



RAJASTHAN
STATE POLICY FOR SKILL
DEVELOPMENT, EMPLOYMENT
AND ENTREPRENEURSHIP

Table of Contents

Message from the Honorable Chief Minister of Rajasthan	7
Chapter-1.....	8
Preamble	8
Chapter: 2.....	10
National Skill Policy: An Introduction	10
Skill Development: National Perspective and Notion	10
Objective of the National Skill Policy	10
Mechanism of Skill Development Initiatives at National Level	11
1. National Policy on Skill Development and Entrepreneurship, 2015	11
2. Ministry of Skill Development and Entrepreneurship (MSDE)	11
3. National Skill Development Mission	11
4. National Skill Development Agency (NSDA)	12
5. National Skill Development Corporation (NSDC)	12
6. National Council on Skill Development (NCSD)	12
7. National Skill Development Coordination Board (NSDCB)	12
Chapter: 3	13
Importance of Skilling	13
Skilling: An Introduction	13
Importance of Skilling in Rajasthan	13
Objectives of Skilling	14
Key Imperatives of Skill initiatives for the Growth of Rajasthan	15
Chapter: 4	16
Skilling Scenario of Rajasthan	16
4.1 Present Scenario of Skilling in Rajasthan	16
4.2 Supply Side Economics of Skilling in Rajasthan	16
4.3 Socio-Economic and Demographic Dynamics	16
4.4 Government Initiatives in Skill Development	17
4.4.1 Department of Skilling, Entrepreneurship, and Employment	17
1. Rajasthan Skill and Livelihoods Development Corporation (RSLDC)	17
2. Directorate of Technical Education	18
3. Directorate of Employment (Rojgar Vibhag)	19
4. Vishvakarma Skills University	20
4.4.2 Skilling Schemes and Initiatives by Department of Skills, Entrepreneurship & Employment	21
Administrative Structure of Department of Skills, Entrepreneurship & Employment	21
a. Rajasthan Skill and Livelihoods Development Corporation (RSLDC)	22

b.	Directorate of Technical Education	24
c.	Directorate of Employment	27
4.5	Private Sector Participation in Skill Development	28
A.	Private Training Institutes.....	28
B.	Corporate Social Responsibility (CSR) Initiatives	29
4.6	Industry-Led Skill Councils	29
4.7	Start-ups and Skill Development	30
4.8	Future Prospects and Recommendations.....	30
4.9	Major Schemes and Programmes of Central Government for Skilling.....	30
4.9.1	Major Central Government Schemes for skill development are detailed below	30
1.	Ministry of Skill Development and Entrepreneurship (MSDE)	30
	• Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	30
	• SANKALP (Skills Acquisition and Knowledge Awareness for Livelihood Promotion)	30
	• UNNATI	30
2.	Ministry of Rural Development (MoRD).....	31
	• Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY).....	31
	• Rural Self Employment Training Institutes (RSETI)	31
3.	Ministry of Human Resource Development (MHRD).....	31
	• Samagra Shiksha.....	31
4.	Ministry of Micro, Small, and Medium Enterprises (MSME)	31
	• Prime Minister’s Employment Generation Programme (PMEGP).....	31
	• Entrepreneurship and Skill Development Programme (ESDP)	31
5.	Ministry of Electronics and Information Technology (MeitY)	31
	• Pradhan Mantri Gramin Digital Saksharta Abhiyan (PMGDISHA)	31
	• Information Security Education and Awareness (ISEA)	31
6.	Ministry of Labour and Employment.....	31
	• National Career Service (NCS).....	31
	• Skill Development Initiative Scheme (SDIS)	31
7.	Ministry of Minority Affairs	31
	• Nai Manzil.....	31
	• Seekho Aur Kamao (Learn and Earn)	31
8.	Ministry of Women and Child Development.....	31
	• Mahila Shakti Kendra (MSK)	31
	• Support to Training and Employment Programme for Women (STEP).....	31
9.	Ministry of Social Justice and Empowerment	31
	• National Action Plan for Skill Development of Persons with Disabilities	31

Rajasthan State Skill Policy-Draft

• Dr. Ambedkar Foundation Scheme of Skill Development	31
10. Tourism and hospitality	31
11. Agriculture	32
12. Sports skill development scheme	32
13. Rural skill development scheme	32
14. Urban skill development scheme	33
15. Jal Jeevan Mission (JJM).....	33
16. Border Area Development Programme (BADP)	33
17. Pradhan Mantri Jan Vikas Karyakram	33
4.9.2 Major Vocational Training schemes by the State Departments.....	33
4.10 Vocational and Professional Education for Skill Development in ITIs/Polytechnics and Degree Institutions.....	34
Skill Trainings under the Apprenticeship Training Act.....	34
Skill Development Trainings by various departments under Central Schemes	34
Vocational and Technical Education.....	34
Minority Welfare Department.....	34
Planning Department	34
Labour Department.....	34
Tourism Department.....	34
Department of Small Industries.....	35
Agriculture and allied sectors	35
Chapter 5	36
Objectives and Framework of Skill Policy.....	36
5.1 Vision	36
5.1.1 Vision for Implementing the Policy	36
5.2 Mission.....	37
5.3 State Policy on Skill Development	37
5.4 Objectives of the State policy includes.....	37
5.5 Scope of Objective.....	37
5.6 Policy framework for skill development	37
Target Groups:.....	37
5.6.2 Key Strategies	38
5.6.3 Implementation Mechanisms	39
5.6.4 Monitoring & Evaluation.....	39
5.6.5 Outreach & Awareness	39
5.6.6 Special Focus Areas	40
5.6.7 Gender and Social Inclusion	40

5.6.8	Sustainability & Environmental Focus	40
5.6.9	Policy Review & Updates	40
5.7	Framework of employment & unemployment support for Rajasthan skill policy	40
5.7.1	Employment Generation Strategies	40
5.7.2	Unemployment Support Measures	41
5.7.3	Entrepreneurship & Self-Employment Promotion	41
5.7.4	Inclusion & Equity	41
5.7.5	Labor Market Regulations & Worker Protection	41
5.7.6	Monitoring & Evaluation	41
5.7.7	Public Awareness & Outreach	42
5.7.8	Collaboration & Partnerships	42
5.7.9	Policy Review & Updates	42
5.8	Policy framework of Entrepreneurship support for Rajasthan skill policy	42
5.8.1	Entrepreneurial Education & Skill Development	42
5.8.2	Financial Support & Access to Capital	42
5.8.3	Infrastructure & Ecosystem Support	42
5.8.4	Women & Marginalized Group Empowerment	43
5.8.5	Networking & Collaboration	43
5.8.6	Monitoring, Evaluation & Continuous Improvement	43
5.8.7	Public Awareness & Outreach	43
5.8.8	Government & Institutional Support	43
5.9	Policy framework of ITI's support for Rajasthan skill policy	44
5.9.1	Curriculum & Training Enhancement	44
5.9.2	Faculty Development & Capacity Building	44
5.9.3	Infrastructure Development	44
5.9.4	Industry Linkages & Collaboration	45
5.9.5	Placement & Career Support	45
5.9.6	Inclusivity & Access	45
5.9.7	Quality Assurance & Accreditation	45
5.9.8	Monitoring & Evaluation	46
5.9.9	Public Awareness & Outreach	46
5.9.10	Government & Institutional Support	46
5.9.11	Innovation & Best Practices	46
5.10	A Comprehensive Policy Framework for Enhanced Vocational Training in Rajasthan ..	47
5.10.1	Course Alignment & Standardization	47
5.10.2	Industry Collaboration & Partnerships	47

5.10.3	Certification & Accreditation	47
5.10.4	Infrastructure & Capacity Building	48
5.10.5	Employment & Entrepreneurship Support.....	48
5.10.6	Inclusivity & Access	48
5.10.7	Public Awareness & Outreach	48
5.10.8	Government & Institutional Support.....	49
5.11	Target Group for Skilling	49
5.1	Key Strategies	49
Chapter: 6	53
	Action Plan for Enhancing Skill Development in Rajasthan.....	53
6.1	Action Plan.....	53
6.2	Major Actions and outcomes.....	53
A.	Infrastructure Development for Skill Training	53
B.	Curriculum Development and Quality Assurance	53
C.	Industry Collaboration and Sector-Specific Initiatives.....	54
D.	Targeted Programs for Women, Youth, and Marginalized Communities	55
E.	Promotion of Entrepreneurship and Innovation.....	55
F.	Digital Literacy and Integration	56
G.	Employment Linkages and Job Placement	56
H.	Monitoring, Evaluation, and Continuous Improvement.....	56
I.	Funding and Resource Mobilization	57
6.3	Targets for Skill Trainings	57
6.3.1	Trainings by Technical Vocation and Educational Institutions	57
6.3.2	Trainings through Central Government Training Organizations and NSDC	57
6.4	Upgradation of Vishwakarma Skills University	58
6.5	Skill Training in school & colleges.....	59
6.6	Start-ups	59
6.7	Reskilling/Up skilling	59
6.8	Recognition of Prior Learning	60
6.9	Recruit-Train-Deploy (RTD)	60
6.10	Convergence	60
6.11	Entrepreneurship.....	60
6.12	Overseas Placement.....	60
6.13	Chatbot	61
6.14	Free/Subsidized allotment of land for establishment of ITI/Skill Development Centre.....	61
6.15	Establishment of Skill Park.....	62

Chapter: 7	65
Industry Linkages in the Rajasthan Skill Policy	65
7.1 Introduction	65
7.2 Objectives of Industry Linkages	65
7.3 Framework for Industry Collaboration	65
7.4 Industry’s Role in Skill Development	65
7.5 Strategies for Enhanced Industry Linkages.....	66
7.6 Monitoring and Evaluation	66
7.7 Sector wise Emerging Job Roles in State	66
7.7.1 Agriculture Sector	66
7.7.2 Apparel, Made-up & Home Furnishing Sector	67
7.7.3 Automotive Sector	67
7.7.4 Banking, Financial Services and Insurance (BFSI) Sector	68
7.7.5 Beauty & Wellness Sector	68
7.7.6 Construction Sector	68
7.7.7 Electronics & Hardware Sector	69
7.7.8 Green Jobs Sector	69
7.7.9 Handicrafts Sector	70
7.7.10 Healthcare Sector	70
7.7.11 IT-ITes Sector	70
7.7.12 Logistics Sector	71
7.7.13 Retail Sector.....	71
7.7.14 Telecom Sector	71
7.7.15 Textile Sector	72
7.7.16 Tourism & Hospitality Sector	72
7.7.17 Sectoral Demand and Supply Forecast (Next 5 years)	73
7.8 Focus on market driven course through State funded schemes	74
Chapter – 8	75
Conclusion	75
Abbreviations	76

Message from the Honorable Chief Minister of Rajasthan

I am pleased to present the Rajasthan State Skill Policy, a pivotal initiative aimed at empowering our youth and transforming the state's workforce into a force of skilled professionals ready to meet the challenges of the modern economy. In today's rapidly evolving global landscape, the need for a highly skilled workforce cannot be overstated. Our vision is to create an inclusive and dynamic skill ecosystem that not only addresses the needs of our industries but also fosters innovation and entrepreneurship among our people.

The Rajasthan State Skill Policy is a comprehensive framework designed to bridge the gap between education and employment, ensuring that our youth are equipped with the necessary skills to thrive in a competitive environment. This policy underscores our commitment to providing equal opportunities for all, with special emphasis on marginalized communities, women, and rural populations, so that they too can partake in and contribute to the state's growth story.

As we implement this policy, we will focus on strengthening our partnerships with industry, academia, and civil society to create a robust infrastructure for skill development. By aligning our training programs with the latest market trends and technological advancements, we aim to enhance the employability of our youth, foster economic development, and ultimately improve the quality of life for all citizens of Rajasthan.

Together, let us work towards a future where every individual has the skills and opportunities to succeed, contributing to the prosperity and progress of our great state.

Chief Minister of Rajasthan

Chapter-1

Preamble

Rajasthan, the land of vibrant culture and rich heritage, stands at a critical juncture in its development journey. With a rapidly growing population and a youthful demographic, the state is poised to connect its human capital for economic growth and social progress. Recognizing the immense potential of its people, the Government of Rajasthan is committed to empowering its youth through skill development, ensuring that they are equipped to meet the skill challenges and employment opportunities of the 21st century.

Rajasthan's population stands at 79.5 million, having 51.2% males and 48.8% females and a male-female ratio of 1.05:1. The age-wise distribution shows that 29.1% of the population is between 0-14 years, 35% between 15-24 years, and 42.2% between 25-54 years. The education scenario indicates a literacy rate of Rajasthan's literacy rate is 75%.71.4%, with male literacy at 81.4% and female literacy at 60.4%. Rajasthan's economy is a vital part of India's growth, with a per capita income of ₹118,000 and a GDP growth rate of 7.5% with Average annual growth rate (2015-2022) as 7.3%.

The 12th Five-Year Plan (2012–2017) estimated that only a very small percentage of the Indian workforce in the age group of 19–24 (less than 5%) received formal vocational education, whereas in countries such as the USA the number is 52%, in Germany 75%, and South Korea it is as high as 96%. These numbers only underline the urgency of the need to hasten the spread of vocational education in India.

One of the primary reasons for the small numbers of students receiving vocational education is the fact that vocational education has in the past focused largely on Grades 11–12 and on dropouts in Grade 8 and upwards. Moreover, students passing out from Grades 11–12 with vocational subjects often did not have well-defined pathways to continue with their chosen vocations in higher education. This policy aims to overcome the social status hierarchy associated with vocational education and requires integration of vocational education programmes into mainstream education in all education institutions in a phased manner. Integrating vocational skills education in schools, as emphasized by India's new education policy, offers numerous benefits. Beginning with vocational exposure at early ages in middle and secondary school, quality vocational education will be integrated smoothly into higher education. First, it prepares students for the workforce by equipping them with practical, job-ready skills alongside academic knowledge. This dual approach helps bridge the gap between education and employment, ensuring that students are better prepared to meet industry demands upon graduation. Second, vocational education fosters early career exploration, allowing students to discover their interests and talents at a young age, which can guide their future career choices. Third, it promotes inclusivity by providing opportunities for all students, including those who may not pursue traditional academic paths, to gain valuable skills that can lead to stable employment.

Further, unemployment remains a significant challenge in India. The unemployment rate in India is currently 7.95% (July 2023). Rajasthan's unemployment rate is estimated to be even higher, standing at 28.5%. According to the Centre for Monitoring Indian Economy (CMIE) data, 55.7% of the graduates and youths with higher education degrees are unemployed in Rajasthan. On the contrary, this figure stands at an average of 20.2% nationally.

Skill development is a crucial solution to unemployment, as it equips individuals with the necessary abilities and expertise to meet the demands of the job market. In an era Skills development is at the center of changes happening in education and labor markets amid the

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global mega trends, such as automation, action against climate change, the digitalization of products and services, and a shrinking labor force, which are changing the nature of work and skills demands, where technological advancements and industry requirements are constantly evolving, traditional education alone may not suffice in securing employment. Consequently, skills and workforce development systems must proactively adapt to fast transformations posed by automation, climate action, digitalization, and the evolving labor markets.

By focusing on acquiring new skills or enhancing existing ones, individuals can increase their employability, opening doors to a wider range of job opportunities and reduce unemployment rates. Skill Training will not only lead to an improvement in younger generation standard of living but also the skills required to improve the industries efficiency, reduce wastage, increase product quality and productivity, improve wages, self-esteem, and continuity of the worker in the industry. Furthermore, skill development can bridge the gap between the education system and the needs of employers, ensuring that the workforce is better aligned with market demands.

This policy is a testament to Rajasthan's commitment to fostering a culture of continuous learning and innovation. It aims to bridge the gap between the skills required by industries and those possessed by the workforce, thereby enhancing employability, promoting entrepreneurship, and driving sustainable economic growth. By leveraging the strengths of both the public and private sectors, and by integrating the latest technological advancements into training programs, the policy seeks to transform Rajasthan into a hub of skilled manpower, ready to contribute to the state's prosperity and the nation's development.

The Rajasthan State Skill Development Policy is envisioned as a guiding framework that will steer the state towards a future where every individual is empowered with the skills and knowledge to realize their full potential, thereby contributing to the collective well-being and progress of Rajasthan.

Chapter: 2

National Skill Policy: An Introduction

Skill Development: National Perspective and Notion

Skill and knowledge are the driving forces of economic growth and social development for any country and Skill development is crucial for a nation's progress, directly impacting economic growth, employment, and social stability. From a national perspective, the emphasis on skill development reflects the need to equip the workforce with competencies that match the demands of a rapidly evolving global economy. Governments and institutions recognize that a skilled population is essential for innovation, productivity, and competitiveness. The notion of skill development extends beyond basic education, encompassing vocational training, technical skills, and continuous learning to ensure that individuals can adapt to technological advancements and shifting job markets.

India is driven by a sterling demographic dividend (India is one of the youngest nations in the world with more than 49% of the total population below 25 years of age), continuing structural reforms and globalization, which is poised to accelerate its growth rate. From renewable industries to logistics, ICT and construction, India's demand for higher skills occurs at a time when 90 percent of India's population works in the informal sector, much of it consisting of basic agriculture and services such as automotive repair and logistics that have traditionally required low skills and pay low wages. The growth of the industries, given the demand created by the population will be a function of the skill sets available.

India is currently working towards a unified vision of:

- **Scaling up:** Increase skill development capacity.
- **High inclusivity:** The skill development initiatives will harness inclusivity and reduce divisions such as male/female, rural/urban, organized/unorganized employment and traditional/contemporary workplace.
- **.Dynamic and demand-based system planning:** The skill development initiatives support the supply of trained workers who are adjustable dynamically to the changing demands of employment and technologies.
- **Choice, competition and accountability:** No discrimination between private or public delivery - importance on outcomes, users' choice and competition among training providers and their accountability.
- **Policy coordination and coherence:** Skill development policy to be an integral part of comprehensive economic, Labour and social policies and program. A framework for better coordination among various Ministries, States, industry and other stakeholders will be established.

Objective of the National Skill Policy

The core objective of the Policy is to empower the individual, by enabling her/him to realize their full potential through a process of lifelong learning where competencies are accumulated via instruments such as credible certifications, credit accumulation and transfer, etc. The policy aims to create a robust skill ecosystem by fostering collaboration between government, industry, and educational institutions to provide high-quality

vocational and technical training.

It also focuses on promoting inclusivity by ensuring that all sections of society, including women, youth, and marginalized communities, have access to skill development opportunities. Ultimately, the national skill policy aspires to enhance the employability and productivity of the workforce, contributing to sustainable economic growth and the overall development of the nation.

Skill development and entrepreneurship are complementary to each other. The key stakeholders include Central Ministries/Departments, State Governments, and industry/employers. While, MSDE will co-ordinate and converge all efforts in this space, the relevant Central Ministries/Departments, State Governments and industry/employers are expected to fulfil the roles and responsibilities pertaining to their domain as laid down in the National Policy for Skill Development and Entrepreneurship.

Mechanism of Skill Development Initiatives at National Level

1. National Policy on Skill Development and Entrepreneurship, 2015

The National Policy on Skill Development and Entrepreneurship, 2015 was released with the objective of meeting the challenge of skilling at scale with speed and standard (quality). It will aim to provide an umbrella framework to all skilling activities being carried out within the country, to align them to common standards and link the skilling with demand centers. In addition to laying down the objectives and expected outcomes, the effort is to identify the various institutional frameworks which can act as the vehicle to reach the expected outcomes. The national policy also provides clarity and coherence on how skill development efforts across the country can be aligned within the existing institutional arrangements. This policy links skills development to improved employability and productivity.

2. Ministry of Skill Development and Entrepreneurship (MSDE)

MSDE had been created to fulfil the vision of a 'Skilled India' where human resource development is the primary focus. MSDE is responsible for coordination with all concerned for evolving an appropriate skill development framework, removal of disconnect between demand for, and supply of, skilled manpower, skill up-gradation, building of new skills, innovative thinking and talents for existing and future jobs. MSDE is also playing the lead role in ensuring the implementation of the National Policy for Skill development and Entrepreneurship 2015.

3. National Skill Development Mission

The National Skill Development Mission was approved by the Union Cabinet on 01.07.2015, and officially launched by the Hon'ble Prime Minister on 15.07.2015 on the occasion of World Youth Skills Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities. It is implemented through a streamlined institutional mechanism driven by Ministry of Skill Development and Entrepreneurship (MSDE). Key institutional mechanisms for achieving the objectives of the Mission have been divided into three tiers, which consist of a Governing Council for policy guidance at apex level, a Steering Committee and a Mission Directorate (along with an Executive Committee) as the executive arm of the Mission. Mission Directorate is supported by three other institutions:

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National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), and Directorate General of Training (DGT) – all of which have horizontal linkages with Mission Directorate to facilitate smooth functioning of the national institutional mechanism.

4. National Skill Development Agency (NSDA)

NSDA was set up as a Society in June 2013. NSDA focuses on the two verticals of Quality Assurance and policy research in the skills space. It is majorly responsible for the following activities:

- Operationalize and implement National Skills Qualification Framework (NSQF).
- Establish and operationalize a QA framework embedded in NSQF to improve consistency of outcomes in the skills landscape, which will include laying down a framework for training, assessment and certification processes and agencies in the country.
- Operationalize National Skills Qualification Committee (NSQC) to meet its objectives.
- Develop national protocols for registration and accreditation of private training providers.
- Promote use of 'Skill India' logo on skill certificates by SSCs/Agencies adhering to the QA framework.
- Anchor Prime Ministers Skill Development Fellow Program.

5. National Skill Development Corporation (NSDC)

NSDC, a Public Private Partnership was set up in 2008 as a Section 25 company under Companies Act 1956 with shareholding of GOI 49% and private sector 51%.

Vision & Strategy nodal organization for all private sector initiatives in the short-term skilling space. Its mandate primarily includes-

- ❖ Promoting centers of excellence for training of trainers in coordination with States and SSCs.
- ❖ Initiating and incubating Sector Skills Councils (SSCs).
- ❖ Discharging functions as may be assigned to it by the Ministry.
- ❖ Setting up framework for structure of courses, assessment, curricula creation, affiliation and accreditation of institutes, under NCVT.
- ❖ Coordinate functioning of Industrial Training Institutes (ITIs).
- ❖ Leveraging field infrastructure for strong industry interface in all facets of training, including on-the-job training.
- ❖ Providing technical support to vocational education across the country.
- ❖ Anchoring and operationalizing Apprentices Act, 1961 as overhauled by comprehensive amendments in Dec, 2014.

6. National Council on Skill Development (NCSD)

It is headed by the Prime Minister and with Ministers of various skills relevant areas as members. The Council has various experts in the field of skill development as its members.

7. National Skill Development Coordination Board (NSDCB)

The NCSD is assisted by the National Skill Development Coordination Board chaired by the Deputy Chairman, Planning Commission which coordinates action for skill development both in the public and the private sector.

Chapter: 3

Importance of Skilling

India, with its vast and youthful population, presents a significant opportunity for economic growth and development. With over 65% of its population under the age of 35, India is poised to harness this demographic dividend to drive innovation, entrepreneurship, and employment.

In Rajasthan, this opportunity is particularly pronounced, with a youthful population and a growing economy. However, the state faces challenges in terms of skill gaps, unemployment, and inadequate infrastructure. To address these challenges and leverage its demographic dividend, RSLDC has launched this skill development policy.

This policy aims to bridge the skill gap, foster entrepreneurship, enhance employability, and promote inclusive growth in Rajasthan. It seeks to align with national goals and leverage the state's demographic dividend to drive economic growth, development, and social prosperity. By focusing on skill development, entrepreneurship, and employment, this policy aims to transform Rajasthan into a hub of skilled manpower and economic growth.

Skilling: An Introduction

Skilling involves providing individuals with the skills, knowledge, and competencies necessary to perform specific tasks or jobs effectively. This process includes vocational training, technical education, and the development of soft skills such as communication and teamwork. The primary objective of skilling is to enhance an individual's employability, productivity, and career prospects, which in turn contributes to economic growth and development.

Importance of Skilling in Rajasthan

Rajasthan, with its significant youthful population, stands at a critical juncture where effective skilling initiatives can drive economic growth and social development. As the state prepares to refine and implement its skill policy, understanding the importance of skilling within the regional context is essential.

Here's why skilling is vital for Rajasthan:

1. **Economic Growth:** Skilling contributes to the overall economic development of Rajasthan by creating a more productive and capable workforce. It helps in boosting local industries and attracting investment by providing skilled labor.
2. **Employment Generation:** Skilling enhances employability, reducing unemployment rates in the state. It helps individuals gain meaningful employment, thus improving their standard of living.
3. **Empowerment of Youth:** With a large youth population, Rajasthan has the potential to harness this demographic dividend through targeted skill development programs. Skilling enables young people to gain the necessary expertise and confidence to enter the job market or start their own ventures.

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4. **Reduction of Migration:** By providing local employment opportunities through skill development, the policy can reduce the need for migration to other states in search of jobs, helping to keep the local economy vibrant.
5. **Inclusive Growth:** The policy aims to include marginalized sections of society, including women, rural youth, and people with disabilities, ensuring that everyone has access to skill development opportunities and benefits from economic growth.
6. **Promotion of Entrepreneurship:** Skilling initiatives focus on fostering an entrepreneurial spirit among the youth, encouraging them to start their own businesses, which in turn generates further employment opportunities within the state.
7. **Sustainable Development:** Skill development aligns with the principles of sustainable development by promoting green skills and practices that contribute to environmental conservation and the sustainable use of resources.
8. **Enhancement of Traditional Skills:** The policy supports the preservation and enhancement of Rajasthan's traditional crafts and industries by providing artisans with modern techniques and market access, ensuring these skills are passed on to future generations.
9. **Improvement of Social Equity:** By providing equal opportunities for skill development, the policy works towards reducing social disparities and fostering a more equitable society.
10. **Alignment with National Objectives:** The Rajasthan Skill Development Policy aligns with national goals such as the "Skill India" mission, contributing to the broader objective of skilling 500 million people across the country.

Objectives of Skilling

The Rajasthan Skill Development Policy, in alignment with national policies, focuses on addressing the skill gap within the state's workforce. The key objectives of the policy include:

1. **Enhancing Employability:** Equipping the youth of Rajasthan with the skills required by the labour market, making them more employable and ready for the job market.
2. **Bridging Skill Gaps:** Identifying and addressing skill gaps in various sectors to ensure that the workforce meets the current and future needs of the industry.
3. **Promoting Inclusive Growth:** Ensuring that skilling initiatives reach marginalized and disadvantaged groups, including women, rural populations, and people with disabilities, thereby promoting social and economic inclusion.
4. **Facilitating Lifelong Learning:** Encouraging continuous learning and skill development throughout an individual's career to adapt to technological advancements and changing job requirements.
5. **Supporting Economic Development:** Contributing to the economic development of Rajasthan by creating a skilled workforce that drives productivity and innovation.
6. **Fostering Entrepreneurship:** Providing individuals with the skills and knowledge needed to start and manage their own businesses, thereby promoting entrepreneurship and self-employment.
7. **Strengthening Industry Linkages:** Building strong linkages between training providers, industry, and employers to ensure that the skills imparted are relevant and aligned with industry needs.

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8. **Improving Quality and Standards:** Establishing and maintaining high-quality standards in skill development programs to ensure that the training provided is effective and meets industry benchmarks.
9. **Leveraging Technology:** Utilizing technology and digital platforms to enhance the delivery, accessibility, and effectiveness of skill development programs.
10. **Encouraging Public-Private Partnerships (PPP):** Promoting collaboration between the government and the private sector to expand and improve the reach of skill development initiatives.
11. **Monitoring and Evaluating Outcomes:** Implementing robust monitoring and evaluation mechanisms to assess the impact of skill development programs and make necessary adjustments to improve outcomes.
12. **Promoting Sustainable Development:** Aligning skilling initiatives with sustainable development goals, ensuring that the skills imparted contribute to environmental sustainability and social equity.

Key Imperatives of Skill initiatives for the Growth of Rajasthan

Rajasthan's demographic advantage, characterized by a significant youth population, positions the state well for future growth. However, to fully realize this potential, the state must address the challenges of unemployment and underemployment. The key factors for successful skill development in Rajasthan include:

1. **Enhancing Job Creation:** There must be a focus on creating jobs that align with the skills being developed, beyond the scope of skill development alone.
2. **Improving Literacy and Education:** Raising literacy rates and reducing school dropout rates are essential for ensuring that the youth are adequately prepared for skill development programs.
3. **Promoting Awareness:** Increasing awareness about government initiatives and the importance of skill development, particularly in rural areas, is critical.
4. **Leveraging Technology:** Incorporating technological advancements in training programs can help keep the workforce competitive and adaptable.

Chapter: 4

Skilling Scenario of Rajasthan

4.1 Present Scenario of Skilling in Rajasthan

Rajasthan, with its substantial youth population, has significant potential for economic growth if this demographic is properly skilled and employed. The State has a reasonably large set up of ITIs/polytechnics and degree colleges imparting education and training in vocational areas but the quantity as well as quality of trainings provided by these institutions is a cause of concern. The total availability of seats in these institutions (approximate annual intake of 3.5 to 4 lakh) is to be seen in the perspective that approximately 20 lakh youth drop out of the formal general education streams between class Vth and XIth and a further 8 to 10 lakhs drop out after completing class XIIth. Thus, every year 20 to 25 lakh youth are available to join the labour force provided they are appropriately guided and provided facilities exist to equip them with useful and employable skills. This challenge is to be addressed by launching short duration skill development programs which are employment oriented and which are designed based on the skill needs of the economy. Several departments of the state aim to contribute to this goal through implementation of various central schemes but, as subsequent discussion would disclose, the achievements are far short of the target.

4.2 Supply Side Economics of Skilling in Rajasthan

Rajasthan, with its rich cultural heritage and diverse landscape, stands at the forefront of an economic transformation driven by skill development and employment readiness. This policy examines the supply-side economics of skilling in Rajasthan, focusing on socio-economic profiles, population dynamics, gender ratios, literacy rates, and education infrastructure

4.3 Socio-Economic and Demographic Dynamics

- ❖ Rajasthan's population increased from 56.5 million (2001) to 68.5 million (2011), with districts like Jaipur and Jodhpur showing significant growth.
- ❖ The gender ratio improved from 922 females per 1000 males in 2001 to 945 in 2021, reflecting progressive gender balance.
- ❖ Literacy rates rose from 48.1% (2001) to 61.7% (2021), highlighting educational advancements. Jaipur leads with a 73.8% literacy rate.
- ❖ Education Infrastructure
- ❖ The state hosts around 80,000 schools and numerous higher education institutions.
- ❖ Disparities exist in infrastructure quality, with rural areas often lacking adequate facilities.
- ❖ High dropout rates and low enrolment in higher education indicate gaps in the educational system.
- ❖ Employment Trends
- ❖ Employment in Rajasthan is concentrated in agriculture (67.8%), construction (12.8%), and manufacturing (5.0%).
- ❖ Unemployment rates vary across districts, with some like Banswara experiencing high

rates (18.2%) and others like Barmer having low rates (0.2%).

- ❖ Education plays a crucial role in employability, with higher literacy districts showing lower unemployment rates.
- ❖ Youth Motivation and Aspirations
- ❖ Youth choices in skill training are driven by financial motivations, career aspirations, family influences, and personal interests.
- ❖ Self-employed youths cite financial stability, flexibility, and independence as key motivators.
- ❖ Unemployment reasons include lack of job opportunities, ongoing education, personal issues, and entrepreneurial ambitions.
- ❖ Working Age Population
- ❖ The working-age population increased from 39.4 million (2011) to 49.1 million (2021), indicating a growing labor force.
- ❖ Urban areas like Jaipur and Kota have higher concentrations of the working-age population, due to educational and employment opportunities.

4.4 Government Initiatives in Skill Development

Rajasthan has made significant strides in skill development through a range of government initiatives aimed at enhancing the employability of its workforce. These initiatives are aligned with the broader national objectives of the "Skill India" mission and are designed to address the unique challenges faced by the state's diverse population.

The Department of Skills, Employment, and Entrepreneurship in Rajasthan plays a pivotal role as a nodal agency in addressing socio-economic challenges, mitigating migration issues, and enhancing the skilling landscape for the state's youth. This department is central to the government's efforts to create a robust and inclusive framework that empowers young people by providing them with the necessary skills and employment opportunities, thereby reducing the need for migration and improving the overall socio-economic conditions in the state.

4.4.1 Department of Skilling, Entrepreneurship, and Employment

This department encompasses three main divisions, each playing a vital role in addressing the skilling and employment needs of Rajasthan's populace.

1. Rajasthan Skill and Livelihoods Development Corporation (RSLDC)

The state government, through the Rajasthan Skill and Livelihoods Development Corporation (RSLDC), aims to meet the high demand for a skilled workforce. RSLDC aligns with national initiatives such as Skill India and Make in India, focusing on providing quality vocational training and developing a robust support system for skill development within the state.

The programs under RSLDC cover a range of skill development aspects, including short-term training, Recognition of Prior Learning (RPL), and special projects. Key initiatives include partnerships with industry bodies, focused efforts on marginalized groups, quality assurance in training, and facilitating employment and entrepreneurship post-training.

The governance structure involves a multi-stakeholder board, and funding primarily comes

Rajasthan State Skill Policy-Draft

from the state and central governments, supplemented by PPP models. As of December 2022, RSLDC has trained over half a million individuals across various sectors, demonstrating a significant impact on skill development in the state.

RSLDC operate through various skill training programs and initiatives, which include:

- ❖ Customized and Market-driven Programs: Tailoring skill development courses as per the market demands in various sectors such as textiles, gems & jewelry, tourism, etc.
- ❖ Partnerships: Collaborating with industry bodies, educational institutions, and training partners to create an ecosystem conducive to skill development.
- ❖ Empowerment of Marginalized Groups: Special focus on women, differently abled individuals, and underprivileged sections of society to promote inclusive growth.
- ❖ Employment Linkages: Facilitating placements and entrepreneurship opportunities for trainees after successful completion of their courses.
- ❖ Quality Assurance: Ensuring quality in training delivery through accreditation of training centers and certification of trainers.
- ❖ Monitoring and Evaluation: Regular assessment of training programs for ensuring continuous improvement and accountability.

2. Directorate of Technical Education

Directorate of Technical Education Rajasthan was established in Jodhpur in the year 1956 by the Government of Rajasthan for effective monitoring of technical education and training work, under which Polytechnic Colleges and Industrial Training Institutes (ITIs) were kept. In the year 2015, the Department of Skill Employment and Entrepreneurship was established by the State Government and ITIs were kept in this department. In Industrial Training Institutes, employable skill training is provided to the youth in various trades for which mainly the following three training schemes are being implemented by the Directorate of Technical Education Rajasthan, Jodhpur

- ❖ Craftsman Training Scheme (CTS)
- ❖ Apprenticeship Training Scheme (ATS)
- ❖ Craft Instructor Training Scheme (CITS)

The Industrial Training Institutes (ITI) provides technical and vocational training. The objective is to prepare students for industry and entrepreneurship, offering courses in trades like Electrician, Fitter, Mechanic, and others. ITIs, affiliated with NCVT or SCVT, ensure curriculum relevance and conduct examinations. Placement cells and apprenticeship training post-completion further enhance employability. Modernization efforts include upgrading ITIs into Centres of Excellence and introducing new-age trades. In the 2022-2023 academic session, Rajasthan had 18,096 ITIs with a capacity for 378,358 trainees. Over 113,000 trainees appeared for examinations, with a 56.1% pass rate, showcasing the effectiveness of these training programs.

- **Upgradation Initiatives:** The state government, in collaboration with the central government, has undertaken several initiatives to upgrade the infrastructure and curriculum of ITIs and polytechnics. This includes the introduction of modern equipment, smart classrooms, and industry-oriented courses.

- **Apprenticeship Programs:** The Rajasthan government actively promotes formal and informal apprenticeships, recognizing them as a crucial bridge between education and employment. Various initiatives are in place to encourage industries to offer apprenticeships, with incentives provided to both employers and trainees.
- **Digital and E-Learning Initiatives:**
 - **E-Learning Platforms:** The government has launched several e-learning platforms to provide skill training to youth in remote areas. These platforms offer courses in IT, soft skills, and other industry-relevant subjects, making skill development more accessible.
 - **Digital India Alignment:** The state's digital initiatives align with the broader "Digital India" mission, focusing on enhancing digital literacy and promoting online education and training.

3. Directorate of Employment (Rojgar Vibhag)

The Directorate of Employment was established on 01st November 1956 in the state to serve job seekers and employers and is the is a key agency under the Department of Skills, Employment, and Entrepreneurship. The main activities of the department are registration of job seekers, submission against notified vacancies, vocational guidance, collection of employment market information etc. With the need of time department transformed skill, employment and entrepreneurship on 04th August 2015.

This department assists job seekers through registration and placement services, career counselling, job fairs, and skill training coordination. It also administers an unemployment allowance and implements the National Employment Service. Technological adaptation in services and targeted assistance for vulnerable groups are key facets of its operation. The directorate implements various schemes and programs aimed at improving employment opportunities for the youth and supporting job seekers in finding suitable employment.

Major Functions of the Directorate of Employment

a. Employment Exchange Services:

- **Registration and Placement:** The directorate operates a network of employment exchanges across the state where job seekers can register themselves. These exchanges help match job seekers with available job opportunities based on their qualifications, skills, and experience.
- **Online Employment Services:** Through the Rajasthan Rojgar Portal, job seekers can register online, search for jobs, and apply directly to employers. Employers can also use this platform to find suitable candidates.

b. Career Counseling and Guidance:

- **Career Counseling Centers:** The directorate provides career counseling services to guide students and job seekers on career options, educational pathways, and job opportunities. These centers offer personalized advice and organize workshops and seminars on career planning.
- **Vocational Guidance:** Specialized vocational guidance is offered to help

individuals choose the right vocational training programs based on their interests and market demands.

c. Unemployment Allowance:

- **Mukhyamantri Yuva Sambal Yojana:** This scheme provides financial assistance to educated unemployed youth in the form of unemployment allowance. The aim is to support job seekers financially while they continue their search for employment.

d. Job Fairs and Placement Drives:

- **Rozgar Melas (Job Fairs):** The directorate regularly organizes job fairs and placement drives in collaboration with industries and educational institutions. These events provide a platform for job seekers to interact directly with employers, enhancing their chances of securing employment.
- **Campus Placement Support:** The directorate also facilitates campus placements in collaboration with colleges and universities, helping graduates' transition smoothly from education to employment.

e. Skill Development and Training:

- **Integration with Skill Development Programs:** The directorate works closely with the Rajasthan Skill and Livelihoods Development Corporation (RSLDC) to identify skill gaps and provide relevant training programs to enhance the employability of job seekers.

f. Employment Data Collection and Analysis:

- **Labor Market Information System (LMIS):** The directorate collects and analyzes employment data to understand labor market trends, identify skill shortages, and forecast employment opportunities. This data helps in planning and implementing effective employment strategies.
- **Job Seeker and Employer Database:** The directorate maintains a comprehensive database of job seekers and employers, which facilitates better matching of supply and demand in the labor market.

g. Support for Special Categories:

- **Employment Support for Women and Marginalized Groups:** The directorate implements programs aimed at enhancing employment opportunities for women, differently-abled individuals, and other marginalized groups. This includes targeted job fairs, specialized training programs, and support in finding suitable employment.
- **Reservation in Employment:** The directorate ensures the implementation of reservation policies in employment for Scheduled Castes, Scheduled Tribes, Other Backward Classes, and economically weaker sections.

4. Vishvakarma Skills University

The University has been incorporated as Rajasthan Government State University vide Act No. 6 of 2017 by the name of Rajasthan I.L.D. Skills University (RISU). Recently the University has been rechristened as Vishvakarma Skills University (VSU) vide the notification dated 10-08-2023. The affiliated institutions have commenced first session from July, 2018. VSU is an effective institutional intervention to implement National Skills Qualification Framework in the State. Being a Government University, VSU is the affiliating body for a large number of institutions operating in skill and vocational training.

Rajasthan State Skill Policy-Draft

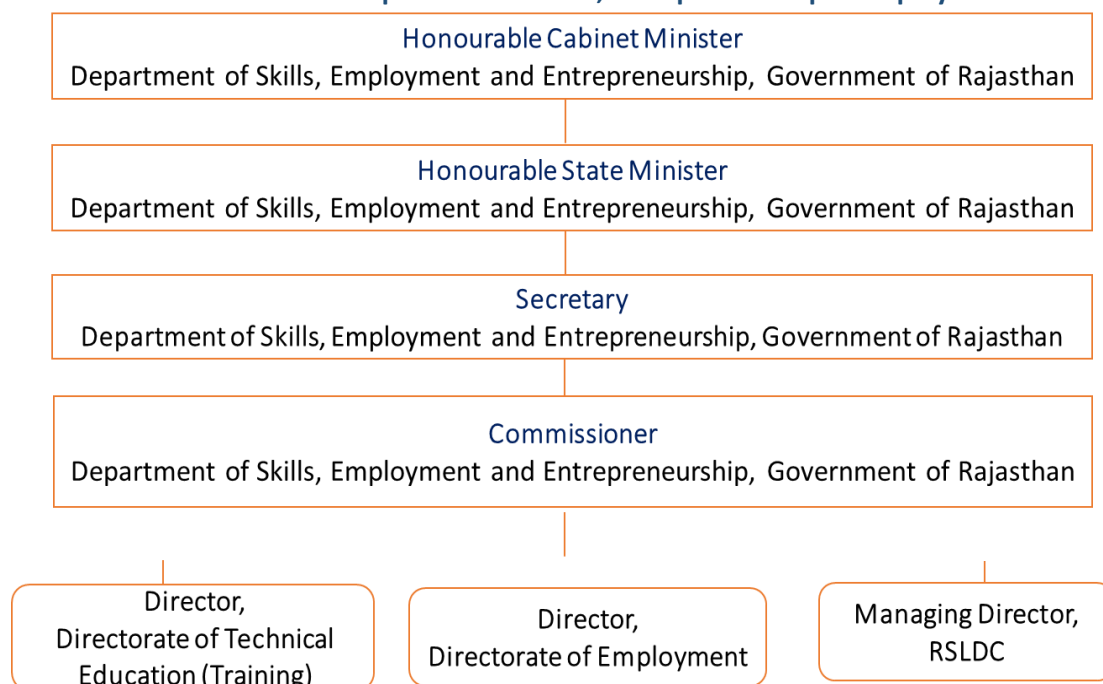
The University is conducting its activities from Rajeev Gandhi Vidya Bhawan, 2nd & 3rd Floor, Shiksha Sankul, JLN Marg, Jaipur. The state government has already allotted 100 bighas land in Jaipur. At present, University doesn't has its own campus and building. The purpose of this activity to be taken under the initiative is to develop the proper campus to boost the skilling in the state.

At present University has following academic departments-

1. Agriculture and Allied Fields
2. Aerospace and Aviation
3. Beauty and Wellness
4. Communication Design
5. Equipment and Machine Maintenance
6. Emerging Technologies
7. Fashion Design
8. Financial and Commercial Skills
9. Hospitality and Tourism
10. Mining Engineering Skills and Petroleum and Energy Sector Skills
11. Network and Hardware
12. Product Design
13. Security and Surveillance
14. Software and ITES
15. Language Skills
16. Healthcare and Life Sciences
17. Skill Education & Training

4.4.2 Skilling Schemes and Initiatives by Department of Skills, Entrepreneurship & Employment

Administrative Structure of Department of Skills, Entrepreneurship & Employment



Rajasthan State Skill Policy-Draft

a. Rajasthan Skill and Livelihoods Development Corporation (RSLDC)

Corporation has initiated various schemes aimed at enhancing skills and creating job opportunities for the youth in the state and initiatives are being implemented by and through the Rajasthan Skill and Livelihoods Development Corporation (RSLDC). The schemes would typically address different sectors and target groups, including marginalized communities, women, and rural youth.

These programs have collectively trained 324,015 individuals over the past five years under various schemes managed by the Rajasthan Skill and Livelihoods Development Corporation (RSLDC), and 143,078 were successfully placed in different sectors.

1. ***Employment Linked Skill Training Programme (ELSTP)***: Designed to offer skill training that is directly linked with employment opportunities in various sectors. Trained 128,797 individuals. The scheme targets various demographics, providing employment-oriented training in sectors like tourism and hospitality.
2. ***Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)***: Benefitted 50,911 individuals. It focuses on skilling rural youth, particularly from poor families, for employability and entrepreneurship.
3. ***Regular Skill Training Programme (RSTP)***: These could be traditional skill development programs targeting various trades and crafts prevalent in the state. Trained 46,903 people. This foundational program aims to skill unemployed youth and women for self-employment or wage employment.
4. ***Pradhan Mantri Kaushal Vikas Yojana (PMKVY)***: Imparted skills to 31,493 individuals. This flagship national scheme emphasizes industry-relevant training to increase productivity and employability.
5. ***Rojgar Adharit Jan Kaushal Vikas Karyakram (RAJKViK)***: Trained 22,305 people. It offers employment-focused skill development in various sectors, aligning training with industry demands.
6. ***SAKSHM***: Benefitted 11,259 individuals. This initiative, in partnership with Plan India, focuses on empowering disadvantaged youth, especially girls, with vocational skills.
7. ***SAMARTH***: Skilled 9,101 people. It aims to enhance employability through various sector-specific training programs.
8. ***Indira Mahila Shakti Udyam Protsahan Yojana***: Assisted 8,390 women entrepreneurs with financial support for business ventures.
9. ***Mukhyamantri Yuva Koshal Yojana***: Trained 5,321 youth, providing skill development to enhance employability and promote self-employment.
10. ***Mukhyamantri Yuva Sambal Yojana***: Supported 5,316 jobless graduates, offering monthly financial assistance to improve employment prospects.
11. ***Pradhan Mantri Kaushal Vikas Yojana 3.0 (PMKVY 3.0)***: Benefitted 4,189

Rajasthan State Skill Policy-Draft

individuals, focusing on empowering youth with industry-relevant skills.

12. **RAJKVIK-RTD:** Targeted 30 individuals in the tourism and hospitality sector for skill development.
13. **Special Projects:** These projects are targeted towards specific groups or regions, sometimes in partnership with private entities or NGOs.

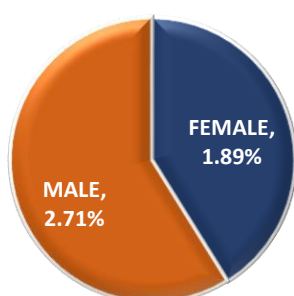
As of 31st December 2022, RSLDC has successfully trained a total of 522,314 trainees since the inception of these programs. The commitment to skill development has been evident through the consistent training efforts over the years. In the current fiscal period, from 1st April 2022 to 31st December 2022, a total of 24,393 trainees have been further equipped with various skills, adding to the vast pool of skilled individuals ready to contribute effectively to the economy.

These training initiatives have been conducted across 87 active Skill Development Centers in Rajasthan. These centers are instrumental in providing relevant and practical vocational education and training to the youth, enhancing their employability, and bridging the skill gaps in various sectors.

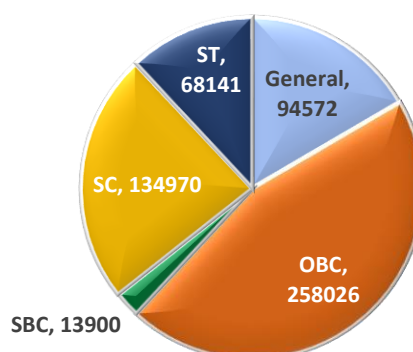
RSLDC's dedication to improving the quality and reach of vocational training is a testament to its role as a catalyst for the development of skilled labor in Rajasthan. The Corporation continues to strive for excellence in its programs, ensuring that they are aligned with the national goals of skill development and economic growth.

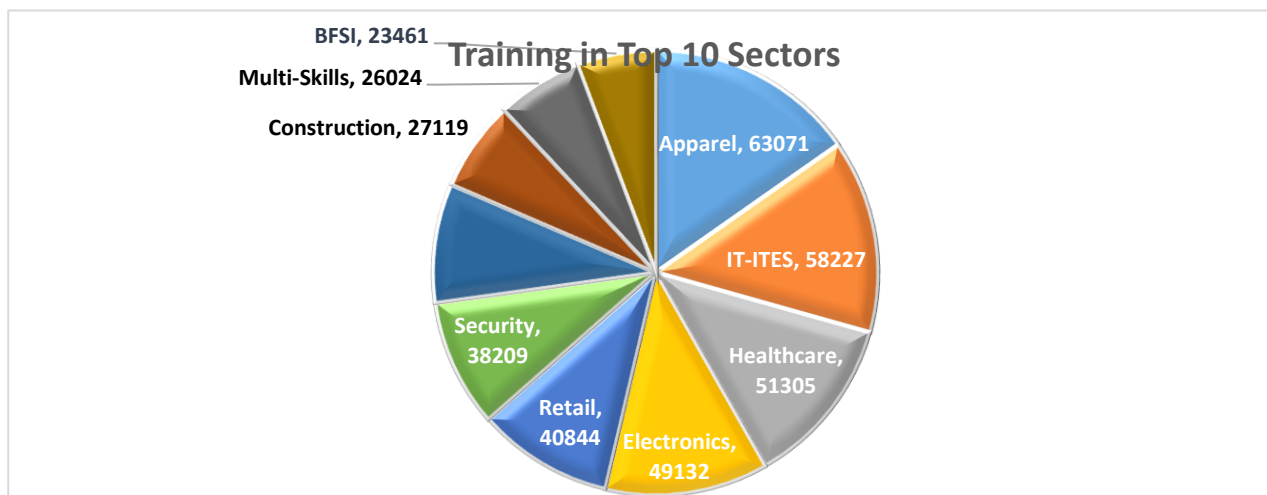
S. No.	Scheme Name	Total
1	ELSTP	275483
2	DDU-GKY	88497
3	PMKVY-STT	46397
4	IM_Shakti	12500
5	MMYKY	10241
6	MMYSY	21919
7	PM- DAKSH	376
8	RAJKVIK	38787
9	RSTP	59569
10	SAKSHM	20913
11	WSSO	38868
12	SAMARTH	21219
13	Soft Skill	215000

Training Ratio



Category wise Training Report





Impact and Outreach

RSLDC's success is measured by the number of individuals trained, the quality and relevance of the skills imparted, and the subsequent employment or entrepreneurial activities that beneficiaries engaged in. An effective RSLDC would significantly contribute to the reduction of unemployment and the economic development of Rajasthan.

Updates and Innovations

With the dynamic nature of the skill development sector, RSLDC has continually updated its programs to include new technologies and methods such as online training, digital literacy programs, and other innovations that support Rajasthan's vision of becoming a skilled state.

b. Directorate of Technical Education

Department of Technical Education in Rajasthan contains Industrial Training Institutes (ITI) are a part of the vocational training system in India. These institutes are primarily established by the Directorate General of Training (DGT), Ministry of Skill Development and Entrepreneurship, and the State Government of Rajasthan. They provide training in various trades aimed at developing skilled manpower for the industry.

The objective of this department is to equip students with technical skills to prepare them for industry and entrepreneurship. The training programs also aim to improve the employability of the youth in the state.

Courses and Trades

ITIs offer more than 300 courses in various trades, which are typically up to two years in duration. The trades are selected based on the relevance to the industry needs and the employment opportunities available in the region.

Admission

Admissions to ITI courses are usually conducted based on performance in the entrance examination or the qualifying examination marks. There is Government-run ITIs as well as private ITIs in Rajasthan, and the admission process might slightly differ between them.

Affiliation and Accreditation: ITIs is affiliated with the National Council for Vocational

Rajasthan State Skill Policy-Draft

Training (NCVT) or the State Council for Vocational Training (SCVT), which prescribes the curriculum and conducts examinations.

Placement and Employment

Many ITIs have active placement cells that facilitate the employment of their students in relevant industries. Moreover, ITIs often conduct campus interviews in which various companies participate in hiring fresh trainees.

Apprenticeship Training

After completing ITI, students can also opt for apprenticeship training in different industries, which provides them with practical experience and a stipend. The Apprenticeship Act governs this training and is facilitated by both public and private sector organizations.

Skill Development Initiatives

Rajasthan has been actively participating in National Skill Development initiatives such as the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and has integrated ITI training with these schemes to enhance the scope and quality of vocational training.

Modernization and Upgradation

The Government of Rajasthan, along with the Central Government, has been working on the upgradation of ITIs through various schemes such as upgrading ITIs into Centers of Excellence (CoEs), Public-Private Partnership (PPP) mode, and introducing new-age trades that are in sync with current industry trends.

The Department of Technical Education, Rajasthan, oversees a robust network of Industrial Training Institutes (ITIs) across the state, offering various technical and vocational training programs. In the fiscal year 2022-2023, Rajasthan boasted a comprehensive infrastructure of 18,096 ITIs, inclusive of both the State Council for Vocational Training (SCVT) and the National Council for Vocational Training (NCVT) certifications. These institutions cumulatively offer a training capacity to accommodate approximately 378,358 trainees, a significant number that underscores the state's dedication to technical education and vocational training.

During the 2022-2023 academic session, ITIs across Rajasthan have conducted examinations for the students enrolled in different trades. Out of the total 113,832 trainees who appeared for these examinations, a commendable number of 63,970 trainees have successfully passed. This equates to a passing percentage of 56.1%, which is reflective of the quality of instruction and the efficacy of the training programs provided by the ITIs.

The table below represents the number of government and private ITIs in districts of Rajasthan during the financial year 2022-23.

District	Government ITI		Private ITI		Total	
	No. of ITI	Enrolment capacity	No. of ITI	Enrolment capacity	No. of ITI	Enrolment capacity
Ajmer	10	4,000	50	8,500	60	12,500
Bhilwara	15	5,184	27	5,680	42	10,864
Nagore	8	2,988	78	14,776	86	17,764

Rajasthan State Skill Policy-Draft

Tonk	4	1,288	46	8,360	50	9,648
Bikaner	9	3,320	21	4,016	30	7,336
Churu	4	1,472	44	8,216	48	9,688
Sri Ganganagar	7	2,676	32	5,224	39	7900
Hanumangarh	4	1,956	33	5,600	37	7,556
Bharatpur	10	3,296	94	15,360	104	18,656
Dholpur	5	1,564	35	4,708	40	6,272
Karauli	4	1,248	40	9,496	44	10,744
Sawai Madhopur	6	2,212	31	7,012	37	9,224

Alwar	18	6,048	115	21,404	133	27,452
Dausa	5	1,864	111	24,200	116	26,064
Jaipur	15	5,416	261	46,048	276	51,464
Jhunjhunu	6	2,156	78	16,078	84	18,234
Sikar	5	1,656	120	20,032	125	21,688
Barmer	17	6,492	23	3,592	40	10,084
Jaisalmer	5	1,932	3	564	8	2,496
Jalore	7	2,524	3	688	10	3,212
Jodhpur	20	7,868	43	7,112	63	14,980
Pali	7	2,492	12	2,160	19	4,652
Sirohi	5	1,960	3	760	8	2,720
Baran	6	2,088	26	3,716	32	5,804
Bundi	5	1,760	34	5,236	39	6,996
Jhalwara	8	2,196	23	2,704	31	4,900
Kota	9	3,032	64	11,388	73	14,420
Banswara	11	4,268	6	1,460	17	5,728
Chittorgarh	11	3,544	22	5,196	33	8,740
Dungarpur	10	3,760	6	884	16	4,644
Pratapgarh	5	1,928	2	328	7	2,256
Rajsamand	8	2,944	5	792	13	3,736
Udaipur	20	7,324	11	2,612	31	9,936
Grand Total	289	1,04,456	1,502	2,73,902	1,791	3,78,358

There are significant variations in the number of ITIs and enrollment capacities across different districts. Districts like Jaipur, Alwar, and Jodhpur have higher ITI density and enrollment capacities compared to districts like Jaisalmer, Jalore, Sirohi and Pratapgrah. The private sector plays a significant role in providing vocational training, contributing substantially to the overall enrollment capacity. Urban centers like Jaipur, Alwar, Bhilwara. Udaipur and Jodhpur have a well-established infrastructure for vocational education. These districts have high numbers of both government and private ITIs, indicating a focus on vocational training.

Rajasthan State Skill Policy-Draft

c. Directorate of Employment

In Rajasthan, the "Rojgar Vibhag" refers to the Employment Department or the Department of Skill, Employment, and Entrepreneurship (Employment Wing). This department is primarily responsible for providing employment assistance to job seekers in the state and facilitating the recruitment process for various Government and private sector jobs. The department operates through a network of employment offices, including the main district employment offices and university employment information and guidance bureaus.

Functions and Services of Rojgar Vibhag

Registration and Placement Services: Unemployed individuals can register themselves with the employment offices to seek assistance with job placements. The registered job seekers are considered for various Government jobs based on their qualifications.

Career Counselling

The department often provides career counselling services to guide job seekers about various career options and educational opportunities that align with their skills and interests.

Employment Market Information

It collects and disseminates information on the employment market, which helps in understanding the demand and supply of manpower in different sectors.

Organizing Job Fairs

The department frequently organizes job fairs and recruitment drives in collaboration with private employers, where job seekers can apply for various job openings.

Skill Training and Development

They may also coordinate with the Rajasthan Skill and Livelihoods Development Corporation (RSLDC) to promote skill development programs that enhance the employability of the youth. **Unemployment Allowance:** Certain eligible unemployed youth may receive an unemployment allowance as per the Government schemes.

Implementation of National Employment Service:

The department works in line with the National Employment Service for providing vocational guidance and employment services to job seekers.

Rajasthan Employment Web Portal

The department has an online portal (such as the Rajasthan Single Sign-On (SSO) or Raj-Kaj portal) where job seekers can register, update their profile, search for Government job notifications, and apply online.

Special Assistance

Special assistance and programs are designed to support vulnerable and marginalized groups in society, such as women, people with disabilities, and economically backward classes, enabling them to attain suitable employment opportunities.

Recent Developments

The department continuously adapts and introduces new initiatives to address the changing dynamics of the job market. It embraces technology to improve service delivery and enhance the user experience for job seekers and employers alike.

The table below represents the work done by the Employment Department in the last three years-

S.no	Description	2020	2021	2022
1	Registration	189,940	163,840	156,055
2	Notified Vacancies	404	1,101	2,808
3	Communication	78	4,247	1,616
4	Planning	135	86	825
5	Live Registration	1,481,709	1,645,532	1,801,586
		2020-21	2021-22	2022-23
6	Employment assistance Scheme	268	208	199

To date, the Rojgar Vibhag has registered a cumulative total of 1,801,586 individuals seeking employment opportunities across the state. In the year 2022, the department observed a substantial increase in registrations, with a total of 156,055 unemployed entering the database. This figure represents the active and growing participation of the populace in the state's workforce and highlights the extent to which department interventions can address the job aspirations of individuals.

The registration data not only reflects the scale of job-seeking activity within Rajasthan but also underscores the importance of the Employment Department's role in structuring and organizing the labor market. By maintaining and expanding this database, the Rojgar Vibhag can provide valuable support in the form of career counselling, job matching, and dissemination of information regarding various employment schemes and opportunities.

4.5 Private Sector Participation in Skill Development

The private sector plays a critical role in complementing government efforts in skill development in Rajasthan. Private training providers, industry associations, and corporate social responsibility (CSR) initiatives are some of the key contributors.

A. Private Training Institutes

- **Diverse Offerings:** Numerous private training institutes operate across Rajasthan, offering courses in areas such as IT, retail, healthcare, and beauty and wellness. These institutes cater to the demand for specialized skills that may not be covered by government programs.
- **Industry-Relevant Curriculum:** Many private institutes collaborate with industries to design courses that are directly aligned with current market needs. This ensures that students are equipped with the skills required by employers.

B. Corporate Social Responsibility (CSR) Initiatives

- **Skilling as a CSR Focus Area:** Many large corporations operating in Rajasthan have made skill development a key focus of their CSR activities. These initiatives often target marginalized communities, providing them with the skills needed to secure employment or start their own businesses.
- **Public-Private Partnerships (PPP):** Several CSR initiatives are implemented in collaboration with the government, enhancing the reach and impact of skill development programs. These partnerships often involve funding support, curriculum development, and infrastructure improvement.

4.6 Industry-Led Skill Councils

- **Sector Skill Councils:** Industry-led sector skill councils, under the National Skill Development Corporation (NSDC), play a pivotal role in setting standards, developing curriculum, and certifying skills in various sectors. These councils are active in Rajasthan, particularly in sectors such as automotive, textiles, and agriculture.
- **On-the-Job Training Programs:** On-the-job training (OJT) is a vital component of the skill development ecosystem, playing a crucial role in enhancing the employability of the workforce. Many industries have established in-house training programs and academies to provide on-the-job training to new recruits. These programs are often tailored to the specific needs of the industry, ensuring that employees are job-ready from day one.

Here's an overview of its significance and how it integrates into the broader skill development framework:

Real-World Experience:

- **Contextual Learning:** OJT provides trainees with the opportunity to apply theoretical knowledge in real-world scenarios. This contextual learning bridges the gap between classroom education and practical work.
- **Immediate Application:*** Trainees can immediately implement what they learn, reinforcing skills through practice. This hands-on approach is essential in fields requiring practical expertise, such as manufacturing, healthcare, and IT.

Customization to Industry Needs:

- **Industry-Relevant Skills:** OJT is often tailored to the specific needs of an industry or company, ensuring that trainees acquire skills directly relevant to their future roles.
- **Dynamic Adaptation:** As industries evolve, OJT programs can be quickly adjusted to incorporate new technologies, tools, and methodologies, keeping the workforce up-to-date.

4.7 Start-ups and Skill Development

- **Entrepreneurial Ecosystem:** Rajasthan has seen a growing number of start-ups focusing on skill development, particularly in the areas of technology, education, and agriculture. These start-ups leverage technology to provide innovative training solutions, often through mobile apps and online platforms.
- **Incubation and Support:** The state government, along with private players, supports start-ups through incubation centers and funding programs. This ecosystem encourages the development of new and scalable solutions for skill development.

4.8 Future Prospects and Recommendations

To further enhance the skill development ecosystem in Rajasthan, the following strategies can be considered:

- a) **Strengthening Public-Private Partnerships:** Expanding collaboration between the government and private sector can help bridge the skill gaps, improve training quality, and ensure better alignment with industry needs.
- b) **Focus on Emerging Sectors:** Skilling programs should increasingly focus on emerging sectors such as renewable energy, e-commerce, and digital services, where future job growth is anticipated.
- c) **Enhancing Digital Literacy:** With the rise of digital technologies, there is a need to focus on improving digital literacy across the state. This includes expanding access to e-learning platforms and integrating digital skills into traditional training programs.
- d) **Inclusive Skill Development:** Special attention should be given to marginalized groups, including women, people with disabilities, and rural youth, ensuring that they have equal access to skill development opportunities.
- e) **Continuous Monitoring and Evaluation:** Implementing robust monitoring and evaluation frameworks will help in assessing the effectiveness of training programs and making necessary adjustments to improve outcomes.

4.9 Major Schemes and Programmes of Central Government for Skilling

In the Central Government, around 20 Ministries are closely involved in skill development. These ministries mainly operate in one of two ways - through setting up own training capacity in specific sectors (examples of such ministries include Ministry of Labour and Employment, Ministry of Agriculture, Ministry of Health and Family Welfare etc) or through providing per-trainee costs of training for specific target populations (examples of such ministries include Ministry of Rural Development, Ministry of Women and Child Development etc).

4.9.1 Major Central Government Schemes for skill development are detailed below

1. Ministry of Skill Development and Entrepreneurship (MSDE)

- Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
- SANKALP (Skills Acquisition and Knowledge Awareness for Livelihood Promotion)
- UNNATI

Rajasthan State Skill Policy-Draft

2. Ministry of Rural Development (MoRD)

- Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)
- Rural Self Employment Training Institutes (RSETI)

3. Ministry of Human Resource Development (MHRD)

- Samagra Shiksha

4. Ministry of Micro, Small, and Medium Enterprises (MSME)

- Prime Minister's Employment Generation Programme (PMEGP)
- Entrepreneurship and Skill Development Programme (ESDP)

5. Ministry of Electronics and Information Technology (MeitY)

- Pradhan Mantri Gramin Digital Saksharta Abhiyan (PMGDISHA)
- Information Security Education and Awareness (ISEA)

6. Ministry of Labour and Employment

- National Career Service (NCS)
- Skill Development Initiative Scheme (SDIS)

7. Ministry of Minority Affairs

- Nai Manzil
- Seekho Aur Kamao (Learn and Earn)

8. Ministry of Women and Child Development

- Mahila Shakti Kendra (MSK)
- Support to Training and Employment Programme for Women (STEP)

9. Ministry of Social Justice and Empowerment

- National Action Plan for Skill Development of Persons with Disabilities
- Dr. Ambedkar Foundation Scheme of Skill Development

10. Tourism and hospitality

A. Hunar Se Rozgar Tak (HSRT)

B. Skill Testing and Certification

C. Capacity Building for Service Providers (CBSP)

D. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

E. Incredible India Tourist Facilitator Certification Programme (IITFCP)

F. Hospitality Development and Promotion Board (HDPB)

G. Apprenticeship Training Programmes

H. Udaan – Special Industry Initiative for Jammu & Kashmir

Rajasthan State Skill Policy-Draft

I. Swadesh Darshan and PRASHAD Schemes

11. Agriculture

- A. Atma Nirbhar Bharat Abhiyan - Skill Development in Agriculture
- B. Pandit Deen Dayal Upadhyay Unnat Krishi Shiksha Yojana
- C. National Skill Development Corporation (NSDC) - Agriculture Sector Skill Council of India
- D. Krishi Vigyan Kendras (KVKs)
- E. Skill Training of Rural Youth (STRY)
- F. National Food Security Mission (NFSM) - Farmer Training Programs
- G. Mission for Integrated Development of Horticulture (MIDH)
- H. Rashtriya Krishi Vikas Yojana (RKVY) - RAFTAAR
- I. National Mission on Sustainable Agriculture (NMSA)
- J. Paramparagat Krishi Vikas Yojana (PKVY)

12. Sports skill development scheme

- A. Khelo India Scheme
- B. National Sports Talent Search Scheme (NSTSS)
- C. Sports Authority of India (SAI) Training Centres
- D. Rajiv Gandhi Khel Abhiyan (RGKA)
- E. National Sports Development Fund (NSDF)
- F. National Coaching Camps
- G. Sports Coaching Scheme
- H. Sports Science and Medicine Scheme
- I. Khelo India School Games

13. Rural skill development scheme

- A. Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)
- B. National Rural Employment Guarantee Scheme (NREGS) – Skill Development Component
- C. Pradhan Mantri Awaas Yojana – Gramin (PMAY-G)
- D. Rural Self-Employment Training Institutes (RSETIs)
- E. Skill Development Training under the Rural Development Schemes
- F. Swachh Bharat Mission – Rural (SBM-R)
- G. Sampoorna Grameen Rozgar Yojana (SGRY)
- H. Nirmal Bharat Abhiyan (NBA)
- I. Pradhan Mantri Gram Sadak Yojana (PMGSY)

14. Urban skill development scheme

- A. Deendayal Antyodaya Yojana - National Urban Livelihoods Mission (DAY-NULM)**
- B. Pradhan Mantri Awaas Yojana - Urban (PMAY-U)**
- C. National Urban Employment Guarantee Scheme (NUEGS)**
- D. Smart Cities Mission**
- E. Swachh Bharat Mission - Urban (SBM-U)**
- F. Atal Mission for Rejuvenation and Urban Transformation (AMRUT)**
- G. Urban Self-Employment Program**
- H. Skill Development Initiatives under Urban Development Projects**
- I. Rural-Urban Migration Initiatives**

15. Jal Jeevan Mission (JJM)

Launched in August 2019 by the Ministry of Jal Shakti, the Jal Jeevan Mission aims to provide safe and adequate drinking water to all rural households in India through individual tap connections by 2024. Its key objectives include ensuring universal access to clean water, maintaining high water quality through monitoring, and promoting sustainable water resource management with practices like rainwater harvesting and groundwater recharge.

16. Border Area Development Programme (BADP)

BADP focuses on improving infrastructure and security in border areas, while also enhancing skill development to boost livelihoods. It funds the establishment and upgrading of Vocational Training Centers (VTCs) in these regions, offering training in trades like carpentry, tailoring, and computer skills. This initiative aims to provide local youth with skills for self-employment or wage employment, supporting their socio-economic integration with the rest of the country.

17. Pradhan Mantri Jan Vikas Karyakram

Launched in 2008 and rebranded in 2018, the MSDP, now PMJVK, aims to address development deficits in minority-concentrated areas for equitable growth and inclusive development. Its objectives include reducing regional and socio-economic disparities by enhancing infrastructure and basic amenities, ensuring minorities and disadvantaged groups benefit from government schemes, and improving community infrastructure in education.. The program specifically targets areas with high concentrations of minority populations, such as Muslims, Christians, Sikhs, Buddhists, Parsis, and Jains.

4.9.2 Major Vocational Training schemes by the State Departments

- A. Mahatma Gandhi NREGA (Skill Development Component)**
- B. Rural Self-Employment Training Institutes (RSETIs)**
- C. Rajiv Gandhi Skill Development Scheme (RGSD)**
- D. Mukhyamantri Yuva Sambal Yojana**
- E. Urban Self-Employment Program**

4.10 Vocational and Professional Education for Skill Development in ITIs/Polytechnics and Degree Institutions

Skill Trainings under the Apprenticeship Training Act

There are about 7800 seats available for Apprenticeships in Rajasthan. The Government aims to ensure that the capacity is used to the optimum. There is potential to increase this capacity by engaging with all big industries, factories and company offices in the state. The quality of these trainings shall be a priority and a system shall be put in place to avoid all discrepancies in admissions.

Skill Development Trainings by various departments under Central Schemes

As discussed earlier, the skill development is also encouraged through schemes and funds made available by several central government ministries and departments. Many of these schemes are being implemented in the state but achievements are not very satisfactory as disclosed by the following details:

Vocational and Technical Education

Skill Development Initiative Scheme-Modular Employable Skills (SDI-MES) currently has about 157 VTPs registered. About 1,500 students have been trained under this scheme in the last year. The State has an allocation of ~ Rs. 100 crores under this scheme. There is a need to increase the number of VTPs registered to optimally utilize the funds available under this scheme.

The Department of Technical Education runs the Community Development through Polytechnics scheme under which 27,000 students were trained. It currently has a capacity to train about 36,000 students.

Minority Welfare Department

The Multi-Sectoral Development Programme (MSDP) for Minority Concentrated Districts had been allocated about Rs. 1016 crores to 24 districts for the 11th Five Year Plan i.e. about Rs. 300 crores for each year. Only 338 people were skilled under this scheme last year.

Planning Department

Border-Area Development Programme (BADP) has an allocation of about Rs. 12.17 crores which can be used for providing training to the youth living in Border Area blocks. 34 blocks of 4 districts are eligible under these funds. It can be used for infrastructure development as well as providing trainings to people of these areas. No trainings have taken place through these funds till now.

Labour Department

The Building and Other Construction Workers' (BOCW) Welfare Cess is an Un-tied fund. State currently has about Rs. 7.5 crores. This fund may be used for training construction workers and their dependents since the scope of this fund allows for skill development of the target group in any field.

Tourism Department

Tourism is an important sector of Rajasthan in Skilling under this sector demands attention due to its demand and opportunity to provide employment. The Hunar Se Rozgar (HSR) scheme of Ministry of Tourism, State can facilitate trainings by tie-ups with hotels, etc.

Rajasthan State Skill Policy-Draft

Department of Small Industries

This Department is currently not running any training on core skill development. There are a few trainings conducted in Entrepreneurship Development Programme. This department has a potential for providing quality trainings in market relevant trades through its various MSME Development Institutes in Rajasthan. Vacant and under- utilized infrastructure may be utilized for imparting trainings.

Agriculture and allied sectors

Agriculture, pisci-culture, dairy and other allied activities are very relevant and important sectors of the Rajasthan's economy. These departments currently run very short duration courses lasting no more than a week. Trainings and skills are essential in these areas and there is scope to update and make the courses more comprehensive and employable.

Chapter 5

Objectives and Framework of Skill Policy

5.1 Vision

To enhance, all the youth of the state who do not want to, or cannot, due to any reason including financial, pursue formal general education, would have fair choices to acquire skills that are relevant to the employers, at a reasonable cost and within reasonable distance from their residence and would have the facility to obtain professional counselling in making good choices based upon their interest and aptitude and also employment potential of the skill and would also be facilitated in obtaining placement after acquiring certification.

5.1.1 Vision for Implementing the Policy

Scaling up - Increase skill development capacity.

a) High inclusivity:

The skill development initiatives will harness inclusivity and reduce divisions such as male/female, rural/urban, organized/unorganized employment and traditional/contemporary workplace.

b) Dynamic and demand-based system planning:

The skill development initiatives support the supply of trained workers who are adjustable dynamically to the changing demands of employment and technologies and Goods.

c) Choice, competition and accountability:

No discrimination between private or public delivery - importance on outcomes, users' choice and competition among training providers and their accountability.

d) Policy coordination and coherence:

Skill development policy to be an integral part of comprehensive economic, labour and social policies and programmes. A framework for better coordination among various Ministries, States, industry and other stakeholders will be established.

The policy emphasize equity in access irrespective of gender or economic or social class, making special provisions for disadvantaged groups such as minorities, SCs and STs and persons with disabilities.

It has a well-articulated mission and Vision so that efforts of all the participating departments, organizations and other stakeholders are aligned.

5.2 Mission

“To integrate efforts of various departments of the State and Central Government organizations engaged in providing skill development training and make available employment oriented and placement linked training in vocational skills to any age group, and even at a greater pace thereafter, by partnering with government and private training providers, while ensuring equitable access to the most disadvantaged, including women; and strive for placement of the trained group in gainful wage and self-employment to enable them to contribute to the economic development of the State.”

5.3 State Policy on Skill Development

National Skill Development Initiative will empower all individuals through improved skills, knowledge, nationally and internationally recognized qualifications to gain access to decent employment and ensure India’s competitiveness in the global market

5.4 Objectives of the State policy includes

- ❖ Creating opportunities for all to acquire skills throughout life, and especially for youth, women and disadvantaged groups.
- ❖ Promoting commitment by all stakeholders to own skill development initiatives.
- ❖ Developing a high-quality skilled workforce/entrepreneur relevant to current and emerging employment market needs.
- ❖ Enabling the establishment of flexible delivery mechanisms that respond to the characteristics of a wide range of needs of stakeholders.
- ❖ Enabling effective coordination between different ministries, and public and private providers.

5.5 Scope of Objective

The Scope of the State Skill Policy is wide and encompasses all activities and schemes that have the potential to contribute to the target of skilling:

- ❖ Institution-based skill development including ITIs/ITCs/vocational schools/technical schools/ polytechnics/ professional colleges/Government schools etc.
- ❖ Formal and informal apprenticeships and other types of training by enterprises
- ❖ Training for self-employment/entrepreneurial development
- ❖ Adult learning, retraining of retired or retiring employees and lifelong learning
- ❖ E-learning, web-based learning and distance learning.

5.6 Policy framework for skill development

5.6.1 The policy framework has been developed to accomplish the vision of Skill India by adhering to the above objectives.

Target Groups: 15 to 45 years (Jail Inmates & Farmers–18-50-year, PSA– 15-45 years).

- ❖ **YOUTH:** Focus on school dropouts, graduates, and undergraduates to equip them with industry-relevant skills.
- ❖ **WOMEN:** Promote skill development programs specifically designed to empower women, including those in rural areas.
- ❖ **MARGINALIZED COMMUNITIES:** Provide special incentives and support for Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), and differently-abled individuals. Special target group i.e. PSA, Jail Inmates, Nari Niketan, Kishor Grah/Balika Grah, Orphan Home, Retired Army man, Farmers, Training for Entry in to Army & Police Services, Single Woman/widow/Abandoned, Minority, Disadvantage sections like Sansi, Bedia, Nut, Kanjar, Lohar, Gumantu/ArdhGumantu, Sahariya, Garasia, Damor, Kethodi, Transgender, Beggars, Cleaners, liquor makers, etc.
- ❖ **EXISTING WORKFORCE:** Focus on upskilling and reskilling the current workforce to adapt to evolving industry needs.

5.6.2 Key Strategies

- ❖ **INDUSTRY ALIGNMENT:** Establish Skill Development Centers (SDCs) to ensure alignment of training programs with industry requirements. Promote partnerships with industries for on-the-job training, apprenticeships, and internships. Organizing of Job fair, CXO meet and Industry connect events for industry link ups.
- ❖ **INFRASTRUCTURE DEVELOPMENT:** Set up state-of-the-art Skill Development Centers (SDCs) in every district with training facilities. Upgrade existing SDC's to meet current industry standards.
- ❖ **TECHNOLOGY INTEGRATION:** Implement digital platforms for online training, assessment, and certifications. Introduce e-learning modules and virtual classrooms to increase access to skill development programs.
- ❖ **PUBLIC-PRIVATE PARTNERSHIPS (PPP):** Encourage PPPs in setting up training institutes and running skill development programs. Collaborate with NGOs, educational institutions, and private sector entities for broader outreach.
- ❖ **ENTREPRENEURSHIP PROMOTION:** Integrate entrepreneurship training into skill development programs. Provide seed funding, mentorship, and business incubation support for aspiring entrepreneurs.
- ❖ **SKILL RECOGNITION & CERTIFICATION:**
 - A. Implement a standardized system for assessment and certification, recognized by industries nationwide.
 - B. Promote Recognition of Prior Learning (RPL) for workers with informal sector experience.

Rajasthan State Skill Policy-Draft

C. Creation of a robust and reliable system of assessment and certification RCVET to act as an assessment & certification agency for NCVET/ QP based course as well as non QP based job roles.

D. The skill development ecosystem will endeavour to move towards on-line assessment and certification

5.6.3 Implementation Mechanisms

- ❖ **DISTRICT SKILL COMMITTEES:** Form district-level committees to identify local skill gaps and oversee the implementation of skill programs at the grassroots level.
- ❖ **FUNDING MECHANISMS:** Allocate a dedicated skill development fund within the state budget. Mobilize additional resources through central government schemes, CSR initiatives, and international aid.
- ❖ **INCENTIVES & SUPPORT:** Provide financial incentives, scholarships, and stipends to trainees, particularly from disadvantaged backgrounds. Offer tax incentives to companies that invest in skill development initiatives.

5.6.4 Monitoring & Evaluation

- ❖ **DATA-DRIVEN DECISION MAKING:** Establish a centralized Skill Development Information System to track the progress and outcomes of skill programs.
- ❖ **REGULAR ASSESSMENTS:** Conduct regular evaluations and impact assessments of skill development programs to identify areas for improvement. Monitoring through Kaushal Darpan for smooth running of SDC's.
- ❖ **KAUSHAL DARPAN:**
 - Develop a centralized dashboard within the Kaushal Darpan portal that consolidates data from all training centres, providing real-time insights into program performance
 - Continuously evaluate accredited centres based on their performance data, feedback, and audit results, with the possibility of revoking accreditation for non-compliance.
 - Generate detailed audit reports with findings and recommendations, which are accessible through the Kaushal Darpan.
- ❖ **FEEDBACK MECHANISMS:** Create feedback loops with industry partners, trainees, and training providers to continuously refine and update training curricula.

5.6.5 Outreach & Awareness

- ❖ **PUBLIC AWARENESS CAMPAIGNS:** Launch state-wide campaigns to raise awareness about the importance of skill development and available opportunities.
- ❖ **COUNSELLING & CAREER GUIDANCE:** Set up career counselling centres in schools, colleges, and rural areas to guide youth in selecting appropriate skill development paths.

Rajasthan State Skill Policy-Draft

5.6.6 Special Focus Areas

- ❖ **AGRICULTURE & RURAL DEVELOPMENT:** Introduce specialized training programs in agriculture, agribusiness, and rural crafts to enhance rural livelihoods.
- ❖ **TOURISM & HOSPITALITY:** Develop skills in tourism, hospitality, and cultural heritage management to boost Rajasthan's tourism sector.
- ❖ **HANDICRAFTS & TRADITIONAL INDUSTRIES:** Support skill development in Rajasthan's traditional crafts and industries, promoting heritage preservation and market access.

5.6.7 Gender and Social Inclusion

- ❖ **GENDER EQUITY:** Ensure equal participation of women in all skill development initiatives, with special programs targeting female empowerment.
- ❖ **SOCIAL INCLUSION:** Design inclusive policies that cater to the needs of marginalized communities, ensuring no one is left behind.

5.6.8 Sustainability & Environmental Focus

- ❖ **GREEN SKILLS:** Promote skill development in green technologies, renewable energy, and sustainable practices.
- ❖ **SUSTAINABLE LIVELIHOODS:** Encourage sustainable practices in all skill training programs to promote long-term environmental and economic sustainability.

5.6.9 Policy Review & Updates

- ❖ **CONTINUOUS IMPROVEMENT:** Set up a policy review mechanism to update the skill development policy regularly, ensuring it remains relevant to emerging industry trends and labor market dynamics.
- ❖ **CORPORATE SOCIAL RESPONSIBILITY (CSR) INITIATIVES:** Encourage industries to support for funding through CSR activities for skill development initiatives.

This framework for Rajasthan's Skill Development Policy aims to create an inclusive, sustainable, and industry-aligned skill ecosystem that can drive economic growth, social inclusion, and employment generation across the state.

5.7 Framework of employment & unemployment support for Rajasthan skill policy

A policy framework for employment and unemployment support within the context of the Rajasthan Skill Policy:

5.7.1 Employment Generation Strategies

- ❖ **INDUSTRY-LINKED TRAINING:** Partner with key industries in Rajasthan to offer training programs that are directly linked to job opportunities. Focus on high-growth sectors such as tourism, agriculture, manufacturing, IT, and renewable energy.

Rajasthan State Skill Policy-Draft

- ❖ **RURAL EMPLOYMENT INITIATIVES:** Implement rural-specific employment programs that leverage local resources and traditional skills. Expand programs like MGNREGA to include skill training components that lead to sustainable employment.
- ❖ **SUPPORT FOR MSMEs:** Provide financial incentives, low-interest loans, and technical support to micro, small, and medium enterprises (MSMEs) to stimulate job creation.
- ❖ **GREEN JOBS:** Promote skill development in green technologies and sustainable practices to create jobs in the emerging green economy.

5.7.2 Unemployment Support Measures

- ❖ **SKILL ENHANCEMENT PROGRAMS:** Offer reskilling and upskilling programs for unemployed individuals to align their skills with current market demands. Introduce flexible learning options, including online courses and evening classes, to accommodate different needs.
- ❖ **JOB PLACEMENT SERVICES:** Implement digital platforms for job matching, connecting skilled workers with employers.

5.7.3 Entrepreneurship & Self-Employment Promotion

- ❖ **ENTREPRENEURSHIP TRAINING:** Integrate entrepreneurship training into skill development programs to encourage self-employment.
- ❖ **WOMEN'S ENTREPRENEURSHIP:** Offer targeted support for women entrepreneurs, including specialized training and networking opportunities.

5.7.4 Inclusion & Equity

- ❖ **GENDER EQUALITY:** Promote gender-sensitive policies in all employment and skill development initiatives, ensuring equal access for women.
- ❖ **YOUTH ENGAGEMENT:** Implement youth-specific programs that address the unique challenges faced by young job seekers, including first-time job seekers and recent graduates.

5.7.5 Labor Market Regulations & Worker Protection

- ❖ **FAIR WAGES & DECENT WORK:** Ensure compliance with minimum wage laws and promote decent work conditions across all sectors.

5.7.6 Monitoring & Evaluation

- ❖ **DATA-DRIVEN POLICY MAKING:** Establish a comprehensive labour market information system to track employment trends, skill gaps, and the impact of skill development programs.
- ❖ **FEEDBACK LOOPS:** Create mechanisms for feedback from employers, employees, and unemployed individuals to continuously improve policies and programs.

Rajasthan State Skill Policy-Draft

5.7.7 Public Awareness & Outreach

- ❖ **INFORMATION CAMPAIGNS:** Launch state-wide campaigns to raise awareness about available employment opportunities, skill programs, and unemployment support services.
- ❖ **COUNSELLING & CAREER GUIDANCE:** Establish career counselling centres at educational institutions and community centres to guide job seekers and students in their career paths.

5.7.8 Collaboration & Partnerships

- ❖ **PUBLIC-PRIVATE PARTNERSHIPS (PPP):** Encourage PPPs in creating and implementing employment programs, leveraging the expertise and resources of the private sector.

5.7.9 Policy Review & Updates

- ❖ **CONTINUOUS POLICY REVIEW:** Establish a mechanism for the periodic review and updating of the employment and unemployment support framework to adapt to changing economic and labor market conditions.

This framework is designed to create a resilient employment ecosystem in Rajasthan that supports both job creation and the unemployed, ensuring economic growth and social inclusion across the state.

5.8 Policy framework of Entrepreneurship support for Rajasthan skill policy

The entrepreneurship policy framework has been developed to address the objectives mentioned above. Vibrant entrepreneurship requires support from an enabling ecosystem of culture, finance, expertise, infrastructure, skills and business friendly regulation. Many governments and nongovernment organizations are playing enabling roles across each of these crucial supporting elements.

5.8.1 Entrepreneurial Education & Skill Development

- ❖ **ENTREPRENEURSHIP CURRICULUM:** Integrate entrepreneurship education into school, college, and vocational training curricula, focusing on practical business skills, financial literacy, and innovation.
- ❖ **MENTORSHIP PROGRAMS:** Establish mentorship networks connecting experienced entrepreneurs and business leaders with aspiring entrepreneurs for guidance and support.
- ❖ **SPECIALIZED TRAINING:** Offer sector-specific training programs tailored to high-growth areas such as agriculture, tourism, crafts, IT, and renewable energy.

5.8.2 Financial Support & Access to Capital

- ❖ **SEED FUNDING & GRANTS:** Provide seed funding to empanelled PIA's for setting up of training centres for skill development programs. Encourage PPPs to co-fund entrepreneurship initiatives, leveraging private sector expertise and resources.

5.8.3 Infrastructure & Ecosystem Support

Rajasthan State Skill Policy-Draft

- ❖ **INCUBATION & INNOVATION CENTERS:** Establish incubation centers and innovation hubs across Rajasthan, providing start-ups with workspace, technical assistance, and access to networks.
- ❖ **TECHNOLOGY & RESEARCH SUPPORT:** Facilitate access to technology, research, and development support for entrepreneurs, particularly in sectors like agriculture, manufacturing, and IT.
- ❖ **RURAL ENTREPRENEURSHIP SUPPORT:** Develop programs specifically for rural entrepreneurs, focusing on agri-business, handicrafts, and local tourism

5.8.4 Women & Marginalized Group Empowerment

- ❖ **WOMEN ENTREPRENEUR SUPPORT PROGRAMS:** Launch targeted initiatives to support women entrepreneurs, including training and networking opportunities, with a focus on balancing work and family life.
- ❖ **SELF-HELP GROUPS (SHGs) & COOPERATIVE DEVELOPMENT:** Strengthen and expand SHGs and cooperatives, enabling collective entrepreneurship and providing a platform for shared resources and market access.

5.8.5 Networking & Collaboration

- ❖ **ENTREPRENEURSHIP NETWORKS:** Foster local and state-level networks for entrepreneurs to collaborate, share experiences, and access resources collectively.
- ❖ **INDUSTRY-ACADEMIA PARTNERSHIPS:** Promote collaborations between educational institutions and industries to create a pipeline of entrepreneurial talent and innovation.

5.8.6 Monitoring, Evaluation & Continuous Improvement

- ❖ **FEEDBACK MECHANISMS:** Create channels for regular feedback from entrepreneurs and other stakeholders to identify challenges and areas for improvement in policy implementation.
- ❖ **CONTINUOUS LEARNING & ADAPTATION:** Regularly review and update entrepreneurship policies to adapt to changing economic conditions and market dynamics, ensuring ongoing relevance and effectiveness.

5.8.7 Public Awareness & Outreach

- ❖ **AWARENESS CAMPAIGNS:** Launch awareness campaigns to promote entrepreneurship as a career option, highlighting success stories and available support systems.

5.8.8 Government & Institutional Support

- ❖ **INTER-DEPARTMENTAL COORDINATION:** Ensure coordination between various government departments (education, industry, finance) to align efforts and maximize impact on entrepreneurship development.

Rajasthan State Skill Policy-Draft

This policy framework is designed to create a supportive environment for entrepreneurs in Rajasthan, empowering individuals to turn their ideas into successful businesses and driving economic growth across the state.

5.9 Policy framework of ITI's support for Rajasthan skill policy

Policy framework for supporting Industrial Training Institutes (ITIs) within the context of Rajasthan's Skill Policy:

5.9.1 Curriculum & Training Enhancement

- ❖ **MODERNIZED CURRICULUM:** Update ITI curricula regularly to align with industry trends and emerging technologies, ensuring that students gain relevant and up-to-date skills.
- ❖ **INTRODUCTION OF NEW TRADES:** Introduce new trades and courses in high-demand sectors such as IT, renewable energy, advanced manufacturing, automation, and healthcare.
- ❖ **DIGITAL SKILLS INTEGRATION:** Incorporate digital literacy and ICT (Information and Communication Technology) skills across all trades, preparing students for the digital economy.
- ❖ **SOFT SKILLS TRAINING:** Include soft skills training (communication, teamwork, problem-solving) in the curriculum to enhance employability.

5.9.2 Faculty Development & Capacity Building

- ❖ **FACULTY TRAINING PROGRAMS:** Implement continuous professional development programs for ITI instructors, focusing on modern teaching methodologies, industry practices, and emerging technologies.
- ❖ **INDUSTRY EXPOSURE FOR FACULTY:** Facilitate industry exposure visits and internships for ITI faculty to keep them updated with industry standards and practices.
- ❖ **GUEST LECTURES & EXPERT SESSIONS:** Invite industry experts and professionals to deliver guest lectures and conduct workshops, providing students with insights into real-world applications.
- ❖ **FACULTY RECRUITMENT & RETENTION:** Attract and retain qualified faculty by offering competitive salaries, benefits, and career advancement opportunities.

5.9.3 Infrastructure Development

- ❖ **MODERNIZATION OF ITI FACILITIES:** Upgrade ITI infrastructure with state-of-the-art equipment, smart classrooms, and modern workshops that simulate real industry environments.

Rajasthan State Skill Policy-Draft

- ❖ **DIGITAL & E-LEARNING FACILITIES:** Establish digital labs and e-learning centers in ITIs to facilitate blended learning, including online courses and virtual simulations.
- ❖ **HOSTEL & TRANSPORTATION FACILITIES:** Provide hostel accommodations and transportation facilities, especially for students from remote or rural areas, to ensure accessibility.
- ❖ **GREEN ITIs:** Promote the adoption of eco-friendly practices in ITIs, such as solar power, rainwater harvesting, and waste management, aligning with sustainable development goals.

5.9.4 Industry Linkages & Collaboration

- ❖ **INDUSTRY PARTNERSHIPS:** Establish strong partnerships with local, national, and international industries for curriculum development, internships, on-the-job training, and placements.
- ❖ **INDUSTRY ADVISORY BOARDS:** Set up advisory boards comprising industry representatives to guide ITI training programs and ensure alignment with market needs.
- ❖ **DUAL TRAINING PROGRAMS:** Implement dual training models where students split their time between classroom learning and practical training at industry sites.

5.9.5 Placement & Career Support

- ❖ **DEDICATED PLACEMENT CELLS:** Establish placement cells in all ITIs to facilitate job placements, internships, and career counselling for students.
- ❖ **JOB FAIRS & RECRUITMENT DRIVES:** Organize job fairs and recruitment drives regularly, bringing together employers and ITI graduates for direct hiring opportunities.
- ❖ **ALUMNI NETWORKS:** Develop strong alumni networks to support current students with mentorship, internships, and job opportunities.

5.9.6 Inclusivity & Access

- ❖ **OUTREACH PROGRAMS:** Launch outreach initiatives to promote ITI education among underrepresented groups, including women, rural youth, and marginalized communities.
- ❖ **WOMEN IN TRADES:** Encourage the enrolment of women in traditionally male-dominated trades through awareness campaigns and mentorship programs.
- ❖ **SPECIAL SUPPORT FOR DIFFERENTLY-ABLED STUDENTS:** Provide specialized training and support services for differently-abled students, ensuring that ITIs are inclusive and accessible to all.

5.9.7 Quality Assurance & Accreditation

- ❖ **ACCREDITATION STANDARDS:** Implement stringent accreditation standards for ITIs, ensuring that all institutions meet national benchmarks for vocational training.

Rajasthan State Skill Policy-Draft

- ❖ **REGULAR AUDITS & INSPECTIONS:** Conduct regular audits and inspections to assess the quality of training, infrastructure, and faculty in ITIs, taking corrective actions where needed.
- ❖ **STUDENT FEEDBACK MECHANISMS:** Establish mechanisms for student feedback on courses, faculty, and facilities, using this data to improve training programs and overall student experience.

5.9.8 Monitoring & Evaluation

- ❖ **DATA-DRIVEN DECISION MAKING:** Develop a centralized system to track student progress, job placements, and industry feedback, using this data to inform policy decisions.
- ❖ **IMPACT ASSESSMENTS:** Conduct regular impact assessments to measure the effectiveness of ITI programs in terms of student outcomes, employment rates, and industry satisfaction.
- ❖ **CONTINUOUS IMPROVEMENT:** Establish a culture of continuous improvement in ITIs, regularly updating curricula, teaching methods, and infrastructure to keep pace with industry evolution.

5.9.9 Public Awareness & Outreach

- ❖ **AWARENESS CAMPAIGNS:** Launch state-wide awareness campaigns to promote the value of vocational training and the opportunities available through ITIs.
- ❖ **PARENTAL & STUDENT COUNSELLING:** Offer counselling services to students and their parents to help them understand the benefits of ITI education and the career prospects it offers.

5.9.10 Government & Institutional Support

- ❖ **POLICY SUPPORT & FUNDING:** Secure adequate funding and policy support from the state government to ensure the sustained development and operation of ITIs.

5.9.11 Innovation & Best Practices

- ❖ **ADOPTION OF BEST PRACTICES:** Encourage ITIs to adopt best practices from leading vocational training institutions nationally and fostering innovation in teaching and training.
- ❖ **PILOT PROJECTS:** Implement pilot projects to test new training methods, technologies, and industry collaborations, scaling successful initiatives across all ITIs in Rajasthan.

This policy framework is designed to transform ITIs in Rajasthan into dynamic centers of vocational excellence, providing high-quality training that equips students with the skills needed to thrive in a competitive job market, thus contributing to the overall economic development of the state.

5.10 A Comprehensive Policy Framework for Enhanced Vocational Training in Rajasthan

Integrating Rajasthan Council of Vocational Training (RCVT) courses with the Rajasthan Skill and Livelihoods Development Corporation (RSLDC) framework can significantly enhance vocational training and skill development across the state. A policy framework for aligning RCVT courses with the RSLDC framework under Rajasthan's Skill Policy:

5.10.1 Course Alignment & Standardization

- ❖ **CURRICULUM STANDARDIZATION:** Align RCVT course curricula with the National Skills Qualification Framework (NSQF) and RSLDC standards to ensure uniformity and industry relevance.
- ❖ **MODULAR APPROACH:** Adopt a modular approach to course design, allowing students to build on basic skills through advanced modules, facilitating continuous learning.
- ❖ **RECOGNITION OF PRIOR LEARNING (RPL):** Implement RPL assessments for RCVT-trained individuals, enabling them to gain certifications that align with RSLDC standards and recognize their existing skills.
- ❖ **CROSS-CREDITING:** Enable cross-crediting between RCVT and RSLDC programs, allowing students to transfer credits and progress within the vocational education system.

5.10.2 Industry Collaboration & Partnerships

- ❖ **INDUSTRY-DRIVEN CURRICULUM DEVELOPMENT:** Collaborate with industry partners to co-create RCVT course content that reflects the current demands and future trends in the job market.
- ❖ **DUAL TRAINING PROGRAMS:** Promote dual training models where students receive both in-class education through RCVT and practical on-the-job training through RSLDC's industry partnerships.
- ❖ **APPRENTICESHIP PROGRAMS:** Integrate apprenticeship programs within RCVT courses, with placements facilitated by RSLDC's industry network, providing real-world experience and increasing employability.
- ❖ **ADVISORY COMMITTEES:** Establish advisory committees with representatives from RCVT, RSLDC, and industry to ensure continuous alignment of training programs with market needs.

5.10.3 Certification & Accreditation

- ❖ **UNIFIED CERTIFICATION:** Implement a unified certification process where RCVT courses are co-branded with RSLDC, ensuring that certifications are recognized and valued by employers.
- ❖ **ACCREDITATION OF RCVT INSTITUTIONS:** Ensure that all RCVT institutions are accredited under RSLDC's quality assurance framework, maintaining high training standards across the board.

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- ❖ **CONTINUOUS ASSESSMENT:** Introduce continuous assessment and evaluation mechanisms to monitor the quality and effectiveness of RCVT courses, ensuring they meet the evolving standards of RSLDC.

5.10.4 Infrastructure & Capacity Building

- ❖ **UPGRADING RCVT INFRASTRUCTURE:** Upgrade the infrastructure of RCVT institutions to meet the requirements of advanced skill development, including modern equipment, digital tools, and state-of-the-art training facilities.
- ❖ **FACULTY DEVELOPMENT PROGRAMS:** Offer continuous professional development for RCVT trainers, focusing on new teaching methodologies, industry practices, and alignment with RSLDC frameworks.
- ❖ **RESOURCE SHARING:** Promote resource sharing between RCVT and RSLDC institutions, such as training materials, equipment, and expert faculty, to optimize costs and improve training quality.

5.10.5 Employment & Entrepreneurship Support

- ❖ **JOB PLACEMENT CELLS:** Establish dedicated placement cells in RCVT institutions, working in collaboration with RSLDC to provide job opportunities, internships, and career guidance.
- ❖ **ENTREPRENEURSHIP DEVELOPMENT:** Integrate entrepreneurship modules into RCVT courses, with support from RSLDC's entrepreneurship programs, including access to incubation, funding, and mentorship.
- ❖ **SKILL GAP ANALYSIS:** Conduct regular skill gap analyses in partnership with RSLDC to ensure RCVT courses are responsive to the needs of the local and global job markets.

5.10.6 Inclusivity & Access

- ❖ **OUTREACH & ENROLMENT DRIVES:** Conduct outreach programs to increase enrolment in RCVT courses, especially in underserved regions, leveraging RSLDC's extensive network.
- ❖ **SPECIAL SUPPORT FOR MARGINALIZED GROUPS:** Offer targeted scholarships, financial aid, and training support to marginalized communities, ensuring inclusive access to vocational training.
- ❖ **WOMEN EMPOWERMENT INITIATIVES:** Design specific programs within RCVT to encourage women's participation in non-traditional trades, supported by RSLDC's gender-focused initiatives.

5.10.7 Public Awareness & Outreach

- ❖ **AWARENESS CAMPAIGNS:** Launch joint awareness campaigns by RCVT and RSLDC to highlight the benefits of vocational training and the opportunities available through these aligned programs.
- ❖ **COMMUNITY ENGAGEMENT:** Engage with local communities to promote the value of vocational training, leveraging the strengths of both RCVT and RSLDC in outreach efforts.

Rajasthan State Skill Policy-Draft

- ❖ **SUCCESS STORIES:** Showcase success stories of students who have benefited from the RCVT-RSLDC aligned programs to inspire others and build confidence in the vocational education system.

5.10.8 Government & Institutional Support

- ❖ **POLICY SUPPORT & FUNDING:** Ensure sustained policy support and adequate funding from the state government to enable the successful alignment and operation of RCVT courses within the RSLDC framework.
- ❖ **DECENTRALIZED MANAGEMENT:** Allow decentralized management of RCVT institutions, with autonomy to adapt RSLDC-aligned courses to local needs while maintaining overall standards.

This policy framework is designed to create a cohesive and effective vocational training ecosystem in Rajasthan, where RCVT courses are fully aligned with the RSLDC framework. This alignment will ensure that students receive industry-relevant skills, leading to better employment outcomes and contributing to the state's economic development.

5.11 Target Group for Skilling

- ❖ All ages groups, who need skill development training to improve their earning capacities and level, shall be eligible for the skill development training.
- ❖ Skill development will also be extended to unskilled/semi-skilled workers seeking to enhance their skill levels. The emphasis will be on those who come from marginalized and vulnerable sections of society, and those who need short duration skill development courses to be able to take advantage of entry level positions in all sectors of the economy.
- ❖ Reservation and special provisions shall be made for the vulnerable sections of the society. Persons passing out from ITIs/ITCs and polytechnics will also be eligible for skill development training if the same is required to make them employable.
- ❖ The program shall target Women, SC/STs, and other marginalized sections of society. The specific provisions for different categories of people in schemes shall be adhered.

5.1.2 Key Strategies

a. Creating a System Integrator

- ❖ The State Government shall set up a comprehensive body that shall link skill development in a sustained manner, across various sectors and departments of the State Government.
- ❖ This Mission shall help achieve economies of scale in cost of trainings and other procedures and shall help achieve uniformity of standards as well as a robust accreditation system.
- ❖ It will prepare a State Skill development Program, drawing upon all resources that may be available in any department and will implement with collaboration of all the concerned departments, in an integrated manner.

b. Up-gradation and Up-scaling of Government / Private Sectors

- ❖ Establishing more skill development centers (SDC) to address geographical disparities.
- ❖ Courses shall be reviewed to remove redundant programs and to introduce courses in sectors which have high demand for skilled labor and are growing at a fast pace in the state.
- ❖ Placement cells shall be set up for overall development of the State.

c. Training Engagement with Private Sector

- ❖ The existing government and private infrastructure is not capable of providing skill training to all every year, which is the target. Therefore, engaging with private sector training providers through strategy will be the key strategy.
- ❖ A well-designed policy will be the key to the success of the programme. The policy will enable term partnerships with private training providers who shall be empaneled on the basis of technical qualifications and shall be paid notified training costs linked to placement. The method of empanelment, assignment to districts and allocation of courses to training providers will be made following a transparent methodology that should achieve the objectives of enabling economies of scale for the provider, benefitting from the specialization of providers in specific sectors and wider choice to state. Course curriculum for these trainings shall be prepared in collaboration with employers and academicians to ensure that.
- ❖ The private providers shall be expected to collaborate with the district teams in mobilization of youth and in finalizing the district skilling plans. Government infrastructure will also be made available to them at prescribed fee for speedier implementation. They shall be paid a pre-notified training fee linked to the placements and will also be expected to provide post placement support to trainees.
- ❖ In addition to the term contracts the mission will provide flexibility in entering into MOUs with training partners for providing skill training in specified sectors and specified course.

d. Addressing the needs of Vulnerable Groups -Special Programs

- ❖ The program will have specific targets for Women, General, SCs, STs and Minorities in all trainings provided under the Mission.
- ❖ Residential accommodation/ Hostels shall be arranged at all key areas for skilling and training in the state. Special provision for women accommodation shall also be made to encourage women trainees.

e. Special Schemes for Focus Sectors

- ❖ Special schemes will be designed for training in certain focus sectors such as Healthcare, Construction, Retail Marketing, Banking, Accounting, and Security, IT / ITeS etc., which have good employment potential in the state.

f. Funding and Financial Models

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RSLDC is a corporation (Not for Profit) established under section 25 of Companies Act, 1956 and also get registered u/s 12AA of Income Tax Act, 1961 as charitable Trust. The main object of RSLDC is to train the unemployed youth & get them placed/self-employed through various training partners. Funding for RSLDC's activities primarily came from the State Government, with additional support from the Central Government under various National Skill Development Schemes, under convergence and CSR. It also involves Public-Private Partnership (PPP) models for scaling up its operations and initiatives.

- ❖ Mission will contract with the private training providers (TP). After mobilization and preparation of data base of candidates and based on the choice of candidates and employment opportunities district training plan would be finalized.
- ❖ Nominations of candidates for training courses shall be made following a transparent methodology and trainees will be allocated to schemes / departments keeping in view the conditions for eligibility, targets and funds availability under various schemes.
- ❖ The concerned department shall transfer the training fee for each batch of nomination to the State Skill Development Mission. In certain schemes, the funds available for a trainee / training may be less than the notified training costs. The gap would be bridged by the mission through state skill funds.
- ❖ The payment to the training provider shall be released through State Skill Development Mission as per contract terms.
- ❖ State Skill Development Mission will submit utilization certificates to departments as per the requirements of the scheme.

g. Reaching out to community- Vibrant Social Mobilization Campaign

- ❖ The State Skill Development Mission shall act as facilitation center at the district level for guidance, counselling and any other help regarding training and registration.
- ❖ State Skill Development Mission shall undertake an annual mobilization drive across all districts to register students for training. This shall be done under the supervision of the District Level Committee in collaboration with private training providers.
- ❖ In addition, publicity campaigns will be launched using all media such as print, electronic, internet, and traditional means of communication.
- ❖ A dynamic website of State Skill Development Mission shall be maintained for one stop solution for providing information to all stakeholders.

h. Creating large pool of trainers

- ❖ To address the problem of paucity of good trainers, there shall be institutional arrangements for up-gradation of the knowledge and skills of the existing trainers and also producing a large pool of new trainers in various sectors.
- ❖ Vocational Education and Research Centre are also established.

i. Comprehensive Data Management and Management Information System

- ❖ A comprehensive IT portal shall be set up by the mission that will host the database of all potential trainees and details of all students and training institutions.

Rajasthan State Skill Policy-Draft

- ❖ Nomination of candidates for various trainings, placement tracking and post placement follow up will be made through this common database. This database shall also be shared with employers.
- ❖ All interactions with the private training providers and with government departments shall be made through transparent on-line systems.

j. Employment Tracking and Post Placement Services

- ❖ There shall be in built mechanism for all programs to have post placement tracking. This will help in enhancing the sustainability of employment
- ❖ .Once mission is stabilized it will also set up systems to help and advise the trainees where employment leads to migration. This will include helping the new trainees settle down in new environment by assisting them in locating hostels, and in obtaining identity cards, pan nos, ESI/EPF services, bank accounts etc.

k. Course standardization, certification and accreditation

- ❖ An institutional mechanism will be set up to standardize courses in consultation with the employers, training providers and academia.
- ❖ Certification should be an integral part of all trainings. Specialized agencies, industries can be roped in for certification. Concern department needs to be strengthened so that it can ensure uniformity in syllabus and provide certification in collaboration with specific agencies and industries.
- ❖ Systems for Accreditation of training partners and training institutions shall be put in place.

l. Keeping Strict Vigil - Effective Monitoring System

- ❖ Bio-metric attendance system should be implemented at all training facilities.
- ❖ Effective monitoring through District Skill Coordinator (DSC's), and IP camera monitoring through Kaushal Darpan
- ❖ Third party evaluation shall be conducted to assess the performance and outcome of the activities.

m. Assessing Market Dynamics- Skill gap study and research activities

- ❖ To have more focused and better planned training programs skill gap studies.
- ❖ Research should be conducted to bridge the gaps among trainers, employers and trainees.

n. Exploring New Horizons-Overseas employment

- ❖ Overseas employment opportunities shall be tapped by developing focused arrangements for the same, including coordination with recruitment agencies.

o. Strengthening Apprenticeship Programmes

- ❖ The Department of Technical and Vocational Training, in consultation with State Skill Development Mission, will formulate and plan on means to increase the current number of apprentices in the State
- ❖ Collaborations will be made with industries and large companies of the State for increasing number of trainees under the scheme.

Chapter: 6

Action Plan for Enhancing Skill Development in Rajasthan

6.1 Action Plan

The State Skill Policy action plan for Department of Skills, Employment & Entrepreneurship is a comprehensive strategy designed to enhance the state's skill development ecosystem. It begins with the establishment of a steering committee to oversee the process, followed by a thorough needs assessment to identify skill gaps and regional disparities. The plan emphasizes stakeholder consultations to ensure broad-based input from industries, educational institutions, and communities. Based on these insights, a draft policy framework is developed, reviewed, and validated through expert feedback and stakeholder engagement. The policy is then submitted for government approval, after which a detailed implementation plan is created, outlining specific initiatives, timelines, and key performance indicators. The plan also includes capacity building for institutions, an awareness campaign to promote the policy, and a robust monitoring and evaluation system to track progress and ensure continuous improvement. The final step is the official launch of the policy, marking the beginning of its implementation across the state.

This action plan provides a roadmap for implementing the Rajasthan State Skill Development Policy, ensuring that it achieves its objectives and delivers tangible benefits to the people of Rajasthan. The action plan includes the major activities that need to be undertaken by the department, their time lines, the financial and physical targets, and the financing arrangements.

6.2 Major Actions and outcomes

A. Infrastructure Development for Skill Training

Infrastructure development for skill development initiatives in Rajasthan is focused on creating a comprehensive network of skill hubs, modern Industrial Training Institutes (ITIs), and other specialized training centers across the state. The plan includes establishing new facilities in underserved regions to ensure equitable access to vocational education and upgrading existing institutions to meet contemporary industry standards. These skill hubs and ITIs will be equipped with state-of-the-art classrooms, workshops, and digital learning environments, providing students with hands-on training and exposure to the latest technologies. Additionally, the development strategy emphasizes creating Centers of Excellence in partnership with industries to offer specialized programs in emerging fields like robotics, artificial intelligence, and renewable energy. By integrating advanced infrastructure with industry-relevant training, Rajasthan aims to build a skilled workforce capable of meeting the demands of a rapidly evolving economy.

B. Curriculum Development and Quality Assurance

Curriculum development and quality assurance are crucial components of any skill development initiative, particularly in a state like Rajasthan, where diverse needs and economic conditions necessitate tailored approaches. Here's how you can approach these aspects for a skill initiative in Rajasthan:

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Needs Assessment and Contextualization

- ❖ **Local Industry Needs:** Identify the key industries in Rajasthan such as tourism, handicrafts, agriculture, and textiles, and assess the skills in demand.
- ❖ **Community Engagemen:** Involve local communities to understand their specific needs and aspirations, ensuring that the curriculum is relevant to the target audience.
- ❖ **Demographic Considerations:** Tailor programs to various demographic groups (e.g., youth, women, rural populations) considering their unique challenges and opportunities.

Curriculum Development

- ❖ **Competency-Based Approach:** Develop a competency-based curriculum that focuses on both technical skills and soft skills, ensuring that learners are job-ready.
- ❖ **Modular Design:** Structure the curriculum into modules that allow for flexibility and customization based on the learner's progress and local industry requirements.
- ❖ **Incorporate Local Knowledge:** Integrate traditional skills and local knowledge into the curriculum, which can be particularly relevant for industries like handicrafts and agriculture.

C. Industry Collaboration and Sector-Specific Initiatives

Industry collaboration and addressing sector-specific needs are pivotal for the success of skill development initiatives in Rajasthan. By forging strong partnerships between the government, industries, and educational institutions, the state can ensure that skill training programs are directly aligned with the current and future demands of the job market.

Industry Collaboration

- ❖ **Curriculum Design:** Industries can play a key role in co-designing curricula that reflect real-world requirements, ensuring that trainees acquire skills that are immediately applicable in the workplace.
- ❖ **Apprenticeships and Internships:** Collaborating with industries to provide apprenticeships and internships allows trainees to gain practical experience, enhancing their employability and ensuring a smoother transition into the workforce.
- ❖ **Centers of Excellence:** Establishing industry-specific Centers of Excellence within ITIs and skill hubs can offer specialized training in high-demand areas like advanced manufacturing, IT, renewable energy, and logistics.
- ❖ **Funding and Resources:** Industries can contribute to the development of infrastructure, provide state-of-the-art equipment, and offer financial support for training programs, thereby enhancing the quality of education and training.

Sector-Specific Needs

- ❖ **Agriculture and Allied Sectors:** Training programs tailored to modern agricultural practices, agri-tech, and value-added services like food processing can help uplift the state's large rural population.
- ❖ **Tourism and Hospitality:** Given Rajasthan's rich cultural heritage, there is a significant need for skilled professionals in tourism management, hospitality services, and event planning.
- ❖ **Textiles and Handicrafts:** Rajasthan's traditional textile and handicrafts sectors require focused training in design, production, and digital marketing to compete in global markets.
- ❖ **Construction and Infrastructure:** With ongoing urbanization and infrastructure projects, there is a growing demand for skilled labor in construction, including masons, electricians, plumbers, and heavy machinery operators.

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- ❖ Information Technology (IT) and Electronics: The state can benefit from training programs in IT services, software development, electronics, and emerging technologies like AI and data analytics to attract investment and create high-tech jobs.
- ❖ Renewable Energy: With Rajasthan's potential for solar and wind energy, there is a need for specialized training in renewable energy technologies, installation, and maintenance.

By aligning skill development initiatives with sector-specific needs and fostering close industry collaboration, Rajasthan can build a workforce that is not only skilled but also adaptable to the evolving demands of the economy. This approach will ensure that the state's youth are better equipped to seize employment opportunities, driving economic growth and development.

D. Targeted Programs for Women, Youth, and Marginalized Communities

Design and implement skill development programs tailored to the needs of women, youth, and marginalized communities, including tribal populations. Provide scholarships, stipends, and financial incentives to encourage participation in training programs. Establish mentorship and support networks to guide trainees through the transition from training to employment or entrepreneurship. This would lead to increased participation of underrepresented groups in skill development programs, leading to greater economic inclusion and empowerment.

E. Promotion of Entrepreneurship and Innovation

Rajasthan has been actively promoting entrepreneurship and innovation as part of its skill development initiatives, particularly to boost economic opportunities for youth, women, and marginalized communities. These efforts are designed to create a conducive environment for entrepreneurship, foster innovation, and ensure that skilled individuals can leverage their training for economic independence. Here are some of the key initiatives:

Rajasthan Startup Policy

- ❖ To create a robust startup ecosystem in Rajasthan, encouraging entrepreneurship, innovation, and job creation.
- ❖ Incubation Centers: Support for setting up incubation centers across the state to nurture startups.
- ❖ Seed Funding: Financial assistance for startups, particularly those led by women, marginalized communities, and those in rural areas.
- ❖ Mentorship and Networking: Access to mentorship programs, networking opportunities, and industry connections to help entrepreneurs scale their ventures.
- ❖ Innovation Labs: Establishment of innovation labs to promote research and development (R&D) and facilitate technology transfer.

iStart Rajasthan

- ❖ To promote innovation and entrepreneurship through a comprehensive platform that supports startups at different stages of their journey.
- ❖ Comprehensive Support: From idea validation to market entry, iStart provides support at every stage of the startup lifecycle.
- ❖ Financial Assistance: Access to grants, subsidies, and funding opportunities, especially for startups from marginalized groups.
- ❖ Skill Development: Offers training and workshops in entrepreneurship, business management,

and innovation.

- ❖ **Connect with Investors:** Facilitation of connections between startups and investors, along with access to various startup competitions and events.

F. Digital Literacy and Integration

Digital literacy and integration are crucial components of skill development initiatives in Rajasthan, aimed at ensuring that individuals, especially from rural and marginalized communities, are equipped to participate in the digital economy. The state government, in collaboration with various organizations, has launched several programs to enhance digital literacy and integrate digital skills into broader skill development efforts.

- ❖ Integrate digital literacy and IT skills into all training programs to prepare the workforce for the digital economy.
- ❖ Develop online and mobile platforms for e-learning and virtual training, making skill development more accessible.
- ❖ Promote awareness of digital tools and technologies among small businesses and artisans.
- ❖ A digitally literate workforce capable of leveraging technology for improved productivity and innovation.

G. Employment Linkages and Job Placement

- ❖ Establish a statewide job placement cell within RSDA to coordinate with industries and placement agencies.
- ❖ Organize job fairs and career counseling sessions in collaboration with employers and educational institutions.
- ❖ Develop an online job portal to connect skilled workers with potential employers in Rajasthan and beyond.
- ❖ Improved job placement rates for trainees, leading to higher employment levels and economic growth.

H. Monitoring, Evaluation, and Continuous Improvement

Monitoring and evaluation (M&E) of skill initiatives in Rajasthan involve systematic processes to assess the effectiveness, efficiency, and impact of various programs aimed at enhancing skills and employability. Here's a general framework for M&E in this context:

- ❖ **Define Clear Goals:** Establish specific, measurable, achievable, relevant, and time-bound (SMART) objectives for the skill initiatives.
- ❖ **Identify Key Performance Indicators (KPIs):** Determine the metrics that will indicate the success of the programs. These could include the number of participants trained, employment rates post-training, income improvements, and employer satisfaction.
- ❖ **Conduct Initial Surveys:** Gather data on the current skill levels, employment status, and economic conditions of the target population before the initiatives begin.
- ❖ **Mid-Term Evaluation:** Conduct evaluations midway through the initiative to assess if the programs are on track to meet their objectives.
- ❖ **Impact Assessment:** Measure the long-term outcomes, such as job placements, wage growth, and career progression of the participants.
- ❖ **Incorporate Feedback:** Use the evaluation data to refine and adapt the programs. If certain strategies are not working, they should be revised or replaced.

Rajasthan State Skill Policy-Draft

- ❖ **Continuous Learning:** Establish mechanisms for continuous learning and improvement, ensuring that best practices are documented and shared.
- ❖ **Sector-Specific Needs:** Focus on the sectors that are most relevant to Rajasthan, such as agriculture, handicrafts, tourism, and renewable energy.
- ❖ **Cultural Sensitivity:** Ensure that the training programs and evaluation methods are culturally appropriate and accessible to all communities, including marginalized groups.

Implementing a robust M&E framework is crucial to ensure that skill development initiatives in Rajasthan achieve their desired outcomes and contribute to the overall socio-economic development of the state.

I. Funding and Resource Mobilization

- ❖ Allocate a dedicated state budget for skill development, supplemented by funds from central government schemes and international agencies.
- ❖ Encourage public-private partnerships (PPP) to mobilize resources, expertise, and investments from the private sector.
- ❖ Explore alternative funding sources, including corporate social responsibility (CSR) funds and international grants.
- ❖ Sustainable and diversified funding streams to support the ongoing development and expansion of skill training programs.

6.3 Targets for Skill Trainings

6.3.1 Trainings by Technical Vocation and Educational Institutions

(a) **ITIS:** At present total 311 Govt. it is are established with annual intake of 1, 11,784 and 1423 Pvt. is with annual intake of 2, 61,990. The Directorate of Technical Education (Training) is continuously is working to enhance the capacity of existing it is and also establishing new it is with focus on futuristic courses.

(b) **POLYTECHNICS:** The present annual intake in 111 Government / aided polytechnics and private polytechnics is 21,081 {as per Polytechnic Diploma (Engineering Courses) First Year seats matrix 2024-25}.

(c) **TECHNICAL DEGREE INSTITUTIONS:** The present annual intake of government and private institutions imparting education in technical streams is approx.25,000 plus (AS per REAP-2024). Given that the present capacity is not being fully utilized but it is expected that capacity utilization will improve.

6.3.2 Trainings through Central Government Training Organizations and NSDC

A. APPRENTICESHIPS

- ❖ Currently, about 2, 30,000 people can be skilled under the Apprenticeship Act.
- ❖ The Department Skill, Employment and Entrepreneurship will formulate plan on means to increase the current number of apprentices in the State
- ❖ Collaborations will be made with industries and large companies of the State.
- ❖ A list of all registered offices and industries shall be collated to identify potential places for training of Apprentices.

B. CENTRAL GOVERNMENT AND NSDC

Central Govt. is implementing various skill development program like DDU-GKY, PMKVY, Nal Jal Mitra, PM Vishwakarma etc.

C. Rural Self Employment Training Institutes (RSETIs)

The objective of the RSETIs is given below:

- ❖ To mitigate hardships of unemployment and poverty among rural youth.
- ❖ To encourage youth by providing training, self-employment, entrepreneurship development and job creation.
- ❖ To cater service to lakhs of youth across the country to attain sustainable growth in self-employment.
- ❖ To provide intensive short-term residential self-employment training programme with free food and accommodation.

6.4 Upgradation of Vishwakarma Skills University

The skill university is planned to be upgraded with separate wings/schools, which will be established by combining 2-3 related departments, as needed. New sectors/Works may also be added as per need in future. This upgradation will significantly enhance the state's educational and economic landscape. First, it creates a centralized hub for specialized skill development, offering students access to a wide range of vocational and technical programs under one roof. This multidisciplinary environment fosters collaboration and innovation, enabling students to gain comprehensive, industry-relevant expertise.

Second, such an upgrade aligns the university with the latest industry standards and technological advancements, ensuring that students receive cutting-edge training that enhances their employability. By offering diverse skill programs, the university can cater to the evolving needs of various sectors, from manufacturing and IT to healthcare and creative industries, thus producing a versatile and adaptable workforce.

Additionally, the integration of multiple skill schools within the campus promotes a holistic learning experience, where students can benefit from cross-disciplinary exposure, internships, and hands-on projects that simulate real-world challenges. This approach not only improves job readiness but also encourages entrepreneurship, as students are equipped with the practical skills needed to start their own ventures.

Skill Hubs cum Career Counselling and Placement Orientation centres and Centre of Excellence for Tourism Training & Handicraft (CETTH) will also be established in the University campus on the basis of space availability.

This university will encompass a broad range of specialized schools to address various skills and industry needs, including:

1. *School of Music and Arts*: Dedicated to preserving and advancing Rajasthan's artistic heritage and contemporary art forms, offering programs in music, dance, and visual arts.
2. *School of Drone Technology*: Focused on training in drone operation, technology, and applications, aiming to support innovation in sectors like agriculture, surveillance, and logistics.

Rajasthan State Skill Policy-Draft

3. *School of Big Data Analytics*: Designed to equip students with the skills needed to analyze and interpret large datasets, preparing them for careers in data science, business intelligence, and related fields.

4. *School of Electronics*: Providing education in electronics engineering and technology, covering areas such as circuit design, microelectronics, and embedded systems.

5. *School of Tourism and Hospitality*: Offering training in tourism management, hospitality services, and event planning, enhancing Rajasthan's reputation as a premier tourist destination.

6. *School of Retail Management*: Focused on the retail sector, covering aspects such as sales strategies, store management, and supply chain logistics.

7. *School of Logistics*: Concentrating on logistics management, including supply chain optimization, transportation, and warehousing.

These specialized schools within the Rajasthan Skill University will aim to provide high-quality education and practical training to meet the growing demands of various industries. The government will ensure that the university is equipped with state-of-the-art facilities and expert faculty to deliver cutting-edge programs and foster industry-relevant skills.

Ultimately, upgrading the Skill University with specialized schools enhances the overall quality of education and training in Rajasthan, contributes to the state's economic growth, and positions the university as a leading institution in skill development on a national and global scale.

6.5 Skill Training in school & colleges

Vocational education will be integrated into all school and higher education institutions in a phased manner. Focus areas for vocational education will be chosen based on skills gap analysis and mapping of local opportunities. Every student will take a vocational course, starting from Grades 6 that gives hands-on experience of a sampling of important vocational crafts, such as carpentry, electric work, metal work, gardening, pottery making, etc., as decided by States and local communities and as mapped by local skilling needs. Internship opportunities to learn vocational subjects may also be made available to students throughout Grades 6-12.

6.6 Start-ups

In the DPIIT's 2018 State Startup Ranking, Rajasthan was among the top performing states in India. Some of the driving factors for such growth are said to be the state's proximity to Delhi, Jaipur's unique mix of urban and semi-urban infrastructure, and the state government's Startup focus. Focus will be given on promotions of blue-collars Start-ups especially rural start-ups in State.

6.7 Reskilling/Up skilling

A large proportion of youth drops out before they complete secondary education. As a result when they enter the labour market, they have very low level of skills and they work at low wages. There is need to provide them an opportunity of improving their skill levels through

Rajasthan State Skill Policy-Draft

reskilling and upskilling. State will work on reskilling and upskilling along with skilling to achieve the desired outcomes in terms of jobs, wages, improved quality of life and productivity. AI-Driven Skills Assessment and Certification process will adopt by state.

6.8 Recognition of Prior Learning

There is also a need for recognition of prior learning specially for those who have joined the labor market early and have experience but no certificate and also those who have skills passed on from generation to generation, mainly the artisans and handicraft workers. The RPL has the potential to improve employability, mobility, lifelong learning, social inclusion and self-esteem. State will focus on this and efforts are on to scale up RPL.

6.9 Recruit-Train-Deploy (RTD)

RTD is a concept in which industries can recruit youth and then train them as per industry requirements and deployed the skilled youth at desired positions. It is an industry demand driven concept which will help in meeting the manpower requirements of the industries across various sectors and domains. RSLDC under this initiative will associate with Federations &/or Industry Associations to impart skill training to youth and provide guaranteed placement/employment opportunities.

6.10 Convergence

The convergence model emphasizes collaboration, coordination, and holistic approaches to skill development. It's an approach that integrates efforts from various sectors and stakeholders to enhance the quality, effectiveness, and utilization of resources in skill development. State Government is implementing a wide range of skill development programs to address different dimensions of poverty and deprivation through different departments under convergence. State will make a plan to train more and more youth of the state under convergence model.

6.11 Entrepreneurship

It plays a crucial role as a catalyst for economic development and a means to enhance employability. The state is proactive in integrating entrepreneurship into its skill development initiatives, aligning with the broader goal of fostering an entrepreneurial ecosystem. State will promote Entrepreneurship through Youth Entrepreneurship Promotion, Sector-Specific Skill Development and Public-Private Partnerships (PPP). Special focus on women's participations in skill development program with emphasis on entrepreneurship will also ensure.

6.12 Overseas Placement

Government of Rajasthan has set up Overseas Placement Bureau (OPB) under the aegis of Rajasthan Skill and Livelihoods Development Corporation during the year 2010-11 to facilitate and provide support services to workers, who intent to go abroad for employment, in the capacity of registered Recruiting Agent (RA) with Ministry of External Affairs (MEA), New Delhi. State will set-up a dedicated Project Management Unit with experts of industry engagement, placement, entrepreneurship development and finance in collaboration with

Rajasthan State Skill Policy-Draft

Bureau of Investment Promotion (BIP) for facilitation of overseas placement including Information Guidance & Career counselling for better job opportunities, Registration of Job Aspirants, Pre-Departure Orientation for prospective emigrants, Workshops & seminars on safe & legal migration.

6.13 Chatbot

The use of a Chatbot system for skill initiatives in Rajasthan can significantly enhance the effectiveness, accessibility, and reach of various programs implemented by the Rajasthan Skill and Livelihoods Development Corporation (RSLDC). Here's how a chatbot system could be beneficial:

- Information Dissemination:
 - Course Information
 - Scheme Details
- User Support and Guidance:
 - 24/7 Assistance for answering queries related to course selection, enrollment processes, and other administrative concerns.
 - Personalized Recommendations
- Registration and Application Support
 - Simplified Processes.
 - Real-time Notification.
- Feedback and Assessment
 - Collecting Feedback
 - Skill Assessments
- Tracking and Monitoring

6.14 Free/Subsidized allotment of land for establishment of ITI/Skill Development Centre

The Government of Rajasthan is committed to enhancing skill development across the state by providing free or subsidized land to eligible agencies for the establishment of Industrial Training Institutes (ITIs) or Skill Development Centers, particularly in areas where such facilities are currently unavailable. This initiative aims to bridge regional gaps in access to vocational training and create new opportunities for the local population.

Key Features of the Policy:

1. Eligibility Criteria:

- Agencies, organizations, and institutions, including private entities, non-profit organizations, and educational trusts, with a proven track record in skill development or vocational training, are eligible to apply.
- Preference will be given to entities with experience in operating training centers and a demonstrated commitment to enhancing employability in underserved regions.

2. Identification of Locations:

- The policy focuses on areas where there are currently no existing ITIs or skill development centers, ensuring that new establishments are set up in regions with the greatest need.
- The government will conduct a comprehensive survey to identify suitable locations across the state where skill development infrastructure is lacking.

Rajasthan State Skill Policy-Draft

3. Land Allocation:

- Eligible agencies will be provided with government-owned land either free of cost or at a significantly subsidized rate.
- The size of the land and the level of subsidy will be determined based on the scale of the proposed training center and its projected impact on the local community.
- Land allocation will be subject to compliance with state regulations and the specific requirements outlined in the policy.

4. Application Process:

- Interested agencies must submit a detailed proposal outlining their plans for the establishment and operation of the ITI or skill development center.
- The proposal should include information on the courses to be offered, target demographics, anticipated enrollment numbers, and a sustainability plan.
- Applications will be reviewed by a designated committee, which will assess the proposals based on their feasibility, potential impact, and alignment with state skill development goals.

5. Support and Facilitation:

- In addition to land allocation, the government may provide additional support, such as fast-tracking approvals, assisting with infrastructure development, and facilitating partnerships with local industries.
- The policy encourages collaboration between the government, industry partners, and educational institutions to ensure the centers are well-integrated into the local economic ecosystem.

6. Monitoring and Compliance:

- Agencies that receive land under this scheme will be required to adhere to strict timelines for the establishment and operation of the training centers.
- The government will regularly monitor the progress and performance of the centers to ensure they meet the intended objectives.
- Non-compliance with the terms of the agreement may result in the revocation of land allocation or other penalties.

7. Impact on Local Communities:

- The establishment of these centers is expected to provide significant benefits to local communities, including improved access to vocational training, enhanced employability, and the creation of new job opportunities.
- Special efforts will be made to ensure that training programs are aligned with local industry needs and that graduates are well-prepared for employment in their regions.

6.15 Establishment of Skill Park

Through this initiative, DSEE, Rajasthan aims to expand its skill development infrastructure, particularly in underserved areas, by leveraging partnerships with eligible agencies

committed to building and sustaining high-quality vocational training institutions. This strategic move is expected to play a crucial role in enhancing the skills and employability of the state's workforce, contributing to broader economic development and social inclusion. The creation of a Skill Park in Rajasthan represents a visionary approach to consolidating and advancing the state's skill development initiatives. A Skill Park serves as a dedicated, integrated hub where various skill development activities, training programs, and industry collaborations can take place in a centralized, state-of-the-art environment.

Key Features of the Skill Park

1. Integrated Training Facilities:

- i. **Multi-Sector Training Hubs:** The Skill Park would house multiple training centers catering to diverse sectors such as IT, manufacturing, textiles, agriculture, renewable energy, and tourism. These hubs would be equipped with advanced tools, machinery, and technology to provide hands-on training aligned with industry standards.
- ii. **Centers of Excellence:** Specialized Centers of Excellence within the Skill Park would focus on emerging industries like AI, robotics, big data, and sustainable technologies, ensuring that trainees are equipped with future-ready skills.

2. Industry Collaboration and Incubation:

- i. **Industry Partnerships:** The Skill Park would facilitate strong partnerships with local and global industries, allowing for co-designed curricula, on-site internships, and direct recruitment opportunities.
- ii. **Incubation Centers:** For fostering entrepreneurship, the Skill Park would include incubation centers where trainees with innovative ideas can receive mentorship, access to resources, and support to launch their startups.

3. Advanced Infrastructure:

- i. **Smart Classrooms and Digital Learning:** Equipped with the latest digital infrastructure, the Skill Park would offer smart classrooms, e-learning modules, and virtual labs, enabling flexible and immersive learning experiences.
- ii. **Residential Facilities:** To accommodate trainees from across the state, the park would include hostel facilities, ensuring accessibility for those from rural or remote areas.

4. Community and Outreach Programs:

- i. **Workshops and Seminars:** Regular workshops, seminars, and knowledge-sharing events would be organized, featuring industry experts, technologists, and successful entrepreneurs.
- ii. **Community Engagement:** The Skill Park would host outreach programs aimed at upskilling the local population, offering short-term courses and certifications to enhance employability at the grassroots level.

5. Sustainability and Innovation:

- i. **Green Campus:** The Skill Park would be designed as an eco-friendly campus with sustainable practices such as solar power generation, rainwater harvesting, and green building techniques.
- ii. **Innovation Labs:** Dedicated spaces for research and innovation within the park would encourage continuous learning, experimentation, and the development of new technologies.

Rajasthan State Skill Policy-Draft

6. Career Services and Placement Support:

- i. **Career Counseling:** The Park would offer career counseling services to guide trainees in their career paths, helping them align their skills with market demands.
- ii. **Placement Cells:** Active placement cells would work closely with industries to ensure high placement rates for trainees, bridging the gap between training and employment.

Impact of the Skill Park

The establishment of a Skill Park in Rajasthan would have a transformative impact on the state's workforce development. It would serve as a model for integrated skill development, where industry-relevant education and training are seamlessly combined with practical experience and innovation. The park would not only enhance the employability of Rajasthan's youth but also attract investments, promote entrepreneurship, and drive economic growth across the region. By creating a centralized hub for skill development, the Skill Park would position Rajasthan as a leader in vocational training and workforce readiness in India.

Chapter: 7 Industry Linkages in the Rajasthan Skill Policy

7.1 Introduction

The industry is a vital stakeholder in shaping an effective skill development ecosystem. Establishing strong industry linkages ensures that training programs are aligned with market demands and increase employability. In Rajasthan's skill ecosystem, industry linkages play a crucial role in bridging the gap between skill training and employment opportunities.

7.2 Objectives of Industry Linkages

The primary objectives of integrating industry linkages in Rajasthan's skill policy are:

- ❖ **DEMAND-DRIVEN SKILL DEVELOPMENT:** To align training programs with the current and emerging needs of industries, ensuring a supply of skilled labor tailored to specific sectoral requirements.
- ❖ **INDUSTRY PARTICIPATION IN CURRICULUM DESIGN:** Involving industry experts in developing and regularly updating training curricula.
- ❖ **PROMOTING APPRENTICESHIPS AND ON-THE-JOB TRAINING:** Enhancing practical exposure and hands-on experience through structured apprenticeship programs.
- ❖ **INDUSTRY-LED ASSESSMENT AND CERTIFICATION:** Ensuring credibility and industry recognition of certifications through industry-driven assessments.
- ❖ **FACILITATING EMPLOYMENT OPPORTUNITIES:** Creating pathways for placements and entrepreneurship through direct industry engagement.

7.3 Framework for Industry Collaboration

To foster industry linkages, Rajasthan's skill policy focuses on the following frameworks:

- ❖ **SECTOR SKILL COUNCILS (SSCs):** Engaging with SSCs to gather insights and ensure alignment of sector-specific skills.
- ❖ **INDUSTRY ASSOCIATIONS AND CHAMBERS OF COMMERCE:** Partnering with associations like CII, FICCI, and local industry bodies for market-driven skills programs.
- ❖ **PUBLIC-PRIVATE PARTNERSHIPS (PPPs):** Facilitating PPPs for skill development center, focusing on training delivery, infrastructure support, and employment facilitation.
- ❖ **CLUSTER-BASED APPROACH:** Identifying and targeting industry clusters in key sectors like textiles, tourism, and handicrafts for tailored skill programs.
- ❖ **SKILL GAP ANALYSIS:** Conducting regular studies to understand industry trends and emerging job roles to adapt training programs accordingly.

7.4 Industry's Role in Skill Development

- ❖ **CURRICULUM CO-DEVELOPMENT:** Industry partners will participate in designing and updating curriculum frameworks to match the evolving needs of the workforce.
- ❖ **WORKPLACE-BASED LEARNING:** Encouraging industries to offer internships, apprenticeships, and co-op programs, enabling trainees to gain real-world experience.
- ❖ **DUAL CERTIFICATION PROGRAMS:** Offering programs where trainees receive joint certifications recognized by both the government and industry bodies.

Rajasthan State Skill Policy-Draft

- ❖ **FACULTY EXCHANGE PROGRAMS:** Collaborating with industries for faculty training and exposure to the latest technologies and business practices.

7.5 Strategies for Enhanced Industry Linkages

- ❖ **SKILL ADVISORY COMMITTEES:** Establishing district and state-level committees involving industry representatives to guide skill training initiatives.
- ❖ **LOCAL EMPLOYMENT EXCHANGE PROGRAMS:** Coordinating between industries and training providers for job placements through dedicated skill placement cells.
- ❖ **INDUSTRY-LED CENTRES OF EXCELLENCE (COEs):** Setting up sector-specific CoEs in partnership with leading industry players for advanced skill training and research.
- ❖ **INDUSTRY CONNECT EVENTS:** To organize partnership events like CxO Meet, Job Fairs and Industry Connect etc, to build a strong relationship with the organization. This is designed to bring together key decision-makers and industry leaders to engage in insightful discussions on various aspects of skill development and workforce enhancement movement in state.

7.6 Monitoring and Evaluation

To ensure the effectiveness of industry linkages, the policy includes:

- ❖ **REGULAR FEEDBACK MECHANISMS:** Collecting and analyzing industry feedback on the quality of skilled manpower.
- ❖ **OUTCOME-BASED ASSESSMENTS:** Measuring the success of industry linkages based on employment rates, wage levels, and industry satisfaction surveys.
- ❖ **CONTINUOUS INDUSTRY ENGAGEMENT:** Conducting bi-annual meetings with industry stakeholders to review progress and address emerging needs.

Strong and sustainable industry linkages are key to the success of Rajasthan's skill development initiatives. By fostering collaborative efforts between the government, industry, and training providers, the state aims to create a dynamic skill ecosystem that not only enhances employability but also contributes to Rajasthan's socio-economic growth.

7.7 Sector wise Emerging Job Roles in State

This section provides an assessment of the top 5 sectors and the emergent job roles in each of them:

7.7.1 Agriculture Sector

As Rajasthan's agriculture sector evolves, emerging job roles reflect trends in environmental stewardship, operations management, agribusiness, scientific research, and sustainable practices. These professionals will drive innovation, resilience, and prosperity, contributing to food security, economic growth, and sustainability.

Key job roles include:

S.No.	Projected Top 5 Job Roles	Description of domain
1	Environmental Engineer	Focus on minimizing pollution, conserving resources, and promoting ecological resilience through sustainable practices.
2	Operations Managers	Oversee logistics, optimize resources, and streamline processes to enhance productivity and profitability.

Rajasthan State Skill Policy-Draft

3	Agro-business Managers	Manage agricultural production, marketing, and supply chains to boost competitiveness.
4	Soil & Plant Scientists	Conduct research to improve soil health, crop productivity, and nutrient management.
5	Research Scientists	Investigate crop genetics, pest management, and climate adaptation to advance sustainable agriculture.

7.7.2 Apparel, Made-up & Home Furnishing Sector

As Rajasthan's apparel, made-ups, and home furnishing sector evolves, new job roles are emerging, driven by trends in production management, technology integration, and e-commerce. These professionals will be key in boosting innovation, efficiency, and competitiveness, solidifying Rajasthan's position as a textile manufacturing and design hub. Key roles include:

S. No.	Projected Top 5 Job Roles	Description of domain
1	Production Planners	Coordinate schedules, resource allocation, and workflow to meet production targets, enhancing efficiency in textile manufacturing.
2	Textile Designers	Create innovative designs inspired by cultural motifs and market trends, reinforcing Rajasthan's reputation in textile creativity.
3	Supply Chain Coordinators	Manage logistics, procurement, and inventory to ensure cost-effective and reliable operations across the textile supply chain.
4	E-commerce Specialists	Handle online sales, digital marketing, and customer engagement to expand market reach for Rajasthan's textile products.
5	Textile Production Managers	Oversee the end-to-end production process, ensuring efficient manufacturing and smooth operations in textile units.

7.7.3 Automotive Sector

As Rajasthan's automotive sector embraces advancements in electric manufacturing, EV vehicles and autonomous driving, new job roles are emerging. EV technicians, supply chain managers, automotive engineers, autonomous vehicle specialists, and assembly line workers will drive innovation, efficiency, and sustainability, strengthening the region's automotive industry.

Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	EV Technicians	Install, maintain, and repair electric vehicle components, supporting the shift to electric mobility.
2	Supply Chain Managers	Oversee operations from sourcing materials to delivering vehicles, optimizing processes and logistics.
3	Automotive Engineers	Design and develop vehicles, ensuring they meet performance, safety, and regulatory standards.
4	Autonomous Vehicle Specialists	Develop and implement systems for self-driving vehicles, enhancing safety and efficiency.
5	Assembly Line Workers	Assemble vehicles and ensure smooth production in automotive plants, meeting quality standards.

Rajasthan State Skill Policy-Draft

7.7.4 Banking, Financial Services and Insurance (BFSI) Sector

As Rajasthan's BFSI sector evolves, emerging job roles reflect trends in digital transformation, compliance, wealth management, cybersecurity, and sustainable finance. Professionals in these areas will drive innovation, resilience, and responsible growth in financial services, supporting inclusive development.

Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Fintech Specialists	Develop digital solutions and payment systems to enhance financial accessibility and security.
2	Compliance Officers	Ensure adherence to legal and regulatory standards, reducing risks and maintaining trust.
3	Wealth Management Advisor	Provide personalized financial planning and investment advice for long-term security.
4	Cybersecurity Analyst	Protect financial systems and data from cyber threats through risk assessments and security measures.
5	Green Finance Specialist	Promote investments in sustainable projects, aligning finance with environmental goals.

7.7.5 Beauty & Wellness Sector

Projected job roles in the Beauty & Wellness sector highlight the industry's focus on evolving consumer preferences, technology, and holistic well-being. These roles emphasize sustainability, inclusivity, and mental wellness, reflecting key trends in Rajasthan's beauty industry.

Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Virtual Beauty Assistants	<i>Provide online guidance for product choices, skincare routines, and makeup styles.</i>
2	Green Beauty Advisors	<i>Promote eco-friendly, natural products, focusing on personal and environmental health.</i>
3	Aging Gracefully Consultants	<i>Help clients embrace aging with personalized skincare and lifestyle advice.</i>
4	Ethnic Hair Specialists	Offer tailored hair care and styling for diverse hair textures and ethnic backgrounds.
5	Mental Wellness Therapists	Address stress-related beauty issues with relaxation techniques and mindfulness practices.

7.7.6 Construction Sector

As Rajasthan's construction sector evolves with urbanization, infrastructure growth, and sustainability demands, new job roles are emerging. Civil engineers, project managers, architects, and structural engineers will drive innovation and quality, supporting the state's development.

Rajasthan State Skill Policy-Draft

Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Civil Engineers	Design, plan, and manage construction projects, ensuring compliance with regulations and overseeing teams.
2	Project Managers	Oversee construction from start to finish, managing timelines, budgets, and resources.
3	Architects	Design functional and aesthetic buildings, collaborating with clients and engineers.
4	Structural Engineers	Ensure structural integrity by analysing and designing key building elements.
5	Building Inspectors	Enforce building codes, safety standards, and regulations, guiding contractors for compliance.

7.7.7 Electronics & Hardware Sector

As Rajasthan's electronics and hardware sector evolves, new job roles are emerging, driven by trends in cybersecurity, IoT, AI, robotics, and green electronics. These professionals will drive innovation, enhance security, and promote sustainability, positioning Rajasthan's electronics industry for global competitiveness.

Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Cybersecurity Analyst	Protect electronic systems and data by assessing risks and implementing security measures against cyber threats.
2	IoT Specialist	Design and manage IoT solutions for smart applications, integrating sensors and data analytics to improve efficiency and connectivity
3	AI Engineer	Develop intelligent systems using machine learning and AI to optimize processes and drive innovation.
4	Robotics Engineer	Design and program robotic systems for automation and manufacturing, boosting productivity and safety.
5	Green Electronics Engineer	Develop eco-friendly products, focusing on energy efficiency and sustainable manufacturing processes.

7.7.8 Green Jobs Sector

As Rajasthan embraces sustainable development, new green jobs are emerging in energy efficiency, green building, water management, ecotourism, and climate resilience. Professionals in these roles will drive eco-friendly practices and climate resilience, supporting a sustainable future for Rajasthan.

Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Energy Efficiency Consultant	Assess and optimize energy usage to reduce carbon footprints in various sectors.
2	Green Building Architect	Design eco-friendly buildings with energy-efficient materials and renewable systems.
3	Water Resource Manager	Develop water conservation strategies and manage sustainable water use across sectors.

Rajasthan State Skill Policy-Draft

4	Ecotourism Guide	Promote responsible travel and environmental education through nature tours and cultural experiences.
5	Climate Change Analyst	Assess risks, develop strategies, and inform policies to mitigate and adapt to climate change impacts.

7.7.9 Handicrafts Sector

As Rajasthan's handicrafts sector evolves, new job roles are emerging, driven by changing consumer preferences and market demands. These roles will drive innovation, market growth, and sustainability in Rajasthan's handicraft industry, ensuring its global relevance. Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Designers	Create unique, marketable handicraft designs by blending traditional motifs with modern trends
2	Marketing Specialist	Promote handicraft products through digital channels, exhibitions, and trade shows, boosting market visibility
3	Export managers	Oversee international logistics and compliance, expanding Rajasthan's handicraft exports globally
4	QC Inspectors	Ensure product standards by monitoring craftsmanship and implementing quality checks
5	Sustainable Practice Specialists	Advocate for eco-friendly, ethical production practices and support sustainable livelihoods for artisans

7.7.10 Healthcare Sector

As Rajasthan's healthcare sector evolves, new job roles are emerging. These roles are essential for expanding healthcare access, improving outcomes, and advancing well-being in Rajasthan. Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Telemedicine Specialists	Provide remote medical consultations and treatment using digital technologies, enhancing healthcare access in rural areas.
2	Health Informatics Analyst	Manage and analyze health data to improve patient care and system efficiency
3	Community Health Workers	Deliver health education and support to underserved communities, promoting wellness and disease prevention
4	Mental Health Counsellors	Offer therapy and support to address mental health challenges and promote emotional well-being
5	Nutritionists and dietitians	Develop diet plans and provide counseling to prevent chronic diseases and promote healthy lifestyles

7.7.11 IT-ITes Sector

Rajasthan's IT-ITeS sector is focusing on advanced technologies such as AI, cloud computing, data analytics, cybersecurity, and efficient software development.

Key job roles for the next five years include:

Rajasthan State Skill Policy-Draft

S. No	Projected Top 5 Job Roles	Description of domain
1	AI/ML Engineers	Develop AI solutions to enhance efficiency and automation
2	Cloud Architects	Design and manage scalable, secure cloud infrastructure
3	Data Scientists/Data Analysts	Extract insights from data to drive informed business decisions
4	Cybersecurity specialists	Protect sensitive information and ensure regulatory compliance
5	DevOps Engineers	Streamline software development and IT operations through automation

7.7.12 Logistics Sector

As Rajasthan's logistics sector evolves, new job roles are emerging to enhance efficiency and sustainability. Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	E-commerce Logistics Managers	<i>Optimize order fulfillment and manage returns for online retail.</i>
2	Sustainability Coordinator	Implement eco-friendly practices in logistics to reduce environmental impact.
3	Drone Delivery Operator	Manage drone fleets for efficient last-mile deliveries
4	Reverse Logistics Managers	Oversee product returns and recycling to support a circular economy
5	Urban Logistics Planner	Design efficient logistics networks and address urban congestion and pollution

7.7.13 Retail Sector

As Rajasthan's retail sector evolves, new job roles are projected to emerge, reflecting trends towards departmental management, mall operations, store optimization, merchandising, and communications. sector evolves. Key emerging job roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Department Managers	Oversee staffing, inventory, and sales for specific store departments
2	Mall Managers	Handle mall operations, tenant relations, and customer experience
3	Store Operations Specialists	Optimize store processes and enhance customer experience
4	Merchandisers	Plan and execute product displays and promotions to drive sales
5	Communication Specialists	Manage internal and external communications and marketing campaigns

7.7.14 Telecom Sector

As Rajasthan's telecom sector advances with emerging technologies such as 5G, IoT,

Rajasthan State Skill Policy-Draft

cybersecurity, cloud solutions, and AI, new job roles are projected to emerge.

Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	5G Network Engineers	Design and optimize 5G networks for faster, more reliable communication.
2	IoT Specialists	Integrate IoT devices into telecom networks for innovative services
3	Cybersecurity Specialists	Protect networks from cyber threats and ensure data integrity
4	Cloud Solution Architects	Implement cloud technologies to enhance telecom scalability and efficiency
5	AI and Automation Experts	Use AI and automation to optimize processes and improve network performance

7.7.15 Textile Sector

These top five job roles exemplify the multidimensional nature of the textile sector in Rajasthan. From garment finishing to colour expertise, creative design, and technical operation, these roles collectively contribute to the rich and diverse textile heritage of the region. They underscore the industry's commitment to quality, innovation, and aesthetic appeal in the production of textiles and clothing.

Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Clothing Presser	Ensure high-quality finishing of garments for retail or distribution.
2	Color Specialist	Expert in colour theory and dyeing techniques, ensuring appealing colours and patterns
3	Fashion Designer	Create and design textiles and clothing, shaping industry trends and aesthetics
4	Textile Machine Operator	Operate machinery to produce textiles efficiently and safely
5	Textile Design Engineer.	Enhance production processes and product quality through technical innovation

7.7.16 Tourism & Hospitality Sector

These roles aim to enhance visitor experiences, promote responsible tourism, and showcase Rajasthan's unique offerings.

Key roles include:

S. No	Projected Top 5 Job Roles	Description of domain
1	Tourism Consultants	Design personalized itineraries to highlight Rajasthan's cultural and natural attractions
2	Adventure Tourism guides	Lead thrilling adventure experiences in Rajasthan's diverse terrains
3	Travel Content Creators	Use digital media to promote Rajasthan's beauty and culture

Rajasthan State Skill Policy-Draft

4	Wildlife Tourism guides	Facilitate wildlife experiences and promote conservation in Rajasthan's parks
5	Language & Cultural Trainers	each local language and customs to enhance tourists' cultural immersion

7.7.17 Sectoral Demand and Supply Forecast (Next 5 years)

The organized and the unorganized sector in Rajasthan employs an estimated 17-18 million people, excluding agriculture. While about an estimated 0.5 million new workforces is joining the labor pool every year, it is not possible that every person will find gainful employment, irrespective of the skills that they possess.

Nevertheless, based on the sectoral demand and supply data for Rajasthan State, it is possible to make some forecasts for the next five years. These forecasts are based on the historical data provided and various economic factors that may impact the state's industries. A summary of estimated new jobs created annually in the key sectors Rajasthan is as follows:

> 100, 000 jobs	50-100 thousand jobs	< 50,000 jobs
<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Agriculture 	<ul style="list-style-type: none"> Media and Entertainment
<ul style="list-style-type: none"> Retail 	<ul style="list-style-type: none"> Food Processing 	<ul style="list-style-type: none"> Green Jobs
<ul style="list-style-type: none"> Food Processing 	<ul style="list-style-type: none"> Logistics 	<ul style="list-style-type: none"> Automotive
<ul style="list-style-type: none"> Healthcare 	<ul style="list-style-type: none"> Banking and Financial Services 	<ul style="list-style-type: none"> Mining
		<ul style="list-style-type: none"> Tourism

In the construction and housekeeping sectors, steady growth is expected as infrastructure projects and real estate development continue. The demand for construction materials and services is expected to remain robust, providing opportunities for local businesses. Similarly, the housekeeping sector is likely to see increased demand due to the growth of residential and commercial properties.

In the retail sector, which currently has a substantial demand and supply base, it is expected that the growth trend will continue over the next five years. The sector's demand is likely to increase, given the state's growing population and increasing consumer spending. Supply will need to keep pace with this demand, which could result in opportunities for both existing businesses and new entrants.

Along-with this, the logistics sector, with a significant presence in Rajasthan, is also expected to see continued growth. The state's strategic location and increasing trade activities make logistics a critical sector. As the economy expands, the demand for efficient transportation and supply chain services is likely to rise, leading to further development and investment in this sector.

The IT/ITES sector, along with textiles and handloom, is expected to maintain its growth trajectory. The state's focus on promoting the IT and textile industries is expected to result in a higher demand for skilled workers and services in these sectors. The furniture and fittings industry are also poised for steady growth as urbanization and lifestyle changes drive demand for quality furnishings.

Rajasthan State Skill Policy-Draft

In sectors like healthcare and banking, financial services, and insurance, where there is a substantial existing supply, further growth is expected. Rajasthan's healthcare sector may see increased demand for medical services and insurance, while the financial sector may continue to benefit from the state's economic development.

The food processing industry, gems and jewelry, and agriculture sectors are also likely to witness growth as they tap into both domestic and export markets. These sectors play a vital role in the state's economy and are expected to remain competitive.

In conclusion, Rajasthan State's diverse economy is expected to see continued growth across various sectors over the next five years. However, it is essential for policymakers, businesses, and entrepreneurs to monitor market dynamics, adapt to changing consumer preferences, and invest in innovation and skills development to fully capitalize on these opportunities. Additionally, factors such as Government policies, infrastructure development, and global economic trends will influence the trajectory of these sectors in the coming year.

7.8 Focus on market driven course through State funded schemes

The courses formulated under the state-funded schemes by the Rajasthan Skill and Livelihoods Development Corporation (RSLDC) are designed in consultation with relevant industry partners and the Department of Industries. This approach ensures that the training programs are aligned with industry needs and demands, making the skills acquired by trainees more relevant and increasing their employability. The collaboration with industries helps in identifying the skills that are in demand, while the involvement of the Department of Industries ensures that the training is in line with the state's economic and industrial policies. This integrated approach helps in bridging the gap between the skills provided and the actual requirements of the job market, thereby enhancing the effectiveness of the skill development initiatives under the RSLDC.

Focus shall be given to the job roles which are relevant to market needs and attracts the employers for sustainable livelihoods option. Involvement of the industry experts. More than 30 industry sectors, and most of the domain training programs shall be 100% linked with wage employment and self-employment to set up micro enterprises to enhance employability and cater the requirement of employment opportunities.

Chapter - 8 Conclusion

The State Skill Policy of Rajasthan represents a comprehensive effort to enhance the employability and livelihood opportunities for its citizens by aligning the state's workforce development with current and future economic demands. This policy underscores the importance of creating a robust ecosystem that supports skill acquisition across various sectors, catering to diverse demographic groups, including youth, women, and marginalized communities.

Through strategic initiatives, the Rajasthan government has prioritized the expansion of skill training infrastructure, fostering partnerships with industry stakeholders, and promoting the adoption of modern technology in training programs. The policy also emphasizes the importance of quality assurance, ensuring that the skills imparted are relevant, certified, and meet national and international standards. Additionally, the focus on entrepreneurship and self-employment is designed to empower individuals to create their own opportunities, contributing to the state's economic growth.

Despite these efforts, challenges remain, particularly in scaling up programs to reach remote areas, ensuring inclusivity, and keeping pace with the rapidly changing technological landscape. However, with continued commitment, innovation, and collaboration among government bodies, private sector partners, and educational institutions, the State Skill Policy of Rajasthan is poised to play a crucial role in transforming the state's workforce and driving socio-economic development.

In conclusion, Rajasthan's skill development policy is a forward-looking strategy that seeks to build a skilled, adaptable, and resilient workforce. As the state continues to implement and refine its skill development initiatives, it will contribute significantly to not only individual empowerment but also to the broader goals of economic prosperity and social equity within the state.

Abbreviations

1. **AEBAS: Aadhar Enabled Biometric Attendance System**
2. **BOCW: Building and Other Construction Worker's**
3. **BRGF: National Rural Livelihoods Mission CNN: Common Norms Notification**
4. **BADP: Border-Area Development Programme**
5. **CTC: Cost to Company**
6. **CETTH: Centre of Excellence for Tourism Training & Handicraft**
7. **COPA: Computer Operator and Programming Assistant**
8. **CoEs: Centers of Excellence**
9. **CSR: Corporate Social Responsibility**
10. **CIDC: Construction and Industrial Development Centre**
11. **DOE: Department of Employment**
12. **DOIT&C: Department of Information Technology & Comm.**
13. **DSC: District Skill Coordinator**
14. **DDU-GKY: Deen Dayal Upadhyaya Grameen Kaushalya Yojana**
15. **DGT: Directorate General of Training**
16. **DGET: Directorate General of Training and Employment**
17. **DPMU: District Program Management Unit**
18. **EMD: Earnest Money Deposit**
19. **ELSTP- Employment Linked Skill Training Programme**
20. **EOI: Expression of Interest**
21. **ESI: Employee's State Insurance**
22. **GoR: Govt. Of Rajasthan**
23. **HSR: Hunar Se Rozgar**
24. **IFSC: Indian Financial System Code**
25. **ITIs: Industrial Training Institutes**
26. **IPA: In-principal approval**
27. **IM-Shakti: Indira Mahila Kaushal Samarthya Yojana**
28. **PMKVY: Pradhan Mantri Kaushal Vikas Yojana**
29. **PIA- Project Implementing Agency**
30. **ISMS: Integrated Scheme Management System**
31. **LSG: Local Self Government**
32. **LMIS: Labour Market Information system**
33. **MSDE: Ministry Of Skill Development and Entrepreneurship**
34. **MIS: Management Information System**
35. **MoU: Memorandum of Understanding**
36. **MoRD: Ministry of Rural Development**
37. **MES: Modular Employability Skills**
38. **MMKVY: Mukhyamantri Yuva Kaushal Yojana**
39. **NSDA: National Skill Development Agency**
40. **NCVT: National Council for Vocational Training**
41. **NSDC: National Skill Development Corporation**
42. **NSQF: National Skills Qualifications Framework**
43. **NSDCB: National Skill Development Coordination Board**
44. **NRLM: National Rural Livelihoods Mission**

Rajasthan State Skill Policy-Draft

45. **OJT: On Job Training**
46. **PPP: Public-Private Partnerships**
47. **PIA: Project Implementing Agency**
48. **PAC: Project Approval Committee**
49. **PSD: Performance Security Deposit**
50. **QP: Qualification pack**
51. **QA: Quality Assurance**
52. **TP-Training Partner**
53. **PF: Provident Fund**
54. **RAJKViK: Rojgar Adharit Jan Kaushal Vikas Karyakram**
55. **RSSP: Rajasthan State Skill Policy**
56. **RD: Rural Development**
57. **RGAVP: Rajasthan Grameen Aajeevika Vikas Parishad**
58. **RSCDC: Rajasthan Scheduled Caste Scheduled Tribe Finance & Development Co-operative Corporation Ltd.**
59. **RSLDC: Rajasthan Skill and Livelihoods Development Corporation**
60. **RPL: Recognition of Prior Learning**
61. **RISU: Rajasthan I.L.D. Skills University**
62. **SSC: Sector Skills Councils**
63. **RSTP: Regular Skill Training Programme**
64. **RTD: Recruit Train & Deploy**
65. **RMoL: Rajasthan Mission on Livelihood**
66. **RCVT: Rajasthan Council of Vocational Training**
67. **SAR: Self Audit Report**
68. **SCVT: State Council for Vocational Training**
69. **STT: Short Term Training**
70. **SHGs: Self-Help Groups**
71. **SDC: Skill Development Center**
72. **SO: Sanction Order**
73. **SSCs: Sector Skill Councils**
74. **SSO: Single Sign-On**
75. **SSDMs: State Skill Development Missions TAD: Tribal Area Development**
76. **SCA: Special Central Assistance**
77. **SCSP: Scheduled Castes Sub Plan**
78. **SDI: Performance under the Skill Development Initiative**
79. **SPMU: State Program Management Unit**
80. **SANKALP: Skill Acquisition and Knowledge Awareness for Livelihood Promotion**
81. **TOT: Training of Trainers**
82. **TP: Training Partner**
83. **TPA: Third Party Assessment**
84. **TSP: Tribal Sub Plan**
85. **UC: Utilization Certificate**
86. **VTPs: Vocational Training Providers**
87. **VSU: Vishvakarma Skills University**