



## **BUILDING TOMORROW: TACKLING SHORTAGES & ATTRITION WITH SKILL ENHANCEMENT IN CONSTRUCTION**



### **CONSTRUCTION INDUSTRY DEVELOPMENT COUNCIL**

(A Apex body established by The Planning Commission, Government of India)

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## PREAMBLE

The Construction Industry in India is experiencing significant growth, presenting both opportunities and challenges. One major obstacle is the shortage of skilled human resources, specifically individuals possessing the necessary skill sets and adequate numbers. Additionally, attrition rates pose another substantial challenge that requires urgent attention.

Recognizing the gravity of this situation, CIDC has initiated a nationwide mega skill assessment program. This program aims to assess the skills of workers across various categories, facilitating their classification based on skill levels. Subsequently, many of these workers will be encouraged to enroll in the Bachelor of Vocation Program. This strategic move not only aims to address attrition issues but also seeks to cultivate a robust cadre of frontline MULTISKILLED supervisors.

By providing workers with opportunities to enhance their skills through vocational education, CIDC endeavors to mitigate the challenges faced by the construction industry. This approach not only addresses the immediate need for skilled labor but also lays the foundation for long-term sustainability and growth within the sector.

## Framework for Skill Assessment & Advancement:

Here is the comprehensive model for skill assessment and the implementation of a Bachelor of Vocation (B.Voc) Program at construction sites to enhance workforce efficiency and mitigate attrition rates.

**Step 1** : We propose conducting a mega skill assessment camp at Construction Project site involving 500 or more workers. The schedule for the skill assessment camp will be arranged based on mutual convenience.

**Step 2** : The outcomes of the assessment will categorize workers into three groups (for clarity refer Annexure-I):

**Category 1 - Foreman (Trade):** Highly skilled individuals with excellent articulation capabilities.

Workers with a 12th-grade qualification will be recommended for a three-year B.Voc program. Participating organization should consider sponsoring their B.Voc course fees. The course will be conducted on-site, allowing participants to continue their current job roles. Comprehensive study materials, recorded videos, online doubt clarification sessions, and assignments will be provided. Exams, conducted every six months on-site, will span six semesters, culminating in a B.Voc degree. This initiative aims to significantly reduce attrition and supply participating organization with well-trained professionals. The details about B.Voc program are attached separately at Annexure-II

**Category 2 - Skilled Workers:** These individuals will receive certification, making them suitable for their respective job roles.

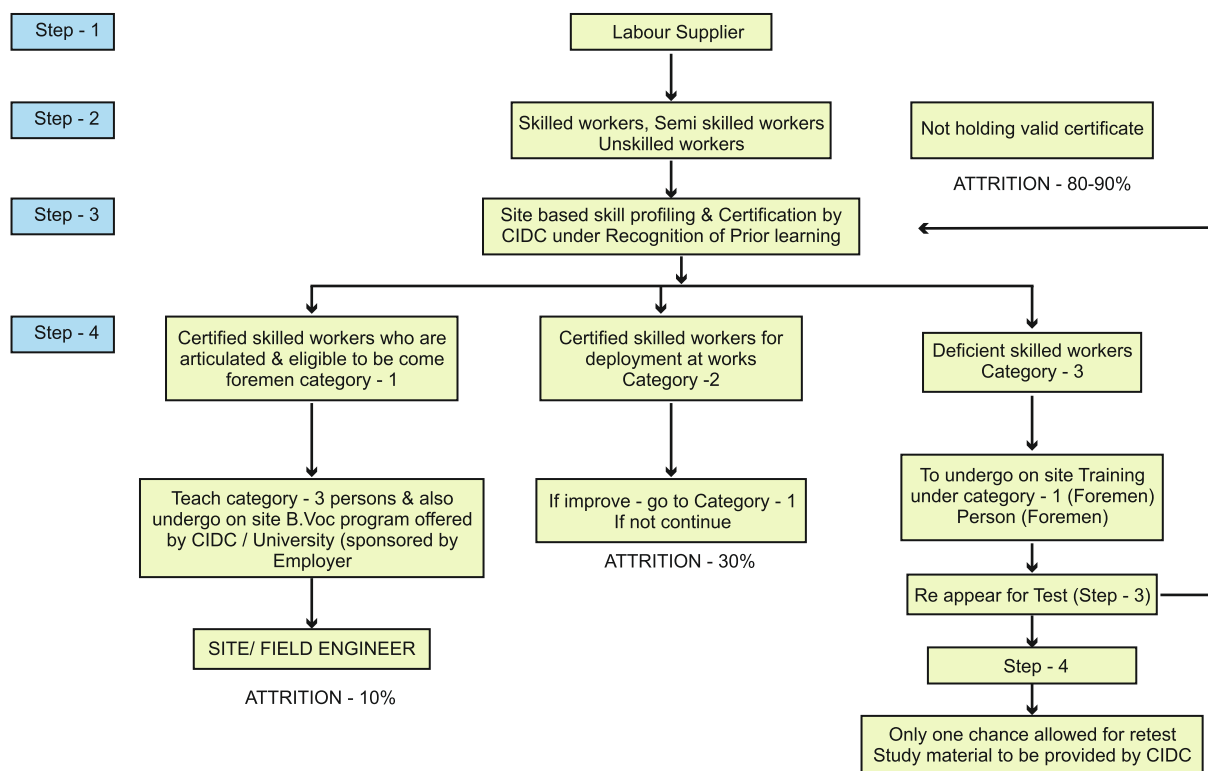
**Category 3 - Unsuccessful Candidates:** Those who do not pass the assessment will be informed of their skill gaps and advised to address these gaps with the assistance of Category 1 and 2 candidates. They are encouraged to reappear in the assessment after 2/3 months.

Implementing this model ensures a workforce with professional certifications, reduced attrition, and motivated employees with a clear career path towards becoming qualified technical personnel. The cost implications of Skill Assessment and B.Voc are attached separately at Annexure-III.



## ANNEXURE I

### CIDC ONSITE WORKERS SKILLING MATRIX



## ANNEXURE II

### BACHELOR OF VOCATION (B.VOC) IN BUILDING & CONSTRUCTION TECHNOLOGY

Addressing the longstanding need for vertical mobility in the construction industry, B.Voc offers a six-semester bachelor's degree program approved by UGC, jointly provided by CIDC and Kalinga University/Other universities.

#### Key Features:

#### Program Overview:

B.Voc in Building and Construction Technology spans three years or six semesters, aiming to empower participants with comprehensive knowledge and skills in various aspects of construction technology, transforming them into formally trained front-line supervisors with a bachelor's degree.

#### Unique Entry and Exit Options :

One distinctive aspect is the option to enter the program directly from the workplace, allowing participants to pursue the degree while continuing their job. The program also provides multiple exit points, awarding a diploma after two semesters, an advanced diploma after four semesters, and a bachelor's degree upon completion of all six semesters.

#### Implementation Strategy:

The program is implemented with a clear objective of creating a cadre of strong front line supervisors proficient in construction supervision and monitoring. Participants receive easily understandable syllabi, course materials, and access to relevant video clips. Online support is available for doubt clarification, and physical interactions may be arranged based on the number of students in one location. Emphasis is placed on learning through on-site work, with guidelines provided on observation, documentation, and exploration aligned with course requirements.

#### Assessment and Learning Process:

Regular assignments and written tests are conducted for each semester, ensuring a comprehensive evaluation of participants' progress. The program eliminates wage loss situations and the need for physical relocation to a university/college.

#### Course Fee:

The program is reasonably priced at Rs. 1,30,000(+Applicable Taxes) for the entire duration, amounting to approximately Rs. 116 per day. The fee is payable each semester, making it an affordable investment in education.

### Advantage of Bachelor of Vocation (B.Voc) :

The Bachelor of Vocation (B Voc) course offered by the Construction Industry Development Council (CIDC) and Kalinga University, Chattisgarh have several advantages to the students and sponsoring agencies:

#### Advantages to Students:

1. **Skill-based Education:** B Voc course is designed to impart practical skills and knowledge required for construction industry and professions. This course focus on skill development, enhances employability and job readiness among graduates.
2. **Industry-Relevant Curriculum:** The curriculum of B Voc course is developed in collaboration with industry experts, ensuring that students are equipped with the latest knowledge and skills relevant to the job market.
3. **Internship Opportunities:** This B Voc program includes on-the-job training, providing students with valuable hands-on experience in real work environments. This practical exposure enhances their understanding of construction practices and helps bridge the gap between theory and practice.
4. **Flexibility:** This B Voc course offers flexibility in terms of course duration and exit options. If the students leave after successful completion of one year course, they will get Diploma, and if they leave after successful completion of two years course, they will get Advance Diploma. After completion of three years course, they will get Bachelor degree.
5. **Course during doing the job:** Anyone can do the B Voc Course without leaving the job. Anyone can do this course with their job on their working place. If transferred on another location, the balance course can be completed from new place of working.

#### Advantages to Sponsoring Organizations:

1. **Talent Acquisition:** Sponsoring organizations have the opportunity to identify and nurture talent early in students' academic journeys or for their existing workforce.
2. **Customized Training:** Sponsoring organizations can collaborate with CIDC to ensure that students graduate with the skills and knowledge relevant to the organization's present and future requirements.
3. **Access to Fresh Perspectives:** The academic training combined with practical experience gained through internships or on-the-job training can contribute to creative problem-solving and process improvement within the organization.
4. **Reduce Recruitment Costs and loss due to attrition of workforce:** By sponsoring B Voc students/ working workforce, organizations can reduce recruitment costs associated with hiring skilled employees and can retain the workforce for a longer period. The total expenditures on the B Voc sponsorship can be justified by the expenditures incurred in hiring and losses due to attrition of the skilled workforce. This will also save the expenditures on job related training and skill enhancement.
5. **Brand Visibility:** Sponsoring B Voc students/ working workforce can enhance an organization's brand visibility and reputation as a socially responsible entity. Demonstrating commitment to education and skill development through sponsorship initiatives can positively influence stakeholders, including customers, investors, and the community at large.

#### ANNEXURE III

### Fee Details of Skill Assessment and Bachelor of Vocation Program

#### • Skill Assessment Fees:

- As per the Annexure -IV
- Unsuccessful candidates may reappear with in one month without additional fees after overcoming identified gaps.
- Travel,loading and fooding of CIDC team to be arranged by the client.

#### • Bachelor of Vocation( B.Voc) in Building Construction Technology :

S.No.	Details	Fees	Frequency	Total
1	Registration Fees	1500	01	1500
2	Course fees (Per Semester)	20000	06	1,20,000
3	Exam Fees (Per Semester)	1000	06	6000
4	Semester Registration Fees (2nd to 6th)	500	05	2500
	<b>TOTAL</b>			
5	Degree Fees		01	3000

(+ Applicable Taxes)

Note:- As a special case the exam will be conducted at the project site and CIDC Evaluators and Examiners will have to visit to oversee the smooth and transparent conduct of exam. The cost of Travel, Lodging and Boarding as per actual shall be paid /arranged by Client.