

INDO-GERMAN PROGRAMME FOR VOCATIONAL EDUCATION AND TRAINING (IGVET)

Developing Skills, Developing India

More than 250 million young people are expected to join the Indian labour market in the next 15 years. At the same time, India's ambition to become a globally leading manufacturing hub requires sufficient, qualified workers. The current vocational education and training (VET) system however does not deliver a workforce of adequate quality and quantity, causing a shortage of skilled workers that threatens to undermine efforts of the industry to innovate and to enhance productivity.

In line with the Sustainable Development Goals (SDGs) 4, 8 and 9, the Indian Government seeks to improve the balance of skill supply and demand by promoting the active involvement of private enterprises for establishing a demand-driven, workplace-based VET system. Acknowledging the advantages of the German VET model in this regard, the Indian Government has expressed interest to incorporate elements of the German system into the Indian VET context.

OUR OBJECTIVE

Actors of the public and private sectors work together to create conditions conducive to establishing and improving a cooperative, workplace-based VET system.

OUR APPROACH

■ Public-Private Partnership

Close collaboration between public and private entities is key to planning and implementing a demand-driven, workplace-based VET system. The IGVET provides

guidance and advisory to local business membership organisations (BMOs) who establish themselves as a skill service provider for their member companies. The project enhances dialogue mechanisms between the Ministry of Skill Development and Entrepreneurship (MSDE), other government agencies and the private sector to allow for a common understanding and joint coordination of VET measures.

■ Action Research: Documentation & Replication

Following the principle of learning-by-doing, IGVET supports the implementation of high-quality, cooperative VET programmes in six industrial clusters: the automotive components cluster in Aurangabad, the electronics and manufacturing cluster in Bangalore, the energy-efficient construction cluster in Bhiwadi, the retail and e-commerce cluster in Mumbai, the life sciences cluster in Hyderabad and the green energy cluster in Pune. Based on the experiences gained on the ground, successful models, processes and instruments are documented. This allows for further replication and up-scaling in other regions and industrial sectors.

■ Gender Equality

In line with SDG 5, IGVET places emphasis on promoting gender equality in vocational trades and employment and encourages women to participate on all levels. The gender-inclusive design and execution of all programme activities will sensitise decision makers to mainstream gender relevant aspects when replicating cooperative VET.



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WHERE WE ARE NOW – FACTS & FIGURES

- **A pan-Indian roadshow** in over 20 locations was carried out in cooperation with the Indian Government and the industrial associations to facilitate public-private collaboration. **More than 1,500 representatives** from the public and the private sector came together to discuss the advantages and prerequisites of cooperative VET.
- **Skill Development Units (SDUs) in 5 local BMOs** have been established. These units conduct needs analyses in their respective industries and support the implementation of the cooperative VET courses in close collaboration with the member companies.
- **More than 14,000 SMEs** have gained access to the services of the newly established SDUs. This allows them to play an active role in the design and implementation of cooperative VET courses.
- Through newly formed linkages between selected BMOs, their member companies and local industrial training institutes (ITI), **more than 11,000 ITI** students have gained access to improved training

opportunities.

- **More than 1000 students** were advised on possible career paths, vocational training and apprenticeship opportunities.
- **150 students** participated in pilots of cooperative VET courses in selected industry clusters. 100% of the first batch of graduates found immediate employment in their field of expertise.

EXPECTED OUTCOMES

- A basic framework for quality assurance and replicable models for cooperative VET will be established.
- Private sector actors take the lead in the design and implementation of VET programmes.
- The vocational skills of cooperative VET graduates, both women and men, will enhance their employability and match the needs of the industry.
- The programme will contribute to India's target of preparing 400 million people for the labour market by 2022.



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