



Report on

Seminar on Training of Tribal Youth as skilled workforce in the construction sector

Date: 10th January 2014 (Friday)

Time: 10:30AM to 1:30PM. Followed by Lunch

Venue: Conference Hall, Gramin Vikas Trust, Anand Bhavan Compound, Chakliya Road, Dahod-389151

Report Content

Introduction

Objectives

Proceedings

Outcome

Photographs

Media Coverage

List of Participants





Introduction

The Gramin Vikas Trust –Vocational Training Centre (GVT-VTC), Dahod has been established to impart skills training in construction related vocations under PPP model of flagship scheme “Van Bandhu Kalyan Yojna” of Hon’ble Chief Minister Ten Point programme by Development support agency of Gujarat (DSAG), Tribal Development Department , Government of Gujarat in partnership with Gramin Vikas Trust (GVT). German international cooperation international services (GIZ-IS) is providing technical support and services to the vocational training center.

DSAG, Tribal Development Department, Government of Gujarat, in partnership with GVT and GIZ-IS organized an industry-institution interaction seminar with an aim to bring concerned stakeholders from Dahod together on a platform to discuss issues related to Training of tribal youth as skilled workforce in the construction sector and gather lessons for the way forward.

Organized on 10th January 2014 (Friday) at the Conference Hall of Gramin Vikas Trust, Dahod, the seminar was attended by local representatives from local construction companies, local architects, engineering divisions of Government departments, local NGO representatives and the students at GVT-VTC. More than 50 participants attended the seminar.

Objectives

This seminar aimed to:

1. Create awareness about the DSAG/TDD program and present the facilities and services available from the VTCs for the benefit of industry
2. Draw together opinion on the skill based training courses being provided corresponding to industry needs
3. Understand issues related to mobilization, training methodology, placement, and personal development of talented candidates as skilled workforce
4. Debate and understand how the demand and supply gap between the industry and the training institutions need to be bridged

Proceedings

Mrs. Sanjeeda Saiyed, GVT-VTC Dahod initiated the proceedings with a welcome note to the speakers and participants attending the workshop. The seminar was then inaugurated with lighting of lamp, welcome to the chief guest and a prayer.

Mr. Chandra Bhakuni, Technical Advisor, GIZ-IS then appraised the audience about the objectives of the seminar, a brief about the speakers and encouraged participants to provide their inputs via questions and the debate session.



Mr. R.R.Raval, PA, TASP, TDD Dahod in his speech welcomed the participants and provided information about the role of the Tribal Development Department (TDD), its aims and expectations from the seminar. He explained how the TDD is aiming for improvement in incomes of tribal families and youth by opening up avenues for income generation by emphasis on skill training for the tribal youth; and the present concept being a PPP model with GVT-VTC for the tribal youth's skill enhancement by providing construction sector skill training on various trades such as Asst. Mason, Plumber, Shuttering Carpenter & Scaffolder, Bar-bending Fabricator, Painter etc.. On a lighter note- Mr. Raval mentioned to the audience that the Hindi word *Kal-yug* (Modern Times) can also be interpreted as *Kala-Yug* (A time for Art) can be brought to the context how construction professionals have an unchallenged opportunity of creating art and architecture through their daily profession. It wasn't that long back in the past. This inspired the audience.

Mr. Sailesh Patel, from BHASHA, an NGO working with Tribals across Gujarat and India, in his presentation spoke about BHASHA's experiences on culture and development of the tribal populations. He emphasized about the need to provide opportunities for bringing self-sufficiency to the tribal people. The problem of high dropout of tribal youth from mainstream education was categorically brought in front of the audience.

Mr. Chandra Bhakuni, Technical Advisor, GIZ-IS made a presentation highlighting the skilled workforce need in the construction sector, and correlated this with the scenario of construction sector education and vocational training sectors. He also presented on the strengths, needs and perceptions of the tribal candidates to enable them to work as skilled assets in the construction sector.

Mr. Safdarbhai Limkhedawala, YES Constructions, Dahod made a presentation on the need to inculcate a sense of pride in the tribal students which comes from various methods such as- introducing component of personality development in the course curriculum, labeling the course titles with appropriate skill such as 'Technician' or 'Craftsmen' and providing necessary tools and protective gear for work and confidence.

Mr. Valchand Rathore, Demonstrator Trainer at GVT-VTC Dahod, shared his first hand experiences of teaching and mentoring tribal candidates.

The debate session was a wonderful discussion and interaction held between the participants, and provided useful notes on the views of the industry. Issues that were discussed related to -

1. Migration/Displacement of tribal population, 2. Mobilization and Placement of tribal candidates, 3. Opportunities of high earning and growth potential in the sector and, 4. On possible ways how the industry can positively and responsibly contribute. Some useful points that came out are listed as following:

- The participants collectively agreed on the importance of skilled workforce in construction sector as it leads to profits, quality of work and reduces wastage.
- The construction sector participants shared their willingness to support in mobilization and providing information to the candidates working at their sites as labour and are interested in training. Participants will encourage their workforce to join the VTC training programmes.



There was a suggestion that during monsoons there is a lag period of 4 months when provisions shall be made to mobilize candidates and run trainings in full swing.

- It was suggested to display VTC's courses information posters at ongoing construction sites.
- The attending builders, contractors, architects and engineers showed their interest in placement of the VTC trained candidates. It was suggested to publish list of pass-outs in website of GVT-VTC who can be contacted directly by the employers. It was also suggested that information is provided to the industry when trainings are completed, and if possible organize a placement event.
- Participants also shared that during GVT-VTC training programmes, they can be contacted for delivering visiting lectures and experience sharing sessions.
- The participants welcomed our trainees at their construction site for industrial visits.

The seminar ended with Vote of Thanks to all the participants, presenters and Mr. R.R. Raval, PA, TDD by Mr. Chandra Bhakuni, Technical Advisor, GIZ-IS for their valuable participation by sharing knowledge and information in this programme.

Everybody was requested to join for the Lunch.

Outcome

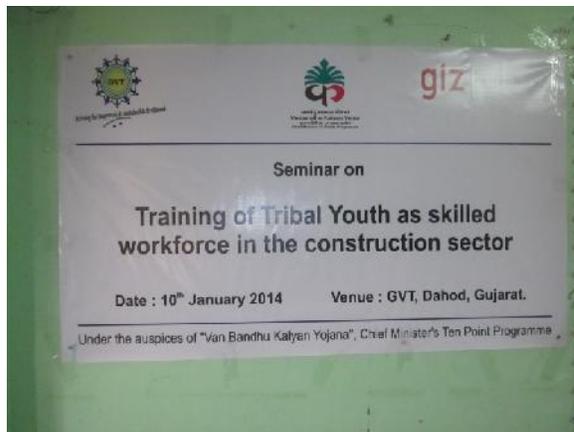
The workshop provided following outcomes:

1. The participants from both the development sector and the construction sector agreed on the need for construction sector courses offered by VTCs and highly praised the TDD's VTC initiative.
2. The construction sector participants expressed their interest in supporting with mobilization of deserving candidates for trainings, hiring from the VTC, and participation with its activities.
3. It was opined that the huge gap between the supply and demand of skilled workforce in the construction industry can be addressed by:
 - a. Communicating that there is a higher earning potential in the building construction sector at all skilled positions. The industry has a high demand and is known to reward hard working and ambitious individuals whichever strata of society they come from. There are also examples of tribals who started work as a laborer at a site now at higher positions like a mason, mukkaddam and even builder. Deserving candidates are likely to grow.
 - b. Communicating that the offered training courses will provide a career that is highly remunerative, has job satisfaction and focused career direction.



- c. By inculcating a sense of pride in trainees about their chosen career as a skilled technician in the construction sector.
 - d. Taking into consideration counselling of college/school drop outs by giving them an option of vocational technical education.
4. It was suggested by the participants that this type of seminar should be organized on a regular basis for better coordination and information sharing. Keeping the working commitments of construction sector professionals in mind, it will be best to organize seminars on Saturday evenings so more people can attend and contribute.

Photographs



Banner of the Seminar



Welcome Banner



Welcome to Participants by Mrs. Sanjeeda Saiyed



Welcome to Mr. Raval, PA, TASP Dahod, TDD by Mrs. Asharfiben Dahodwala, Décor Architects, Dahod



Lighting of the Lamp by Mr. Raval, PA, TASP Dahod, TDD



Inaugural prayer by workshop participants



Speech by Mr. Raval, PA, TASP Dahod, TDD



Presentation by Mr. Chandra Bhakuni, GIZ-IS, Dahod



Presentation by Mr. Sailesh Patel, Bhasha, Gujarat



Presentation by Mr. Safdarbhai Limkhedawala, YES Constructions, Dahod



Workshop attendance and group discussions



Workshop attendance and group discussions

Media Coverage

The news of the seminar was covered by three local dailies in Gujarati language, listed below:

1. Gujarat Chetna (11th Jan. 2014) (Panchmahals and Dahod Edition)
2. Divya Bhaskar (12th Jan 2014) (Vadodara Edition)
3. Sandhya Prasaran (13th Jan 2014) (Dahod Edition)

Cutouts of these are shown below.



1. Gujarat Chetna (11th Jan. 2014) (Panchmahals and Dahod Edition)



2. Divya Bhaskar (Vadodara Edition)



બાંધકામ ક્ષેત્ર કાર્યકુશળતા વિશે સેમિનાર

દાહોદ | વનબંધુ કલ્યાણ યોજના અંતર્ગત પબ્લિક પ્રાઇવેટ પાર્ટનરશીપ થકી ગ્રામીણ વિકાસ ટ્રસ્ટ વોકેશનલ ટ્રેનિંગ સેન્ટર દાહોદ તથા જી.આઇ.એડ, આઇએસના તકનીકી નિષ્ણાતોના સહકાર દ્વારા બાંધકામને લગતા વિવિધ પ્રકારની તાલીમ કાર્યક્રમો ચાલે છે જે અંતર્ગત કુશળ કારીગરોનો કાર્યકુશળતા વિશે એક સેમિનારનું આયોજન તા 10મીએ કરાયું હતું. સેમિનારની શરૂઆત મુખ્ય અતિથિ આર.આર. રાવલ, પ્રાયોજના વહીવટદાર, ટ્રાયબલ એરિયા સબ પ્લાન, દાહોદ દ્વારા દીપ પ્રજ્વલિત કરી થઇ હતી. હાજર રહેલા કોન્ટ્રાક્ટર, એન્જિનિયર, આર્કિટેક્ટ તથા બિલ્ડરોએ બાંધકામ ક્ષેત્રની માહિતી આપી હતી.



3. Sandhya Prasaran (13th Jan 2014) (Dahod Edition)





List of Participants

Provided as separate sheets.