THE JOURNEY OF SKILL DEVELOPMENT PROGRAM BY 'CSSDA' (CHHATTISGARH STATE SKILL DEVELOPMENT AUTHORITY) AND IT'S DIFFERENT PROGRAMS

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"The Supreme aim of Education is to Contribute in the Economical and Social Development of the nation by making the youth self dependent with the help of Skill development programs and other Vocational courses and schemes which can directly channelize them towards the self reliance and Entrepreneurship."

Key Words

CSSDA (Chhattisgarh State Skill Development Authority)
Economic Development.
Skill Development,
Vocational Education,
Training,
Youth Empowerment,

Abstract: This Paper Highlights the difference between Education and Skill and also Importance and Achievement of Skill Development Program in Chhattisgarh State and the Progress of different Schemes run by (CSSDA)Chhattisgarh State Skill Development Authority. State government have Started total 109 different sections and more than 1000 programs with the Target to make 1crore and 22 lacks Skilled and developed youth by the end of 13th Five years plan in 2022.

Objective: This paper has been prepared with the aim of understanding the system and work culture of CSSDA along with data collected (primary and Secondary) and to understand the contribution of the organization in the economic development of the state and the labor force and to analyze the positive changes and outcomes of CSSDA.

Methodology: Quantitative Research Method and Descriptive Research Method.

Skill is a the ability to accomplish a task with predetermined goal and results we can also say that its a full proof structure of work with a proper strategy and measures. Skill is always within some specific limitations like time and resources. Skill is also known as practical target oriented application on knowledge which is designed to complete a predetermined goal in specific conditions.

KNOWLEDGE:-
-The information which we acquire through our sensory input like Reading, Watching, Listening, touching.
-Knowledge means to know the facts and theoretical concepts.

SKILL:-
- Practical Application of Knowledge to a specific situation is called skill.
- It is developed through practice, Combination of sensory input and out.

TYPES OF SKILL:-

1- Hard Skills	Hard skills are also called technical skills, these are related to a particular task of situation of a work.
(a)Computer Programming	Computer programming is a necessary for the
(b)Degree & Certificate	Degree and Certificate related to a specific work and task.
(c)Foreign Language	International Business and practices require Foreign language proficiency.
(d)Machine Operation	Experience and training is required in Machine operation

2- Soft Skills	Soft skills are general skills and combination of interpersonal, communication, social and emotional intelligence Skill (EQ)
(a) Communication skill	Communication skill is a formal way to communicate between different level of management between professionals and experts.
(b) Interpersonal Skill	This skill is required for the interaction between different people or group.
(c)Social Skill	This skill will help up to understand our Rights and Duties as a Social
(d) EQ Skill	EQ enable a person to understand the emotional fluctuation and their advantages and disadvantages and IQ enable us to take a right decision in a particular situation.

HIERARCHY OF SKILL:-

This concept has been propounded by Abraham Maslow according to him Skill can be classified based on the level of expertise and Motivation the highest level is known as craftsman. Only 2% of total workforce can reach to this level.

Hierarchy of Competence

Four stages of this model are:-
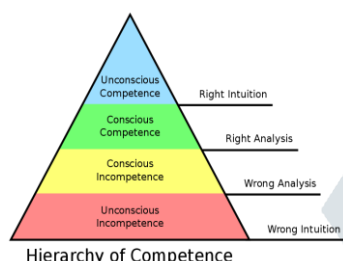
(a) Unconscious Incompetence:-The individual does not understand the usefulness of skill and does not know how to do something.

(b) Conscious Incompetence:- Although individual does not understand how to do something but he understands the usefulness of a new skill.

(c) Conscious competence:- At this level an Individual understand the usefulness of a new skill and knows how to do something.

(d) Unconscious competence:- At this level an Individual becomes so expert that it becomes his second nature and can perform it with any other work.

INTRODUCTION:-

Chhattisgarh is one of the 29 states of India. This is the state blessed with the nature and vegetation. This is 10th largest state (area wise) and 17th most populated state (25.5 Million). State has very low unemployment ratio i.e. 7.5% (February 2019) As the main occupation of Chhattisgarh state is Agriculture.

To Remove Unemployment and give the people a better standard of living State government has worked in different dimension CSSDA(Chhattisgarh State Skill Development Authority) is also a great and successful effort of state government. Which provides an opportunity to the labour force of the state to acquire the Skills and knowledge and attain self reliance and self development and upgrade their level.

This program has provided Training to - 445349 candidates, not only training but it has given placements to 232418 people.

FOUNDATION:- CSSDA was established under the Chhattisgarh State Skill Development Mission(CSSDM) 2011 to Produce more number of skilled work force in the state and to upgrade their lifestyle. It was established under the Society Registration Act 1943.

CONSTITUTION:- Committee under CSSDM-

(1) Chairman- Honourable Chief Minister.

(2) State Level Steering Committee headed by Chief Secretary.

(3) District Level Steering Committee Chaired by Honourable Minister Incharge of the District.

(Collectors of the district have been given responsibilities to)

OBJECTIVE AND MISSION:-

1. To make the best use of all the resources of the state and help the needy section of the society in gaining
2. Vocational Training.
3. To Provide Support to all the Government and Private Institutions which are engaged in providing Vocational
4. Training.
5. To Develop the Skilled Labour according to the need of the Market.
6. To implement the different successful efforts of other states according to the need of the society.
7. To help the labour force of the state to attain the position of craftsman and upgrade their social and economical
8. status.
9. To see the state with 0% Unemployment Ratio.

10. To develop the people not only economic and social status but also the self reliance and make them self dependent
11. and transform them in a smart and efficient work force.

PROGRAMS AND SCHEMES:-

Total Registered Beneficiaries	- 715639
Total Certified Beneficiaries	- 445349
Total Placed Beneficiaries	- 232418
Total Registered VTP's (Vocational Training Provide)	- 2335
Total Registered Coursed	- 804

RESEARCH METHODOLOGY-

Two main research methods are used while conducting this research study.

(a) Descriptive Research Method- This method is used where a particular situation or a phenomenon is studied and this method also describes the characteristics of a situation. This method answers the question of 'What' rather than 'Why and How'. It is a statement of affair which describes the situation as it is.

(b) Quantitative Research Method- This research method is known as a systematic investigation of data which can be analyzed with the help of Statical or mathematical tools like statistics, Percentage, Average etc. This method connects the empirical observation and mathematical expressions of data.

RESEARCH ANALYSIS AND FINDINGS:-

1. Analysis has been done on the basis of information and Data collected.
2. Qualitative method of systematic research has been applied for the Mathematical and statistical investigation with the help of Percentage and Averages.
3. This Research Analysis emphasizes the Relation between Total number of Beneficiaries (Trained Candidate) in the different districts of the state till 21.3.2019.
4. This study has been conducted Division wise-
    (a) Raipur Division
    (b) Durg Division.
    (c) Bilaspur Division.
    (d) Bastar Division
    (e) Surguja Division
5. This Analysis would enable the reader to understand the Contribution of CSSDA and district wise number of Beneficiaries(Trained candidate) along with the percentage.

$$\% = \frac{\text{Total Number of Beneficiaries in district}}{\text{Total Nuber of Beneficiaries in State}}$$

6. 1

Table -1

TOTAL NUMBER OF BENEFECIERIES IN STATE AS ON 21-03-2019- 4,49,269		
DIVISION	TOTAL NUMBER OF TRAINED BENEFECIERIES	PERCENTAGE
I- RAIPUR	82715	18.4
II- BILASPUR	97913	21.8
III- DURG	86183	19.1
IV- BASTAR	85129	18.9
V- SURGUJA	97329	21.6

Figure -1
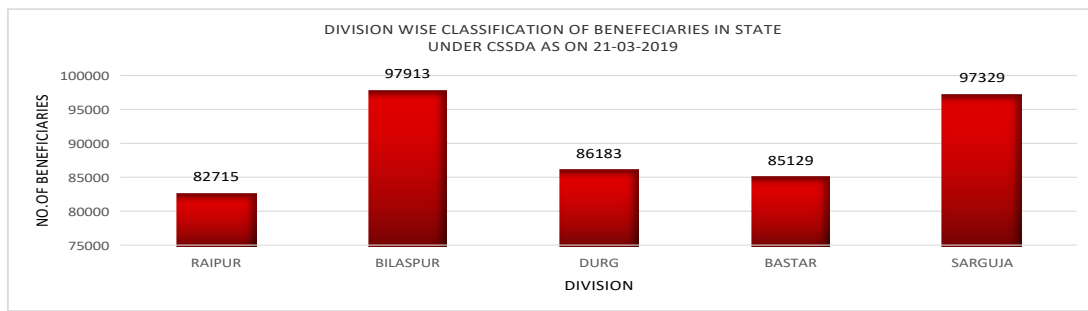
DIVISION WISE CLASSIFICATION OF BENEFECIARIES IN STATE
UNDER CSSDA AS ON 21-03-2019

(bar chart: NO.OF BENEFECIARIES vs DIVISION)
- RAIPUR: 82715
- BILASPUR: 97913
- DURG: 86183
- BASTAR: 85129
- SARGUJA: 97329

Table -2

DIVISION	NAME OF DISTRICT	NO. OF BENEFIECIARIES TRAINED	PERCENTAGE
		TOTAL NUMBER OF BENEFIECIARIES TRAINED IN STATE AS ON 21-09-2019- 4,49,269	
RAIPUR	RAIPUR	22258	4.9
	DHAMTARI	23377	5.20
	GARIYABAND	13238	2.94
	BALODA BAZAR	10460	2.32
	MAHASAMUND	13382	2.97

Figure No.-2
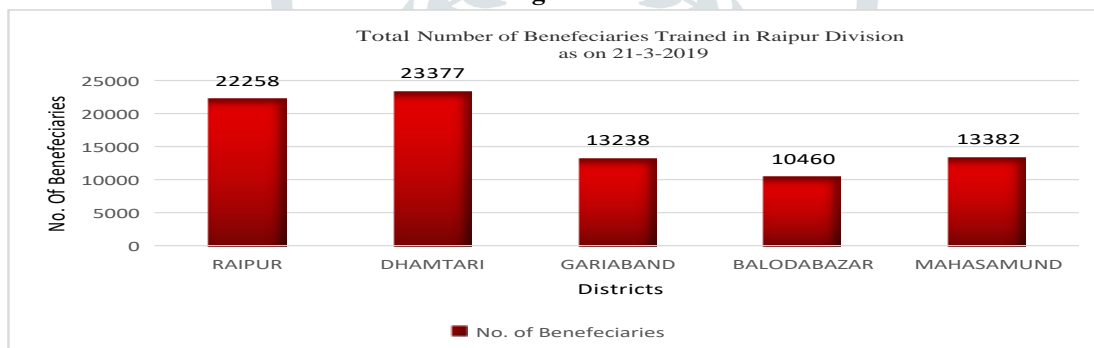
Total Number of Benefeciaries Trained in Raipur Division
as on 21-3-2019

(bar chart: No. Of Benefeciaries vs Districts)
- RAIPUR: 22258
- DHAMTARI: 23377
- GARIABAND: 13238
- BALODABAZAR: 10460
- MAHASAMUND: 13382

■ No. of Benefeciaries

Table -3

DIVISION	NAME OF DISTRICT	NO. OF BENEFIECIARIES TRAINED	PERCENTAGE
		TOTAL NUMBER OF BENEFIECIARIES TRAINED IN STATE AS ON 21-09-2019- 4,49,269	
DURG	DURG	21455	4.77
	KABIRDHAM	11473	2.55
	RAJNANDGAON	31676	7.05
	BALOD	11743	2.61
	BEMETRA	9836	2.189

Figure No. 3
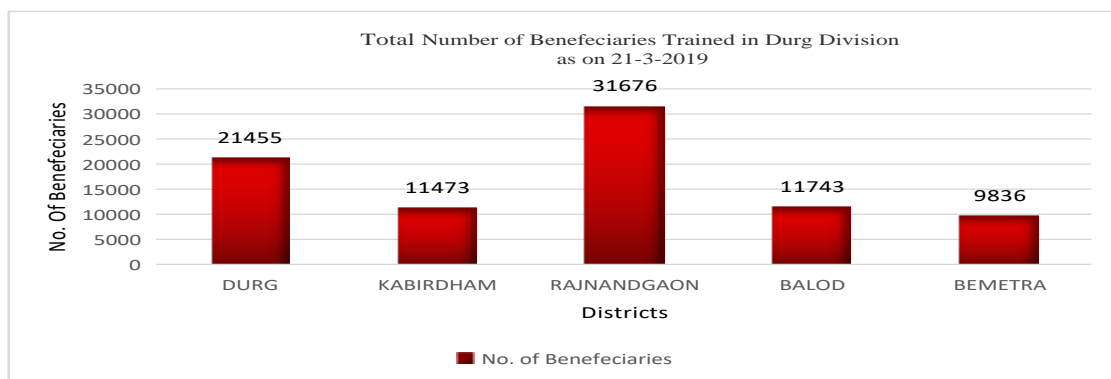
Table -4

TOTAL NUMBER OF BENEFIECIARIES TRAINED IN STATE AS ON 21-09-2019- 4,49,269			
DIVISION	**NAME OF DISTRICT**	**NO. OF BENEFECIARIES TRAINED**	**PERCENTAGE**
BILASPUR	**BILASPUR**	22776	5.06
	MUNGELI	11794	2.62
	KORBA	22519	5.01
	JANGJIR CHAMPA	20811	4.63
	RAIGARH	20013	4.45

Figure -4
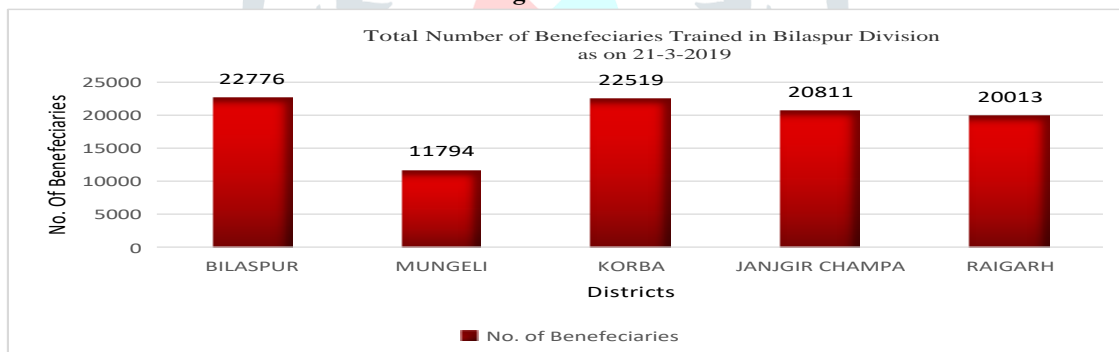
Table -5

TOTAL NUMBER OF BENEFIECIARIES TRAINED IN STATE AS ON 21-09-2019- 4,49,269			
DIVISION	**NAME OF DISTRICT**	**NO. OF BENEFECIARIES TRAINED**	**PERCENTAGE**
SURGUJA	**SURAJPUR**	21509	4.78
	KORIYA	16963	3.77
	BALRAMPUR	8456	1.88
	JASHPUR	28738	6.39
	AMBIKAPUR	21663	4.82

Figure -5
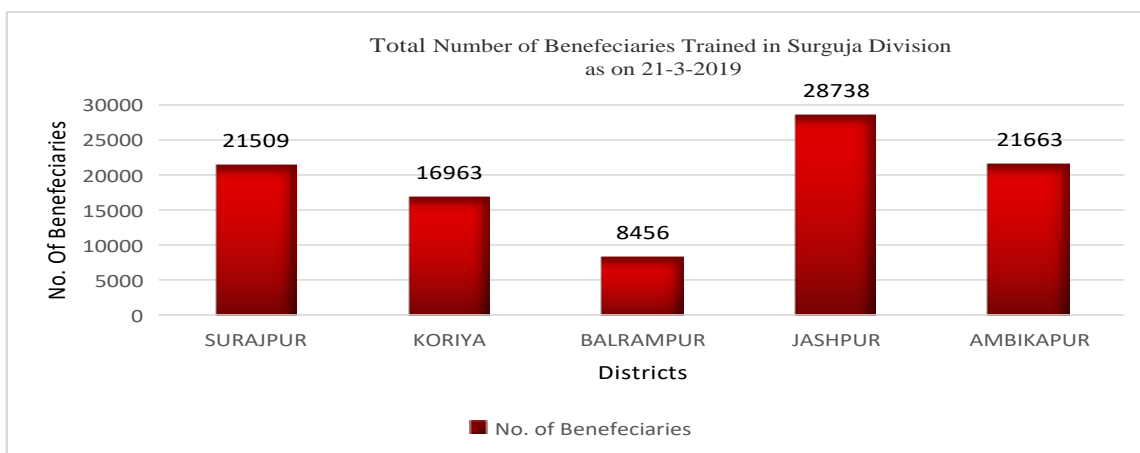
Total Number of Benefeciaries Trained in Surguja Division as on 21-3-2019

Table- 6

DIVISION	NAME OF DISTRICT	NO. OF BENEFECIARIES TRAINED	PERCENTAGE
	TOTAL NUMBER OF BENEFIECIARIES TRAINED IN STATE AS ON 21-09-2019- 4,49,269		
BASTAR	JAGDALPUR	30998	6.89
	BIJAPUR	4960	1.10
	SUKMA	5550	1.23
	DANTEWADA	11399	2.53
	KANKER	16509	3.67
	NARAYANPUR	4947	1.10
	KONDAGAON	10765	2.39

Figure- 6

Total Number of Benefeciaries Trained in Bastar Division as on 21-3-2019
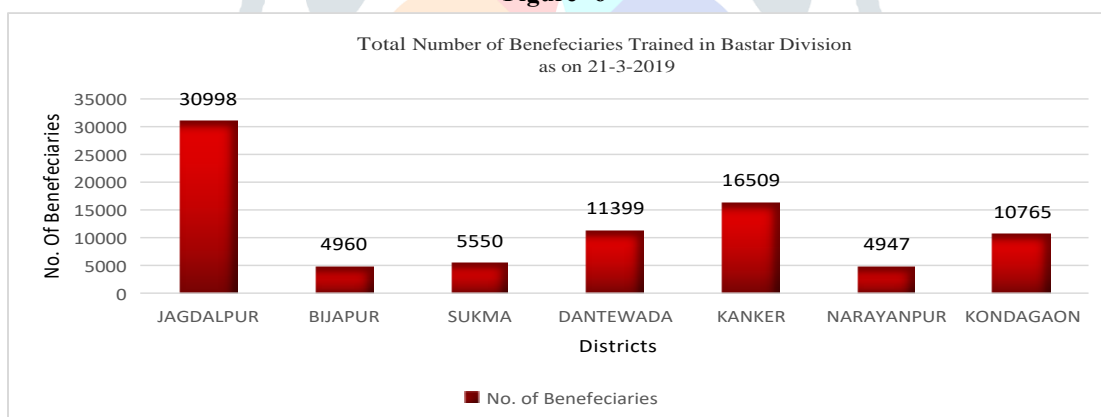
ANALYSIS AND INTERPRETATION:-

Every research carries some kind of analysis, this research paper consists analysis of the data of beneficiaries under this scheme. The whole analysis is segregated into 2 parts.

1. On the bases of 5 division of the state
2. On the bases of individual division
   a. Raipur Division
   b. Bilaspur Division
   c. Durg Division
   d. Sarguja Division
   E. Bastar Division

1. Analysis on the base of state division states that Bilaspur Division is leading with 21.8% maximum numbers of people who have got training. Sarguja is near to Bilaspur Division with 21.3%.
2. Raipur division is lowest benefited division and has only 18.3% trained people under CSSDA.

3.   In case of Raipur division Dhamtari is the most benefited District and Baloda Bazar is the least benefited district.

4. Analysis of Durg division states that Rajnandgaon District is highly benefited under CSSDA with7.05 % of skilled labour. And kabirdam District is the last one.

5. Bilaspur division has largest no of trained employees in Bilaspur district itself and the lowest no. of beneficiaries in Mungeli District.

6. In Sarguja division, Jashpur District is having highest number of beneficiaries with 6.39% and the lowest one is Balrampur District with 1.88%.

7. In Bastar Division Jagdalpur has taken maximum benefits with 6.89% and Bijapur and Narayanpur districts have taken least benefits of CSSDA.

CONCLUSION AND FINDINGS:-

1. Total Number of Certified Beneficiaries are 4,50,271 (as on 21-3-2019)
2. Total Registered Beneficiaries are 7,16,958.
3. Total Registered VTP's (Vocational Training Provider) are 2363.
4. Total Registered Courses are 804 under 109 Sectors. Main sectors are Agriculture, Information Technology, Garment Making, Construction, Electrical and Electronics, Banking and Accounting,

PROBLEMS :-

Problem is a situation which is difficult to be dealt with and every effort come up with some problems which always come to the end with solutions which makes our system better. We too have some problems in the implementation of this program.

1. LACK OF AWARENESS- People of the state are not that aware about their rights and responsibilities that they come forward and contribute in this program by taking part in this program. So first and main problem is to make them aware and motivate them to accept this program

2. LACK OF EDUCATION- Lack of Education people can not take right decision and can not make difference   between right and wrong and due to their wrong decision they have to face difficulties later on in the future.

3. POVERTY AND UNEMPLOYMENT- Due to poverty and unemployment people have to do some or the other work weather that work belongs to lower grade and they can not leave their present job for the vocational training or any course even if they understand the value of it.

4. SOCIAL EVILS- Social Evils like Orthodox, old culture and customs which are of no use having no ground on the basis of reality or science. They always restrict the people to accept the path of science and Reality. As a result of it they have to face problem in practical life and future.

5. COMPLECATED PROCEDURE- Although the procedure of getting training from CSSDA is not that difficult still people face difficulty as they are either less educated or they are not having enough knowledge and awareness.

6. POPULATION- Population is also a big reason for the problem of Government to solve the social problems as this problem can not be ignored.

SUGGESTIONS:-

1. AWARENESS PROGRMS- Awareness means to create a specific message or campaign about a particular issue. It is very necessary specially in a country like India where still the literary ratio is less and people needs to be made aware about their own rights and duties which will certainly help them to come up with the solution of their all the problems and good exposure. This programs act as a guide to the society and help them to get a better lifestyle.

2. EDUCATIONAL COURSEWORK- Vocational training should not only be used in college or in higher education but in elementary education also which will help the students to develop the awareness and faith in this program.

3. ON THE JOB TRAINING- We further come across another practical problem which is very obvious when the candidate take training or degree he does not get livelihood which is a problem for some of the people as they cannot stop their work even if they are interested in getting training from CSSDA.

4. ENTREPRENUERSHIP TRAINING- The essence of this solution is that a person should not wait for a job to come to him or her rather than this he should create jobs for many people which is known as Entrepreneurship. That is possible only when the government include Entrepreneurship training along with skill training.

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