

# **Employment & Employability**

**DBTI, National Conclave  
New Delhi  
March 5, 2009**

# Background

- India
  - GDP 1 trillion; Double in next seven years
  - Why doesn't it feel right? Growth vs. Poverty
- Five Labour Market Transitions
  - Farm to Non-Farm
  - Unorganized to Organized
  - Rural to Urban
  - School to Work
  - Subsistence self-employment to Decent wage employment
- Market failure
  - Employment; open positions, Jaipur Mela
  - Employability

# The Agenda

- |                |          |                             |
|----------------|----------|-----------------------------|
| 1. Immediate   | MATCHING | Connecting Supply to demand |
| 2. Medium Term | MISMATCH | Repairing Supply for demand |
| 3. Long Term   | PIPELINE | Preparing Supply for demand |

# Action Points

- What are we doing
  - Policy work; State
  - Policy work; Centre
  - 60012345
  - Matching/ ICP Framework
  - Apprenticeships
  - [www.rajasthanrozgar.com](http://www.rajasthanrozgar.com), [www.karskills.com](http://www.karskills.com)
  - Employment Exchanges
- What we should be doing
  - Converting Employment Exchanges to Career Centers
  - Blending Apprenticeships into training
  - Partnering with MES/ State skill missions
  - Partnering with ITI's
  - Giving conditional Offer letters at Entry Gate; Job with fine print
  - Supplying pre-sold candidates for training to reduce marketing costs
  - Interviewing every candidate trained for a job
  - Seamlessly offering; Assessment, Job, Repair, Prepare, Upgrade

# Challenges & Learnings

- What are we are struggling with
  - Concurrent list; recipe for inaction
  - Can't have Employment and Employability conversation independently
  - ICP's are weather of moment; creating ecosystem with aligned incentives
  - Finding a training partner with all three; cost, quality and scale
  - Assessment efficacy
  - Employer funded model
  
- What have we learnt
  - People to Jobs; 6 lac
  - Training to People
  - Solution not in Totalizing or Micro-fragmenting; Policies and Projects
  - Private sector cannot substitute for state; ISB, State cant do everything
  - Nobody knows; hypothesis testing

# Closing Thoughts

- India

- WSJ in 1994
- Unique Time
- Reform has fixed sins of commission not omission
- Skill deficit is worse than infrastructure deficit; inequality
- Binding Constraint is regulatory cholesterol; 30% of time

- Tryst with Destiny

- Missed appointment; 300 million
- Daily spectacle of tragedy; losing their future
- Talk in third person. Who? When?
- Become the change we seek; Jet and Noida are symptoms
- A unemployed or unemployable Indian is not a free Indian
- Unfinished agenda is Access; 3 Es (Education, Employability, Employment)
- Opportunity for PPP; Perpetual Motion Machine

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