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A Study on Skill Development Project in Ahmedabad with Special Reference to ICA Edu Skills Pvt Ltd.

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1. Introduction

Sant Siromani Shri Ravidas High Skill Training Program for Schedule Caste Candidates of Gujarat is one of the program for Schedule Caste youths to enhance their skill ability and provide employment to them. Its objective is to increase income of the Schedule Caste Families of Gujarat. Director, Schedule Caste Welfare (DSCW) has joined hands with various private partners and Government Machinery for implementation of such result oriented Skill Training program.

2. Project Components:

1. Training:

Basic Training: It involves soft skills, personality development, communication skills, attitude development, basic computer literacy etc. Technical Training: This involves technical training on the selected module. Training in various high demand and need based modules is being given to Scheduled Caste Candidate.

2. Placement:

67% to 72% of total trained candidates must be offered placement. "Placement" means the trained candidate be offered placement in the relevant trade/area in which the training has been imparted, remains in the employment and gets the salary for the first month.

3. Handholding:

One year handholding from the day one of placement is the mandate of this project. "Handholding" means the Skill Training Providers (STP) should keep a track of trained candidates and providing continuous non monetary assistance to candidates for complete one year after the placement.

3. About ICA Edu Skills Pvt Ltd.

ICA was founded in 1999, and began its journey with the sole mission to provide high quality services at affordable prices to the masses. As part of our mission, we have already shaped thousands of careers and changed peoples' perception on Accounts & Finance education. As a result, today we are considered as the pioneer in Accounts & Finance training nationwide, with our top-notch training centres across the country offering the widest range of practical skill building training programs. With the experience of having trained and placed over 3.5 lakh+ students, ICA has been recognized as India's Best Vocational Training Institute. With our presence in 100+ cities and a substantial presence in non-urban areas across India, we take pride in contributing to India's skill building initiatives- sometimes independently and sometimes as a partner with institutions and governments.

4. Research Methodology:

Objectives of the Study:

To study the benefits of the program

Research Hypothesis:

H0 – There is no association between students' education and employment status.

H1 – There is an association between students' education and employment status.

Research Design:

The research is exploratory and quantitative in nature based on the primary data. Samples were collected randomly from the training centers of ICA Ahmedabad (Domicile of Gujarat) all are the beneficiaries of the training program and they are enrolled according to the guidelines of the training program. Data analysis will be based on the demographics of the students using the statistical tool Chi-Square Test. The total sample size is 80. Area of research is limited to Ahmedabad though the training program is operating all over Gujarat but due to limited time and resources the study is confined to Ahmedabad city only.

Sampling Plan:

Non-probability Sampling – Purposive Sampling technique is used. The units of sample are candidates of the training program, boys and girls. Every training center has different capacity to enroll and train candidates, the capacity range to minimum 60 to maximum 300.

Maximum capacity is subjected to residential training in which training provider gives accommodation to the candidates. In this research the candidates are confined to 80 and were selected randomly.

Data Collection and Analysis Tools:

Data used in research originally obtained through the direct efforts of the researcher through questionnaire.

Limitations of the Study:

Area of research is limited to Ahmedabad though the training program is operating all over Gujarat. Due to limited time and resources the study is confined to Ahmedabad city only. Since 2012, more than 3000 candidates gets training each year all over Gujarat but it is not possible to take large sample size as training centers are scattered all over the state.

Data Collection and Analysis:

The data is collected by using purposive sampling in training centers of Ahmedabad, the data collection is aided by an questionnaire in which most of the questions are close-ended. From the questionnaire the data is tabulated and presented here.

TABLE 1. Gender wise Distribution

Gender	Number of Students
Male	38
Female	42
Total	80

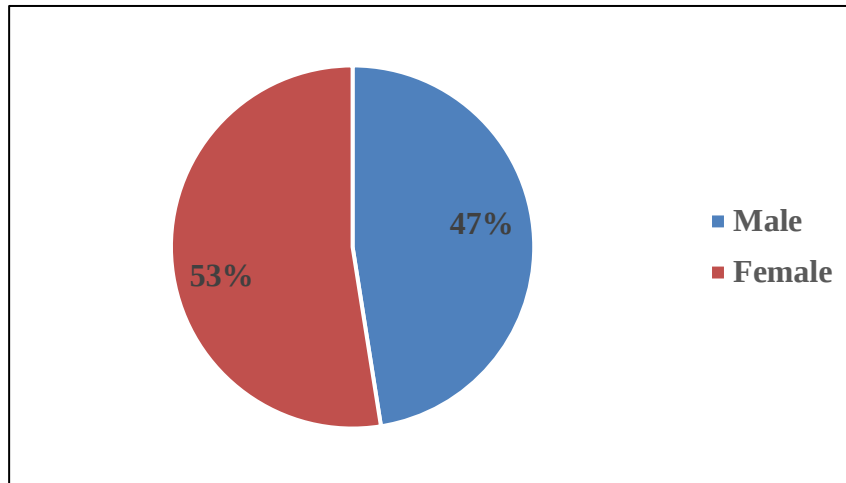


FIGURE 1. Gender wise Distribution

TABLE 2. Gender wise Education Qualification

	HSC	Graduation	Post Graduation	Diploma	Total
Male	12	21	2	3	38
Female	11	28	3	0	42
Total	23	49	5	3	80

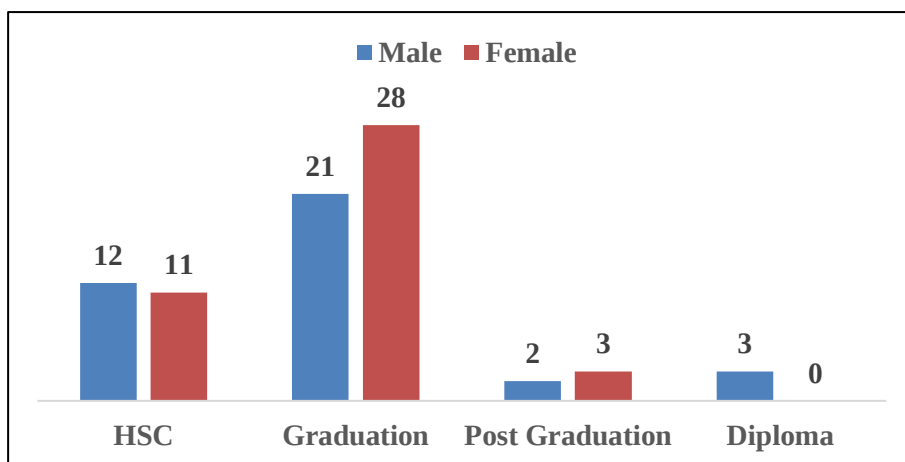
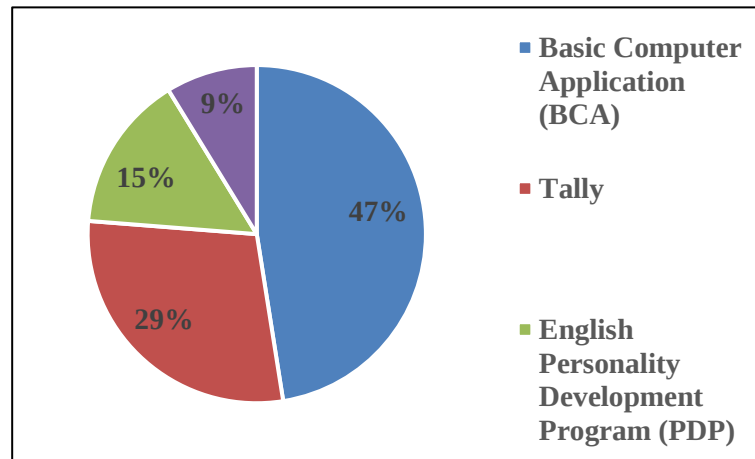


FIGURE 2. Gender wise Education Qualification

TABLE 3. Candidates Enrolled in Different Training Program

Name of Course Enrolled	Number of Candidates
Basic Computer Application (BCA)	38
Tally	23
English Personality Development Program (PDP)	12
Banking & Taxation	7

**FIGURE 2.** Candidates Enrolled in Different Training Program**Hypothesis Testing:**

Observed Values				
	HSC	Graduation	Post Graduation	Diploma
Employed	16	37	4	3
Unemployed	7	12	1	0

Expected Values				
	HSC	Graduation	Post Graduation	Diploma
Employed	17.25	36.75	3.75	2.25
Unemployed	5.75	12.25	1.25	0.75

P-value = 0.70

The P-Value is 0.70 which is more than alpha (α) 0.05. Hence, the alternate hypothesis will be rejected and null hypothesis is accepted i.e. there is no association between students' education and employment status.

Facts and Findings:

- From the Table1 data, female exceeds male. The participation and enrollment of females are more than males in training programs. The given skill set is preferable for female as the job which shall they get mostly Back-office related, Tally Operator, Office-Admin, etc. Whereas, many of the boys are interested for marketing job in which they find the career growth is more as compare with admin job profile.
- From the given Table2, the maximum number of candidates are graduates followed by higher secondary school.
- From the above Table3, 38 candidates are interested in learning BCA which is almost half of the sample size. It enables the overall skills to use applications which are currently being used in companies.
- Null Hypothesis got accepted which implies that irrespective of previous education the candidates are truly getting benefits in terms of training and employment.

5. Conclusion

- The research has documented all the guidelines and procedures of the training program which helps to study the training program carefully.
- The research shows that there is no differences between male and female in terms of employment both are getting equal opportunities.
- Female enrollment percentage is higher which is a positive thing towards women empowerment.
- Training is for limited time period but during training candidates are making good progress and showing interest in new skill learning and implementing.
- The training program can become a model and can be implemented in other states on pilot basis.
- Department of Social Justice of Gujarat considered this training program is a successful program as SC youths a taking benefits of it and started working in various industries.

- The assumption of the research considered at the beginning has proven to be true, candidates enjoyed the training program and happy regarding the job they got.

Recommendations

- Focus on high growth/ aspirational value sectors where student acquisition is easier -Transportation & Logistics, IT-ITES, Banking & Financial Services, Healthcare, Auto & Auto Components, Tourism & Hospitality and Retail.
- Create capacities in districts with lower penetration of training infrastructure - Kutch, Vadodara, Patan, Jamnagar, Anand, Valsad, Banas Kantha, Rajkot, Ahmedabad, Narmada, Bhavnagar, Surat & Porbandar. Districts where low penetration of training infra is coupled with high industry growth, are high potential for future growth of skilling.
- Explore scheme-based training potential to address the skilling needs of under privileges/BPL population - key schemes with high training potential are SJSRY, MES, SGSY, Textile Department and Construction Cess.
- Emphasize offering accredited programs (SSC certifications) to ensure industry acceptance for certifications.
- Leverage existing infrastructure to build optimal delivery models (ITI premises, GIDC space where offered, industrial space during lean production hours etc)
- Build industry linkages in areas of development and delivery of training programs- placements, curriculum formulation, apprenticeships, faculty training.
- Engage credible local networks (SHGs, NGOs, student groups such as UDISHA groups) for student acquisition.

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