

# SKILLING KARNATAKA AND EMPOWERING YOUTH- KSDC'S PIONEERING INITIATIVES TO DRIVE DEVELOPMENT AND GROWTH

Set up in 2008, the Karnataka Skill Development Corporation (KSDC), under the aegis of the Skill Development, Entrepreneurship and Livelihood (SDEL) Department, Government of Karnataka, provides short-term vocational training to more than 60,000 candidates under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and the state's flagship scheme for skill development - the Chief Minister's Kaushalya Karnataka Yojane (CMKKY). Through its network of more than 800 accredited training centres spread across the state, KSDC provides skill training in multiple sectors, including automotive, IT&ITeS, logistics, apparel, and electronics, to name a few.

Additionally, KSDC also designs and implements special initiatives for skill development and entrepreneurship across Karnataka. KSDC also supports and monitors implementation of these programmes at the district level through the District Skill Development Offices in each district of Karnataka.

## VISION OF KSDC

KSDC envisions itself as a premier institution for providing vocational training of the highest quality at global standards for equipping the workforce of Karnataka with market-oriented skills for employment and enterprise to capitalize on the state's demographic dividend and thereby foster regional ecosystems to drive economic growth and inclusive development of all.

## MISSION OF KSDC

KSDC is engaged in bridging the skill gaps across sectors by providing short term vocational training and entrepreneurship development programmes to ready the workforce of Karnataka for competing at regional, national and international markets, by leveraging partnerships with stakeholders in industry, academia and other public institutions around the world.



**KAUSHALYA  
KARNATAKA**  
— ENHANCING SKILL. EMPOWERING YOUTH! —

## KEY INITIATIVES OF KSDC

### 1. Industry Partnerships through the Industry Linkage Cell (ILC)

- Industries are one of the major stakeholders in the skilling ecosystem. Thus, industry partnership is vital to bridge the supply and demand of skilled workforce and thereby lessen the gaps in skilling. Recognizing this need, KSDC has rolled out the Industry Linkage Cell for forging strategic relationships with industries from growing sectors across Karnataka.
- ILC organizes sector-wise Industry Connect Conclaves as a convergence platform for discerning the current and future workforce



requirements of industries. This helps KSDC in designing and implementing skilling programmes that are aligned to industry expectations to drive initiatives under the hire-train-deploy model.

- ILC assists industries to get accredited with KSDC as training providers to run short term skilling programmes under the CMKKY scheme. Here, the industries double up as training centres and facilitate captive placement of the trainees at the industries or industrial associations. Under this initiative, many industries and companies across Karnataka such as Wipro GE Healthcare, Aequs, Ecom Express, Sansera Engineering, Electronics City Industries' Association have partnered with KSDC to train youth.

## 2. International Migration Centre - Karnataka (IMC-K):



- Through IMC-K, KSDC connects aspirants with overseas employers and facilitates their safe emigration. 280 candidates have secured jobs abroad under this initiative so far.
- IMC-K is the only pre-departure orientation training centre in Karnataka authorized by the Ministry of External Affairs (MEA), Government of India. The master trainers at IMC-K are certified by MEA. Pre departure orientation is imparted in 5 languages at the centre. A migrant toolkit is also provided for the aspirant's reference.

- IMC-K liaises with foreign institutions to identify job opportunities abroad and train candidates from Karnataka accordingly at training centres aligned to international standards in training and assessment.
- Under this initiative, nurses from Karnataka who received such skill training and passed the assessment were deployed to the United Kingdom for employment. Similarly, emigration of housemaids to Kuwait was also facilitated.
- Institutions from Japan, Oman and Bahrain have also shown interest in employing skilled workforce from Karnataka in the Hospitality, Agriculture, and IT sectors.

## 3. Skill Connect on Kaushalkar.com

KSDC has a dedicated online portal to connect job seekers with employers and skill aspirants with training centres.



## 4. Skill on Wheels - Mobile Training Centres

- Skill on Wheels or KaushalyaRatha is a special initiative by KSDC to enhance access to skilling for the rural youth in the state under the World Bank-funded Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) programme.



- Well-equipped buses with the requisite tools and infrastructure, employing expert trainers for skill development have been deployed in four districts in North Karnataka in the pilot phase of the 'Skill on Wheels' or 'KaushalyaRatha' program. These mobile training centres will travel to rural and remote pockets of Karnataka to impart skills to youth in the age bracket of 18-35 years with the minimum educational qualification of 8th grade. Each batch will accommodate 15 aspirants. The training is delivered free of charge to the candidates.
- The program aims to empower disadvantaged groups such as rural youth, persons with disability and women through skill development for self-employment and entrepreneurship. In the first phase, youth are skilled in the job roles of Basic Electrician Technician in Raichur and Bidar districts, and Assistant Beauty Therapist in Yadgir and Haveri districts. Candidates will undergo a 200-hour training program with curated modules for domestic wiring, motor winding and repair of electrical appliances as part of the electrician technician course, and makeup services, manicure, pedicure, hairstyling and henna art as part of the beauty therapist course.

## 5. Saving Lives through First Aid Training

- KSDC in collaboration with the Indian Red Cross Society successfully conducted a one-day workshop on First Aid Training for over 200 officers and staff from various departments of the Government of Karnataka from across the state at the VikasaSoudha in Bengaluru from 5th May 2022 to 7th May 2022.



- Along with the theoretical background on first aid, the workshop included practical hands-on training on primary trauma care through cardiopulmonary resuscitation (CPR) and use of automated external defibrillator, and response to environmental and medical emergencies such as stroke, seizures, anaphylaxis or allergic reaction, choking, drowning, snake bite, dog bite, bee sting, electrocution, road accidents, fire accidents, bleeding, nosebleed or epistaxis, heatstroke, head and spine injury.
- The programme garnered positive feedback, with 100% of participants stating that they found the training highly useful and that it has enhanced their confidence to deal with any emergency.

## 6. Enhancing Employability of Female Students Through Skilling

In collaboration with Naandi Foundation, a non-profit associated with the Mahindra Group, KSDC is skilling 52,000 female undergraduate students from rural and government colleges across Karnataka in Python, Digital Marketing, Agriculture and Soft Skills to enhance their employability.



## 7. Big Wins at the India Skills Competition

- KSDC conducted district, zonal and state level competitions to identify participants for the southern regional level at Vishakapatnam and provided them with the requisite training through industry partners. Karnataka went on to win 15 gold and 14 silver medals at the regional level.
- Karnataka's biggest win in the national India Skills Competition so far – 8 Gold, 8 Silver, 4 Bronze, 4 Medallions of Excellence is a testament to its focused efforts in skill development.

## 8. Decentralized Planning through District Skill Committees

- With a vision of decentralized planning, KSDC is supporting District Skill Committees (DSCs) chaired by the Deputy Commissioners in each district of Karnataka. DSCs are a forum for convergence of key stakeholders from the government, academia and industry for planning and implementing skill development programmes based on the local resources, employment opportunities and aspirations of youth.
- DSCs, with assistance from the District Skill Development Offices, have organized successful pilot projects in skill development and entrepreneurship for various communities and groups including women entrepreneurs, artisans, nano and micro entrepreneurs, sexual and gender minorities, self-help groups, prison inmates, farmers and rural youth.

## 9. Preserving the Native Skills and Handicrafts of Karnataka

Another key focus of KSDC is the preservation and promotion of native skills and handicrafts of Karnataka. Several interventions for the artisanal communities have been successful. One such innovative initiative is the partnership with Aequus for developing a toy cluster in Koppal which aims at skilling and employing over 1,200 artisans.

## 10. Mega Job Fairs for Facilitating Employment



- Over 10,000 candidates secured jobs in the five mega job fairs organized across Karnataka during the last year alone.



### 11. Skilling for the Future

- KSDC has partnered with expert institutions such as RV Skills and TATA Technologies for developing and delivering programmes in future skills such as AI, robotics, data analysis, and IoT.

### 12. Enhancing quality of instruction through Training of Trainers (ToT)

- KSDC is facilitating the training of over 600 trainers in collaboration with multiple sector skill councils (SSCs) to enhance the training quality in all its accredited training centres.
- KSDC also partnered with Walchand Peoplefirst Pvt Ltd for conducting ToT in training delivery skills, and with Macmillan for training over 500 trainers in English language skills and other soft skills.

### 13. Special trainings for self-employment and entrepreneurship

- KSDC is also conducting special training programmes based on regional demand such as bakery technician, mushroom grower, organic grower, sea weed cultivator, and gardener in association with agricultural universities.
- KSDC also organizes entrepreneurship development programmes for nano and micro-entrepreneurs across the state.

### 14. Setting up Language Labs

- State-of-the-art IT-enabled audio-visual studios have been set up to create five language labs in the state to augment the communication and language skills of trainees.

### 15. Deploying COVID Warriors

- Over 11,000 candidates were trained to be COVID warriors under the national programme for skilling healthcare professionals to battle the pandemic, and have been placed in leading healthcare institutions.



### YOU CAN REACH KSDC ON:

- Website - [www.kaushalkar.com](http://www.kaushalkar.com)
- LinkedIn - [www.linkedin.com/company/skill-karnataka](https://www.linkedin.com/company/skill-karnataka)
- Twitter - [https://twitter.com/Skill\\_Karnataka](https://twitter.com/Skill_Karnataka)
- Instagram - [https://www.instagram.com/skill\\_karnataka](https://www.instagram.com/skill_karnataka)
- Facebook - <https://www.facebook.com/KarnatakaSkillDevelopmentCorporation>
- Youtube - [https://bit.ly/Skill\\_Karnataka](https://bit.ly/Skill_Karnataka)

## We are grateful to the Principal Secretary for this exclusive interview to Corporate Social Focus - A National CSR Magazine.

**Q. Sir, could you tell us about Kaushalya Karnataka. What is the vision of your department for skill development in Karnataka.**

**Dr S. Selvakumar, IAS:** Kaushalya Karnataka aims at the convergence of multiple stakeholders in the skilling ecosystem to ensure that the workforce of Karnataka is skilled and gainfully employed to drive the economic growth of the state. We envision Karnataka as the hub of skilled workers and professionals in India, especially in the emerging sectors. Kaushalya Karnataka is a multi-faceted growth story of empowering women, enabling employment and enterprise of youth, preserving native skills of artisans, and supporting rural livelihoods.

We are looking at skilling and entrepreneurship holistically. Enhancing the training quality by training the trainers and updating their knowledge and skills, setting up infrastructure and labs to enhance employability of youth, especially of rural aspirants; Empowering

districts for interventions to utilize local resources and drive regional economies; Ready the workforce of Karnataka for competing in the international and national job markets; And bringing the right stakeholders

together from academia, government and industry to drive these initiatives for inclusive growth has been our focus.

**Q. Sir, please share your experience in the rural areas with reference to skill development, entrepreneurship and livelihood. How it was perceived by the people?**

**Dr S. Selvakumar, IAS:** Lack of access to the right vocational education for youth was a huge challenge in the remote and rural pockets of the state. With the Department of Education, we are integrating general education and vocational education through 'Skill Hubs' under the National Education Policy 2020.

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The Principal Secretary to Government, Skill Development, Entrepreneurship and Livelihood (SDEL) Department, Government of Karnataka

Candidates would be able to receive training in schools in their neighborhood under this

programme. It is the best way of utilizing the existing infrastructure to make skilling more accessible. Another way we addressed the challenge of lack of access is by rolling out mobile training centres called 'Skill-on-Wheels'. Under this initiative, well-equipped buses with trainers travel to rural areas to train the youth and marginalized communities at their doorstep. We are also conducting job fairs at the block level to secure employment for rural aspirants.



Our initiatives for boosting women entrepreneurship through SHGs, upskilling rural artisans and farmers, and enhancing employability skills of rural youth have been received extremely well. To give you an example, we trained rural women to become drivers in a district of Karnataka. They were given driving licenses as well, and they are now working as drivers of the garbage collection tippers in their gram panchayats. So, we have witnessed tremendous response for such programmes from the rural areas.

**Q. It is said that you had to take some bold initiatives and administrative reforms. If you can please outline the same and cite some examples**

**Dr S. Selvakumar, IAS:**

Capitalizing on the demographic dividend of the country is the need of the hour. Karnataka is primed for unprecedented growth due to its advantage in the technology space. It warrants bold initiatives because of the scale of impact that innovative programmes and strong collaborations can have for the future of our youth. For instance, our partnership with TATA Technologies for upgrading 150 ITIs at the cost of Rs 4,600 crores is a very lauded initiative which will ready our workforce for Industry 4.0. We will be running 23 short term skilling programmes at these upgraded ITIs in many future-oriented courses including AI, Robotics, IoT and so on. At the same time, we must also ensure that no one is left behind, so we have programmes catering to several vulnerable communities and groups.

**Q. Please outline the government efforts during the peak of pre- and post-pandemic era especially with**

**reference to the sectors involved - the various challenges faced, outcome of programs.**

**Dr S. Selvakumar, IAS:** It was a challenging time to mobilize resources and ensure continuity of our programmes. It also presented us with an opportunity to bolster our skilled workforce in healthcare. We trained and successfully placed over 11,000 candidates in the national COVID Warriors programme for training healthcare professionals under PMKVY. Post-pandemic the world has gone through a paradigm shift to enhanced digitization. So, we are more focused on delivering digital skills and strengthening our IT&ITeS workforce to benefit from this change in global markets. At the same time, we conducted surveys across Karnataka during the pandemic for rehabilitation of reverse migrant workers and supported

the districts in strengthening local economies, creating employment and livelihood opportunities locally and empowering village economies and enterprises.

**Q. How can corporates partner with Kaushalya Karnataka to contribute to this growth story.**

**Dr S. Selvakumar, IAS:** We are appreciative of the multiple ways in which corporates and industries have been supporting our initiatives. Industries and industrial associations can empanel with us to become our accredited training partners to train youth in their industries as per their requirements and provide these skilled candidates with jobs. Many corporates are partnering with us on several CSR projects across Karnataka. We are always open to new ideas from the industries on strengthening the skill ecosystem in the state.



Inauguration of March 2022 special edition of Corporate Social Focus on Int'l Women's Day by Dr S. Selvakumar IAS, Principal Secretary, Skill Development, Entrepreneurship, & Livelihood Department Govt of Karnataka

# THE FUTURE OF SKILLING IN KARNATAKA

**-Ashwin D Gowda, IRS, Managing Director, Karnataka Skill Development Corporation**

**K**arnataka is one of the fastest growing economies in India. It accounted for 45% of the total FDI investment in the first half of 2021-22. Having established itself as the haven for unicorn start-ups and leading IT companies, Karnataka is foraying into other emerging sectors in the wake of Industry 4.0. Skill development of youth, thus, is one of the key priorities for the Government of Karnataka to maximize its potentiality for greater socio-economic development and growth.

The Karnataka Skill Development Corporation (KSDC) has initiated several programmes for manifesting the vision of making Karnataka the hub for skilled workforce in India. Our programmes are future-oriented, aimed at readying the workforce for the impending paradigm shifts in global job markets.

A multi-pronged strategy is being adopted for improving access to skilling for all the aspirants, augmenting the quality of training, and enhancing transparency and efficiency for all stakeholders.

Just as e-learning transformed the education space, e-skilling will be the driving force to improve access for women, rural youth, and other marginalized communities. Our mobile training centres are already travelling to rural Karnataka in a move to ensure that no aspirant is deprived of the opportunity to become financially empowered through skill development for employment and entrepreneurship.

The future of skilling in Karnataka



will be industry-driven. Right from the district level to the state level, industries will contribute to the designing of market-based curriculum for vocational training and to the implementation of these programmes by doubling up as training partners.

Tech-driven interventions will be introduced wherever possible for the benefit of trainees, training centres, the monitoring bodies, assessors, and the employers.

There will be greater integration of general education and vocational education, accelerated by the National Education Policy 2020 which allows for greater mobility between the two. Students will have greater clarity of their competencies, interests, and the potential career opportunities at crucial junctures in their academic journeys. Innovative financing models will help them in accessing world-class skill training within the country. Skills will be the new currency in the job markets of the future.

Companies from emerging sectors such as green energy, EV, IoT, AI, agritech, medtech and fintech, are deepening their presence in

Karnataka owing to the favorable and pioneering policies by the Government. Skilling for the future should translate into enhancing competencies of our workforce to drive these sectors to greater growth.

Skilling is no longer a one-time exercise in an individual's life. The dynamism of the market calls for continual upskilling and reskilling. The workforce of the future would need cross-sectoral and cross-functional capabilities. We are already designing multiskilling courses to address this need of industries.

On the other hand, instilling a strong skillset in soft skills, interpersonal skills, creativity and problem-solving during the formative years of a student's life would prove to be a great investment, since these skills are common across sectors for serving as a foundation for gaining technical skills and advancing professionally. Thus, we are including 21st century skills in our programmes to enhance employability and enterprise among our trainees. I say enterprise because skilling, education and entrepreneurship should not be addressed in silos but delivered holistically to widen the aspirations of our youth.

To sum up, Karnataka is already making strides in advancing the holistic and inclusive development of its communities and citizens. With renewed efforts in skilling, education, and entrepreneurship, the state will definitely shape up as the preferred hub for skilled and competent workforce at par with global standards.