

## **Transforming India Through Skill Development A Critical Study of CDTP Scheme at GPW, Sector-10, Chandigarh**

**Dr. S. P. Chauhan\* & Ms Vanita Chauhan\*\***

*Lecturer cum Int.Co-ordinator (CDTP)\* & \*\*Research scholar*

### **Abstract**

*Transforming India is an imperative to make India a developed Nation. And in this process youth have a special role to play. India is “Youngest Nation” in the world with 54% population under the age of 25 years and has potential to provide skilled manpower to fill the expected shortfall in aging developed world. Youths’ aspirations can only be met by skilling them. Improved productivity through skill development needs to be complemented by economic growth and employment opportunities. 54% population in India is below 25years of age and 62% population would be in 15-59 years age group by 2020. The present Government rightly believes that for the sustainable growth rate of 10 per cent and development at the bottom of the pyramid, focus must be on skill development. The Prime minister often talks about Skill, Scale and Speed (S<sup>3</sup>). The issues of Scale speed, standard and sustainability has been addressed in new policy. Out of these three words, skill is most important. The Government of India, under the banner of Ministry of skill development and entrepreneurship has started many skill development schemes through NSDA and NSDC The study has been conducted to analyze the problems and future prospective of CDTP scheme running through M/o HRD, GOI with emphasis on employment of weaker sanction of society especially youths and women. The effectiveness of the schemes has been critically studied to see the future benefits of the scheme for targeted groups i.e. under-privileged groups. The study also highlighted the various issues and challenges for proper implementation of NSQF aligned courses. The papers also throw some light on employment opportunities to trainees after the completion of training to ensure sustainable livelihood options and how this scheme is helpful in creating self employment and wage employment to trained beneficiaries globally and further transforming the future of young generation in India.*

**Key Words :-** National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC ) Community development through Polytechnic (CDTP), Non-formal training to under-privileged groups, Application of Appropriate Technologies.

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## **KEY POINTS AND ISSUES**

**I See startups, technology and innovation as exciting and effective instruments for India's Transformation.** **Shri**

**Narendra Modi P.M of India**

- Ø India being a third largest economy has emerged as the fastest growing major economy in the world
- Ø Transforming India to New India through various measures Digital India , Resurgent India, Transparent India, Incorruptible India, Clean India, Caring India, Emerging India, Investor –friendly India, Communicating India and last one is Skilling India.
- Ø Skilling India is on top priority for next decade especially for youth through various skill development schemes launched by GOI.
- Ø .CDTP scheme—is providing meaningful and quality non-formal training to rural youth, women, school dropouts, SCs/STs, disabled, other weaker sections and under-privileged groups of the society to enable them to obtain gainful wage/self-employment and in turn improving their standard of living,
- Ø CDTP scheme has been transferred to M/o Skill development and will work under common norms.
- Ø Contributing in skilling India campaign of GOI to skill 500 million by 2022
- Ø Creating self employment and wage employment to trained beneficiaries.
- Ø Most successful scheme for weaker section of society.

## **INTRODUCTION .**

India has emerged as the fastest growing major economy in the world as per the Central Statistics Organization (CSO) and International Monetary Fund (IMF). The Government of India has forecasted that the Indian economy will grow by 7.5 per cent in FY 2017-18. The improvement in India's economic fundamentals has accelerated in the year 2015 with the combined impact of strong government reforms, Step by step, by every actions and decisions of Govt.'s track record is really unique. **It is the ear-on –ground approach that has fetched laudatory remarks for the Govt. at many quarter by Transforming India into New India through** various motivational initiatives ie Digital India , Resurgent India, Transparent India, Incorruptible India, Clean India, Caring India, Emerging India, Investor –friendly India, Communicating India and one of them is Skilling India.

**The Skill India**——Though India enjoys the advantage of demographic dividend the quality of market driven skills in a challenge. Out of 12 million people that enter the workforce every year, only 2 percent gets formal training. With the emergence of a new Ministry of Skills Development and Entrepreneurship, the skill

landscape is evolving rapidly. It has gained much traction with Make in India initiative and 100 Smart Cities Missions. The first integrated National Policy for Skill Development and Entrepreneurship 2015 has made the roadmap to promote entrepreneurship as the key to a successful skills strategy along with preparing the youth for high tech jobs.

**Objectives of study:-**

- Ø To highlight the trends towards transformation of India through skilled manpower
- Ø To analysis the problems and future prospective s of skill Development schemes. of GOI
- Ø To study the impact of Skill development schemes especially CDTP scheme on target groups.
- Ø To study employment opportunities to trainees after the completion of training.
- Ø To study the steps taken by GOI for creating self/ wage employment to trained beneficiaries.

**Research Methodology:-**

The study has been carried out to see the contribution of various skill development schemes in the transformation of India. The methods of research were combinations of secondary method and primary method **Secondary source** -.The present study has drawn heavily upon the relevant information from the secondary data. where the data is collected from the various reports, notifications, publications in Magazines and journals.

**The following web sites have also consulted**

- v <http://www.nscsindia.org/>
- v [www.transformingindia.mygov.in](http://www.transformingindia.mygov.in)
- v <http://nsdcudaan.com/>

**PRIMARY SOURCE** —A primary investigation can be carried out either on census method or sampling method To complete the study following elements were used **Interview method observation method.**

The need Assessment survey has been conducted by CDTP Team involving NSS Volunteers ,local NGO's, Chandigarh Child and women development corporation and SC,BC and minority cooperation U.T Chandigarh and other local agencies on below mentioned area during last 7 years.

- 1) Destitute women survey by visiting Nari Niketan sector 26 ,Chandigarh
- 2) Drinking Water Problem survey—Different villages in Chandigarh
- 3) Energy need survey—By Contacting PEDDA and Science and technology department Chandigarh

- 4) Feed back survey –skill development trainees and their impact on the scheme and general public.
- 5) Handicapped status survey—NAB, Chandigarh and Social welfare department Chandigarh
- 6) Impact survey—by involving CDTP team and NSS volunteers.
- 7) Job potential survey conducted by the CDTP Team
- 8) Manpower need survey —Chandigarh skill development mission
- 9) Socio – economic survey—Local Panchayats and Chandigarh Child and women development corporation

Thrust sectors and Demand of Manpower in Chandigarh.

1. IT/ITES —Web designing, Tally
2. Tourism & Hospitality.—cooking.
3. Food Processing —
4. Automotive —
5. General Engineering –Electrician, automobile, Mobile repair,
6. Healthcare —Home nursing, elderly care courses

**Common Norms define the activities constituting ‘Skill Development’ in the country, skill development courses and their alignment with the National Skills Qualification Framework,** —While the common norms would be applicable to the skill development schemes of the Government of India being implemented through various Ministries/Departments, the State Governments are also expected to align their skill development schemes with the common norms so as to bring in uniformity and standardization.

**One thought on “Common Norms for Skill Development Schemes implemented by Government of India”.**

#### **Scheme of Community Development through Polytechnics (CDTP)**

The community Development through Polytechnic Scheme was started in Govt. Polytechnic for Women Chandigarh in the month of Feb, 2010 by M/o H.R.D, GOI, Chandigarh. Our institution are imparting skill in various courses for weaker sections of society in 08 extension centre’s including main centre with the coordination of Social Welfare Department Chandigarh and other recognized NGO’s in Chandigarh.

#### **Finding of the Study:-**

##### **Results - experience during 7 (2010-2017) years:**

However, CDTP Team experience of the need assessment surveys revealed that beneficiaries especially the women in the villages have great interest in opting low investment courses i.e. Cutting & Tailoring, Beautician / Cosmetology / Beauty Therapy and Hair Styling, Computer, Electrician etc. since after completion of such

courses they get easy self employment / wage employment without getting loans from the banks and without investing much finances and infrastructure etc. and start earning handsomely at their own houses or vicinity and well take care of their families and others in the region.

Therefore, it is our considered opinion that CDTP Scheme in this part of the region has been a tremendous success and vastly liked by the beneficiaries and we wished that it should be continued in the same pattern in order to provide cheap and varied skills to the millions of people who cannot afford to go to schools / colleges due to their economic status, but nevertheless, this section of the society can be made capable to earn their livelihood by doing the above said skill courses and thereby to participate in the skill India Mission which is dreamt by our honorable Prime Minister of India.

In the end we can safely say that during our tireless efforts under the CDTP scheme we have been able to train 4475 no of beneficiaries in various courses both technical and non technical and have been able to provide self / wages employment to more than 60% trainees in Chandigarh and its surrounding in Chandigarh. Further the trained beneficiaries who have started their new ventures in their respective trades are also generating employment to other needy persons of the areas.

**SKILL DEVELOPMENT TRAINING PROGRAMMES UNDER CDTP  
TRADEWISE BREAKUP OF CDTP TRAINEES**

<b>Sr. No</b>	<b>Name of Trade</b>	<b>No. of Persons Trained</b>
01	Computer Fundamental—MS Office and internet.	138
02	Data Entry Operator	795
03	Auto Cad	40
04	ASP.net	178
05	Tally ERP	63
06	Corel draw, Photoshop and page makers	63
07	Multimedia	30
08	BPO Voice	19
09	BPO Non-Voice	17
10	Web designing and publishing assistant	148
11	Beauty therapy and hair styling	402
12	Cosmetology	292
13	Beautician	329
14	Integrated Course in Hair, Skin & Make up	140
15	Fashion Designing Technology	891
16	Embroidery and needle work	200
17	Art and craft	35
18	Communication skill	108
19	Garment Making	159
20	Sewing and stitching	40
21	Tailoring & Quilting	147
22	Dress Designing & Bag Making	121
23	Electrician	120
<b>Total</b>		<b>4475</b>

**Year-wise Physical achievement under CDTP scheme w.e.f 2009 till 2016-17**

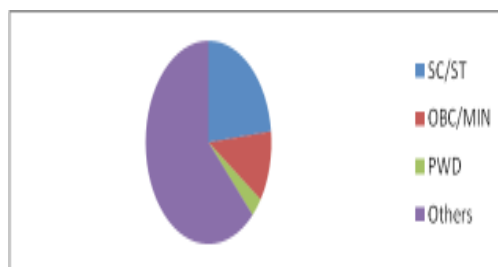
Years	No of Person Trained		No. of person got wage		No. of person got self employment		Average monthly salary by WageRsP.M	Average monthly salary by self-employment RsP.M
	M	F	M	F	M	F		
2010-11	23	324	16	72	Combined data has been given		3500	4000
2011-12	28	467	20	317			4200	4500
2012-13	30	660	21	538			4500	5200
2013-14	57	634	4	426			5000	5500
2014-15	86	621	15	56	34	514	5500	5800
2015-16	94	538	25	8	22	387	6500	6000
2016-17	102	811	28	37	54	487	6800	7000
Total	420	4055	129	1454	110	1388	5150	5500

Average Employment Rate (Wage/Self Employed) for 68.8%

Average Monthly Income (Wages) = Rs. 5150/-

Average Monthly Income (Self) = Rs. 5500/-

Total Trained Beneficiaries Category wise Since Inception	
SC/ST	942
OBC/Minority	454
PWD	128
Others	2951
Total	4475



**Year-wise Trained Beneficiaries**



**List of Industries/Organizations which provided Employment to CDTP Trainees:**

Sr. No.	Name of industry	No. of Trainees Employed	No. Average starting salary offered in Rs,
01	Chandigarh Transport undertaking, U.T, Chandigarh	01	18000/-
02	Central bank of India, Punjab Circle	01	25000/-
03	Maruti Sazuki Ind.area chd	01	6000/-
04	State Lagal services authority,U.T Chandigarh	01	15000/-
		(Visually impaired)	
05	National association for Blinds Chandigarh ,	02	12000/-
06	Department of employment generation and training centre, punjab	01	15000/-
07	Election department ,U.T. Chandigarh	01	15,000/-
08	Best way club Pvt. Ltd	01	10,000/-
09	White hill production India pvt. Ltd.	01	8500/-
10	Bright academy Burail, U.T Chandigarh	01	7000/-
11	Bilal Medical store,Burial,Chandigarh	02	10,000/-
12	Media Promoter Pvt Ltd Chandigarh	01	7500/-
13	Forti Hospital Mohali Punjab	01	15000/-
14	Max Life Insurance company, sector 8 ,chd	01	8000/-
15	NIELT Mohali	01	11500/-
16	Medical store, GMCH ,sector 32,chd	01	6000/-
17	Dolphin placement Chandigarh	01	10,000/-
18	Chetnya Hospital ,sector 44, Chandigarh.	01	13000/-
19	Asha kiran VTC,sector 46,Chandigarh Braille instructor	01	7500/-
20	Job with Local Advocate,Chandigarh	01	5000/-
21	Punjab National Bank as Peon	01	8000/-
22	Punjab and Sind bank as P.O.	01	25000/-
23	Education department Punjab as Peon	01	15000/-
24	Electricity department Punjab Receptionist Visually challenged.	01	20000/-
25	Grewal Eye Institute Sector 9,Chandigarh	01	7000/-
26	Distt. Court Muktsar	01	8000/-
27	Excise & Taxation, depts, Ambala	01	15000/-
28	Haryana Ware Housing Corporation	01	15000/-
29	Bank of Baroda, Chd	01	20000/-
30	PGI, Sec 12, Chd	01	10000/-
31	Senior secondary School, Hoshiarpur	01	10000/-
32	Amar Shakti Eyes Care centre, Sec- 7, Chd	01	10000/-
33	Municipal corporation, U.T ,Chandigarh	01	18000/-
34	Nitin Agerwal C.A,# 674 ,Sector 41-A,Chandigarh		7000/-

**Transfer of Appropriate Technologies**

Large number of technologies has been developed by various research institutions and laboratories in the form of appropriate technologies and the benefits of these technologies are reaching to the rural masses.

**Name of Technology**

- Ø Solar energy devices(solar lantern)
- Ø Herbal plants cultivation
- Ø Plant protector

Ø Flour interlacing machine

**Technical & Support services**

Ø Repair of computers.

Ø Repair of sewing machines.

Ø Village health and sanitation Assistance to micro enterprises arranging loan to beneficiaries with SC/BC Development Corporation & C& WDC, UT, Chandigarh.

Ø Safety and use of LPG for Domestic Women.

**DISSEMINATION OF INFORMATION**

Ø Self-employment and Entrepreneurship (Micro enterprises) with NITTTR & RCED, Sector 35, Chandigarh.

Ø Skill development and training with DGET

Ø Promotion of Clean environment (Tree Plantation) with state NSS Cell, forest Deptt. & other NGO's.

Ø Women safety (Respect women Protect women) Legal rights of SC/ST/ Weaker section of Society with state legal services authorities, Chandigarh.. Social Welfare Board. Chandigarh police.

Ø Health & Hygiene and public Sanitation with MC U.T.Chandigarh by inviting specialists/experts from Premier Hospital like PGI Chandigarh and other Govt.hospitals and corporate hospital Max, Forti, Eden etc.

**RECOMMENDATIONS FOR TRANSFORMING INDIA THROUGH SKILL DEVELOPMENT ESPECIALLY UNDER CDTP SCHEME**

Being a most successful scheme the following recommendations must be considered.

Ø The scheme must work under control of State Skill Development Mission and continue under the guidance and control of all NITTTR in India.

Ø The scheme should be made formal duly recognized by national and international level

Ø The scheme should be linked with common norms with improved and revised guideline document and staffing pattern.

Ø NSQF level I-IV should come under this scheme as this scheme is for weaker section of society.

Ø As skill development scheme are free of cost so provision of refundable security must be introduced to check dropout ratio.

Ø GIA Recurring should be released in Time every years and must be directly transferred in time to the concerned polytechnic on line as was being done in the previous C.P. scheme as well as when the CDTP scheme was restarted in Feb. 2010



- Ø The budgetary provision (honorarium to staff) should be enhanced and linked with common norms so that the experienced and qualified staff may be retained to run the scheme efficiently.
- Ø More emphasis should be on Awareness and motivation to check the dropout ratio and provide self/wage employment through various entrepreneurial agencies.
- Ø Introduction of MIS System for reporting, operational plan and other issues under CDTP Scheme.
- Ø Introduction of Public Financial Management system for monitoring and management of funds under CDTP Scheme...
- Ø The emphasis should be on Quality of technical education with aliening of NSQF for weaker section of society, SC/OBC and PWD, s.
- Ø Emphasis should be on overall development of personality of trainers and trainees.
- Ø The efforts should be made to make them competent to earn their livelihood.
- Ø The success of the scheme depends entirely on grass root level with the help of Local Panchayats, Municipal Corporation and NGO's.etc .
- Ø The involvement of whole polytechnic in implementation of CDTP scheme is the need of the hour.

### **Conclusion**

The overall impact of the Community Development Through Polytechnic Scheme (CDTP) during the last 7 years has been tremendous in the city, villages, slums of the tri-city that the beneficiaries have been making repeated demands to start most demanding courses of Computer, Fashion Designing, Cosmetology/Beauty Therapy and Hair Styling, Electrician and various other technical and non-technical courses in the city and villages surrounding Chandigarh. The interest of the beneficiaries can be seen on public demand to get the courses repeated again and again since the above said courses have earned them self / wage employment at their own homes and surroundings without making much financial investments. This public interest has been reflected in the demand survey conducted by the **CDTP Team** for their choice of courses to be undertaken for earning their livelihood. There is no hesitation to say that the CDTP scheme has been a great success in this region and achieved great dividends towards its implementation and fulfilling the goals of the weaker section of the society and others deserving beneficiaries on the whole. As a testimony of the success of this scheme, appreciation letters from NOGs/ Pradhan of Gram Panchyats and Councilors are being appended here.

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