

## Nagpur Study Tour

### An Example of Working with SSDMs on the Action Plan

#### Objectives

- To meet with the SSDM and other key stakeholders to understand the current skills ecosystem for the unorganised sector in Nagpur
- To introduce the idea of an action plan/tool kits and begin helping the key stakeholders consider how to implement an action plan for the inclusion of the unorganised /semi-skilled sector into the skilling ecosystem.

*Note: The short visit was the first attempt to introduce the methodology for mapping the sectors and designing an inclusive state and sector specific action plan. Aside from understanding the challenges faced by the stakeholders one of the key focuses of the visit was to test the theoretical steps of the action plan.*

#### Key Action Points:

- We met with all stakeholders including government, unions, private and civil sector organisations, training partners and worker representatives with the objective of understanding the landscape and getting buy-in from all parties
- Segmenting – through a field visit we were able to demonstrate how to begin to break down the sector for the purposes of creating a relevant and useful action plan for inclusion. Understand the workforce, their customs, the experiences of the communities and the challenges they face daily can inform a relevant and successful RPL assessment or training programme.
- Through interactions with industry representatives we were able to begin to understand the structure of industries within the segment.
- During the segmenting we were able to begin to identify the demographics of the workforce in terms of gender, literacy, family situation
- Understand the role of training in the segment and the result of the training that has taken place so far in Nagpur
- Discuss ways for the NSDA to provide technical support for the SSDM

#### Key Stakeholders:

- Mathadi Workers
- Street Vendors
- Municipal Corporation of Nagpur
- Maharashtra State Skill Development Society
- NGOs working in this area
- Training Partners
- Construction SSC

#### Results of Study Visit:

- We found that the SSDM was very engaged and all stakeholders keen to find a way to ensure the mathadi workers and street vendors had access to currently running skills development programmes. We were able to introduce the toolkit framework and, by doing so, increase the capacity of the collective group to move forward with an action plan specific to their state and sector.
- Although they were very engaged and happy to have the step-by-step process drafted out for them, they highlighted the fact that they would need full technical support to implement the action plan to maximum result.
- In our assessment it was clear that reaching the both the matadi workers and the food vendors for assessment/skilling would only really be achievable by deploying mobile assessment and skilling centres. This is a concrete outcome and valuable information to feed back into those created Skills policy at the State Level. In other words, given the long hours of engagement and the lack of personal freedom these workers have (they are held closely by their employers) the only way we could include them would be to bring the programmes to them. Currently programmes in the State require participants often to travel to a location away from home, which causes them to lose money from not working, and the training provider does often not cover the costs of travel.
- The stakeholders understood the value of the segmenting exercise and felt that doing this in more detail across other segment could provide them with enough examples to perhaps affect policy on how skills development programmes are created and implemented in the State.