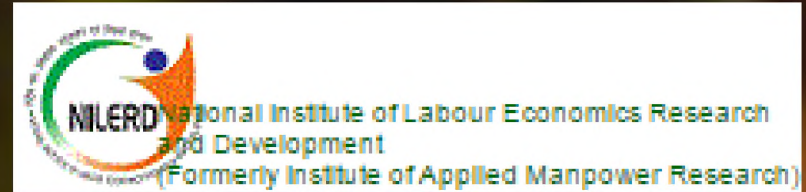


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Supporting Human Capital Development in Meghalaya

May 2015

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**Overview and
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Human capital development is an urgent priority for GOM

While the Government of Meghalaya (GOM) has been focusing on **upgrading infrastructure development and incentivizing private investment**, it is constrained by the state's human capital profile

The 12th Five year Plan of Meghalaya, 2012–2017, notes that education and skills development will be the **cornerstone of development** as these enhance people's productivity and employability

More than half (56%) of Meghalaya's population under 25 years, enabling higher employability of the youth has become an urgent priority

Meghalaya's youth find it difficult

- to make the transition from primary to secondary or tertiary sector jobs
- to compete for formal **employment**, especially outside the state

The SHCDM project aims to improve the level of employability in the state- through better quality of education and vocational training



Project Objective 1:

Improve the quality and delivery of State's secondary and higher secondary education by way of improved infrastructure, upskilling of teachers and improved learning methods

Project Objective 2:

Enhance the employability of youth by focusing on skill development programs- enhanced vocational and technical training



At the end of 5 years...

117 schools upgraded

Enrollment capacity up by 3200 in 40 schools in XI & XII class

2 TTCs/ BTCs upgraded to National standards

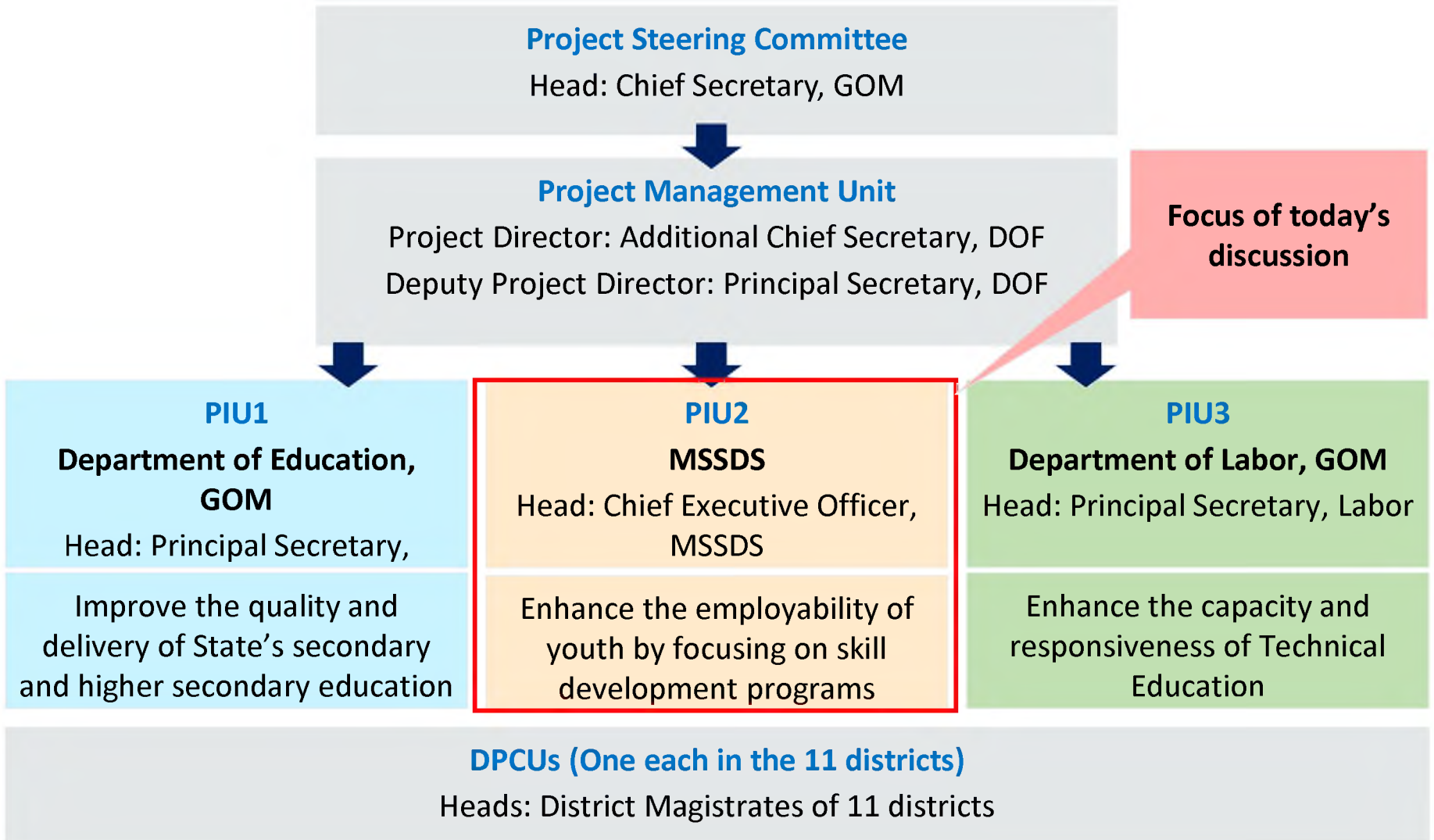
3500 teachers trained

60,000 youth (17 to 35 yrs) trained

ITIs equipment and Infra up-graded

20k people made aware on TVET in 11 districts

Three Project Implementation Units (PIU1, PIU2 and PIU3) have been established to drive specific agendas and 11 DPCUs will support implementation



Multiple consultants have been brought on-board to support implementation and bring expertise

Entity / Role	Key Deliverables
LEA International Design and Supervision Consultant	<ul style="list-style-type: none"> • Condition assessment and designs of the schools • Integrate green technology and environment friendly material where feasible / water harvesting • Ensuring quality of construction and retrofitting
British Council Capacity Building Technical Assistance	<ul style="list-style-type: none"> • Needs assessment for Teachers Training; Ensuring quality content and delivery for teachers training • Capacity building for GOM and technical assistance for all aspects of the project
Aide-et-Action Awareness and Mobilization Consultant	<ul style="list-style-type: none"> • Social mobilization campaign to create awareness about the need for secondary and higher secondary education and vocational training in the state
NILERD Skill Gap Analysis and M&E Consultant	<ul style="list-style-type: none"> • Conduct district wise skill gap analysis and tracer studies • Monitoring and evaluation for the next five years
Accenture Project Management Consultant	<ul style="list-style-type: none"> • Overall coordination and project management • Financial management, accounts management and procurement support • Quality Control and Performance Monitoring • Gender Action Plan, Social and environmental safeguards

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Meghalaya State Skill Development Society (MSSDS) is the Project Implementation Unit 2 under this initiative

1

MSSDS was established in **December 2011** under the provisions of the Meghalaya Societies Registration Act, 1983, with the authority to receive funds from the government (central and state), and financial institutions, and to spend it for fulfilling the mandate of the skill development in the state

2

The Governing Council (GC) of MSSDS is headed by **the Chief Minister** (Chairman), and the Executive Council is headed by **the Chief Secretary**.

3

Through Supporting Human Capital Development project, MSSDS is targeting to provide vocational training to **60,000 youths** in Meghalaya by engaging with third party (private and public) training agencies in chosen industries and sectors.

4

This program will be implemented across all 11 districts of the state - quality and timelines will be **monitored and evaluated by MSSDS**.

MSSDS will be taking a phased approach to implement the project

Phase	Target Participants	Sector Focus	Employability Focus
Phase I	10,000	Current understanding and consultations	Placement-linked
Phase II	15,000	Based on current MSSDS understanding	Self-employment
Phase III	35,000	Sectors specified as per skill-gap study	80% students for wage employment

Based on the past experience, some of the key sectors identified for phase I are:



Construction



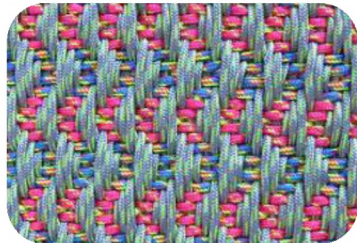
Security



Hospitality



IT & ITES



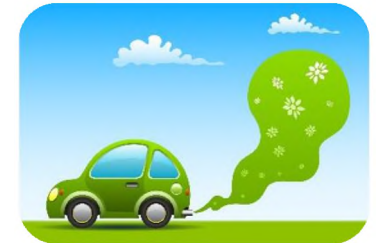
**Industrial Sewing
Machine Operator /
Textiles**



Automobiles



Retail



Tourism

Methodology of Selection for Skill Training Provider

Request for Expression of Interest

- Each **procurement package** will define the **menu of trades** for which vocational skills training has to be provided across the 11 districts of Meghalaya.
- The **number of youth to be trained**, the **placement targets**, the **time frame**, the **broad technical requirements** for the training and **past experience** of the STP in terms of conducting similar training programs, and other deliverables will be specified in the **request for expression of interest (REOI)**.

Request for Proposal

- All STPs with good track record of conducting **similar skills training programs**, as specified in the REOI, **will be short-listed**, and issued the **standard Request for Proposals (SRFPs)**.
- The SRFP will include a **detailed Terms of Reference** with respect to the **trades in which training has to be imparted**, key deliverables in terms of employment outcomes, and the specific districts.
- It will also specify the **minimum budget envelope** based on the benchmark costs followed by **national and state level government training programs**

To formalize the design principles for phase II of Skills Challenge Fund (focused on self-employment), a workshop was organized by SIRD and MIE

Workshop Objective

- Promoting Entrepreneurship in Meghalaya: A way forward

Key Sessions

- Cluster Development – Concept and potential for adoption in Meghalaya (Dr. Manoj Mishra, EDI, Ahmedabad)
- Key considerations for Entrepreneurship Development in Meghalaya – IDFC Perspective (Mr. Ashok Madhukar Principal Adviser IDFC)
- Entrepreneurship Development: The MIE experience (Shri B. Sohlyia, MIE, Shillong)
- Sectoral opportunities and challenges in promoting entrepreneurship in Meghalaya (Fisheries Department, Sericulture and Weaving Department, Industries and Animal Husbandry Department)

Following key takeaways have been identified as the design principles for our solution approach [1 of 2]



Meghalaya is a unique state due to the ***availability of natural resources*** and geographic location. Due to ***strong community structure*** and support there is ***very little distress migration*** out of the state

For any skill development program to be successful – it has to be rooted in the ***state's ground reality and context***



To promote self-employment in the state, it is imperative that opportunities that are linked to state's ***natural resources and traditional arts*** should be identified

Most of the placement linked programs **lead to people having to leave the state for employment** due to low industrialization which might impact success of any such program



Following key takeaways have been identified as the design principles for our solution approach [1 of 2]



By way of **cluster development**, tie-ups (NIFT, Corporates etc.) and other hard/ soft interventions these traditional sectors can be revitalized and new sectors can be developed

Department of fisheries, animal husbandry, weaving and industries can be explored to identify these opportunities in the state



In order to promote self-employment linked programs, identified agency (Govt./ private) needs to have **insights into culture, societal norms, village community structure** of Meghalaya. Any such skill development agency also needs to have a network that allows them to reach remotest areas within the state.

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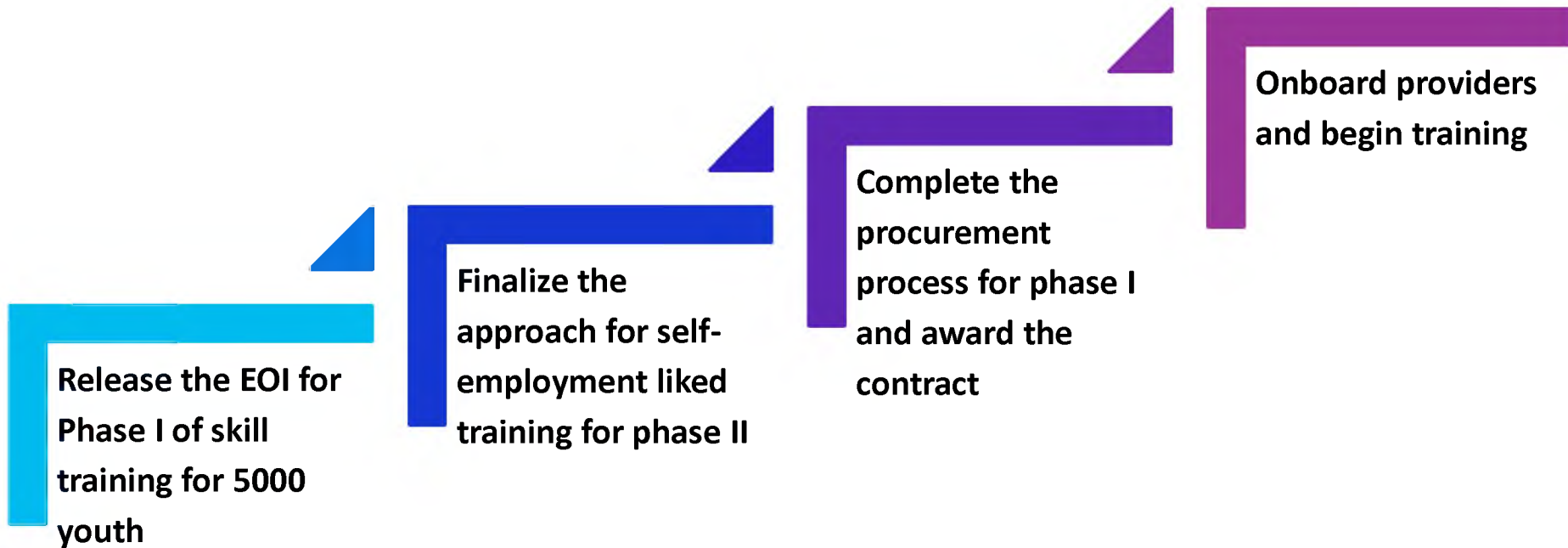
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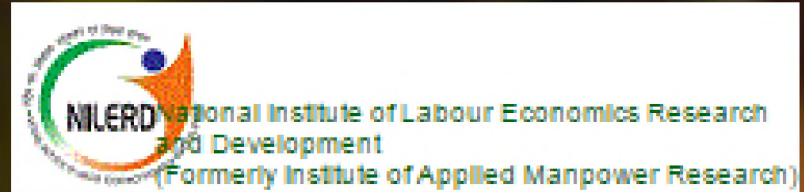
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Questions



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Thank You

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