

Inclusive Skilling

Our learnings

Objective

The Post-COVID world has accentuated the challenges of 'inclusion' for the marginalised and vulnerable, in respect to employment, education and skill development along with access to other facilities. The key objective of the series of webinar was stir a conversation and to lay the foundation for innovative tools and reform in the skilling process to make it inclusive in the true sense and to :

- To understand the key challenges the community face and the associated ground realities, from the field experts
- To unveil the innovative livelihood models of the marginalised community and get the due public appreciation
- To hear from the corporates the driving factors which enable them to make inclusion a norm
- To identify areas of policy change for collaborative action by the Ministry of Women and Child Development (MWCD), Ministry of Skill Development and Entrepreneurship (MSDE) and others
- To commit to launch a robust intervention in order to amplify both the quality and the quantity of the skilling philosophy

Introduction

By 2030, one third of the world's working age population (15-59) will be from India. India recognises the potential of its demographic dividend and also the need to 'skill' its population. The skilling ecosystem in India is diverse and covers pathways of long-term training, short term modular courses, apprenticeship and emerging models of skill universities. Ministry of Skill Development and Entrepreneurship (MSDE) is a converging ministry anchoring most skill development programs.



However, it is pertinent to question how this framework of skill development in India is being responsive to the needs of the vulnerable and marginalised. A quick search through the roughly 2050 skill training programs across 38 sectors will reveal that 10% are for those who have studied till a minimum of 5th grade, 10% are for those who have studied till a minimum of 8th grade and 0 are for those who are illiterate. The dearth of data does not give an

estimate of the inclusion of the marginalised community which could help them access their full potential leading to gainful and sustainable employment.

Victims of human trafficking, the transgender community, PwD and manual scavengers- all of them have been excluded from reaping the benefits and enhancing their human capital. This heterogeneity of survivors and homogeneity of programs has created a barrier for them from accessing the skilling ecosystem for learning, earning and creating an agency of their own.

Inclusive Skilling Webinar



Left to Right
 First Row : Gayatri Kalia, Capt. Kaustav Nath, Bharti Birla, Adwait Hebba
 Second Row : Meera Shenoy , Manjula Singh , Sanjana Govindan , Pavithra YS
 Third Row : Shubha Chacko , Triveni Acharya , Ashwini Ranjan, Prtha Dutt

Inclusivity in a society will only be a distant dream without skilling that enables and empowers the marginalised sections. And through our series of training programs on Inclusive Skilling, we set the stage for inclusion in skilling space.

With insights from experts in Corporates, government agencies, Non- Profits, and the Civil Society Organisation, that helped us understand the existing gaps in the skilling model, and design relevant models that include Persons with Disabilities, Transgenders, Commercial. Fo Sex Workers and Victims of Human Trafficking.

Our efforts towards making Inclusive Skilling for marginalised communities a mandate within government schemes have been well-received by various stakeholders and we hope that our vision soon becomes a reality.

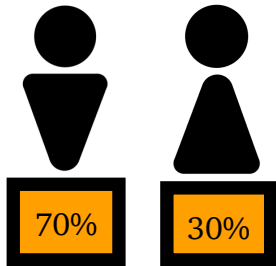
We are continuing to co-create a model with help from champions from these marginalised communities for more effective and impactful programs.

Key Takeaways

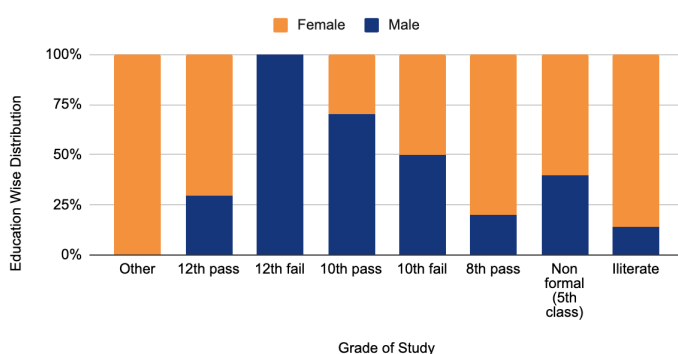
- Ecosystem should be involved in the planning stage for the inclusion otherwise changing mindset at later stage becomes difficult
- The need to first, recognise silent exclusion within the policy framework and second, to understand the heterogeneous nature of the marginalised, in order to frame realistic policies. The utmost necessity to change the narrative and the need of position 0 to build visibility
- Handholding of marginalised communities is very very essential. Much more than skilling intervention. Long term interventions, with greater handholding is required
- Scarcity of sensitised trainers, who are open to accepting the new audience who don't look 'normal' adds to the ineffectiveness of the training program. Building capacities of training partners and ecosystem to implement program is the need of the hour
- Flexibility and adaptability in inclusive skilling requires 'convergence' with both public and private, to have greater impact and scale. Inclusion has to be imbibed through formative years
- Technology infrastructure, digital inclusion and financial inclusion becomes a critical part of making inclusion a reality. Digital learning and digital access for marginalised will help in bringing this change
- Inclusive skilling is not a CSR but it's a business strategy for the growth. Every sector requires inclusive planning. Without inclusive strategy and policy, businesses are bound to fail

Baseline Study (Delhi Riot Affected Areas)

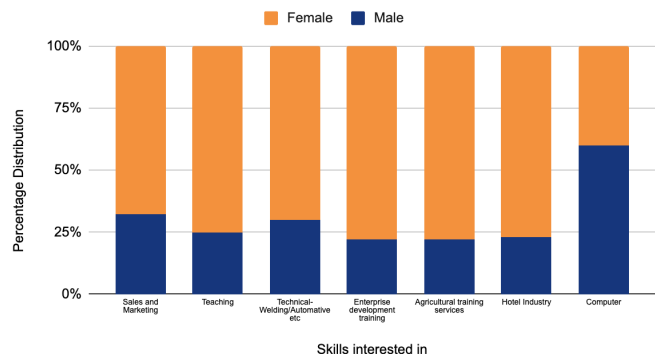
The unprecedented pandemic situation and the Delhi Riots 2020 have changed the livelihood of the people affected making them more vulnerable. The study was conducted in three riot affected areas of Delhi , Khajuri Khas , Shiv Vihar and Karawal Nagar with an aim to understand loss of livelihoods, aspirations and possible models for inclusion and designing livelihood programs. From the study conducted maximum individuals are within the age group of 18-26 which comprises 65 % of the total sample collected. While only 33% of them are 12th pass , the need for skilling becomes crucial. While most of the working class are unemployed due to the riots and COVID , 33% of them are willing to be a part of the gig economy and looking for part time opportunities as well. While all of them are ready to migrate for a job opportunity they want it to be in a nearby town which becomes important from an aspect of re-skilling and redevelopment of these areas with the required skilling program and entrepreneurship activities.



Survey Analysis - North East Delhi



Survey Analysis - North East Delhi



Key Takeaways

- All the respondents are ready to migrate for a job but in nearby town
- Only 34 % of the female pass class 12th
- 8th class is the turning point in a girl education , if they are allowed to study they will perform well in the later classes compared to boys
- Average age of Youth looking for a job is 26-27 years
- Over 60% of youths are interested in primary sector , 25% in the secondary sector and 15% in tertiary sector
- Average expected salary is in the range of INR 7500-9000
- Majority of the youth is interested in Sales and Marketing training
- As 30% of the youth are skilled in marketing and majority wants marketing trainings as well, a collective group to train each other can be formed through this
- The other skills in which youth are interested in are computer skills, driving and hotel management
- Around 9.6% of Females are interested in technical skills like welding, automotive etc

Building Alternate Livelihood Model for Commercial Sex Workers



Image Credit : nitimanthan.in

Victims of human trafficking, the trans community, PwD and manual scavengers- the marginalised groups have not only been disqualified from any consideration but also excluded from the very development which aimed at advancing their lives. This heterogeneity of communities and homogeneity of programs has created a barrier for them from accessing the skilling ecosystem for learning, earning and creating an agency of their own. Skilling is not training the required beneficiaries but it's about mapping the existing skills to create better livelihood opportunities by creating a market place

for opportunities. In our recent baseline conducted in four district of Jharkhand on the awareness of human trafficking among the community and law enforcement and measures on how to tackle the issue, skilling is the need of the hour to tackle the issue.

Some of our key initiatives :

- Along with WeEducate and Sattva we hosted a Webinar on Alternative Livelihoods for Commercial Sex Workers
- Designed an alternative solution of livelihoods program for commercial sex workers with an aim to influence Corporates, Philanthropies and the Government for investing in and creating an alternative model

Our learnings :

- Building partnership among community service organisations and commercial sex workers for enhance and sustainable impact
- Diversify the solution partners to adopt a collective approach and redefine success metrics
- Linking the community to the relevant support system by helping them with the Aadhar or other government identification documents
- Leveraging the existing government schemes, support channels and short term skill program by NSDC for commercial sex works

Our model of work is based on the pillars of Evidence based research , Collaboration and Innovative models for the unheard