68	35.72	31.87
<b>Most Preferred States to Apply Internship (in percentage)</b>									
Jammu and Kashmir	Telangana	Chhattisgarh	Jharkhand	Andhra Pradesh	Assam	Rajasthan	Gujarat	Bihaar	Karnataka

Chart-1 and 2



Government implementing number of programs to impart skills and prepare youth for self-employment and recruit as well skilled worker in reputed industries. We see that almost all the vocational and non-vocational training are well doing their tasks. It is very important to successful implementation, running, and reliable outcomes of the concerned program. Here, the above table-4 and chart-1,2 show the scenario of State Wise High Employability and the Most Preferred States to Apply for Internship. Most of the ten states list given, who apply for an internship. In these states Karnataka preparing 10th in applying for an internship it is 86.79 percent of its percentage but when we compare it with other states it is 10 percent. In employability, Karnataka prefers 4th with its percentage of 51.21 but when we compare it with other states it is 11 percent which is progressive. It will be considered as the government moving towards the great success of the skill development programs in generating employability.

Sector wise hiring capacity from 2015 to 2021			
Sectors	Year	Changes in hiring intent per year (in percentage)	Employability changes per year (in percentage)
Hospitality and Tourism, BFIC, Core Sector (Oil, Gas, Steel and etc)	2015	23	37.22
Retail, E-Commerce and	2016	14	38.12

Transport, Pharma and Health care			
Core Sector (Oil, Gas, Steel and etc), Software, Hardware, Auto Ancillary	2017	7	40.44
BSFI, Retail	2018	10	45.60
BSFI, Software, Hardware, Manufacturing	2019	15	47.38
BSFI, BPO, KPO, ITeS and Internet Business	2020	10	46.21
BSFI, Software, Hardware, IT and Internet Business	2021	10	45.9

### Sector wise hiring capacity from 2015 to 2021 in India

**Table-5**

(source: <https://indiaeducationforum.org/pdf/ISR-2021.pdf>)

Analyses of Skill Gap To implement any policy relating to Skill Development the analysis of the skill gap is very necessary. Here we going to analyze the sector-wise skill gap in Karnataka.

### Labore demand for banking sector Table-6

Labore demand for banking sector 2015 to 2030				
Year	Officers	Clerk	Subordinates	Total
2015	45552	34952	12048	92551
2018	55298	40574	11989	107862
2020	61796	44323	11950	118069
2022	68294	48072	11911	128276
2025	78041	53695	11853	143588
2028	87787	59317	11794	158899
2030	94285	63066	11755	169106

(Source : 2017, report of Karnataka Jnana Aayoga, Karnataka Knowledge Commission, GoK) The banking sector is most demanding in modern days. From the given data it is clear that year by year rate of labor demand is increasing. In the year 2015 demand for officers is 45552 which is assumed to be increasing to 94285 in 2030. In the year 2015 demand for clerks is 34952 which is assumed to



be increasing to 63066 in 2030. In the year 2015 demand for subordinates is 12048 which is assumed to be increasing to 11755 in 2030. In the year 2015 demand for a total is 92551 is assumed to be increasing to 169106 in 2030. The rate of demand for banking labors increasing above 20 percent a year by year it is a good intimation to candidates who preparing to a bank employee in future days.

### Labore demand for Insurance sector 2015 to 2030

Table-7

Labore demand for Insurance sector 2015 to 2030			
Year	Private	LIC	Total
2015	69210	85065	154276
2018	76832	87199	164031
2020	81913	88622	170535
2022	86994	90044	177039
2025	94616	92178	186794
2028	102238	94312	196549
2030	107319	95734	203053

(Source : 2017, report of Karnataka Jnana Aayoga, Karnataka Knowledge Commission, GoK)

As banking sector Insurance sector is also in demand for laborers in the private sector and LIC. In the year 2015 demand for Private sector labor is 69210 it is assumed to be increasing to 107319 in 2030. In the year 2015 demand for labor for the LIC sector is 85065 it is assumed to be increasing to 95734 in 2030. Total demand including the private sector and LIC is 154276 in 2015 and 203053 in 2030. The rate of Insurance workers' demand is more than Banking sector workers. It is appreciated that candidates have a chance in both private and public sectors same demand in the insurance sector.

### Labore demand for construction workers 2015 to 2030 Table-8

Labore demand for construction workers 2015 to 2030			
Year	Male	Female	Total
2015	147532	51953	199485

2018	155325	72733	228058
2020	158623	85435	244058
2022	161882	97993	259874
2025	168466	119894	288359
2028	174768	141290	316059
2030	178877	155389	334267

(Source : 2017, report of Karnataka Jnana Aayoga, Karnataka Knowledge Commission, GoK)

Construction is a continuous process and has a continuous demand for laborers. It is also one of the most demanding sectors for employability. Male workers have more demand than female workers, in the above table, it is very clear the demand for construction laborers is increasing year by year. Male is in demand over 147532 for the year 2015 and 178877 for the year 2030, females are in demand over 51953 in 2015 and 155389 in 2030. The total demand is estimated at 334267 for 2030. Therefore, the construction sector also has future demand, who interested can prepare for their future.

#### **Man power demand in health sector 2015 to 2030, Table-9**

<b>Man power demand in health sector 2015 to 2030</b>					
Year	Staff nurse	Para-medical staff	Administrative staff	Doctors	Total
2015	102723	70765	27393	66199	497636
2018	1357	935	362	874	3528
2020	1392	959	371	897	3619
2022	1248	860	333	804	3245
2025	1291	890	344	832	3357
2028	1336	920	356	861	3473
2030	1367	941	364	881	3553

(Source : 2017, report of Karnataka Jnana Aayoga, Karnataka Knowledge Commission, GoK) The demand for manpower in the health sector is estimated based on 100 beds and the needed workforce including doctors, nurses,

paramedical and administrative staff. Per 100 beds the estimation is as, 29 Doctors, 45 Staff Nurse, 31 para medicals, 12 administrative staff therefore, the total strength for 100 beds is estimated at 117. As per the estimation, the rate of demand for health workers is very low as compared to 2015 and 2030.

### Major employment sectors as per skill development 2030

Table-10

Major employment sectors as per skill development 2030		
Major sectors	Numbers	Percent
Tourism	5000000	30.12
Information Technology /Biotechnology, Environmental Science	4000000	24.10
Construction	2000000	12.05
Human Resource Export	1500000	9.04
Education	1000000	6.02
High-Tech Industries	1000000	6.02
High-Tech Agriculture	1000000	6.02
Health Care	500000	3.01
Banking, Finance, Insurance	300000	1.81
Textile	300000	1.81
Total	16600000	100

(Source: Karnataka Knowledge Commission, Vision 2030)

Above is a list of major sectors who going to employ or hire more workers, first five sectors are Tourism, Information technology, Construction, Human Recourse Exports, and Education. The majority is of tourism by 30, second Information Technology with 24 percent and construction sector by 12 percent.

### Training programmes in Karnataka by DSDEL and other Departments

S.no	Departments	Numbers of participants
	Skill development programmes conducted by Department of Skill Development, Entrepreneurship and Livelihood	

1	Skill Development Programmes	105000
2	Karnataka Vocational Training and Skill Development	26000
3	Deen Dayal Upadyay Grameen Koushalya Yojana ( NRLM)	39000
4	Employment through Skill training and placement (NULM)	50000
5	Karnataka Building Construction Academy	30000
6	PMKVY	70000
	Total	320000
Informal Training Programmes implemented by Other Departments		
7	Information and Bio Technology	6000
8	Handlooms and Textiles	43200
	Technical Education	582
9	Lather Industries	50
10	Youth Service	500
	Tourism	7000
11	Energy	10000
12	Transport	10000
13	Karnataka Milk Federation	20000
14	RUDSETI	29000
15	CEDOK	17000
	Total	143332

(Source: Department of Skill Development, Entrepreneurship and Livelihood, Karnataka)

### Conclusion

To create employability both formal and informal education systems are playing a very important role. Majorly Skill Development Programmes, KVTSD, NULM, NURM, PMKVY, RUDSETI, CEDOK are promoting numbers of candidates per year. The two years follow-up was also conducted by the above-listed programming institutions and also, they solved their problems by providing some facilities like marketing, shedding, financial assistance from banks, etc.

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