



KARNATAKA STATE SKILL DEVELOPMENT POLICY 2025-2032

SKILL DEVELOPMENT, ENTREPRENEURSHIP AND LIVELIHOOD DEPARTMENT
GOVERNMENT OF KARNATAKA

MESSAGE

The Karnataka State Skill Development Policy 2025-2032 represents our commitment to transforming our state's human capital into a globally competitive workforce. Skill development forms the cornerstone of Karnataka's economic and social progress, positioning this policy as the strategic framework to realize our ambitious vision of achieving a Rs. 1 Trillion Economy by 2032.

Karnataka has established itself as a national leader across Information Technology, Biotechnology, Aerospace, and Defence Technology. Building upon these foundational strengths, this policy prioritizes employability skills, strategic re-skilling initiatives, and future-ready competencies for our youth.

Our approach emphasizes institutional excellence, quality enhancement, and vocational education integration. The flagship 'Chief Minister's Kaushalya Karnataka Yojane 2.0' will drive implementation through industry-aligned, quality-assured training programs that directly contribute to economic growth.

We will systematically address workforce challenges through District Skill Development Plans, modernized Industrial Training Institutes, craft promotion and lifelong learning initiatives, SME integration, and strategic national and international collaborations.

This policy will guide Karnataka toward becoming the nation's premier destination for skill development excellence and sustainable economic growth, setting new benchmarks for state-led human capital transformation.

Siddaramaiah

Hon'ble Chief Minister of Karnataka



MESSAGE

The economic progress of our state stands firmly on the strength and potential of its youth. In this regard, the 'Karnataka Skill Development Policy' is not merely a policy document, but a historic step toward laying a strong foundation for the future of our young generation.

Karnataka has always been at the forefront of technology and industry. However, to keep pace with this rapid progress, it is imperative to equip our youth with employable and industry-relevant skills. This policy provides a clear roadmap to strengthen the existing skill ecosystem and enhance the overall quality of skills across the state.

The vision of this policy is to empower every citizen of Karnataka especially youth and women to acquire industry-ready and future oriented skills, enabling them to compete at a global level. Through this collective mission, we aim to build a sustainable and progressive skill-based economy.

Let us all come together and contribute to this Skill Revolution, paving the way for a prosperous Karnataka. Furthermore, it highlights crucial focus areas such as promoting artisan skills, supporting lifelong learning, and ensuring inclusivity and equal opportunity for all. Essentially, this book serves as a clear, detailed record of Karnataka's commitment to progress driven by the skills of its people.

D. K. Shivakumar
Hon'ble Deputy Chief Minister
of Karnataka



MESSAGE

We believe that skills are the key to Karnataka's success and future. This book is more than just a plan; it's a guide detailing the history, current situation, and future path of skill development in the state.

This policy is crucial for changing the state's young people from merely looking for jobs to actually creating jobs. The document clearly explains why skill development is necessary, its overall vision, and its specific goals.

The Government of Karnataka firmly believes that skill is the foundation for the state's bright future, viewing the state's youth as future job-creators rather than just job-seekers. This comprehensive policy document serves as a compass, outlining the background, current system, and future direction of skill development by focusing on institutional strengthening and promoting industry-relevant, future-ready skills.

From the vision of Chief Minister's Kaushalya Karnataka Yojane (CMKKY) 2.0 to other key initiatives such as strengthening urban and rural livelihood missions, and enhancing institutions like DITE, GTTC and KSDC through various programmes and reforms, the State Government continues its efforts to build a resilient and future-ready skill ecosystem. The details of these initiatives are presented in this document.

Dr Sharanprakash R. Patil

Hon'ble Minister for Medical Education,
Skill Development, Entrepreneurship and Livelihood



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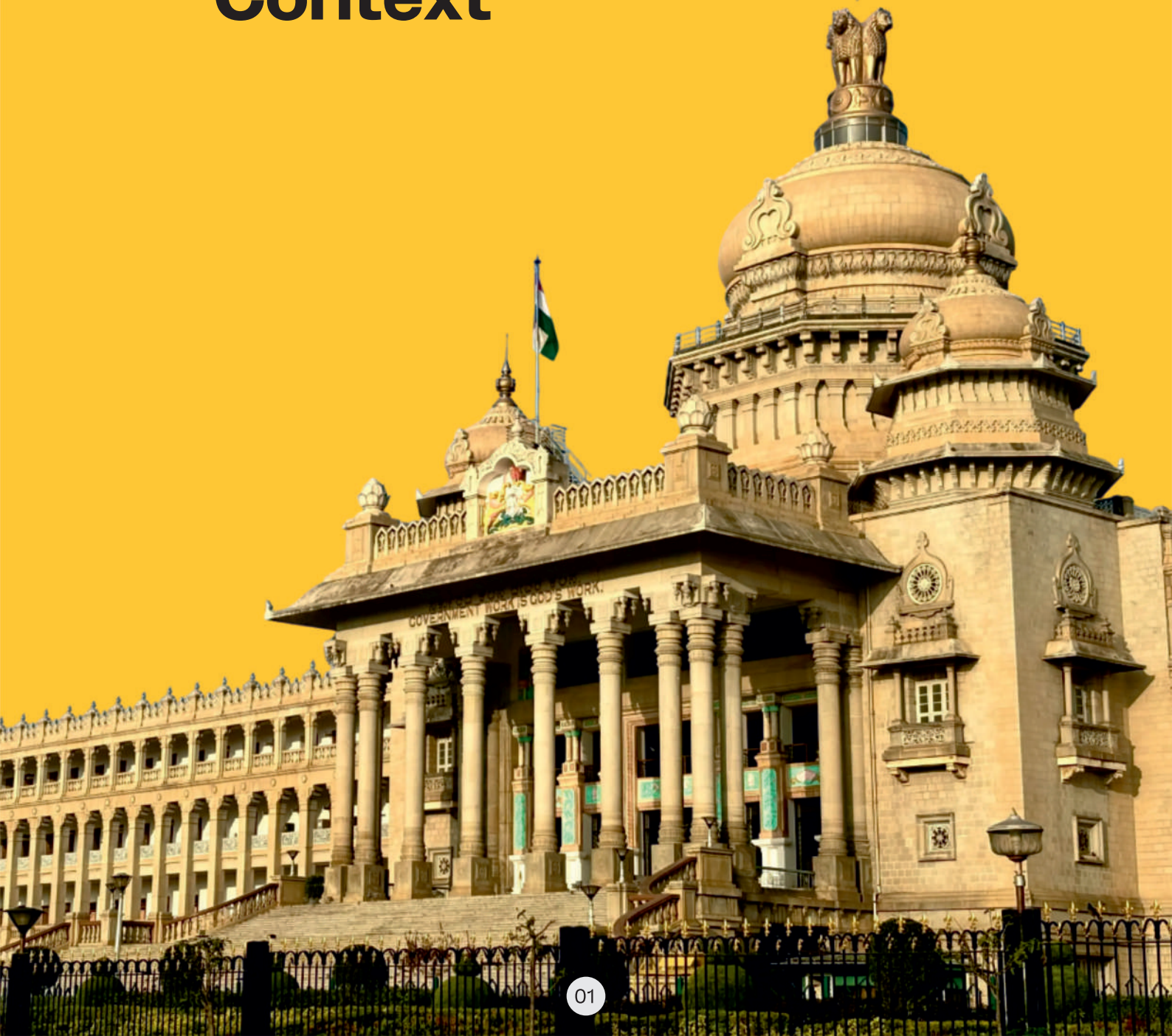
List of Abbreviations

1	CMKKY	Chief Minister's Kaushalya Karnataka Yojane
2	DAY-NRLM	Deendayal Antyodaya Yojana – National Rural Livelihood Mission
3	DAY-NULM	Deendayal Antyodaya Yojana – National Urban Livelihood Mission
4	DITE	Department of Industrial Training and Employment
5	DSC	District Skill Committee
6	DSDP	District Skill Development Plan
7	ESDM	Electronics System Design & Manufacturing
8	GTTC	Government Tool Room and Training Centre
9	ILC	Industry Linkage Cell
10	IMC-K	International Migration Centre Karnataka
11	ITI	Industrial Training Institute
12	IToT	Institute for Training of Trainers
13	KDEM	Karnataka Digital Economy Mission
14	KGTTI	Karnataka German Technical Training Institute
15	KKRDB	Kalyana Karnataka Region Development Board
16	KMERC	Karnataka Mining Environment Restoration Corporation
17	KSDC	Karnataka Skill Development Corporation
18	KVTSDC	Karnataka Vocational Training and Skill Development Corporation
19	KSDA	Karnataka Skill Development Authority
20	KSCP	Karnataka Skill Connect Portal
21	KSI	Karnataka Skill Index
22	KSISU	Karnataka Skill Intelligence & Strategy Unit
23	LMS	Learning Management System
24	MELR	Monitoring, Evaluation, Learning, and Research
25	MRC	Migration Resource Centre
26	MSDC	Multi-Skill Development Centre

27	MSME	Micro, Small, and Medium Enterprises
28	NABARD	National Bank for Agriculture and Rural Development
29	NAPS	National Apprenticeship Promotion Scheme
30	NCVET	National Council for Vocational Education and Training
31	NCrF	National Credit Framework
32	NIOS	National Institute of Open Schooling
33	NLM	National Livelihood Mission
34	NSDC	National Skill Development Corporation
35	PMKVY	Pradhan Mantri Kaushal Vikas Yojana
36	PPP	Public-Private Partnership
37	PwD	Persons with Disabilities
38	RPL	Recognition of Prior Learning
39	SANKALP	Skill Acquisition and Knowledge Awareness for Livelihood Promotion
40	SDEL	Skill Development, Entrepreneurship and Livelihood Department
41	SSC	Sector Skill Council
42	SIDH	Skill India Digital Hub
43	ToA	Training of Assessors
44	ToT	Training of Trainers
45	TVET	Technical and Vocational Education and Training
46	UEIGB	University Employment Information & Guidance Bureau
47	VTU	Visvesvaraya Technological University
48	YES	Youth Employability Service

1

Karnataka's Skill Development Context





Karnataka's socio-economic landscape is characterised by vibrant economic growth and its position as a key driver of India's development. Contributing 8.4% to the national GDP, the state boasts of a robust Gross State Domestic Product (GSDP) and a per capita income significantly higher than the national average. This economic vitality is fuelled by Karnataka's leadership in high-growth sectors such as Information Technology, Biotechnology, Aerospace and Defence, Advanced Manufacturing, etc. With a population of 6.10 crores and rapid urbanization, the state's high Human Development Index and strong innovation ecosystem further reinforce its role as a hub for sustained and inclusive growth.

The employment scenario in Karnataka is dynamic, with a diversified employment base and a labour market that exhibits a positive trajectory. The state's Labour Force Participation Rate (LFPR) is increasing, and unemployment rates remain much below the national average. While the service sector continues to be the primary driver of employment, manufacturing, construction, and other sectors are steadily expanding. The state capital, Bengaluru, serves as a major economic hub, contributing significantly to the GDP, hosting numerous IT/ITeS companies and startups, generating both direct and indirect employment opportunities.

India is currently one of the youngest nations in the world, with nearly 65% of its population below the age of 35. This demographic dividend is expected to last until 2055-56, peaking around 2041. Karnataka has a window of opportunity until the mid-2040s to leverage this advantage. The state's focus will be on creating the right conditions to harness this potential and establish itself as a hub for a highly skilled workforce, not just for India but also for the global market.

The state's skill development ecosystem, along with that of the country at large, is undergoing a transformation. It



1 Economic Survey of Karnataka 2023-24
2 Government of India, Census Report 2011
3 <https://www.spglobal.com/en/research-insights/special-reports/>



is poised to build upon past advancements and define its future growth trajectory to meet evolving demands. The state will adopt an innovative and responsive approach to develop a skill ecosystem that leverages demographic dividend, addresses skill mismatches, and bridges skill gaps to meet future demands. This will enhance Karnataka's competitive advantage as a preferred investment destination.

Karnataka's Skill Development Policy will ensure that the state not only meets its own economic and social development goals but also plays a significant role in addressing the global demand for skilled labour.



2

Current Skilling Ecosystem of the State

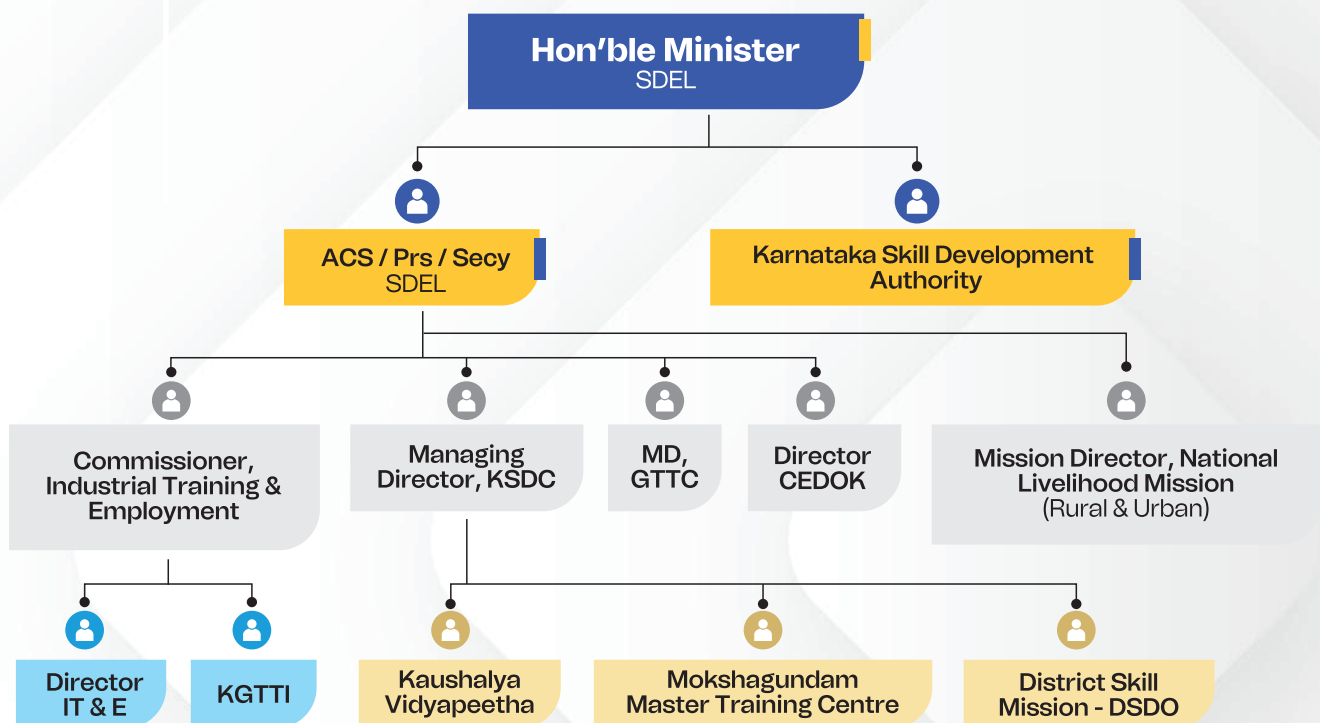




Karnataka has established a robust skilling ecosystem by integrating traditional vocational training with emerging technologies and Industry 4.0 readiness. Anchored by ITIs, polytechnics, GTTCs, KGTTIs and KSDC, the state ensures a future-ready workforce through short-term and long-term skilling programmes and initiatives such as CMKKY, Kalike Jothege Kaushalya, Industry Linkage Cell (ILC), and several public-private partnerships. Under the UDYOGA initiative, Karnataka, in collaboration with Tata Technologies Limited, has upgraded ITIs into tech hubs specializing in robotics, IoT, and EV technologies. The Industry Linkage Cell strengthens industry engagement by involving industries as training partners. By fostering innovation, inclusivity, and collaboration, Karnataka aims to become a global hub for skilled talent and sustainable economic growth.

2.1. Organisation Structure

Karnataka's Skill Development, Entrepreneurship, and Livelihood Department (SDEL) leads the state's skilling ecosystem, aligning with national frameworks. Agencies such as the Department of Industrial Training and Employment (DITE), Government Tool Room and Training Centre (GTTC), Karnataka German Technical Training Institute (KGTTI) and Karnataka Skill Development Corporation (KSDC) equip youth with industry-relevant skills. This nodal structure creates a cohesive framework that enhances employability, supports industry growth, and promotes equitable economic development across the state.



**Organisation Structure of
Government Skilling Ecosystem in Karnataka**



2.2. Overview of various constituents of the Department

2.2.1. Skill Development, Entrepreneurship, and Livelihood (SDEL) Department:

The SDEL Department oversees Karnataka's skilling ecosystem, aligning with national frameworks to create an industry-ready, inclusive workforce and drive economic growth.

2.2.2. Karnataka Skill Development Authority (KSDA):

KSDA was created with the aim to establish comprehensive norms and policies, maintain quality standards, foster innovation, and coordinate with stakeholders to optimize skill development initiatives for socio-economic growth in Karnataka. KSDA also serves as a think tank for skill development and labour market information systems, aiming to bridge the gap between demand and supply of skilled human resource in Karnataka.

2.2.3. Department of Industrial Training and Employment (DITE):

DITE oversees the operation of Industrial Training Institutes and employment exchanges in the state of Karnataka.

2.2.3.1. Industrial Training Institutes (ITIs):

Karnataka has 1,505 ITIs, including government (270), private (1,120), and aided (115) institutions. These ITIs offer National Council for Vocational Education and Training (NCVET) certified courses.

2.2.3.2. Employment Exchanges:

DITE operates 40 Employment Exchanges and University Employment Information & Guidance Bureaus (UEIGBs), functioning as career facilitation centres that provide job matching services, counseling, and career guidance. These centres also support the Youth Employability Service (YES) initiative, aimed at empowering the state's unemployed youth. Ongoing digitization efforts are enhancing the reach, efficiency, and accessibility of these services.





2.2.3.3. Yuvanidhi Scheme: DITE has launched the Yuvanidhi and Yuvanidhi Plus Schemes with the aim to provide financial assistance along with skilling to unemployed youth in Karnataka, ensuring economic support during their job search period. These schemes seek to reduce financial stress, enhance employability, and encourage young graduates and diploma holders to actively seek job opportunities.

2.2.3.4. Institutes for Training of Trainers: The state has three Institutes for Training the Trainers (iTOTs) located in Chikkaballapura, Davanagere, and Malavalli. These institutes cater to the Training-of-Trainers (ToT) needs of DITE and other institutions, while also collaborating with academic institutions and industry partners to leverage their expertise and to deliver comprehensive training programmes for the trainers.



2.2.4. Government Tool Room and Training Centre (GTTC): It is a premier technical skill training institution in the country, offering Diploma, Post Diploma, M.Tech & Short-Term Skill training courses. Karnataka has established 33 GTTCs to provide skilled workforce to industries like automotive, manufacturing, machine tools, aerospace, defence, etc.

GTTC has launched initiatives to enhance quality skill training in Karnataka, including the establishment of GTTC Multi-Skill Development Centres (MSDCs). Additionally, GTTCs function as toolrooms, providing design, process planning, and component manufacturing services for both public and private sector industries.





- **2.2.5. Karnataka German Technical Training Institute (KGTTI):** KGTTIs are state-of-the-art skill development institutes established by the Government of Karnataka in collaboration with the German government. They provide advanced technical training in sectors such as automotive, mechatronics, electronics, welding, CNC machining, and industrial automation to enhance employability and meet industry demands. KGTTIs focus on hands-on, industry-aligned training to bridge the skill gap in Karnataka.
- **2.2.6. Karnataka Skill Development Corporation (KSDC):** KSDC is the nodal agency driving short-term skilling initiatives in Karnataka, playing a pivotal role in preparing the state's workforce to meet the evolving demands of industry. It is responsible for operationalizing short-term skilling programmes, Recognition of Prior Learning (RPL) initiatives, and various state and central government schemes. It also strengthens industry linkages by fostering public-private partnerships and ensuring skilling efforts are closely aligned with market needs. KSDC oversees the empanelment and accreditation of training partners, institutions, and assessment agencies, ensuring compliance with NCVET standards and maintaining high-quality training and assessment practices. KSDC drives several flagship skilling initiatives under the state and central schemes.
- **2.2.6.1. Chief Minister's Kaushalya Karnataka Yojane (CMKKY):** CMKKY aims to skill unemployed youth (aged 18-35) in areas like IT/ITES, healthcare, agriculture, construction, manufacturing, etc. The scheme covers a wide range of skills, from traditional trades to modern digital skills, covering NSQF aligned courses over 35 sectors. Approximately 1.35 lakh candidates have been trained so far.



- **2.2.6.2. Pradhan Mantri Kaushal Vikas Yojana (PMKVY):** PMKVY is a skill development scheme of the Government of India, implemented by the Ministry of Skill Development and Entrepreneurship (MSDE). It focusses on short-term skilling and certification under the Skill India Mission. Over 5 lakh candidates have been trained in the state till date under PMKVY.

5 <https://kaushalkar.karnataka.gov.in>

6 <https://www.skillindiadigital.gov.in/pmkvy-dashboard>



- **2.2.6.3. SANKALP (Skill Acquisition and Knowledge Awareness for Livelihood Promotion):** The SANKALP programme with the financial assistance from the World Bank aims at institutional strengthening, capacity building, and improved access to quality skill development programmes implemented through specialised interventions.
- **2.2.6.4. Industry Linkage Cell:** The state has established an Industry Linkage Cell to coordinate with industries on their skilled workforce requirements. It ensures that the training programmes are relevant and impactful, meeting the specific needs of various sectors. Till March 2024, 3140 candidates have been trained with leading Industry partners such as Flipkart, Ecom Express, Sansera Technologies, Aequs, etc.
- **2.2.6.5. Nanna Vruthi, Nanna Ayke:** This Initiative empowers informed career choices for school students through career counseling and psychometric tests to align aspirations with industry demands in Karnataka.

**Nanna Vruthi
Nanna Ake**
Karnataka Career Planning Program



- **2.2.6.6. Kalike Jothege Kaushalya:** Implemented with Department of Collegiate Education, the programme integrates skill development with formal education by introducing credit-based skill courses imparted by select industry partners in high-demand skills to enhance employability of graduates and ensure that they are equipped with market-oriented skill sets as an entry point for employment.

KALIKE JOTHEGE KAUSHALYA





- 2.2.6.7. **Skills Competitions:** WorldSkills Competition is a global event where young professionals from various countries compete in skill-based challenges across multiple trades, promoting excellence in vocational training. IndiaSkills Competition is the national-level counterpart organized by National Skill Development Corporation (NSDC). Karnataka has excelled in these competitions in 2024, securing 47 medals and ranking second nationally.





2.2.6.8. The Karnataka Skill Connect Portal (KSCP):

KSCP serves as a centralized digital platform to bridge the gap between skilled candidates and employers in Karnataka. It facilitates real-time job matching, apprenticeship opportunities, and career counseling, ensuring that jobseekers have direct access to employment prospects.

2.2.6.9. Future Skills Program: Implemented under the Industry Linkage Cell (ILC), this strategic initiative aims to equip Karnataka's workforce with emerging technology skills aligned with global industry demands. This programme actively collaborates with leading technology firms, industry bodies, and academic institutions to ensure market-driven training programmes in Artificial Intelligence (AI), Machine Learning (ML), Cybersecurity, Blockchain, VLSI, Industrial Automation, Robotics, and Digital Twin Technology.



2.2.7. International Migration Centre Karnataka (IMC-K): IMC-K, under Karnataka Vocational Training and Skill Development Corporation (KVTSDC) is a unique initiative helping Karnataka's youth secure overseas employment opportunities, through specialized training in language skills, international certifications, and workplace readiness to meet global standards. Over 900 candidates have been placed overseas till 2024.

2.2.8. Centre for Entrepreneurship Development of Karnataka (CEDOK): The CEDOK provides training, capacity building, and support services to aspiring small businesses and micro entrepreneurs. It conducts entrepreneurship development programmes and capacity building programmes to foster self-employment and economic growth.

2.2.9. National Livelihood Mission (NLM): The NLM in Karnataka includes the National Rural Livelihood Mission (NRLM) and the National Urban Livelihood Mission (NULM). It focuses on poverty alleviation and livelihood enhancement in rural and urban areas through initiatives such as the Deendayal Antyodaya Yojana – National Rural Livelihood Mission (DAY-NRLM), the Deendayal Antyodaya Yojana – National Urban Livelihood Mission (DAY-NULM), and various farm and non-farm livelihood programmes.

3

Need for Skill Development Policy





Karnataka's approach to skill development is strategic, forward-looking, and integrated with the state's broader economic and social objectives. A comprehensive skill development policy is crucial to align efforts towards equipping the workforce with the necessary skills to thrive in a rapidly changing economy. This policy will cater to immediate technological, manufacturing, and service sector needs while also laying the groundwork for long-term, sustainable workforce development across various sectors.

To ensure a holistic approach, Karnataka's skill development initiatives will be harmonized with economic growth, employment generation, and social development strategies. Collaboration among government agencies, industry stakeholders, educational institutions, and training providers is vital to tailor skill programmes to local and global market demands. The state's burgeoning sectors like IT, Biotechnology, Aerospace, Defence, Manufacturing, etc. require supportive policies that foster innovation, entrepreneurship, and inclusivity, thereby creating a versatile and future-ready workforce. The policy lays its foundation on the following:

3.1. USD One Trillion Economy

The Karnataka Skill Development Policy 2025-2032 is closely aligned with the State's vision of becoming a USD 1 trillion economy by 2032. This long-term growth target provides the guiding framework for all skilling initiatives undertaken during the policy period. Karnataka's economic performance already demonstrates strong momentum with the Gross State Domestic Product (GSDP) reaching ₹25.01 lakh crore in 2023-24, a growth rate of 10.2% at current prices. The State contributes 8.4% to India's GDP, and its per capita income of ₹3,32,926 is nearly 79% higher than the national average.

Achieving the USD 1 trillion goal will require a future-ready, globally competitive workforce that can drive productivity, innovation, and inclusivity across sectors. This policy positions skill development as the backbone of Karnataka's economic vision, ensuring that the state's youth and workforce are equipped with the capabilities needed to sustain high growth, attract investment, and strengthen Karnataka's leadership in emerging industries.

3.2. Building a Future-Ready Workforce: Karnataka's Vision for a Stronger Skilling Ecosystem

Karnataka envisions a stronger skilling ecosystem that caters to the current and the future workforce requirements. On one hand, the government will introduce early interventions for school and college students with an aim to mainstream vocational training and build a wide range of capabilities that allows for greater adaptability and flexibility in today's dynamic labour market. On the other hand, collaborating with industry, the government will support initiatives aimed at upskilling and reskilling the current workforce and facilitate formal recognition of skills acquired informally to boost the transition to formal employment.

¹⁰ Economic Survey of Karnataka 2023-24

¹¹ Economic Survey of Karnataka 2023-24

¹² Karnataka's Decade-Roadmap to \$1 trillion



3.3. Skilling for the world

Skill development has secured much international as well as national interest and attention in the recent past. Governments and organizations world over are committed to enhanced investment in skill development to develop competencies and capacities of the workforce for capitalizing on opportunities arising from technological advancements, international mobility, changing demographic trends, and greening of economies. As global labour market trends continue to undergo significant shifts with repercussions in the local economic landscape, a policy framework is warranted at this pivotal moment to guide the efforts of all the stakeholders in achieving the state's ambition of 'skilling for the world'.

The policy is unique in its emphasis on moving beyond wage employment as an outcome of skill development activities. It presents a long-term perspective to boost productivity and economic participation of all groups and communities. The demographic dividend of Karnataka presents a window of opportunity for the state to develop its reservoir of human talent for driving unprecedented socio-economic development.

3.4. Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis of the State's Skill Ecosystem



Strengths

- Strong Government Intentions
- Strong economic growth contributing 8.4% to national GDP
- Well established institutional framework
- LFPR at 57% with low unemployment rate of 2.4%.
- Robust industrial base



Weaknesses

- Disparity in skills, awareness & access
- Attitudinal, societal barriers & low female enrolment
- Insufficient focus on quality & standardization
- Limited international collaboration
- Fragmented digital platforms
- Employability concerns



Opportunities

- Growth in emerging technologies and key sectors such as ESDM, EV, green skills, AI, etc.
- Investment in infrastructure, logistics & manufacturing
- District skill ecosystem
- Industrial policy aims at creating 20 lakh jobs by 2029
- Overseas placement opportunities



Threats

- Rapid technological advancements
- Global competition
- Economic fluctuations
- Funding uncertainties

4

Vision & Mission of Skill Development Policy



*vision &
mission*



Karnataka's Skill Development Policy envisions transforming the state into a hub for skill development, fostering an inclusive and future-ready workforce that meets the demands of a rapidly evolving economy. Its mission focuses on empowering youth and marginalized communities through access to industry-aligned skills, promoting continuous learning, and enhancing collaboration between industry and educational institutions. This comprehensive approach aligned with Skill India Mission aims to bridge regional disparities and support sustainable economic growth, ensuring that all segments of society benefit from skill development initiatives.

4.1. Vision

To establish Karnataka as a **premier destination for skilled workforce**, fostering an **inclusive, dynamic, and future-ready workforce** that not only meets the demands of a rapidly evolving economy but also drives sustainable growth and social equity across all segments of society.

4.2. Mission

- Establish Karnataka as a premier hub for skilled workforce by fostering an inclusive, innovative, and industry-driven skilling ecosystem.
- Empower youth and marginalized communities by ensuring access to high-quality, industry-aligned skilling, reskilling, and upskilling opportunities.
- Strengthen the integration of education and skilling by embedding vocational training within schools, higher education, and lifelong learning pathways.
- Enhance industry collaboration through dynamic skilling models, apprenticeships, and emerging sector-focused training to improve workforce readiness.
- Promote artisanal skills and informal sector skilling by recognizing prior learning, modernizing crafts, and supporting entrepreneurship.
- Leverage technology and digital platforms to improve access, efficiency, and quality in skill training, assessment, and employment facilitation and to continuously analyze workforce demands, emerging technologies, and evolving job markets.



Enable global workforce mobility by developing internationally benchmarked skills, certifications, and migration support for overseas employment.

Ensure quality assurance and standardization by strengthening accreditation, certification, and trainer development to align with national and global standards

Foster inclusivity and equitable access by addressing regional, gender, and economic disparities in skill development and employment.

To operationalize this vision, the State targets to skill 3 million youth during the policy period (2025–32), thereby laying the foundation for a competitive, inclusive, and resilient workforce equipped to meet global and domestic market needs.

Beyond skilling numbers, the policy places employability at the center of all interventions. Every training programme will be designed to improve actual job readiness through industry-aligned curricula, apprenticeships, soft skills, and career services, ensuring that learners are not only trained but also employable. By embedding employability as the core outcome, the State seeks to create a workforce that can seamlessly transition into meaningful jobs, self-employment, and global opportunities, contributing to both individual growth and Karnataka's \$1 trillion economy vision.



5

Key Focus Area 1: Institutional Strengthening and Convergence





5.1. Skill Intelligence driven futuristic state skill ecosystem:

The Karnataka Skill Intelligence & Strategy Unit (KSISU) will be established under KSDA with following features:

5.1.1. Conduct Comprehensive District level Skill Gap Study and Demand Assessment: To ensure the skill ecosystem remains agile and responsive to market shifts, a dynamic skill gap and demand assessment mechanism will be implemented by KSDC in consultation with KSDA. This mechanism will blend rigorous field study with a dynamic digital interface run on an AI-enabled forecasting model. The data collection for the studies will be supported by District Skill Committees (DSCs), ITIs, GTTCs and KGTTIs at the district-level. Comprehensive field studies will be conducted every five years, with up to two focused updates during the policy period. These updates will engage key stakeholders to address evolving sectoral needs.

5.1.2. Develop Skills Intelligence Framework & Dashboard: To ensure that Karnataka's skill development initiatives are data-driven, a Skills Intelligence Framework will be developed to gather, analyze, and visualize labour market trends and skills data. This framework will offer actionable insights for policymakers, training providers, trainees, and employers. A comprehensive dashboard will feature sector-specific analytics, real-time data on skilling and training outcomes, and workforce supply-demand trends, facilitating evidence-based decision-making to align skilling efforts with industry needs.

5.1.3. Develop Karnataka Skill Index (KSI): KSI will comprise composite indices measuring the performance of the state's skills systems. KSI will measure districts' "distance to the ideal" performance. This ideal performance is chosen as the highest achievement by any district over a defined period. KSI will comprise of key indicators measuring aspects like quality, access, placements, activation, and matching, etc., each of which measures a definitive aspect of a skills system.

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5.2. Strengthening of District Skill Ecosystem:

The decentralization of skill development efforts to ensure demand-aligned, district-specific skilling will be facilitated through District Skill Committees (DSCs). These committees will be responsible for the implementation and monitoring of skill development initiatives at the district level. KSDC will support DSCs by providing a dedicated workforce to coordinate and manage skilling efforts. Additionally, DSCs will be provided funding support for key activities such as advocacy, mobilization, and monitoring. They will also contribute district-level demand and supply inputs during the skill and demand assessment conducted by KSDC.



KSDC will allocate job roles and targets for training under CMKKY 2.0 in consultation with the DSCs. The recommendations of the DSCs and the priorities outlined in the District Skill Development Plans (DSDPs) will be taken into consideration, ensuring that programme implementation reflects local needs. This consultative approach will enhance the effectiveness of skilling initiatives, improve accountability, and ensure that DSCs feel their voices are heard in the decision-making process.

To enhance organizational efficiency and streamline skill development efforts, the State will revamp the district-level administrative setup by merging Employment Exchanges and District Skill Development (DSD) Offices. Currently, DSD Offices oversee skill development schemes' implementation, accreditation, monitoring, and DSC facilitation; while Employment Exchanges focus on job seeker registrations and employment card issuance. Integrating these entities will establish a unified district-level skilling and employment office, ensuring better coordination, optimized resource utilization, and more effective implementation of skill development and employment initiatives across the state.

The integrated offices, in addition to fulfilling the mandate of the district skill development, will serve as comprehensive hubs for career guidance and employment facilitation. These offices will provide career counseling, job matching, training referrals, and opportunities for industry networking, ensuring holistic support for individuals in their skill development and employment journeys. All employment-related services will be delivered through the unified digital portal, ensuring efficiency and accessibility.

To further empower the district-level ecosystem, the following initiatives will be taken up:

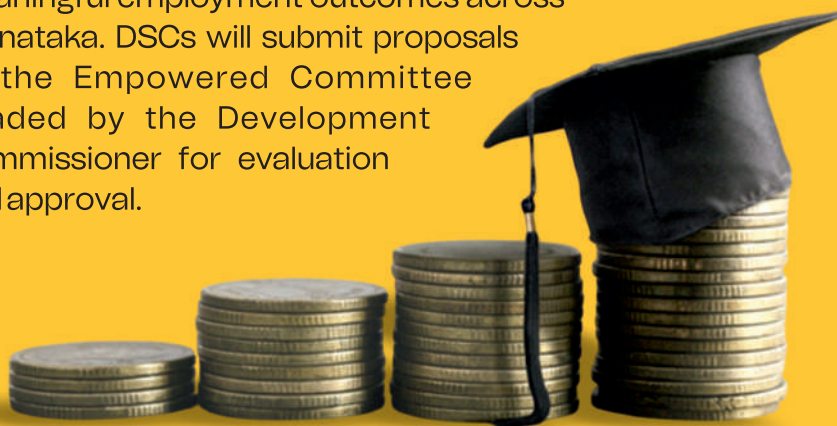
- **5.2.1. Targeted Capacity-Building Programmes:** Targeted training and capacity building programmes will be implemented to enhance the competencies of district-level officers in managing and overseeing skill development activities. This will ensure greater uniformity, quality, and effective implementation of skill initiatives across the state. KSDA will support KSDC in strengthening the capacity of DSCs and will establish a regular review mechanism to monitor, evaluate, and guide skill development initiatives at the district level.

- **5.2.2. CM Fellowship Programme:** KSDA will design the Chief Minister's Fellowship Programme in partnership with a renowned academic institution, to deploy one fellow per district to work closely with the DSCs. These fellows will serve as critical links between the state and district administrations, providing academic and analytical support for decentralized, evidence-based planning and effective implementation of skill development programmes.

Their key responsibilities will include assisting DSCs and facilitating local insights for policy design, monitoring and evaluating programme effectiveness, and enhancing last-mile delivery of skill initiatives tailored to district needs.



- **5.2.3. State Challenge Fund for Innovative Skill Development:** To foster innovation and healthy competition in skill development, a Challenge Fund with a provision of ₹1 crore per year will be setup. This fund will support innovative, district-specific skilling initiatives that address local needs and challenges. By encouraging districts to think creatively and implement impactful skilling solutions, this initiative aims to enhance localized skill development, promote best practices, and drive meaningful employment outcomes across Karnataka. DSCs will submit proposals to the Empowered Committee headed by the Development Commissioner for evaluation and approval.



5.3. Strengthening ITIs, GTTCs, and KGTTIs for Improved Skill Development

- **5.3.1. Infrastructure Modernization and Expansion in Government ITIs:** DITE will implement a comprehensive modernization initiative to upgrade government ITIs across Karnataka. These initiatives are designed to complement and synergize with the Ministry of Skill Development and Entrepreneurship's (MSDE) schemes, ensuring convergence, resource optimization, and avoidance of duplication.

Based on an in-depth audit and pre-identified requirements, the following initiatives have been identified and will be undertaken during the policy period:

- **5.3.1.1. Infrastructure Development:** 26 ITIs lacking their own buildings and fully functional workshops will be provided with new infrastructure and modern equipment to ensure equitable access to quality training.
- **5.3.1.2. Establish Skill Lab in Every District:** To strengthen technical training, 31 specialized skill labs along with state-of-the-art libraries (one per district) will be established in government ITIs, targeting high-demand sectors in each district. These labs, developed in collaboration with industry leaders, will be equipped with modern tools and technologies reflecting current industry practices. Regular updates to equipment and curricula will ensure students gain hands-on experience with advanced methodologies.



5.3.1.3. Technology & Course Upgradation: 150 ITIs will be equipped with upgraded tools, equipment, and machinery for the existing courses. New courses in emerging trades such as automation, robotics, and advanced manufacturing will be introduced in 39 ITIs, supported by specialized tools and resources.

5.3.1.4. Safety & Security: CCTV surveillance and biometric attendance systems will be installed in all government ITIs to enhance security and ensure accurate monitoring of trainees. Transport availability, adequately lit classrooms and corridors, functioning streetlights surrounding the ITI infrastructure will be the focus areas to ensure utmost safety and security. Further, health and safety measures will be maintained in the classrooms and lab spaces of Government ITIs.





- **5.3.1.5. Sustainability:** Rooftop solar energy systems will be installed in ITIs and rainwater harvesting will be implemented to promote environmental sustainability and resource efficiency.
- **5.3.1.6. Student Support & Industry Collaboration:** Training, Counselling, and Placement Cells (TCPCs) will be set up in all ITIs to improve career guidance and employability. Industry visits and workshops will be organized regularly to provide practical exposure and strengthen industry collaboration. Digital and communication skills will be strengthened through the establishment of 134 advanced computer and language labs.
- **5.3.1.7. Improved Hygiene Facilities:** Separate hygienic toilet facilities for male and female students and staff will be provided in government ITIs. Regular checks which will be conducted by DSCs appointed members to ensure functionality and usability of the separate washrooms. Safe water, sanitation and hygiene related facilities will be provided in Government ITIs.
- **5.3.1.8. Entrepreneurship Training:** Entrepreneurship Training Programmes will be introduced for students in select ITIs.
- **5.3.1.9. Student Innovation Fund:** A Student Innovation Fund will be launched to foster creativity and support innovative projects by ITI students.
- **5.3.2. Expansion and Upgradation of GTTCs for Advanced Technical Training:** Government Tool Room & Training Centres (GTTCs) are among the premier toolroom and technical training institutes in the country, playing a crucial role in supporting the skilling requirements of manufacturing sector. To further strengthen these institutes and enhance their infrastructure, the department will implement the following initiatives:
 - **5.3.2.1. Upgradation of Existing GTTCs:** Based on the infrastructure assessment conducted, 14 GTTCs will be upgraded with modern classrooms, state-of-the-art advanced manufacturing and automation labs, and residential hostels for students. Additionally, tools, machinery, and communication equipment will be upgraded in 30 centres to facilitate the introduction of new diploma courses.
 - **5.3.2.2. Multi Skill Development Centres (MSDCs):** MSDCs will be established in Kalaburagi, Koppala, and Mysuru districts in collaboration with Visvesvaraya Technological University (VTU) to address local market demands and equip local youth with market-relevant skills across manufacturing and services sectors, as envisaged in the State Budget 2025-26.
 - **5.3.2.3. Skill Park in Ballari:** A state-of-the-art Skill Park, with an estimated investment of ₹300 crores, will be established in Sanduru taluk, Ballari District. This park will serve as a comprehensive hub for advanced skill development and industry collaboration. The Skill Park will focus on providing cutting-edge training infrastructure, hands-on learning facilities, and industry-driven courses tailored to the evolving demands of the job market. This will ensure the local youth gain market-relevant skills and enhance their employability in both national and global industries.



■ **5.3.2.4. Language Training:** In collaboration with organisations like GiZ, GTTC will offer German, Japanese and any other language trainings as per demand for its students to enhance their employability in the global markets.





- **5.3.2.5. Global Alliances:** GTTC will forge strategic partnerships with globally renowned academic institutions and industries to facilitate knowledge sharing, resource exchange, and collaborative programmes. These alliances will focus on exchange programmes for students and trainers, mutual recognition of courses, adoption of global best practices, and joint certification models.

- **5.3.3. Scaling Up KGTTI Model of Customized Industry Led Training:** The Karnataka German Technical Training Institutes (KGTTIs) have established themselves as premier centres for vocational education in the state, offering specialized training aligned with industry requirements.

To further strengthen the Karnataka German Technical Training Institutes (KGTTIs), following measures will be taken:

- **5.3.3.1. Curriculum Expansion:** Specialized courses will be introduced in emerging fields such as renewable energy technologies, advanced robotics, and cybersecurity to align with evolving industry demands. Additionally, KGTTIs will help in implementing the initiatives like Kalike Jothege Kaushalya, CMKKY 2.0, etc. by leveraging their infrastructure and expertise.
- **5.3.3.2. Infrastructure Enhancement:** Existing facilities will be upgraded with advanced machinery and simulation labs focusing on high-demand sectors. Industry 4.0 labs will be setup in the Bengaluru, Kalaburagi, Mangaluru and Belagavi KGTTIs.
- **5.3.4. Curriculum Rationalization & Industry-Recognized Certifications:** To ensure alignment with industry demands, global economic trends, and emerging technologies, courses in ITIs, GTTCs, and KGTTIs will be continuously reviewed and updated. An Advisory Council will be constituted by KSDA to assess the relevance of existing courses and recommend the introduction of new, industry-driven programmes or the phasing out of obsolete ones. New courses in green technologies, AI/ML, cybersecurity, aerospace, ESDM, and advanced manufacturing will be introduced based on industry needs.

NSQF-aligned certification programmes will be launched in collaboration with industry bodies to validate and enhance skillsets. Regular curriculum and certification reviews will ensure their continued relevance. Targeted awareness campaigns will be undertaken to promote these certifications among students and employers, highlighting their value in the job market.

The goal is to introduce new certification programmes annually, aligned with evolving job roles and market requirements. Institutional mechanisms will be further strengthened to have dedicated focus on national alignment of the existing non-NSQF aligned courses conducted in Karnataka.



5.3.5. Strengthening Employment Tracking and Alumni Engagement: Enhanced data collection, tracking, and analysis of student employment outcomes will be conducted. The employment module will systematically record placements, job retention, and career progressions, ensuring accountability and effectiveness. Alumni connect initiatives will establish a structured network for mentorship, industry linkages, and feedback integration into training programmes. This will improve long-term employability insights and drive continuous improvements in institutions' performance.

5.3.6. Optimizing Skill Development Infrastructure through Public-Private Partnerships: To enhance infrastructure utilization and reduce idle capacity, the State will promote Public-Private Partnerships (PPP) to enable shared access to ITI, GTTC, and KGTTI facilities including classrooms, labs, and workshops through strategic partnerships with industry associations. These centres will deliver modular, flexible, and industry-relevant training programs. This approach will not only maximize resource use but also improve training quality, responsiveness to market demands, and cost efficiency.

5.4. Strengthening KSDC

5.4.1. Launch of CMKKY 2.0: The existing Chief Minister's Kaushalya Karnataka Yojane (CMKKY) will be revamped and launched as CMKKY 2.0, with revised guidelines to strengthen accreditation, training delivery, monitoring & evaluation, certification, and placement frameworks. The updated scheme will place a strong emphasis on quality assurance, inclusivity, demand-driven training, and future-readiness, ensuring better alignment with industry needs and the evolving workforce landscape.

CMKKY 2.0 will function as an umbrella scheme, bringing together all key skill development initiatives under a single, integrated framework. This will include programmes such as Kalike Jothege Kaushalya, Nanna Vrutti Nanna Ayke, Industry Linkage Cells (ILC), International Migration Centre – Karnataka (IMC-K), as well as upskilling, special projects, and Recognition of Prior Learning (RPL).



By adopting a lifecycle approach to skilling, CMKKY 2.0 will ensure that there are targeted interventions at every stage of an individual's journey from school to pre-university, through graduation, and post-education stages, including in-employment skilling and recognition of informal skills. This integrated model will create a seamless and cohesive ecosystem for continuous learning, employability enhancement, and workforce transformation across Karnataka.



Further, to enhance international mobility of skilled workforce, demand driven language training programmes (like French, Spanish, Italian, German, etc.) and training on technical, and professional skills required by destination countries will be covered under CMKKY 2.0.

5.4.2. Developing a Robust Accreditation Framework: A comprehensive accreditation framework in line with national accreditation system will be established to ensure that all training programmes meet high-quality standards. This framework will involve regular assessments and certifications to maintain the credibility and effectiveness of skill development initiatives.

5.4.3. Digitization of Training, Employment, and Certification Processes: Digital technologies will be leveraged to streamline all aspects of skill development, from training delivery to certification issuance and employment matching. The Karnataka Skill Connect Portal (KSCP) is a pivotal tool in this endeavour and will be further strengthened to streamline all these processes.

5.4.4. Enhancing Credibility & Strengthening the Awarding Ecosystem: KSDC will establish a standardized, high-quality skilling ecosystem in Karnataka by adopting credible norms and striving for the best NCVET rating to position itself among the top awarding bodies in the country. To incorporate global best practices, KSDC will collaborate with leading awarding bodies from countries with advanced TVET systems. Additionally, KSDC will strengthen the state's awarding ecosystem by implementing a digitally responsive assessment and certification system, and developing a qualified pool of trainers and assessors to meet evolving industry needs.

5.5. Strengthening International Migration Centre – Karnataka (IMC – K)

5.5.1. Capacity Building for IMC-K: To enhance the effectiveness of IMC-K, capacity-building initiatives will be taken up to strengthen institutional frameworks, improving operational efficiency, and equip staff with specialized knowledge on international migration processes. Additional human resource required to fulfil the mandate and to scale up the operations will be provided. Training programmes will be designed for IMC-K personnel to improve their expertise in areas such as legal migration frameworks, international labour market trends, and migrant welfare services. Additionally, partnerships with global migration agencies, diplomatic/trade missions, and industry bodies will be explored to ensure alignment with best practices. These efforts will enhance IMC-K's ability to provide comprehensive and high-quality support to migrant workers.

5.5.2. Comprehensive Migration Support System: KVTSDC will establish Migration Resource Centres (MRCs) under IMC-K across key districts under a Hub and Spoke model, with Bengaluru as the central hub. These MRCs will provide pre-departure support, legal migration assistance, targeted skill development, migrant support services, reintegration programmes, and financial literacy guidance to ensure safe, informed, and successful migration. To enhance pre-departure readiness, Pre-Departure Orientation Training (PDOT) Centres will be expanded beyond Bengaluru to Kalaburagi, Mangaluru, Hubballi, and Mysuru. Additionally, aspirants will be equipped with language, technical, and professional skills required by destination countries. For returning migrants, Reintegration Support Desks will be set up at MRCs to offer counselling, skill upgradation, job referrals, financial literacy training, and entrepreneurship support, ensuring a smooth transition into the domestic workforce or new overseas opportunities.



Support Desks will be set up at MRCs to offer counselling, skill upgradation, job referrals, financial literacy training, and entrepreneurship support, ensuring a smooth transition into the domestic workforce or new overseas opportunities.

5.5.3. Digital Platform for All Services: KVTSDC will develop a comprehensive digital platform for IMC-K as part of the unified portal to provide end-to-end candidate lifecycle management and real-time access to information on migration processes, job opportunities, training schedules, and support services. This user-friendly portal will enable online registration for training programmes, pre-departure orientation sessions, and employment opportunities. Additionally, it will integrate candidate support, grievance redressal mechanisms, and updates on migration policies to assist both prospective and returning migrants. By digitizing these services, IMC-K will enhance accessibility, efficiency, and transparency in migration-related processes.



5.5.4. Establishment of Project Management Unit: KVTSDC will establish a Project Management Unit (PMU) for IMC-K, to ensure effective implementation, monitoring, and evaluation of initiatives under its purview. The PMU will be responsible for policy execution, stakeholder coordination, performance tracking, and reporting. It will work closely with government departments, training institutions, industry partners, and international bodies to enable skilling and migration support services.

5.6. Mainstreaming Skill Development with School & Higher Education System

5.6.1. 'Nanna Vrutti Nanna Ayke' (career guidance) programme: KSDC, in partnership with the Department of School Education and Literacy is implementing 'Nanna Vrutti Nanna Ayke', a career guidance programme in government high schools and pre-university colleges. This programme enhances students' understanding of career opportunities and facilitate seamless linkages to vocational programmes. The initiative will be scaled up after incorporating feedback from the pilot phase, empowering students to make informed, future-ready career choices.



To further enhance student engagement and learning outcomes, career counselling sessions and introductory skill courses in schools will be gamified and delivered through interactive and experiential formats such as simulations, quizzes, and role-play activities. This learner-centric approach will make vocational education more attractive, contextually relevant, and effective for young learners.

5.6.2. Junior Technical Schools: Karnataka currently has six government and six private Junior Technical Schools (JTS), offering foundational technical education at the school level. To strengthen and expand this system, the state will upgrade existing JTSs and establish at least one JTS in every district in a phased manner by upgrading existing government schools. JTS will ensure students gain both classroom knowledge and workplace experience, enhancing their readiness for immediate employment in local industries. This initiative aims to expand access to technical education and improve employability at the district level, aligning school-level training with evolving labour market demands.

5.6.3. Integration of Vocational Education in Higher Education and Universalisation of Skilling: To strengthen vocational education and promote upward mobility for skill-based learners, Karnataka will adopt a decentralized model of establishing Schools of Vocational Education within existing public and private universities. These schools will function alongside other academic departments, enabling a seamless blend between general and vocational education and encouraging interdisciplinary learning.

Universities will be encouraged to introduce and expand structured vocational programmes such as Diploma in Vocation (D.Voc), Bachelor of Vocation (B.Voc), and Master of Vocation (M.Voc) under their Schools of Vocational Education. Bangalore University, which already offers these programmes, will serve as a pilot and model for replication across other public universities in Karnataka. This initiative will be implemented in collaboration with the Department of Higher Education, with necessary policy amendments at the university and state levels. The Department of Skill Development, Entrepreneurship and Livelihood (SDEL) will provide initial technical support for programme rollout and capacity building.

As part of this broader vision, the state will scale up the 'Kalike Jothege Kaushalya' programme, currently being implemented by KSDC in collaboration with the Higher Education Department. Based on insights from the pilot phase, course offerings under this programme will be rationalised to improve market relevance and student participation. The state will also intensify efforts to engage industries and OEMs and encourage universities to integrate skill courses into their credit framework, ensuring both academic recognition and industry alignment.

To further universalise access to skill development, Karnataka will expand the scope of Kalike Jothege Kaushalya by embedding credit-based skill courses across all semesters of undergraduate education. This approach aims to catch beneficiaries early and provide them with a progressive skilling pathway throughout their academic journey. Initial semesters will focus on foundational skills such as English language, communication, digital literacy, and workplace readiness, while later semesters will introduce industry-specific technical skills, aligned with each student's field of study. Under the Kalike Jothege



Kaushalya programme, special focus will be brought upon for providing training on emerging technologies such as AI/ML, etc.

In addition, private universities will be encouraged to establish 'Skill Academies' within their campuses. These academies will offer industry-relevant courses, operated by accredited private or industry training partners under a non-funded model, and integrated into university programmes.

5.6.4. Engineering College-ITI Mentorship Programme: Under this programme, engineering colleges will provide knowledge sharing, guidance, and capacity-building support to the ITIs. They will mentor ITIs in areas like course rationalization, adoption of industry-aligned practices, and upgrading training methodologies. They will also support trainer capacity-building through workshops, joint training sessions, and exposure visits, ensuring ITI instructors and trainees stay updated on emerging technologies and industry standards.

5.6.5. 100 AI Initiative by Department of Higher Education: The 100 AI (100 Academic-Industry) Initiative is a transformative programme aimed at fostering deep collaboration between 100 academic institutions and 100 industries across Karnataka to bridge the academia-industry gap. By aligning educational curricula with industry needs, this initiative will equip students with practical skills in AI and emerging technologies, enhancing their employability and fostering a strong research and innovation ecosystem. The programme will integrate industry-driven projects into academic learning, facilitate faculty exposure to industry trends, and promote knowledge exchange through structured collaborations. Key outcomes include the establishment of 100 institutional partnerships, development of AI-powered collaboration platforms, integration of industry-designed courses, and training of 10,000 students, ensuring that a significant portion secures industry internships or employment. This initiative will play a crucial role in positioning Karnataka as a leading hub for talent, innovation, and industry-academia synergy.

5.7. Convergence Between Departments

5.7.1. Consolidating Skill Development Initiatives to Achieve More Impactful Outcomes: Currently, multiple state departments implement skill development programmes under their respective mandates. SDEL will develop a unified framework and CMKKY 2.0 guidelines in collaboration with all relevant departments to streamline skilling activities, eliminate redundancies, and optimize resource utilization. Standardized guidelines will ensure better coordination, clearer target-setting, and improved interdepartmental collaboration, leading to more effective programme delivery and shared skill development outcomes across the state.

5.7.2. Centralized Real-Time Monitoring and Reporting: The unified digital platform under KSDC will provide a single-window view of all skill development programmes available in the state by integrating all the skilling programmes across various departments. This will ensure real-time tracking and reporting of skill initiatives, enhance transparency and accountability, and enables prompt identification of issues and data-driven decision-making to optimize programme outcomes.

6

Key Focus Area 2: Environment Building - Making Vocational Education Aspirational





6.1. Strengthening the Kaushalya Karnataka brand

6.1.1. State-wide IEC Strategy: KSDC will develop a comprehensive state-wide Information, Education, and Communication (IEC) strategy and guidelines based on an in-depth assessment of the effectiveness of current IEC activities, brand recognition of Kaushalya Karnataka, etc. The IEC strategy will leverage multiple communication channels - including digital platforms, social media, community radio, and local influencers—to enable stakeholder-specific outreach, conduct targeted awareness campaigns, and ensure sustained engagement across cultural, demographic, and geographic segments.

A centralized strategy will revitalize the ecosystem by enhancing awareness, engagement, and better participation among stakeholders. It will provide guardrails to ensure consistency in messaging, branding and narrative across all skill development communication and outreach activities. Regular evaluation will be conducted of the initiatives and campaigns implemented as part of the centralized media campaign. This will allow timely course-correction and a focus on effective stakeholder outreach, campaigns, and continuous engagement. These envisaged activities will be designed and implemented by a professional branding agency.

6.1.2. Enhancing Recognition of Skill Certification Among Employers: SDEL will actively work towards increasing the acceptance and recognition of state and central skill certifications among public and private sector employers. This will be achieved through strategic industry engagement, awareness campaigns, and advocacy. Regular engagement with industry associations, Sector Skill Councils, and major employers will be taken up to promote skill-based hiring, where practical skills are prioritized over traditional degrees. Efforts will also focus on integrating skill certifications into hiring practices and career progression frameworks, ensuring greater recognition and value for vocational qualifications in the job market.

To proactively promote the certifications at national and global level, a dedicated 'Global Certification Promotion Cell' (GCPC) will be established within the KSDA. Additionally, collaboration with government agencies will ensure that skill-certified individuals are recognised in public sector projects and contracting processes. By strengthening employer confidence in skill certification, this initiative aims to enhance job opportunities, promote formal recognition of vocational skills, and improve vertical mobility of workforce.

6.2. Enhancing Karnataka's Representation and Performance in IndiaSkills and WorldSkills Competitions

6.2.1. Create Awareness: The centralized media strategy will encompass targeted initiatives and campaigns to boost awareness, aspiration and participation of youth and other stakeholders in the state, national and international competitions.



- **6.2.2. Early Identification and Nurturing of Talent:** To ensure early identification of talent, KSDC under the Kaushalya Karnataka initiative will focus on institution-level events designed to recognize and nurture students with an aptitude for various skill domains. The talent identified will further be groomed to compete in skill competitions at the state-level, national level (IndiaSkills) and subsequently the WorldSkills competition.
- **6.2.3. Annual State-Level Competition:** KSDA will design and KSDC will implement an annual state-level competition to elevate the standards of excellence in technical skills through competitive events and to generate greater public awareness and interest. The competition will involve participants from all technical education institutes, including Industrial Training Institutes (ITIs), GTTCs, KGTTIs, polytechnics, universities, and private educational and training institutions across the state. The initiative aims to nurture technical proficiency, foster innovation, and inspire youth to pursue careers in technical and vocational fields.
- **6.2.4. WorldSkills Trailblazer initiative with Industry:** KSDC will develop a WorldSkills Trailblazer initiative in collaboration with leading industries to select and mentor participants for WorldSkills competitions. Industries will provide mentorship, advanced training facilities, shop-floor deployment, real-time project-based learning and resources to prepare candidates for high-level competitions and enhance their global competitiveness.
- **6.2.5. Aspirational Pathway for Medal Winners and Their Recognition:** KSDA will develop an aspirational recognition and growth pathway for medal winners from state, national and international competitions. Medal winners from state-level competitions will have the opportunity to advance and represent the state in prestigious national and international platforms, while also enjoying enhanced career prospects. Medal winners from IndiaSkills and WorldSkills will be felicitated by the State.
- **6.2.6. Establishment of Skill Olympics Project Management Unit:** KSDC will set up a dedicated Project Management Unit (PMU) to oversee the design, implementation, and management of State Skill Olympics and preparation and participation in IndiaSkills, and WorldSkills competitions. This unit will focus on enhancing preparedness, building a competitive edge, and ensuring seamless coordination for these events.

This will be achieved through coordination with Industry and academia for real-time exposure, performance enhancement and monitoring, access to training infrastructure, international benchmarking, and rigorous training for the competitors to compete at state, national and international competitions.



6.3. Kaushalya Karnataka Awards

KSDA will develop a comprehensive reward and recognition framework through the Kaushalya Karnataka Awards to celebrate excellence in the state's skill development ecosystem. This initiative, implemented by KSDC, will honour outstanding contributions of trainees, trainers, master trainers, industry, training partners, and academia. Trainers and master trainers will be recognised in various categories of engineering and non-engineering trades.

Additionally, DITE, GTTC, KGTTI, and KSDC will establish an alumni recognition mechanism to identify and felicitate successful alumni, showcasing them as role models to inspire and motivate future trainees.

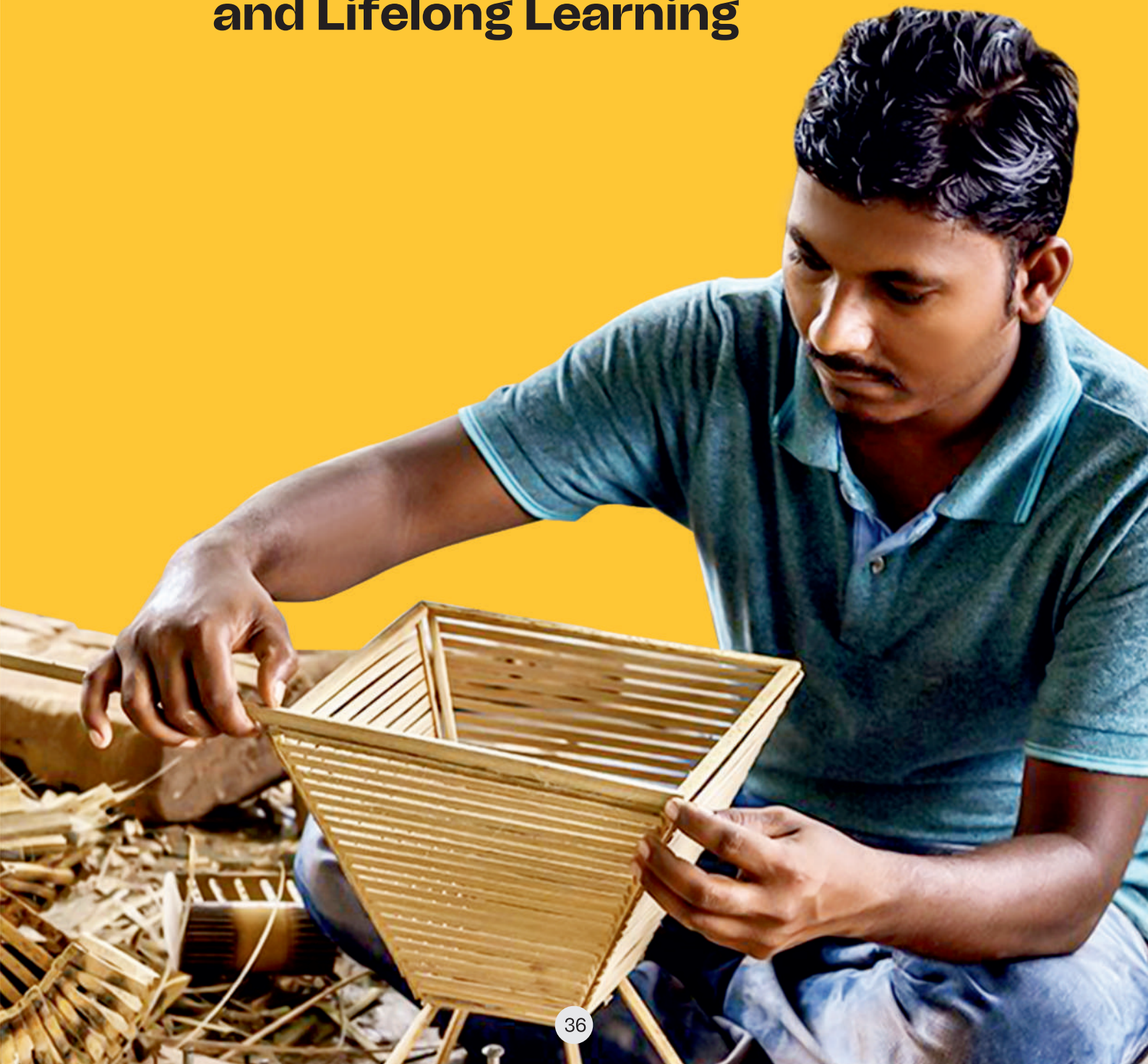
6.4. Karnataka Skill Summit

The Karnataka Skill Summit, a flagship annual event, will be organized by KSDC in collaboration with Karnataka Digital Economy Mission (KDEM) and guided by KSDA. The summit will bring together key stakeholders from government, industry, academia, training partners, civil society, and other sectors to foster dialogue, collaboration, and innovation in the state's skill development ecosystem. It will facilitate knowledge sharing on global best practices, showcase successful skilling models, and promote industry-driven solutions for workforce development.



7

Key Focus Area 3: Artisanal Skills, Upskilling, and Lifelong Learning





7.1. Preserving and Developing Artisanal Skills of Karnataka

7.1.1. Focus on Artisanal Skills: This initiative aims to safeguard cultural heritage, foster craftsmanship, and support local economies by promoting artisanal skills such as Ilkal Saree weaving, Channapatna Toy making, Mysore Rosewood Inlay Work, Bidriware, and others. KSDC will develop a comprehensive strategy to integrate artisanal skills under CMKKY 2.0 and ensure seamless implementation of schemes like PM-Vishwakarma in the state. The focus will be on expanding the coverage of artisanal skills, increasing beneficiary outreach, and providing targeted support through structured training programmes.



7.1.2. Dedicated Artisanal Skill Upgradation through Recognition of Prior Learning (RPL): CMKKY 2.0 will facilitate systematic recognition and upgradation of skills of artisans and workers engaged in artisanal crafts and occupations. The Recognition of Prior Learning (RPL) component under CMKKY 2.0 will ensure that existing skills that are culturally important to the state and not covered under other initiatives like PM-Vishwakarma are assessed, certified, and enhanced with relevant technological interventions.

7.1.3. Training of Trainer Programmes Craftpersons: KSDC will focus on developing a pool of master trainers and assessors for artisanal skills. This will recognize master trainers for their proficiency and craft and integrate them into the skill ecosystem, towards promoting traditional arts and crafts, and also ensuring continuity and preservation of traditional crafts.

A comprehensive skill upgradation programme for master trainers will be undertaken, incorporating relevant technological interventions and industry best practices to build their capacity and equip them with the ability to mentor and train artisans effectively. The master trainers will be onboarded through the Digital Trainer & Assessor Registry.





7.2. Embracing Lifelong Learning Through Continuous Upskilling and Reskilling

KSDC will foster a culture of lifelong learning by creating a unified digital portal that serves as a centralized platform for skilling, employment, and continuous learning. This portal will be integrated with the Skill India Digital Hub (SIDH) and other public and private Learning Management Systems (LMS), offering industry-aligned courses, job opportunities, and entrepreneurship resources on a single interface.

Under a non-funded affiliation model, KSDC will accredit and recognize industry- and OEM-led training programmes, promoting them for wider dissemination through its unified portal.

This will enhance visibility and accessibility for working professionals and job market aspirants seeking skill development opportunities. By playing this facilitator role, KSDC aims to strengthen industry-driven skilling, ensuring continuous upskilling and greater competitiveness in the job market.

In partnership with industries, reskilling programs will be taken up for the existing workforce to upskill and reskill them, ensuring that the workforce is market relevant and industry ready.

8

Key Focus Area 4: Industry relevant and future oriented skilling





8.1. Emerging Sectors and Technology Centered Approach

Karnataka has emerged as the technology, innovation, and start-up hub in the country, with Bengaluru being recognized as 4th largest technology cluster in the world. Given this, an emerging technology centered skill development approach would be pivotal in complementing the growth trajectory of the state.

8.1.1. Skill Gap and Demand Assessment to Provide Additional Focus on Emerging Sectors and Technology: As part of the KSISU, KSDC will conduct district-wise Skill Gap and Demand Assessment to align Karnataka's skilling ecosystem with evolving industry demands and future job opportunities. Special emphasis will be placed on high-potential and emerging sectors such as Electronics System Design & Manufacturing (ESDM), Aerospace & Defence, Green Jobs, and the Circular Economy, alongside advanced technologies like AI, blockchain, and additive manufacturing.

8.1.2. Industry led Special Projects for Technology driven sectors: Special short terms projects, in collaboration with industry, will be curated and implemented in top 10 focus sectors for the State. An exercise shall be undertaken as part of KSISU to identify these focus sectors, and an annual evaluation shall be conducted to monitor the dynamism in the market trends.

8.1.3. Industry led Special Projects for Green sectors: Special short terms projects, in collaboration with industry, will be curated and implemented in green sectors such as renewable energy, water management, waste management and sustainable practices.

8.1.4. Industry led Special Projects for Services Sector: Karnataka has well-established institutions like GTTCs, KGTTIs, and ITIs that cater primarily to the skilling needs of the manufacturing sector. However, there is a lack of dedicated institutions for the service sector, despite its growing demand and potential for employment generation. Hence, special projects, in collaboration with industry, shall be curated based on industry and public sector demand for job roles specific to the services sector. For its implementation, KSDC will establish a Centre of Excellence (CoE) in partnership with industries in service sector. This CoE will have state-of-the-art infrastructure and demand-driven training, ensuring alignment with market needs and enabling the state to build a robust, industry-driven skilling ecosystem.

8.1.5. Establishment of New Technology Centres: Two new technology centres under GTTC will be set up, focusing on the Aerospace and Electronics System Design & Manufacturing (ESDM) sectors to meet emerging industry demands.

8.2. Cluster Approach for Providing Skilling Solutions to MSMEs

DITE and GTTC will adopt a Cluster-based approach to address the workforce needs of Karnataka's growing MSME sector. This approach will focus on cluster-specific skilling programmes, ensuring a steady pipeline of skilled workers and the continuous development of the in-service workforce.



KSDA, as part of its dynamic skill gap and demand assessment framework, will undertake cluster-wise demand and supply mapping and projections.

DITE and the UDYOGA Society will collaborate with MSME industry associations to leverage upgraded ITI infrastructure for training, commercial design, development, and production on a pay-and-use basis.

8.3. Skill Plazas - Common User Facilities

Skill Plazas as Common User Facilities (CUFs) will be established across 4 regions of Karnataka in a Public Private Partnership (PPP) model. This will enable shared access to advanced and industry-standard infrastructure and equipment for skill development in specialised sectors such as ESDM, Aviation, Robotics, advanced manufacturing, Industry 4.0, etc. These CUFs will function as plug-and-play training centres, workshops with specialised machinery for training and SME/MSME product development, entrepreneurial prototyping hubs, and incubation centres, all operated on a payment basis. This strategic approach will significantly reduce the capital and operational costs associated with setting up individual skill training institutes and enable broader access to high-quality, industry-aligned training, fostering innovation and supporting the development of a robust skill ecosystem across Karnataka.

8.4. Promote Dual System of Vocational Training

The Dual Training System combines classroom-based theoretical education with on-the-job practical training, equipping students with industry-relevant skills. Through collaboration with industry partners, some ITIs offer hands-on experience aligned with workplace standards. Ongoing evaluations by industry mentors ensure that the skill competencies developed meet employer expectations, effectively bridging the gap between training and employment.

Currently, 53 ITIs are implementing this model. The initiative will be scaled up to an additional 50 ITIs, further strengthening industry-aligned skill development.

8.5. Strengthening the Industry Linkage Cell

KSDC will refine and strengthen its existing Industry Linkage Cell (ILC) initiative to foster deeper collaboration with industries and employers. To enhance industry participation, KSDC will organize industry connect events to promote awareness and facilitate strategic partnerships. Under the Chief Minister's Kaushalya Karnataka Yojana (CMKKY), the training cost is fully funded by KSDC, enabling industry partners to offer high-quality training programmes with assured placements for job aspirants. To streamline operations, a dedicated Project Management Unit (PMU) will be established, along with a single-window clearance mechanism to fast-track the accreditation and onboarding of industries as training partners, ensuring efficiency and responsiveness.

8.6. State-Level Internship Programme

SDEL will launch the CM internship programme in partnership with 100 top industries of Karnataka to encourage internships for freshers who can gain on the job training. Formal agreements will be established to outline the mutual commitments of students and employers, specifying clear guidelines on internship objectives, duration, and evaluation methodologies.



8.7. Karnataka Apprenticeship Promotion Scheme

DITE will provide industry with the flexibility to develop need based innovative programmes as part of the apprenticeship initiative. DITE will provide the necessary schematic framework to support industry in developing and implementing such programmes. The youth will get access to a credit-based apprenticeship programme through a relevant competitive assessment framework providing them with the 'earn while you learn' experience. Additionally, the Government of Karnataka will revive the Karnataka Apprenticeship Promotion Scheme, providing supplementary financial support to establishments for each apprentice, over and above the assistance offered under NAPS.

The State Apprenticeship Monitoring Cell under DITE will be strengthened with required human resource and infrastructure to operate smoothly and implement the apprenticeship scheme efficiently.

8.8. Streamlining of Udyoga Melas (Job Fairs)

KSDC and employment exchanges conduct numerous state and district-level employment drives and job fairs in physical mode. To enhance participation and effectiveness, KSDC and DITE will calendarize these events strategically. Additionally, KSDC will develop a digital portal for end-to-end management of the employment drive lifecycle, improving reach, coverage, quality of opportunities, and outcomes. This portal will be supported by a dedicated team responsible for demand aggregation through strong industry connections at national, state, and district levels.

To further streamline job fairs, the online platform will be leveraged to facilitate industry-specific and sector-specific fairs, allowing for more frequent and targeted engagements. IEC campaigns will be conducted before, during, and after events to ensure better outreach to both youth and industry, enhancing overall participation and impact.





8.9. Adoption of ITIs by Industries

DITE will encourage Industry to adopt Industrial Training Institutes (ITIs) in their region to support such institutions with industry-aligned curriculum, experienced trainers, and avenues for both ITI instructors and youth to get necessary industry exposure. This will also allow industry with flexibility to leverage existing infrastructure to develop quality workforce and extend support to the region in which they operate.

To incentivize greater industry participation, the Government will share part of the implementation cost, wherever required for adopting ITIs, based on detailed proposals submitted by industry partners. This public-private cost-sharing model will be governed by a formal agreement outlining roles, responsibilities, and expected outcomes. It aims to encourage adoption and ensure that skilling efforts are industry-relevant, efficient, and sustainable.



8.10. Mentorship for Skill Excellence and Career Growth

To bridge the gap between academic learning and industry requirements, Karnataka will establish a structured mentorship programme integrating industry professionals, vocational students, and training institutions. This hybrid online-offline model will be accessible through the Unified Skill Portal, allowing students to connect with experienced professionals for career guidance, industry insights, and project-based learning. Personalized mentoring will be facilitated through one-on-one industry attachments, alumni networks, and structured sessions embedded in vocational curricula.



Key Focus Area 5: Quality of Skilling



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9.1. Establishing Sectoral Advisory Panels

KSDA will constitute Sectoral panels comprising Industry, Academia, TVET institutes, SSCs etc. to guide development of sector-specific curricula and content in line with industry trends and requirements. These panels will also guide in developing competency standards for master trainers, trainers, master assessors and assessors. These panels will focus on developing comprehensive pedagogy focused towards strengthening the TOT and TOA Programmes for master trainers and assessors.

9.2. Alignment to National Credit Framework (NCrF)

SDEL will focus on aligning with the NCrF to provide the youth with seamless and flexible learning and skilling pathways. The emphasis will be on integrating existing educational and skill development programmes based on national guidelines to create clear vertical and horizontal progression pathways for learners, thereby ensuring long-term impact on their career growth.

To strengthen academic mobility for ITI graduates, the Karnataka Pre-University Education Board or any other designated central or state authority will develop a framework to grant a PUC-equivalent certificate to students completing specified ITI programs. This framework, modelled on the National Institute of Open Schooling (NIOS) approach, will facilitate seamless entry of vocational graduates into higher education, expanding their pathways for further qualifications and upward career progression.

9.3. Strengthen Life and Essential Skills Training

To address the critical gap in Life and Essential Skills (LES) among youth, a robust framework will be introduced to equip trainees with essential soft skills such as communication, teamwork, adaptability, critical thinking, and problem-solving. Training modules will be integrated into existing curricula and delivered through multimodal approaches, including workshops, role-playing exercises, online courses, and interactive simulation sessions. To ensure wider reach and effectiveness, NGOs and community organizations will be engaged to deliver these programs, especially in rural and underserved areas. This comprehensive approach will enhance the employability of trainees by fostering essential interpersonal and leadership skills.

9.4. Digitally Enabled Assessment & Certification Ecosystem

SDEL will design and implement a digitally enabled assessment and certification ecosystem to streamline existing processes. An in-depth study of the state assessment and certification ecosystem will be conducted to benchmark best practices and bring in national and global standards, methods and technologies. This ecosystem will comprise AI-driven assessment tools, dynamic question banks, automated evaluation processes, and digital certification issuance to enhance transparency, efficiency, and scalability. The system will also include periodic updates to maintain alignment with industry standards and emerging skills.



KSDC will establish robust, digitally enabled framework for selection, onboarding, performance monitoring, and ranking of third-party assessing agencies for assessment of short-term trainings. To ensure high-quality assessments across Karnataka, KSDC through DSCs and district officers will also institutionalize a multi-tier monitoring system to oversee the functioning of assessing agencies and the quality of assessments conducted.

9.5. Strengthening Ecosystem through Quality Trainers and Assessors

Developing a robust pool of qualified trainers and assessors with both domain and functional expertise is critical for enhancing overall quality of the skilling programmes. Focus will be on developing and implementing a comprehensive framework, norms and guidelines to strengthen the quality of Training of Trainers (ToT) and Train the Assessors (ToA) programmes in the state in partnership with the Sector Skill Councils and DGT respectively.

9.5.1. Capacity Building of Human Resources: DITE, GTTC, and KGTTI will streamline ToT programmes, which are currently not happening in a structured manner, by developing a standardized and calendarized approach for continuous professional development. These programmes will include technical and management training modules, regular workshops with industry experts, and mentorship opportunities

An online resource platform will also be introduced, providing access to curriculum development tools, updated teaching methods, industry trends, and global best practices, ensuring trainers and staff stay well-equipped and industry-relevant.

9.5.2. Strengthen Institutes of Training of Trainers (iToT): SDEL will strengthen its three Institutes for Training of Trainers (iToTs) in Chikkaballapura, Malavalli, and Davanagere for ToT and ToA programmes, curriculum development, and continuous professional development. These institutes will be equipped with adequate human resources, infrastructure, and equipment to deliver ToT programmes and create a pool of master trainers and trainers.

9.5.3. Industry Immersion for Trainers and Assessors: SDEL will partner with industry in the state to provide empanelled trainers and assessors with industry immersion as a mandatory part of upskilling and re-certification, to ensure they are updated with industry and technology trends and requirements. Additionally, the iToTs will partner with academic institutions for leveraging their expertise and conducting collaborative capacity building programmes.

9.5.4. International programmes for Training of Trainers and knowledge sharing: Collaborations with international agencies will be explored to develop Training of Trainers programs, imparting training on international standards and providing an opportunity to further learn from successful ecosystem setups across the world.

9.5.5. Trainer / Assessor Digital Registry: SDEL will develop a robust digital portal for the end-to-end lifecycle management of trainers and assessors. This portal will handle empanelment, assignment, performance monitoring, and evaluation, while also tracking their certification, re-certification, and upskilling requirements. As part of the envisaged unified portal, it will serve as a centralized repository of certified professionals, ensuring efficient deployment and better matching of trainers and assessors with training needs across the skill development ecosystem.

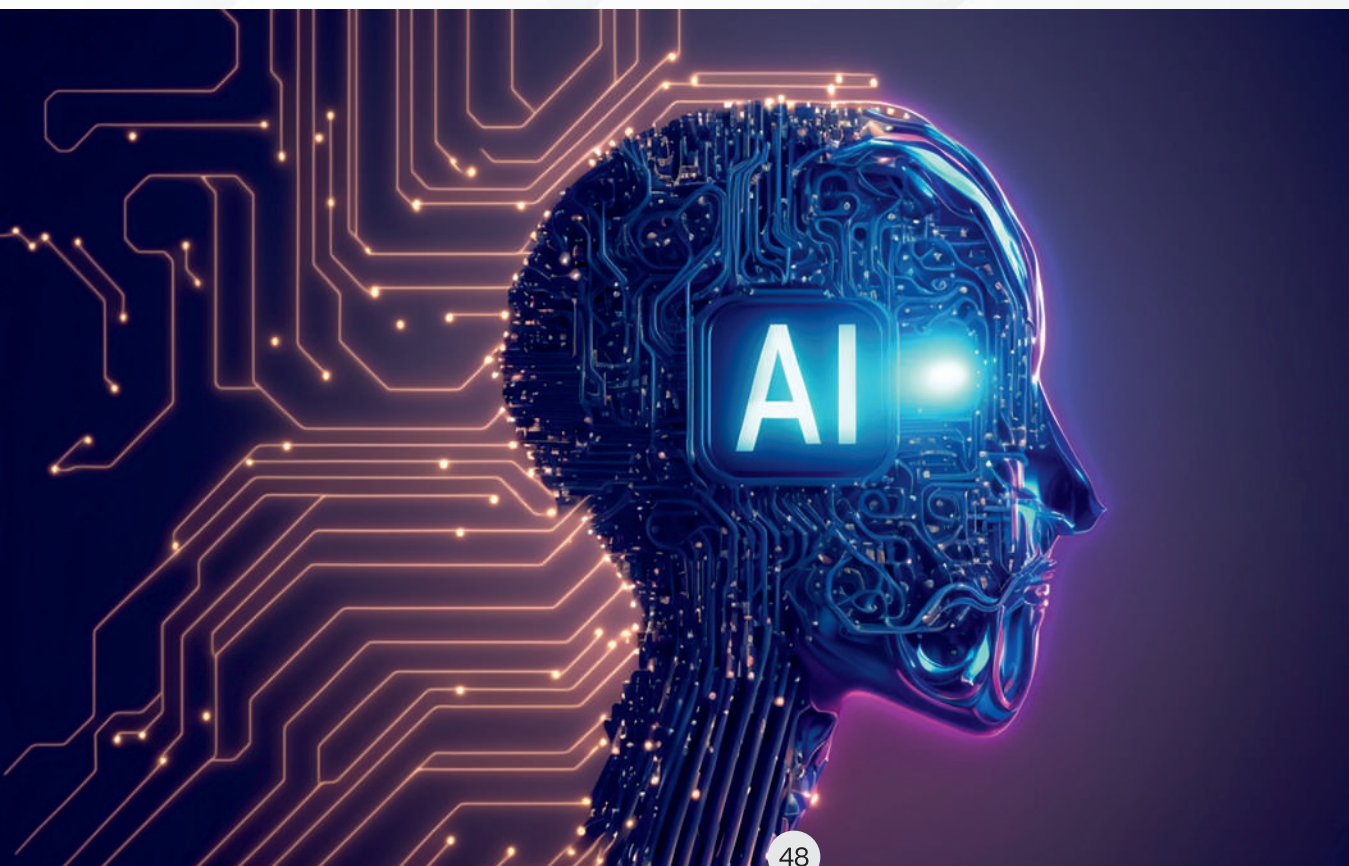


9.6.Strengthening the Quality of Short-Term Skilling Ecosystem

- **9.6.1. Developing a Sector-Wise Pool of Trainers and Assessors:** KSDC will create a pool of master trainers, assessors, and industry experts for short-term skilling through rigorous empanelment and a digital registry. This pool will include existing trainers, industry professionals, and master craftsmen. Training of Trainers (ToT) programmes, in collaboration with Sector Skill Councils (SSCs), will ensure continuous professional development.
- **9.6.2. Creating a Network of Quality Training Infrastructure:** KSDC will establish a statewide network of industry-aligned training institutions through rigorous affiliation protocols and inspections under CMKKY 2.0. To maintain high standards, a digitally enabled quality assessment and ranking framework will evaluate Training Partners (TPs) and Training Centres (TCs) on training quality, infrastructure, student support, industry alignment, governance, and outcomes. Only institutions meeting or exceeding performance standards will be allocated training programmes, ensuring transparency, continuous improvement, and excellence in the state's skilling ecosystem.

9.7.Artificial Intelligence based Solutions in skilling

SDEL will integrate AI-driven tools like AI Counsellors, AI Tutors, and AI Assessors into the Karnataka Skill Ecosystem through the unified portal to enhance teaching, self-learning, assessments, and career guidance. These tools will personalize learning, provide real-time feedback, offer job market insights, and support competency-based training and certification. By leveraging AI, Karnataka will improve accessibility, efficiency, and scalability, ensuring a future-ready workforce aligned with global and local industry needs.



10

Key Focus Area 6: Equity, Inclusivity and Accessibility





Karnataka's skill development efforts will explicitly address regional disparities, especially in underserved and marginalized geographies. Tailored interventions will focus on improving access to training infrastructure, mobilization efforts, and programme delivery in these areas to ensure equitable geographic distribution of skilling opportunities and maximize state-wide human capital potential.

10.1. Formalizing the Informal Workforce through RPL and Special Projects

To integrate informal workers into the formal workforce and support the gig economy workers, KSDC will implement Recognition of Prior Learning (RPL) programmes and special projects under CMKKY 2.0. These initiatives will provide skill certification, enabling workers to gain wage premiums, improved career progression, better access to credit and social security schemes. The programme will specifically cater to informal workers, artisans, gig workers, and other unorganized sector employees, ensuring their skills are formally recognized and aligned with industry standards.

For effective implementation, KSDC will collaborate with key stakeholders such as the Karnataka Building and Other Construction Workers Welfare Board, Karnataka State Unorganised Workers Social Security Board, Labour Department, industry trade associations and advocacy groups. A competency-based assessment will be conducted, followed by bridge courses designed in partnership with Sector Skill Councils (SSCs) and relevant industry bodies. These efforts will enhance workforce mobility, economic inclusion, and overall livelihood security for informal sector workers.

10.2. Empowering Urban Poor Through Skill Development

Evidence from skill development programmes focused on urban poor has shown that contextualised, community-based training significantly improves employability and income among urban poor and youth from informal settlements. These programmes underline the importance of flexible, accessible, and locally relevant interventions in addressing the unique challenges faced by these communities.

Building on these insights, the State will launch a dedicated initiative under CMKKY to extend skilling opportunities to urban poor. Recognizing the time constraints of individuals engaged in informal work during the day, government training centres will operate evening shifts utilizing idle infrastructure. These sessions will feature relaxed eligibility norms, flexible assessments, and learner-adapted training modules. The curriculum will integrate technical skills with essential soft skills, digital literacy, and financial education—ensuring holistic support for sustainable livelihoods.”



10.3. Agri Businesses

To promote sustainable economic growth in rural areas, Rural Skill Centres (RSCs) at Krishi Vigyan Kendras (KVKs) and agriculture universities will be promoted across Karnataka, focusing on agribusiness, food processing, sustainable agriculture, etc. These centres will provide localized, industry-relevant training aligned with the needs of local farmers and food processing entrepreneurs. The training modules will incorporate organic farming, value-added food processing, dairy and poultry management, agri-export standards, etc.

10.4. Gender Inclusive Skill Development

To strengthen gender equity in skilling, the State aims to substantially increase women's participation in technical and vocational training. Currently, enrolment of women in Government ITIs remains very low, limiting their access to industry-relevant skills and employment opportunities. During the policy period, Karnataka will target raising women's enrolment in ITIs to at least 33%, supported by a range of gender-inclusive interventions. These will focus on creating safe and supportive learning environments, addressing socio-cultural barriers, and ensuring equitable access to infrastructure, curricula, trainers, and financial support.



- **10.4.1. Gender Specific Guidelines:** KSDA will develop gender specific guidelines for skill development initiatives across the state as part of its inclusivity efforts to enhance women's participation in vocational education. These guidelines will ensure the following:
 - **10.4.1.1. Gender Inclusive Infrastructure:** To ensure proper infrastructure access for women, SDEL will assess the existing skilling infrastructure across the state and work towards making it compliant with the established guidelines. Additionally, a stringent monitoring and evaluation mechanism will be implemented to ensure strict adherence to these standards
 - **10.4.1.2. Gender sensitive course content and curriculum:** Course content and curriculum will be designed to be inclusive, unbiased, and aligned with best practices in Diversity, Equity, and Inclusion (DEI). Clear guidelines will be established to ensure that all training programmes are free from gender bias and promote equal opportunities for learners across all sectors.
 - **10.4.1.3. Gender sensitisation among trainers:** SDEL will offer top-up training for all trainers, incorporating modules on gender sensitization. Certification as an inclusive trainer will be encouraged, ensuring that trainers are well-equipped to support and address the needs of all aspirants effectively. These training programmes will enhance awareness, foster empathy, and equip trainers with inclusive teaching strategies.
- **10.4.2. Fee Waiver to Girl Students:** To encourage greater participation of girl students, fee waiver will be introduced for all girl trainees pursuing vocational training at government ITIs. Scholarships for girls enrolling in GTTCs and KGTTIs
- **10.4.3. Counselling for family members:** An initiative will be undertaken to conduct periodic counselling of family members to provide a platform for discussion on deeply rooted constructs which significantly impact the skill training journeys and further opportunities especially for girl students.
- **10.4.4. Women@Work Initiative:** The Women@Work Initiative of KDEM is a strategic effort to enhance women's workforce participation in Karnataka by addressing barriers such as career breaks, limited access to skilling programmes, workplace biases, and lack of flexible employment opportunities.



As part of the special projects component under CMKKY 2.0, a dedicated initiative will be launched in collaboration with KDEM to train women who have taken career breaks and facilitate their seamless reintegration into the workforce, ensuring they gain industry-relevant skills and access to meaningful employment



10.5. Skill Development for Persons with Disabilities (PwD)

The SDEL Department will establish statewide accessibility standards to ensure that all skill development centres are disability-friendly, with appropriate infrastructure modifications based on national and international guidelines. Course content and curriculum will be designed to be inclusive, unbiased, and aligned with best practices in Diversity, Equity, and Inclusion (DEI), incorporating assistive technologies and adaptive teaching methods.

In collaboration with the Skill Council for Persons with Disabilities, specialized training will be provided to trainers to equip them with the skills to support and empower PwD learners effectively. Awareness campaigns will highlight the importance of skill training, while digital engagement tools will be leveraged to enhance outreach and sustainability.



10.6. Skill Development for Vulnerable and Marginalized Groups

To ensure equitable access to skill development, targeted interventions will be implemented for marginalized and socially and economically disadvantaged groups. These communities often face systemic barriers to education and employment, often resulting out of socio-economic and regional disparities, necessitating customized skilling programmes tailored to their unique needs. District Skill Committees (DSCs) will identify such communities at the district level and design special projects to address their specific challenges. These proposals will be submitted to the Empowered Committee for approval under the Special Projects component of CMKKY 2.0.

To ensure sustained engagement, DSCs will collaborate with civil society organizations to mobilize and support beneficiaries. Skilling programmes will also emphasize market linkages and self-employment opportunities, particularly for traditional crafts and trades, enabling long-term economic empowerment.

10.7. Inclusive Advocacy Campaigns

IEC strategy of KSDC will emphasize on the significance of skill training for women and marginalized groups highlighting the availability of inclusive and accessible infrastructure, specialized training content, an inclusive curriculum, and a well-equipped trainer pool in the state.

11

Key Focus Area 7: Governance and Monitoring & Evaluation





11.1. Governance Mechanism

The state-level 'Karnataka Kaushalya Mission', chaired by the Honourable Chief Minister of Karnataka, was established in 2017 alongside District and Taluk-level missions to implement CMKKY and other skill development initiatives in a mission mode across the state. To strengthen and complement the efforts of the Kaushalya Mission, the following strategic measures will be undertaken:

- **11.1.1. Establish Vision Group for Skill Development:** To ensure a dynamic and responsive skill development ecosystem, the state will establish a Vision Group for Skill Development comprising representatives from industry, academia, government, and civil society. This Vision Group will act as an advisory body, regularly assessing Karnataka's evolving skill needs and providing strategic recommendations. It will facilitate collaborative policymaking, partnerships for skill development at national and global level, and alignment of skilling initiatives with emerging economic trends.

- **11.1.2. Skill-Education Coordination Committee:** To ensure greater alignment between skill development and education departments and to maximize the impact of various initiatives, a committee will be constituted to foster a structured and collaborative approach, enabling efficient implementation and cohesive policy direction.





The Committee will be headed by the Chairperson, KSDA, with key members including Vice-Chairperson, Karnataka State Higher Education Council; the Secretary, SDEL Department; Secretary, Higher Education Department; Secretary, School Education Department and Vice-Chancellor, Visvesvaraya Technological University. This multi-stakeholder representation will ensure alignment between education and skill development initiatives, fostering a seamless transition from learning to employment.

11.1.3. Empowered Committee to Monitor the Functioning of DSCs: The Empowered Committee (EC), chaired by the Development Commissioner, will oversee and guide skill development initiatives across the state. As part of its mandate, the EC will review the progress of District Skill Committees (DSCs) and their respective District Skill Development Plans (DSDPs) to ensure effective implementation and alignment with state priorities.

11.1.4. Formation of Global Alliances: KSDA will establish global alliances through Government-to-Government (G2G) and Institution-to-Institution (I2I) collaborations with leading TVET institutions, academic bodies, and industry leaders to make Karnataka's skill ecosystem globally competitive. Learning from globally renowned and advanced TVET systems, Karnataka will actively seek partnerships to enhance workforce development. Joint certification systems will be introduced to align Karnataka's skill standards with global competency frameworks, facilitating international employment opportunities and global workforce mobility. Additionally, reputed training providers from partnering TVET ecosystems will be encouraged to establish centres in Karnataka to further strengthen skilling initiatives.





11.2. Funding

The Department will primarily rely on government funding to drive its skill development initiatives, ensuring consistent financial support for implementing and scaling programmes across the state. In addition, the department will mobilize resources from Corporate Social Responsibility (CSR) contributions and encourage the private sector to actively participate in strengthening the skilling ecosystem. This collaborative approach will help expand training infrastructure, improve service delivery, and align skill programmes with industry needs.

The state will also leverage financial and technical support from multilateral and bilateral agencies, tapping into global expertise and resources to enhance the quality and reach of skill development efforts. Partnerships with international development organizations will facilitate knowledge sharing, capacity building, and the adoption of global best practices, ensuring Karnataka's skilling initiatives remain innovative and globally competitive.

Funding Sources for the Policy Budget

Sl. No.	Intervention	Budget Estimated (for 7 years) in crores
	Total Policy Budget	4432.5
1	External Aid (ADB funding)	1386
2	Projects in PPP model (CoE for Service Sector and Skill Plazas)	410
3	Projects already announced in previous State budgets (ongoing projects with budget from state or organisations like KKRDB, KMERC, NABARD)	904
4	Continuing schemes under the Department, funded irrespective of policy provisions	807
5	Interventions by department of Electronics, IT, BT and S&T	38.5
6	Additional budget required for Department of Skill Development from the state for policy period (7 Years)	887



11.3. Monitoring & Evaluation

11.3.1. Development of Result-Based Framework and Multi-Tier Monitoring Mechanism:

To enhance governance, accountability, and impact assessment, SDEL will implement a comprehensive, results-based monitoring and evaluation (M&E) framework across all skill development initiatives. Each institution under SDEL, in consultation with KSDA, will establish a results-driven framework with clear, measurable outcomes aligned with strategic objectives.

A multi-tier monitoring system will be implemented at the state, district, and institutional levels, integrating digital, phygital, and physical monitoring mechanisms. This integrated, multi-tier monitoring approach using a unified portal will ensure data-driven decision-making, continuous programme improvement, and accountability at all levels of implementation.

11.3.2. Centralized Analysis of M&E Data by KSISU: The Karnataka Skill Intelligence and Strategy Unit (KSISU) will serve as the central analytics and strategy hub for data-driven decision-making in skill development. KSISU will play a crucial role in tracking progress, assessing impact, and providing strategic insights to enhance the effectiveness of various initiatives.

To facilitate real-time monitoring and informed policymaking, KSISU will develop and maintain a centralized dashboard, consolidating data from multiple sources into a single, interactive interface. This statewide skill intelligence system will enable evidence-based planning, continuous course correction, and improved responsiveness to industry and workforce needs.

11.3.3. Unified Digital Portal: The SDEL Department will develop a unified digital portal bringing all skill development initiatives under one platform. This portal shall also converge the existing platforms such as the Karnataka Skill Connect Portal, Kaushalkar Portal, Career Guidance Portal, etc.

Further, this unified digital portal will be integrated with national platforms like the Skill India Digital Hub (SIDH) and others. This single-window system will enhance coordination, efficiency, and accessibility for all stakeholders in the skill development ecosystem.

The unified portal will offer a comprehensive view of digital services, including employment services, lifelong learning systems, apprenticeship and internship opportunities, and international workforce mobility support. It will also manage the lifecycle of trainees, trainers, training partners, and assessors, along with digitizing qualifications, assessments, and certifications. By providing a single-window access to all skilling programmes, this platform will optimize skilling efforts and infrastructure, strengthening Karnataka's skill development ecosystem.



11.3.4. Skill Development Policy Implementation Monitoring and Evaluation: KSDA will institutionalize a policy monitoring and evaluation mechanism to ensure the effective execution of initiatives and alignment with desired outcomes. To achieve this, KSDA will design a Monitoring, Evaluation, Learning, and Research (MELR) framework with key performance indicators derived from result-based outcomes. Additionally, KSDA will conduct mid-term and end-of-policy-period impact assessments, using mid-term findings to recommend necessary updates, ensuring the policy remains adaptive and effective.

11.3.5. Budgetary Support for M&E Systems and Impact Assessment: To institutionalize robust monitoring and evaluation practices, 5% of the total budget allocated under all skill development schemes will be earmarked exclusively for M&E activities, including digital tracking systems, third-party evaluations, impact assessments, and field audits.





Message from the
Chairman
KSDA

The Karnataka State Skill Development Policy 2025–32 represents a forward-looking framework that aligns the State's human capital development with its vision of becoming a USD 1 trillion economy by 2032.



Message from the
Secretary
SDEL

The Department of Skill Development, Entrepreneurship and Livelihood (SDEL) is committed to translating this policy into action through well-defined programmes, effective partnerships, and strong implementation mechanisms.

