



National Skill Survey

Report on employability of rural youngsters from below poverty line families in India

June 2010



National Youth Survey Report

Skill Mapping of Rural BPL Youth (18-35yrs)

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Executive Summary

Indian economy is witnessing rapid change in the technological space and also in the case of infrastructure availability. These changes require a workforce which is well trained in the technical as well as operational skills. DB Tech with its pan India presence is addressing the issue of the mismatch of supply and demand of workforce through skill development training for youth. India's working-age population (15-64 years) is projected to increase from 781 million (64.3% of the total) in 2010 to 916 million (67% of the total) in 2020. India's working-age population share is projected to increase until about 2035; and then decline gradually. The projected addition of 135 million to the working-age group in just one decade has important policy implications for India's own economic growth trajectory, competitiveness and social stability. Given India's economic and labour market structures, the emphasis should not be only the formal or organized sector employment, but on creating a business environment and ethos in which merit, entrepreneurship, and business formation can thrive.

In the above context, India has a demographic advantage; and in this growing need for skilled manpower to match up the growing demand within the various sectors, this skill based training programme will have a pan-India focus. The pockets/regions for setting up centres will be nationwide and DB Tech through its existing centres across the country will cater to this growing demand for skilled manpower through partnerships with government agencies, a preferred partner being the Ministry of Rural Development (MoRD), as Don Bosco's mandate of rural reach and presence compliments the Ministry's mandate of rural poverty alleviation.

This youth survey report is a prelude to the implementation of the MoRD project in the country. The analysis includes the four regions North Central, East & North East, South and South West. The report assesses the caste distribution, educational status, employment status, the youth's willingness to migrate for employment and other correlation amongst these variables. The size of the total sample is 66966,

with 25611 women and 41355 men.

The report has three sections. The first section is an introduction to the organization and the youth survey objectives & methodology. The second section is an overall national analysis and across region analysis of the data for its relevance to the project, presence of target group, and the regional preparedness for the implementation of the project. The section three of the report includes the major findings and strategies for inclusion for effective implementation of the project.

To summarise the findings of the survey, the following thematic have been assessed-

Caste Distribution

The youth population primarily belongs to the SC, ST and OBC community as 84% of the total sample surveyed population is SC, ST and OBC. In many social programs including this Government is emphasizing inclusion of SC/ST and a minimum of 50% inclusion at least. DB Tech will not have to devise any specific mobilization technique for inclusion of SC/ST. The population naturally includes this community and they will participate in the training program.

Employment Status

The training program is specifically for unemployed BPL youth, so the presence of unemployed youth is the primary factor for initiating this program. The survey assessed the presence of the target group and the findings reveal that 82% of the youth population unemployed at the national level (as per the sample surveyed).

Current Occupation

The total unemployed population is categorized into majorly three categories- students, housewives and out of employment, youth who are currently not engaged in any occupation. In the national level, the survey findings confirm that 55% of out of employment youth, 12 % of housewives and 33 % of students are interested in skill training and job opportunities. So the training program will have to address all these three categories as they are interested in skill development.

Domain Interests

The survey suggests that a total of 27% of the population prefers technical domain and 29% are interested in computer domain in relation to other trades. A total of 90% surveyed population who have completed 12th standard education and below, have an inclination for the three month training in technical trades and for placement. The inclination of the youth for technical trade can also be attributed to the presence of the Don Bosco centres. The youngsters in the area are aware of the training provided by DB Tech and hence prefer technical trades. In the light of this, there will be counseling in the training program for taking up other trades as well depending on the interest of the youth and relevance to the industry at the state level.

Migration

The training program is placement linked; and hence the trained youth might be required to move to other towns or cities for gainful employment. In this context, the willingness of the youth was assessed. A total of 72% of the sample surveyed in India is willing to migrate; out of which 44% want to be employed in nearby towns and another 26% preferred small towns and cities.

Literacy

In terms education status, the nation has 93% literacy rate among the surveyed population. And this is attributed to the holistic approach to development of Don Bosco in the areas where the survey was conducted.

Youth Survey is the key to assess the relevance of the project, the activities/domains to be selected for training and for the organisation to design strategies and approaches to address the larger goals for skilling the youth of the country for employment. The survey enabled the organisation to address each of the regions in the light of the existing situations and design the implementation of the projects in the context of existing preferences for domains, industry tie ups, requirements from relevant industries for skilled manpower. The organisation with the issue of the the National Report decides to make this an annual affair to help us plan our strategies for the next calendar year. 2011 surveys will be done from September 2011 onwards, so that report will be ready before Dec 31, 2011. This report will be utilised to plan and formulate the strategies for the organisation and the program implementation for skill development.

Acknowledgments

Finally the National Youth Survey Report!

On this occasion, DB Tech once again would like to express its deepest appreciation and thanks to the MoRD (Govt. of India) for approving the placement linked skill development program for the rural BPL youth.

The National Office of DB Tech appreciates every single effort made by our colleagues at the regional office for data collection in such a short span of time. Friends, thanks for all your effort and once again through this we have shown the spirit of working together for the youth and let's continue.

Our foot soldiers, the outreach staff and animators without whom these survey forms will not have been filled up for such a large sample size in such a short period. Thanks a lot, without your efforts of providing such rich data no analysis would have been possible.

We have introduced a new software for data entry and analysis, we would like to thank each and every person who took efforts to do the data entry in the software in spite of the various technical problems that they faced, thank you every person at the centre who did data feeding in the software.

The Monitoring and Evaluation team thank you for putting the analysis and this report together for all our stakeholders.

And last but not the least a very big thank you to the Executive Director and Program Director with whose constant guidance this immense task got accomplished smoothly.

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1 INTRODUCTION



Introduction

About the Organisation

BOSCO is a registered society under the Indian Societies Registration Act, incorporated in the year 2001. The BOSCO functions are managed by Fr. A M Joseph, Executive Director of the society, posted in New Delhi. BOSCO with GTZ collaboration from January 2004 to December 2007, focused on the development of competency oriented modular short term training courses, which reflect the demand in the informal sectors. BOSCO coordinates the facilitation, replication and implementation of 23 such short term courses through capacity development of the centre resource teams across the country.

The Don Bosco group is set up for the service of youth, adolescents and children under the aegis of the Roman Catholic Church. The primary

mandate of Don Bosco is to train youth with the motto of 'learn a trade and earn a living'. Don Bosco is spread across 132 countries across the world and has thousands of training institutes world-wide catering to the skilling and employability needs of the youth. These trainings are conducted through state-of-the-art training facilities, equipment and infrastructure. Most of these youth are from poor socio-political-economic profile.

Don Bosco Tech is the Indian arm of the Don Bosco Group. In India, DB Tech has over 125 training institutes, catering to the poor youth through skill training in both formal and non-formal trades. The training centres are spread across the poverty pockets of the country reaching out to the rural, tribal and marginalized



population through 43 formal institutions, 82 functional vocational training centres and hundreds of smaller outreach centres within the community. DB Tech caters to the youth through spread of 200 schools, 125 large training institutes, and over 400 outreach centres. Education and livelihoods being the main activities of Don Bosco in India, these institutes cater to formal education, vocational training in formal (ITC) and non-formal streams, income generation and income enhancement activities. DB Tech is a network of all the technical training institutes under the aegis of Don Bosco. DB Tech is training 25,000 youth across the country annually through various partnerships. We are already in partnership with the Ministry of Labour and Employment and HRD Ministry. This year onwards we have entered into a partnership with the Ministry of Rural Development to enhance our capacity to reach out to 60,000 youth annually. The four projects that will be implemented to train:

- 11800 youth under Bosco-North Central project (all the states of Delhi Province , MP and Bihar)
- 9400 youth under Bosco-East and North East (West Bengal and all North Eastern states)
- 7800 youth under Bosco-South West (Tamil Nadu, Andhra Pradesh, Gujarat and Mumbai)
- 7800 youth under Bosco- South (Kerala, Karnataka, Goa)

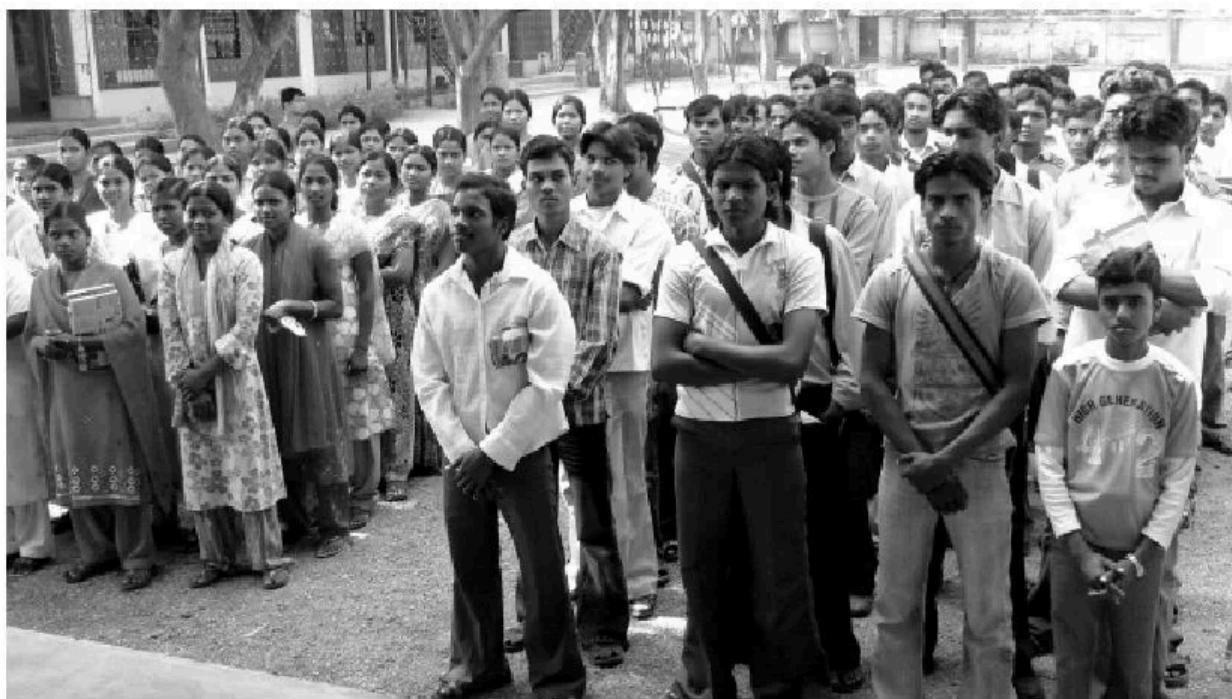
In this context, this youth survey has been conducted for every region and this report is a national level analysis of the data. This survey

was conducted by the internal staff of DB Tech. The analysis and report has been compiled by the Monitoring and Evaluation Team of DB Tech National office.

MORD Project and Salient Features

The beneficiaries should be rural BPL card holders or certified by the Panchayat Officer that the youth is very poor and qualifies for the training program.

- Beneficiary's age group: 18 to 35 years.
- SC/ST, OBC, Minorities, Women, should be given priority. However all beneficiaries should be rural BPL.
- The training program should be of minimum one month to maximum three months duration.
- 50% of the beneficiaries should be given residential facilities.
- Placements should be provided to at least 75% of the beneficiaries after the training program; and the salaries should be more than or equal to minimum wages of the state.
- All beneficiaries should be tracked for one year after the completion of the training program.
- The trades proposed to the Ministry are welding, fabrication, driving, automobile mechanism, data entry operation or desk top publishing, secretarial practice or IT enabled services, retail sales, hospitality, nursing assistants etc.



- Each centre should cater to 120 to 125 students in a batch and should run 3 trades simultaneously. Classroom size per trade will be 40 to 42 students.
- Three batches will be run in a year and the project will continue for two years at the centre.
- Hence the total centre output will be: 40 -42 students per trade x 3 trades = 120 students per batch x 3 batches in a year x 2 years = 720 students per centre during the two year project tenure.

Youth Survey: Rationale and Objectives

The youth survey forms an important element in the pre-implementation phase to assess the overall community, their demography, current socio-economic status for effective implementation of the project depends on this initial interaction with the community and target group and the assessment of their interests in the training programme.

The main objectives of this youth survey are

- h To assess the socio-economic status of the defined target group (i.e. rural BPL, age 18-35 yrs)
- h To understand the local opportunities and youth interest in skill development.
- h To assess the willingness and preparedness for migration for employment post training.
- h To assess availability of specified target

group around the centres.

- h To ascertain the skill/trade suitability at a geography based on local needs, entry gate education and skill profiling of the youth around the centres.

Youth Survey: Geographical Coverage

The National Report consists of four regions North-Central, East & North-East, South and South-West. The data collection was done across these regions in and around the Don Bosco Training Centres that will be a part of the project implementation.

The area from where data is collected is a radius of 15km around the centre especially focusing on day scholars a total of 1000 sample each was collected from 31 centres across the region. For the implementation of the project, this report has analyzed a total of 66966 data.

Methodology

The survey adopted quantitative research techniques for data collection and analysis. The initial step included a centre assessment and selection within the region. The top Management team of the organization visited each of these states and selected the centres in each state. The centres were selected on the basis of existence of infrastructure, equipment, and facilities required for conducting training.

Once the centre was finalized, the survey was planned. The survey involved designing of the questionnaire and an orientation on the survey to the regional representatives. The outreach executives and animators at the field level ensured that minimum 1000 sample data is collected from each of the centres.

The quantitative data was analysed through assessing correlation amongst different variables

for which data is collected. The analysis of the data is represented in this report in second section. The section highlights the regional and national analysis.

The population for which survey is conducted is the rural BPL youth in the age group of 18-35 years who are unemployed /school dropouts.

The National Report is a compilation of the regional data and comparative analysis of the

2 NATIONAL ANALYSIS



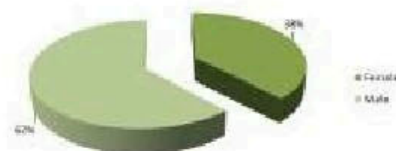
National Analysis

The National Report consists of four regions, North-Central, East & North-East, South and South-West; and this report is an analysis of 66966 respondents from the four different regions.

Indicator	Status	Percentage
Education	Literate	93%
Employment	Unemployed	82%
Trade Interest	Technical	27%
	Computer	29%
Migration	Willing to Migrate	72%
Caste	Schedule Caste	24%
	Schedule Tribe	35%
	OBC	25%

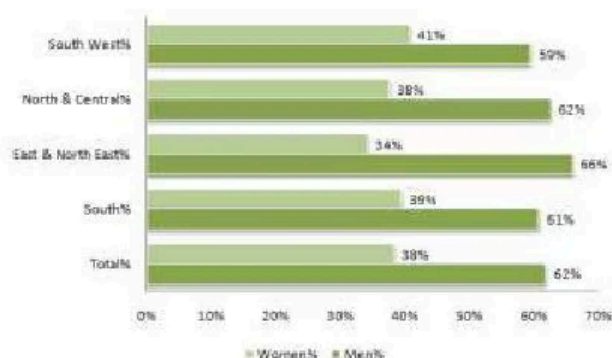
Gender Distribution Across the States

In the nation, percentage of women amongst the surveyed sample is 38% and that of men is 62%. The requirement for the project is inclusion of 40% women in the training program.



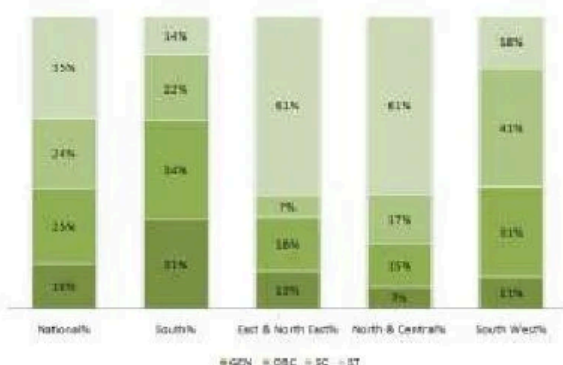
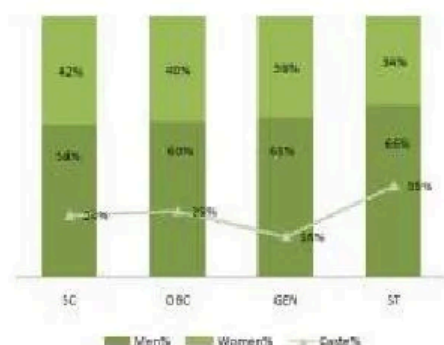
Gender	Population
Male	41355
Female	25611
Total	66966

As depicted in the chart below across the regions women percentage of respondents is ranging between 34% and 41%. During the youth survey, wherever the participation of women is less than the required 40%, it is ensure that while implementing the programme, the women's participation in the program would be according to the required percentage.



Caste Distribution

The sample has predominated by Scheduled Tribe which contributes to 35% of the total surveyed population. The OBC is the next predominant group at 25%.



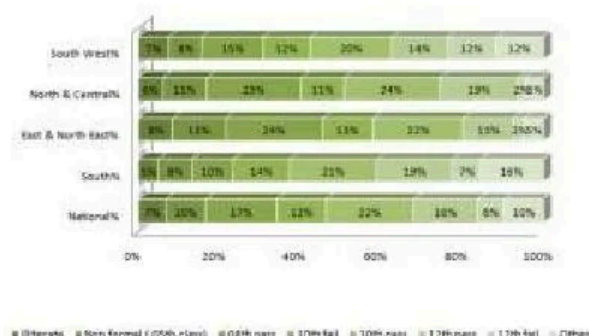
61% ST population have participated in the survey both in the North-Central and in the East and North-East regions. At the national level, there are 59% SC and ST, and the project lays special emphasis on this population and 59% representation ensures inclusion.

Education Level

The training program caters to the youth (18-35 years) who are unemployed and require skilling to acquire wage-based employment.

The population percentage for tenth pass is highest at 22% in the total surveyed population. The figure depicts that women are better off in educational levels in comparison with the men. The same can be seen as 52% of men are illiterate as compared to 48% of women.

The total population in this case excluding youth currently pursuing technical training is a potential target group for the training program and hence a total of 90% of the respondents are target beneficiaries at the national level. Hence to meet the targets at the national level is ensured as the potential target group is available and willing to participate in the training program.



The data represents East and North East with 8% illiteracy rate contributes most to the 7% of illiteracy in the Nation. In comparison to the national indicators, the literacy rate within the target group is 93% who are living in the rural areas. This literacy is attributed to the long term engagement of the Don Bosco Institutions with the community where they are working. Most of the youth in the region are trained or have undergone training/schooling from the centre as Don Bosco addresses the issue of accessibility to all.

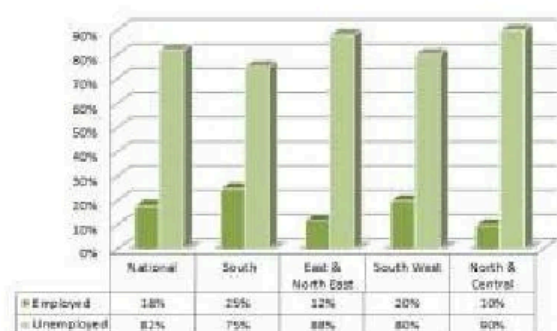
With increased awareness of education which is evident in the literacy details of the data, the youth in the regions near the DB TECH centres are now prepared for the next stage of development, that of skilling for employment.

Employment Status

The surveyed population in the region has a significant percentage of unemployed equivalents to 82% which is enough to address the question of project relevance. The project is designed for unemployed youth and the presence of 82% of youth unemployment, the project takes a significant role in the need to address the issue of unemployment through skill based employment linked training program. Most of the youth employed in the region constitute of the marginal workers and are either full time employed, part time or self-employed.

	Respondents	Total%
Employed	11893	18%
Unemployed	55073	82%
Total	66966	

Of the employed 57% are full time employed, which means that they are employed on daily wage at the time of survey and hence are just marginal workers. So in that sense, this 89% of the employed group constitutes full time and part time workers and also in need of skill up gradation and a sustained source of income. Hence, this population forms a part of the target beneficiary group. And hence the entire surveyed population is a potential target.

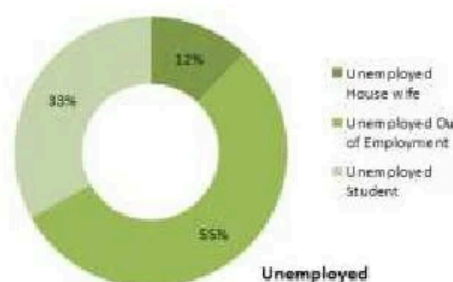
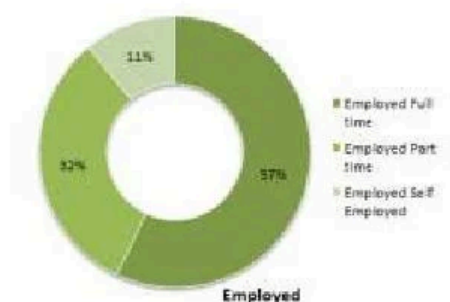


The reasons for unemployment or the current occupation of the unemployed are divided into mainly three categories student, house wives and the out of employment. Unemployed population is the youth population who are either jobless or with no activity to engage in daily life for either educational growth / income during survey. The out of employment population is 55% of the total unemployed. This percentage of youth is immediately available in the region for the training

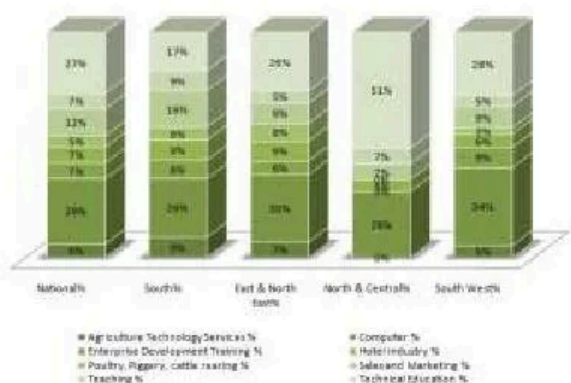
program. The students, who are currently studying in school or other technical courses, will be included in the program through a phased manner over the two years. Counseling and social mobilisation will ensure inclusion of housewives who constitute 12% of the unemployed in the training programme. In this case, the choice of trades will be limited to placement opportunity within the local area. Also in comparison to other regions, the unemployment percentage in North Central is highest with a high value of 90% and is in line with the higher targets for training and placement for North Central.

Across all the states, unemployment levels are high which means there is an immediate need to address this through the skill development training program. As a result is the trained youth in this skill development program can address the requirement of the industry and also be gainfully employed.

These high figures across the states validate the relevance and appropriateness of the project and the need for implementation.



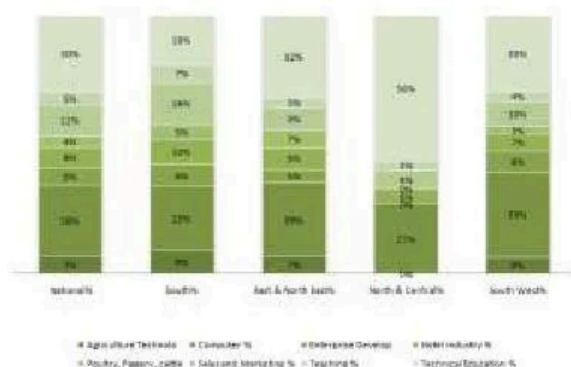
Trade Interest



The project will provide training in a range of trades that cuts across the manufacturing, engineering, technical and services sector. Hence the need to map the interest of the youth for training in their choice of trades is essential. This mapping is the key to ensure appropriate training is provided and further the youth is placed. The interest of the youth in a particular trade will lead to better retention in the industry where they will be employed.

In the context of the above the findings of the survey, it is suggested that 29% of the youth are interested in computer training and 27% in technical education. Across the region, the interests in the technical and computer trades are highest and the interest of the youth is similar in nature and this correlates to the national level interests.

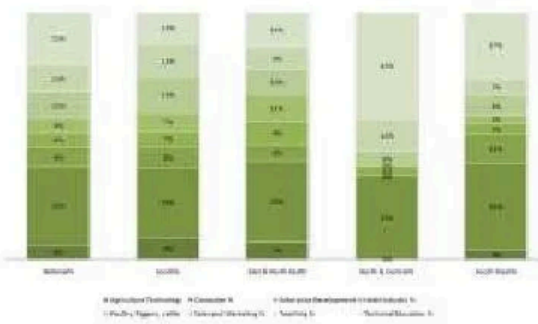
Trade Interest – Men



Trade Interest – Women

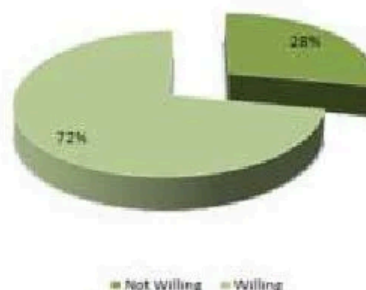
Across the states in the regional representation, most of the youth are interested in computers. 28% of men and 32% of women are interested in

computers. But at the same time, it is noted that men are more interested in technical trades than women as 30% of men want to be trained in



This finding is crucial to the role that DB Tech has in the community near which the centres are located. This interest in technical trade is higher in the region as the data has been collected from and around a max 15km distance from the centre. The awareness levels about the institute and the technical training is provided is high and therefore the association and inclination of the youth to technical trades. In the regional reports and analysis, there are clear evidence of growing services sector and industry in almost all the states. Hence the finalisation of trades will be done on the basis of the interest of the youth and the complementary existence of strong local placement linkages. The national level data represents inclination to technical trades but the project has scientific tools to assess the interests and finalizing the trades for the youth who register for the training program.

Willingness to Migrate



As per the census data on migration, migration constitutes 29.9% for the country. In the context of our project, it is important to assess the willingness to migrate for work to ensure the

project is able to provide for gainful employment to the youth after training. An important issue to address placement issue is the willingness of the youth to migrate; else these youth will continue to remain unemployed even after the training program. The findings suggest that 72% youth is willing to migrate for work and this constitutes a high percentage and ensures a positive direction to the implementation of the project.

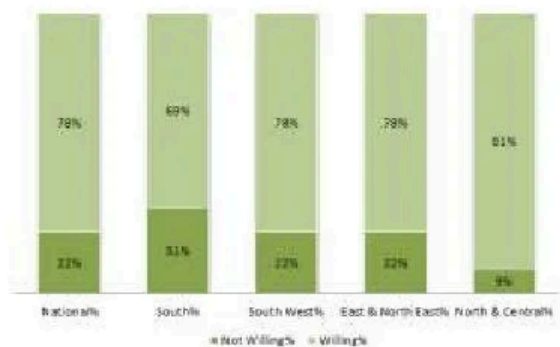


As the figures suggest that, 67% are men and 33% women are willing to migrate for employment. There is further analysis in section - to understand why the youth is unwilling to migrate and how can we include them in the project. The population represents 72% youth at the national level willing to migrate for employment. This is in relation to the project requirement for placing the youth with industry which could be within the town, nearby towns, cities/metros.

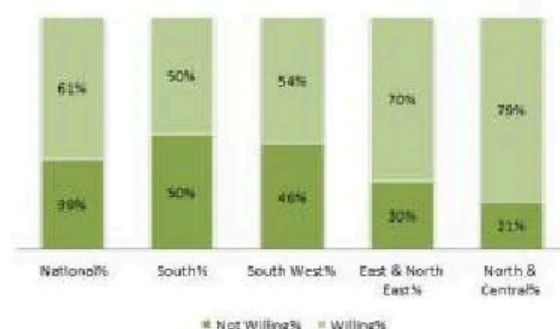
Gender-wise: Migration Data

The figures below suggest that the percentage of men willing to migrate is high and ranges from 78%-91% across the states. This percentage is of the total 72% youth who are willing to migrate.

Men

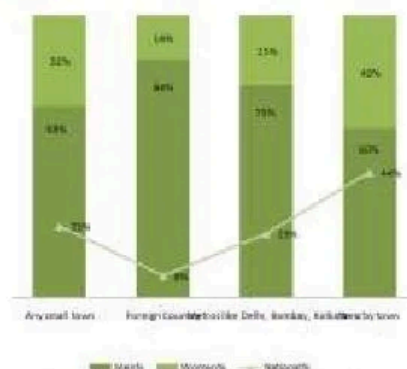


Women



Across the states, even the percentage of women willing to migrate is significantly high ranging from 50%-70%. This clearly indicates the awareness levels of the program of DB Tech, which is working in the areas providing for skilling and employment and also the need and the urgency to address the issues of poverty at the household level through enhancing the income level.

Location Preference in Case of 'Willing to Migrate'



The youth who are willing to migrate prefer to be placed mainly in nearby towns and this population contributes to 44% and another 23% is willing to migrate to metros. 26% of the people are willing to migrate to any small town. This signifies the need for local placements through strong industry partnership. As this survey is pre-project implementation stage, the opinions and views of

the youth will change through the training program.

The program will create higher awareness levels; and will also encourage youth to be placed in nearby towns or metros for a gainful employment after placement assistance. The process model for the training program includes specific counseling for migration related issues to address the apprehensions of youth and build their capacities to assess the cost-benefit of such opportunities

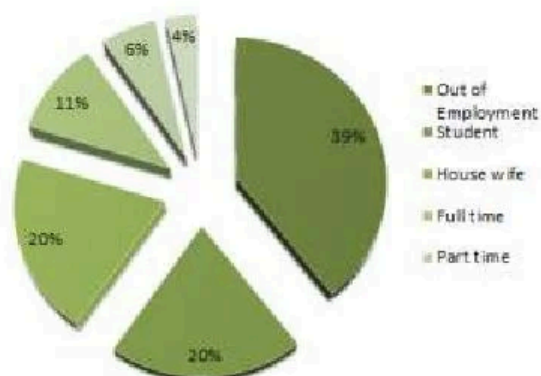
Unwilling to Migrate

This constitutes 28% of the total surveyed population. This population will be addressed specifically through counseling for inclusion. The report analyses this population for two things:

- Reasons for why the youth is not interested to migrate and the reasons for this get attributed to their current status with respect to their occupation.
- To assess the trade interests of these youth, so that strategic interventions are made to target this group, by ensuring to provide for the trades of their choice.

Reasons for Unwillingness to Migrate

The various reasons for unwillingness to migrate is attributed to either the youth is employed (full time, part time or self-employed), they are housewives, currently are students and they are out of employment (this population wants to be locally employed).



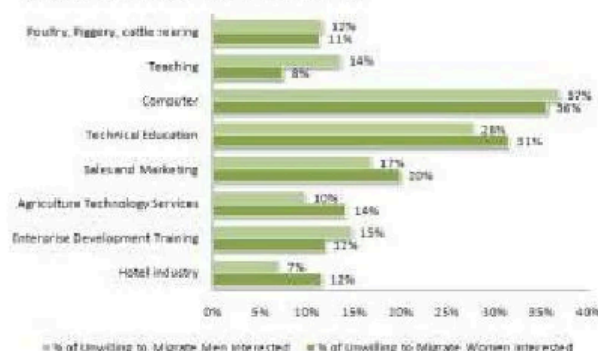
So as per the figure above of the 28% unwilling to migrate, 39% are out of employment and do not want to migrate as they want to be gainfully employed locally and another main reason being 20% are students. This issue of requirement of

local employment will be addressed through the strategies for inclusion. 11% of the unwilling to migrate are not wanting to move because they are currently full time employed.

Trade Interest

The trade interest of the 28% who are not willing to migrate at the national level is assessed in the figure.

In the area where the survey had conducted, Don Bosco has already been running technical training institutes, the local youth are well aware of this and many of them have received technical education from these centres.



The training has not only encouraged the local youths to been employed either in wage employment or in self employed but it has strengthen the bond with the community and has increased the awareness level of the community in regards of these trades. In two trades namely, Computers and Technical Education that youth have shown high preference to be trained in. 36% of men and 37% of women are interested in computers, whereas 28% of women and 31% of men are interested in technical education. It is evidence that despite of their unwilling to migrate, each youth has definitely mentioned a trade interest is a clear indicator of a willingness to be trained. These youth are willing to be trained but want local opportunities. During the course of the training program, the robust life skill, soft skill training, specific counseling for migration and readiness to work will certainly address these issues which mainly act as social barriers in the development process.

3 RECOMMENDATION AND CONCLUSION



Recommendation and Conclusion

Recommendation-Strategies for Inclusion

On the basis of the above findings, following strategies for inclusion has been designed for effective implementation of the project

Phased Implementation

In the country, it is observed cutting across the regions that most of the youth are interested in the technical trades. Computer and technical education are being the most favored trade among both men and women. The findings also suggest that the desire to be trained is amongst all youth, but willingness for migrating for a job is absent in a few cases. Hence to ensure inclusion of all the willing youth to be trained, we will adopt phase wise implementation. It is expected that after completion of the first few batches, the youth who passed out of these trainings with a job in

hand will be a source of inspiration to the other youth. They can motivate the youth who are not willing to migrate to get trained in service sectors trades and also will be encouraged to migrate. Through the project activities, we can include these youth in next phase of implementation.

Placement Strategy

In the country, though most of the youth are interested in migration, they want to be placed in nearby towns or nearby small towns. However, a significant number of people have shown interest to migrate to a metro also. The team structure of the organization with Regional Placement Coordinator at the regional level will facilitate this process. In each state depending on the sector, placement network will be established with the industry through direct partnership/MoUs with the industry.

Domain Selection and Preference

The literacy level among both men and women being good indicates that the youth will be interested in the technical trades and service sectors. This interest has been clearly indicated in all the regions as most of the youth wants to be trained in computers or in technical trades. The trade selection will be based on the findings of the interest inventory that will be conducted during the registration of youth to the training program. Which trade the youth will take up will to a great extent depend on the education level of the student. Appropriate selection of domain is essential to ensure retention of youth in the jobs.

Mobilization

In the first phase of implementation of the project, the youth having BPL cards will be included and DB Tech through its outreach staff will facilitate BPL cards for the families who have applied for the cards. This ensures that the youth who do not have BPL cards but are from BPL families do not get excluded from the programme.

Unwilling to Migrate

This population of youth will be addressed through counseling as they are willing to be trained but unwilling to migrate youth. Interestingly at the national level those who are not interested in migrating, are interested in technical trade. These youth who are unwilling to migrate but are interested in technical trade, they will be counseled and provided information on after placement support and also local

employment opportunities will be explored and assessed for them.

Conclusions and Way Forward

This report highlights that there is a large number of unskilled, semiskilled rural youth who are waiting for opportunities to be trained and be economically productive. This report also highlights, that there is a huge percentage of unemployed at the national level. Though there are scope for employment, it is due to the unavailability of skill training and non access of the BPL candidate to these training, there is a high level of unemployment.

This project will not only give the youth a chance for better productive life but shall also give them a chance to contribute towards the development of the nation.

This report will form the basis for designing inclusion strategies for the project and the immediate steps are to utilize the findings for mobilization that is inclusive and for finalizing the trades for training in each of the states. The national level analysis reveals findings that are in line with project requirements and also provided for enough strategies to ensure the project targets are achieved.





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