



# NAGALAND

SKILL DEVELOPMENT INITIATIVES  
AND  
APPROACH TO 12<sup>th</sup> PLAN

Regional Conference

Agartala, 22<sup>nd</sup> May 2012



# SKILL DEVELOPMENT IN NAGALAND

- State Skill Development Mission headed by Chief Minister and State Level Skill Development Council headed by Chief Secretary.
- Nagaland has been co-opted as Special Invitee to the National Skill Development Coordination Board (NSDCB)
- Department of Labour & Employment is the Nodal Department.
- Coordination among line departments undertaken by the Department of Planning & Coordination.

# Work Force Participation

(Based on NSS 66<sup>th</sup> Round on Employment and Unemployment 2009-2010)

- Population of Nagaland(Census 2011) :1980602
- Labour Force Participation : 718740
- Worker Population Ratio : 304/1000
- Distribution of workers according to broad employment status

Self employed	Regular wage /Salaried	Casual labour
15,16,680	411840	25500

- Persons in the age group of 20 to 40 years :974160

# STATE EMPLOYMENT SCENARIO

- 66693 persons registered on the Live Rolls of the Employment Exchanges as of February 2012
- Student enrollment in all levels from primary to Higher Education is 4,41,014
- Given the population of 19.80 lakh, this is alarming
- Government sector already saturated with about 1,11,809 employees
- Hindustan Paper Mill, Tuli, the only large Industry in the State, unfortunately is a sick unit
- Service based industries such as tourism are yet to take off despite concerted efforts by the State Government, like the Hornbill Festival



# CHANGING REALITIES

- Government is so far the sole and main employer.
- Population in the employable age is about 10 lakh
- Education and modernisation process including information explosion has subjected the youths with modern hopes and aspirations
- Many are flocking to the metros to work in the service and hospitality sector even with meagre salaries. Estimated 3000 Naga youths already working in various hospitality, service establishments, BPOs across the country.
- The situation is alarming in the context of an ongoing insurgency that can attract the youth to its fold unless alternatives are provided

# STATE INITIATIVES

- Government declared two consecutive years 2004-05 and 2005-06 as year of **'Youth Empowerment'**
- Sponsored **"Youthnet"** organize **State/district level consultations** on employment to enable the youths to identify the skill gaps and the skill requirement
- Government declared 2008-09 & 2009-10 as **'Year of Capacity Building'**
- Basic theme **"Capacity Building giving special attention and nurturing the youth for generation of employment opportunities"**
- Two pronged activity:
  - Improving capacity of Government to deliver
  - Improving Capacity of youth for taking advantage of livelihood options in terms of employment



# STATE INITIATIVES

- CM Corpus Fund instituted for generation of employment opportunities and sustainable livelihood through capacity building programmes and provision of financial assistance. During the period 2003-2004 to 2011-2012, 13,176 persons were assisted (4770 for self employment and 9406 under capacity building ).
- Government declared 2010-11 as “**Year of the Entrepreneur**” continued during 2011-12
- Target to create 1000 entrepreneurs through:
  - Identification and scope of entrepreneurship in the State
  - Create enabling environment
  - Training & Capacity building
  - Flow of Institutional Finance





# STATE INITIATIVES

- Vocational Training Improvement Project (VTIP) through World Bank Assistance
- 25 students sponsored for vocational studies at Llandrillo College in Wales, UK
- 10(ten) students sponsored for courses in Tourism and Entrepreneurial development in Singapore
- Tie up with CMC Kolkata (a TATA group company) for training diploma pass out youth of the State.
- Programmes for differently-abled people
- 600 youths trained in beauty and spa therapy at **Lambency Chrysalis Academy, Noida(LCA)**. 100 under training in LCA and Ananda in the Himalayas, Hyderabad. About 83% placed in 5 Star and high end properties across the country like the Oberoi, Taj, Lakme, Ananda Spa, Headmasters, Chandan Sparsh, Leela, Radisson etc



# STATE INITIATIVES

- Pilot training and Air craft maintenance Engineering course at Carver Aviation Academy Mumbai and at Ambition Flying Institute Aligarh
- Course on aviation, cabin crew and airport maintenance at Avalon Academy, Dimapur
- Sponsor students for culinary courses at 'United Flour Mill Baking and Cooking school at Bangkok, Thailand
- Women Entrepreneurship through State Social Welfare Board
- Tie up with ACES INFOTECH for provision of Information and Communication Technology (ICT), under the Modular Employable Skills (MES)
- 18 youths placed at Spaco Technology, Pune, New Engineering Works and Multi Techno Auto Ltd, Jamshedpur after diploma course in Nagaland **Mini Tool Room and Training Centre, Dimapur**

# STATE INITIATIVES

- Training in hospitality and service sector in collaboration the peoples channel for placement with Marriot group
- 35 students sponsored for IT Training at Jet King Institute at Guwahati, out of which 12 already got placements
- Sponsored students for on the job training on masonry, construction/wood work and metal fabrication through Zynorique Consultants
- Sponsored students for hospitality, tourism and aviation course at Sri. Sanskar School of Etiquette, Noida
- Retail Management and Sustainable Infrastructure Building and Project Management course at RGIIM, Shillong
- Dance Course in Mumbai
- Beauty and personality development courses at North East Academy of Performing Arts, Dimapur.
- Training on mass communication, audio visual, anchoring, reporting and editing courses at NBA,(Jain TV Group) Delhi



# STATE INITIATIVES

- Chinese and Korean Language courses
- BPO and Financial Services training at Career Factory, Gurgaon
- Training on private security for provision of security to Corporates through Code3 Protection Private Limited, Bangalore.
- Training of youth to work as Bird Guides and Birding purposes.
- Sponsoring youth for on the job training on modern agri technology and animal husbandry at Haenam County, Korea
- Diploma in BPO management, hospitality and tourism management through Orion Edutech, Kolkota.

# EXISTING INFRASTRUCTURE FOR SKILL DEVELOPMENT

- 8 Industrial Training Institutes and 3 Polytechnics
- One Mini Tool Room and Training Centre at Dimapur set up in collaboration with CTTC, Kolkatta now renamed MSME – Training Centre
- In the Process of establishing a flying school at Dimapur in association Academy of Carver Aviation Private Limited, Baramati, Maharashtra
- Institute for Entrepreneur Development at Dimapur approved by the Department of MSME and in the process of implementation in collaboration with the IIE
- School of Nursing at Kohima, Mokokchung and Tuensang
- Nursing College at Dimapur
- Academy for Music & Performing Arts, nearing completion at Jotsoma



# Challenges

- Aspirations of youth for Government jobs only. Need for mindset change.
- Low private investment in the State therefore low employment generation
- General socio -political situation
- Low organisational adaptability of the youth.
- Fragmented approach to skill development.
- Low skill sets
- High attrition rate
- Low social mobility

# WAY FORWARD

- Create an enabling environment for private investment.
- Skilling youth as per demands of the job market.
- Chart out holistic career progression/upward mobility potentials of the profession/job and orient the employed youths.
- Job apprenticeship and mentoring the youths.
- Improve IT literacy/soft skills
- Revive sick public sector units, improve agri technology & productivity
- Consolidation of various initiatives of the State to evolve an Action Plan to be implemented during 12<sup>th</sup> Plan Period. Provide single window for information on skill development.
- Skill Development should be put on Mission Mode



# NAGALAND – SKILL DEVELOPMENT IN THE 12<sup>TH</sup> PLAN

- **Skills Schools:** Set up under PPP model to address vocational skill needs of the industries. Government provide support through infrastructure and student support, while Training Partner provide training and placement. Initially 2 Skill Schools proposed at Kohima and Dimapur with a target of 100-200 candidates to be trained and placed every 2-3 months initially, upscaling to 300-500 candidates after the program stabilizes
- **Industry Partnerships:** For training and placement. Proposed to be done through ITIs/polytechnics and with an Industry partner from the target industry (e.g. Automobile, Healthcare, Hospitality, Real Estate etc.). Target 100 - 500 candidates to be trained and placed every 2-3 months

# NAGALAND – SKILL DEVELOPMENT IN THE

## 12<sup>TH</sup> PLAN

- **Overseas Employment:** Set up “*Overseas Employment Bureau*” as a recruiting agency for overseas employment and tie up with foreign employers and registered recruiting agents for legal job placements. The Bureau will disseminate information regarding employment opportunities, passport, visa, immigration rules, regulation. This is in line with the initiative of the Ministry of Overseas Indian Affairs project to provide overseas employment to over 10,000 marginalised women and youth population of North East region.
- **Technical Institutes and Colleges:** Set up Polytechnics in the 3(Three) uncovered districts with courses customised to local needs. Make the NIT and IIIT fully functional. Start the Nursing College this year. The proposed Medical College and Paramedic College to be made functional during the Plan period.



# NAGALAND – SKILL DEVELOPMENT IN THE 12<sup>TH</sup> PLAN

- **Music as an Industry:** Music & Entertainment has been identified as one of the priority areas for Skill Development of the Naga Youth. The success of Naga Youth to excel in this Industry and the immense potential of Music as a livelihood option has fuelled the State to focus on Music as an Industry. The programme is envisaged to employ 5,000 individuals and is expected that approximately 20,000 individuals will be benefitted through indirect employment during the Plan period.
- **Prioritisation of Skills:** Skills selected for priority would be sensitive to the ecosystem of the State and the region. Skills in which youth have potential, interest, flair, capabilities and USP would be focussed.

# SKILLS SELECTED AS HIGH PRIORITY FOR NAGA YOUTH IN THE 12<sup>TH</sup> PLAN PERIOD

- Tourism, Hospitality and Eco tourism
- Beauty & Spa, Wellness industry
- Music & Entertainment, Animation
- IT & BPOs
- Industrial /Private Security
- Automobile / auto components
- Electronics hardware servicing
- Fashion - textiles and garments
- Real Estate and construction
- Food processing
- Handloom and Handicrafts
- Healthcare, Nursing, Paramedics
- Education/teaching/Language
- Agri and allied sectors
- Aviation





Trainees at work under Zynorique Consultants

# BEAUTY & SPA, WELLNESS INDUSTRY



A student at work at Lambency Chrysalis





Students at work at Lambency Chrysalis



Naga students at ERC  
Institute Singapore



Neil ,a sponsored student  
awarded Chef Champion  
in UK



# Spot-breasted Parrotbill

This iconic species has attracted over 500 birdwatchers to Nagaland in last few months

**THANK YOU**

