



SKILLING AND EMPLOYABILITY

**Strategies for Sunrise Andhra Pradesh
for 2029 & 2047**



**Global Forum for
Sustainable Transformation**
www.gfst.in

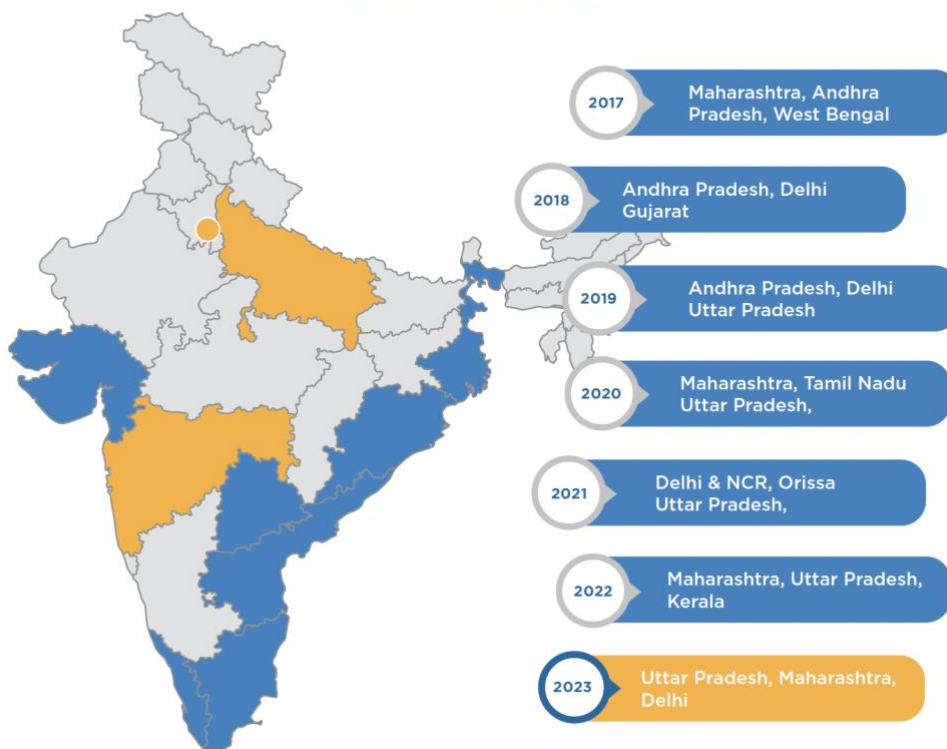
SKILLING AND EMPLOYABILITY

According to the India Skill Report 2023, employability has improved from about 40% in 2017 to 50% in 2023. The report also highlights that B.com, MBA, and B.Tech pass-outs are the most employable, while ITI, Polytechnic, and MCA pass-outs are the least employable. Andhra Pradesh used to have the top rank in state-wise employability in 2018 and 2019, but it has slipped to the fourth rank in 2023. Currently, Uttar Pradesh holds the top rank, with approximately 72% of its youth employed. Job-ready education can create wealth in the short span of one generation.

Following measures are proposed to counteract this trend:

- 1. Improving the quality of professional or vocational education**
A thorough evaluation of the infrastructure and the capacity of the faculty of all the professional and vocational education institutions will be undertaken to fill in the gaps. An extensive teacher training program will be initiated.
- 2. Making the curriculum more relevant to the job market**
Several agencies have pinpointed the industries that will generate the majority of new jobs. These include retail, healthcare, insurance, renewable energy, graphics, IT, tourism, real estate and

Which Are The States With Maximum Supply Of Employable Talent? 2017 - 2023



construction, FMCG and e-commerce, connectivity and mobility, precision agriculture, and manufacturing (additive and robotics). AP State Council of Higher Education and other related bodies will be entrusted with the task of reviewing the existing curriculum and introducing a new curriculum that centres around these requirements and any others that may be necessary.

3. **Reskilling and Upskilling**

Centres: Not only do they enhance the employability of recent graduates, but they also play a crucial role in maintaining the employability of current employees, given the rapidly evolving workplace requirements. Many global think tanks, like the OECD and the McKinsey Global Institute, have estimated that about 5–6 out of 10 employees will require skilling by 2030 to remain employable. Therefore, it is proposed to establish multi-disciplinary reskilling and upskilling centres near manufacturing zones, industrial parks, and service hubs, in close collaboration with private companies in both services and manufacturing. Possibility of setting up an Emerging Technology Skill University in PPP mode shall be examined.

4. **Reforming ITIs and**

Polytechnics: The current employability of ITIs and Polytechnics is about 21% and 27%, respectively, indicating that

roughly three-fourths of the pass-outs are not employable. There are about 1,45,000 seats in ITIs, and about 83,000 seats in Polytechnics in Andhra Pradesh but only about 60% seats are only filled every year due to poor quality of infrastructure and limited relevance of curriculum. Considering the future of these large numbers of students, these ITIs and polytechnics are in urgent need of reform in governance, financing, curriculum, training, and collaboration with industry.

-
- ### 5. **Employment exchanges as a Career Guidance Centre— Unified Skill and Employment Tracking System**
- According to the most recent Periodic Labour Force Participation Survey 2020–21, there are about 15 lakh unemployed in all age groups put together in Andhra Pradesh. Based on the PLFS data, it is estimated that approximately 9 lakh unemployed youth in the 17–23 age group are either seeking employment or aspiring to self-employment.

In the case of educated, unemployed youth looking for a job, information asymmetry is one of the biggest challenges plaguing the skill and job ecosystem. The majority of students are unaware of job openings. Even at a later stage in their journey, most jobseekers are clueless about the quantum and breadth of opportunities available, and the associated skill



requirements, expectations, job tasks, salary offered, etc.

Information asymmetry also poses certain challenges for employers. They lack a centralized source of information regarding the supply, demand, and quality of skilled workers in the economy. Furthermore, diplomas and degrees have lost some of their signalling power due to the proliferation of programs and institutions, as well as a lack of specificity. Therefore, it is essential to unite corporations and higher or vocational institutions. Several countries around the world have labour market observatories and career service portals, such as the UK Singapore, which both learners and employers can use for a variety of services.

Therefore, it is proposed to establish Unified Skill and Employment Tracking System, a portal that serves as a labour market observatory and a single point of contact for job seekers, employers, and education providers. The portal will also facilitate interactions between industry and academic institutions for curriculum enhancement, on-the-job training, exposure visits, guest lectures, live projects, research partnerships, internships, etc. **The portal will help identify unemployed educated youth, link them to unemployment allowance, and provide them**

with skill development and career guidance.

6. **Skill Census:** To operationalise such portals, mapping the existing skills is essential. Therefore, It is proposed to conduct a detailed skill census to pinpoint employability gaps and implement appropriate skilling measures.
 - The skill census would also include the skill requirement survey from the companies that have entered into a MoU with GoAP for setting up their units or offices.
 - The survey will also include the manufacturing units and offices that already exist in AP to identify the need for upskilling and/or reskilling.





**Global Forum for
Sustainable Transformation**

www.gfst.in

Designed by GFST

All rights reserved.

No part of this publication may be copied or redistributed in any form without the prior written consent from Global Forum for Sustainable Transformation