

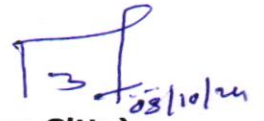
F.5(173)/DSD/2024/ 3124 - 78  
Government of Tripura  
Department of Industries & Commerce

Dated, Agartala the 08<sup>th</sup> October, 2024

**NOTIFICATION**

The Governor of Tripura is pleased to notify the **Tripura Skill and Entrepreneurship Policy, 2024** which will come into force from 8<sup>th</sup> October, 2024 for a period of 5 (Five) years. Copy of the Policy is Annexed herewith.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TRIPURA)



**(Kiran Gitte)**

Secretary to the  
Government of Tripura

To

1. The Secretary to the Governor of Tripura for kind information.
2. The Secretary to Hon'ble Chief Minister, Tripura for kind information.
3. The P.S. to Hon'ble Minister, Industries & Commerce for kind information
4. The P.S. to Chief Secretary, Tripura for kind information
5. The Secretary-in-Charge: Industries & Commerce/ Planning/ Finance/ Revenue/Agriculture-Horticulture/Power /Rural development/ Forest Department/ Tourism/ Health and Family Welfare/Higher Education/IT/Revenue/Law/ARDD/ Fisheries/ Transport/ Food Civil Supplies & Consumer Affairs/Urban Development/ Labour/ Co-operation/ Science, Technology & Environment
6. PCCF, Forest Department
7. The CEO, TTAADC.
8. The Director, Skill Development/ Industries & Commerce/ Planning/ Finance/ Agriculture/Horticulture/Tourism/ Health and Family Welfare/Higher Education/IT/ARDD/ Fisheries/ Food Civil Supplies & Consumer Affairs/Urban Development/ Labour/ Science, Technology & Environment
9. Managing Director, TIDC Ltd
10. All concerned.
11. GM, DIC - West Tripura/ Sepahijala/ Gomati/South Tripura/Khowai/Dhalai/North Tripura/Unakoti.
12. The Manager, Tripura Government Press for publication in the extra ordinary issue of the Gazette
13. \_\_\_\_\_

# **Tripura Skill and Entrepreneurship Policy 2024**

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Department of Industries & Commerce  
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Contents

<b>Abbreviations</b> .....	3
<b>1. Introduction</b> .....	4
<b>2. Current Scenarios</b> .....	4
<b>3. Rationale</b> .....	5
<b>4. Guiding Principles</b> .....	6
<b>5. Vision, Mission, and Objectives</b> .....	7
<b>6. Policy Period</b> .....	8
<b>7. Implementation Strategy</b> .....	8
<b>8. Conclusion</b> .....	10

## **Abbreviations**

1. ADB - Asian Development Bank
2. CoE - Centres of Excellence
3. DoI&C - Department of Industries & Commerce
4. DoSD - Department of Skill Development
5. ITI - Industrial Training Institute
6. LMIS - Labor Market Information System
7. MSDE - Ministry of Skill Development and Entrepreneurship
8. NAPS - National Apprenticeship Promotion Scheme
9. NSQF - National Skills Qualification Framework
10. PRF - Project Readiness Financing
11. PPP - Public-Private Partnerships
12. RSDC - Rubber Skill Development Council
13. SDF - Skill Development Fund
14. SHG - Self Help Group
15. SRLM - State Rural Livelihoods Mission
16. SULM - State Urban Livelihoods Mission
17. TBM - Tripura Bamboo Mission
18. TIDCL - Tripura Industrial Development Corporation Limited
19. TRLM - Tripura Rural Livelihood Mission
20. TSDM - Tripura Skill Development Mission
21. TULM - Tripura Urban Livelihood Mission
22. WEN - Women Entrepreneurs Network

## **1. Introduction**

The Government of Tripura envisions transforming the state into highly skilled region, driving inclusive economic growth and industrial development. As a proactive state in the northeast with an investor-friendly ecosystem, Tripura aims to support its workforce by aligning its policies with "Make in India" and "Atmanirbhar Bharat" The new Tripura Skill and Entrepreneurship Policy 2024 aims to transform Tripura into a skilling capital for North East region of India. The policy will adopt a life cycle approach with a focus on the inclusion of women, people with disabilities, and indigenous populations.

India, being one of the youngest nations globally with over 62% of its population in the working-age group (15-59 years), presents a unique opportunity. In Tripura, this translates into a large youthful demographic with high potential. With 4.165 million people and a literacy rate of 91.1%, Tripura ranks third nationally in literacy<sup>1</sup>. However, the state's formal vocational training coverage is only 4%, with only 29% female labor force participation and an unemployment rate of 21.7%. These statistics illustrate the urgent need for targeted skill development to leverage Tripura's demographic dividend.

To address these gaps, the Ministry of Skill Development and Entrepreneurship (MSDE) coordinates skill development efforts at the national level, aiming to bridge the gap between the demand and supply of skilled labor. Key policy interventions by MSDE include the National Policy for Skill Development and Entrepreneurship (2015), the National Skill Development Mission, establishing Centres of Excellence (CoE), Skill Universities, and common norms for training costs. The National Policy for Skill Development and Entrepreneurship 2015 aims to meet the challenge of skilling at scale with speed, standard (quality), and sustainability. It provides an umbrella framework for all skilling activities in the country, aligning them to common standards and linking skilling with demand centres.

## **2. Current Scenarios**

In the current scheme of things, Directorate of Skill Development (DSD) coordinates all state skill development efforts related to short term skilling (private training partners/Sector Skill Councils) and Department of Industries & Commerce coordinates with Industrial Training Institutes (ITIs) and Tripura Bamboo Mission (TBM). There is Tripura Rural Livelihood Mission (TRLM), Tripura Urban Livelihood Mission (TULM), Tool Room and other Skilling entities present in the State. Directorate of Skill Development implements projects funded by MSDE and state departments for short term skilling. Despite challenges in mobilizing people for training, the DSD uses the administrative system, Block Development Officers, and gram panchayats to publicize training programs.

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<sup>1</sup> Economic Review of Tripura 2022-23, Directorate of Economics & Statistics Government of Tripura Available at <https://ecostat.tripura.gov.in/sites/default/files/Economic%20Review%20of%20Tripura%202022-23.pdf>

**2.2** Tripura's skilling ecosystem faces significant challenges due to lack of large industries and geographical isolation. The key issues that need to be addressed include a lack of infrastructure, low skill levels, and limited access to training which leads to high unemployment. Further the skilling Institutional framework needs strengthening of robust regulatory frameworks, and systematic coordination among agencies to enhance progress. The disconnect between skills development and industry needs, lack of vocational training integration with higher education, and insufficient career guidance are critical problems. Additionally, gendered occupational segregation exacerbates these issues by hindering women's skill development in non-traditional but emerging sectors, further widening the gap between skills development and industry demands.

**2.3** Demand assessment of current skill gaps in priority sectors such as rubber, bamboo, and food processing reveal significant needs. As industry investment flows into these sectors in Tripura, the need for technical skills will increase. Machine operation skills will be essential across all sectors. The bamboo sector will need skills in farm management and species identification, while the food processing sector will require quality control specialists and microbiologists. Additionally, ancillary skills in packaging, accounting, storekeeping, mechanics, and plant management will be crucial. Emerging sectors like logistics, Warehouse automation, green jobs, the care economy, and tourism hold significant potential for multiple job roles.

### **3. Rationale**

The rationale for the Skill Development Policy lies in addressing these systemic challenges and preparing the state's labor force to meet the growing demands of its emerging industries.

**3.1** Asian Development Bank (ADB) supports Tripura in sectors such as transport, industry, energy, urban and municipal affairs, and tourism. In collaboration with ADB, Tripura Industrial Development Corporation Limited (TIDCL) is working to develop and upgrade industrial estates. Through Project Readiness Financing (PRF), ADB is enhancing infrastructure and improving policy and regulatory frameworks in Tripura.

This enhanced infrastructure will lead to increased demand for skilled labour. The comprehensive skilling agenda presents an opportunity to meet this demand through local talent, providing better employment opportunities, especially for tribals and women.

**3.2** It is in this context that the Government of Tripura is working at an enhanced pace to develop infrastructure in the state. The Department of Industries has developed a strategy to attract industries in identified priority sectors with ADB Supported PRF. This industrial development will provide job opportunities and entrepreneurship avenues for the youth of the state. To achieve this, developing the right skills at all levels from government institutions to the future workforce is necessary.

**3.3** Studies and consultations with stakeholders (Industry, Government, Community Organizations, and Individuals) revealed significant skill gaps, especially critical for attracting and sustaining substantial industrial investments. Recognizing this need, a comprehensive Tripura Skill and Entrepreneurship Policy 2024, along with an action plan, is developed to create opportunities for all to acquire skills throughout life, especially for youth, women, tribals, and other disadvantaged groups.

**3.4** The Tripura Skill and Entrepreneurship Policy 2024 aims to develop a long-term strategy and create an executive framework for effective coordination between the departments providing skill training. Through effective coordination it will provide a convergence platform to address all challenges, opportunities and other issues pertaining to skill development and entrepreneurship.

## **4. Guiding Principles**

The policy is guided by four key principles that ensure a cohesive and inclusive approach to skill development.

### **4.1 Skills for Productivity, Inclusivity, and Adaptability**

This principle underscores the importance of equipping Tripura's workforce with sector-specific skills, ensuring equal opportunities for underrepresented groups, and promoting lifelong learning. It emphasizes boosting productivity by incorporating advanced technologies and fostering continuous learning to prepare workers for future challenges.

### **4.2 Shared Responsibility**

Skill development in Tripura will require joint efforts from the government, employers, individuals, and community organizations. The government will lead by investing in infrastructure and coordinating programs, while employers will offer insights and opportunities for workplace learning. Individuals must actively pursue skill enhancement, and community organizations will provide support through counselling and mentoring.

### **4.3 Demand-Based Learning**

The policy aims to align its skilling initiatives with market demands, ensuring that training programs are relevant and lead to employability. By focusing on industrial sectors like logistics, rubber, bamboo, and food processing, the policy is expected to generate significant demand for skilled labor, addressing the projected gap of over 37,534<sup>2</sup> workers over the next ten years.

### **4.4 Quality**

The Government of Tripura is committed to ensuring high-quality training by aligning with accreditation and certification systems established by national bodies like the National Skills Qualification

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<sup>2</sup> Infrastructure Development of Industrial Estates of Tripura, Skills and Capacity Development Plan March 2024.

Framework (NSQF). The policy includes provisions for creating a pool of qualified trainers, regular audits, and industry collaboration to maintain high standards.

## **5. Vision, Mission, and Objectives**

### **5.1 Vision**

To transform Tripura into a hub of skilling driving economic growth and social development, where every youth, irrespective of their gender or social status is empowered to acquire and enhance skills leading to a sustainable livelihood.

### **5.2 Mission**

To enhance the employability skills and livelihood potential of Tripura's young generation (ages 15-45), equipping them for continuous growth and learning in a dynamic job market and entrepreneurial landscape within and outside India.

### **5.3 Skill Development**

**5.3.1** To create opportunities for all to acquire skills throughout life, especially for youth, unemployed youth, women, Tribals, Bru Migrants and other disadvantaged groups within the age group of 15-45 years.

**5.3.2** To enable effective coordination between Directorate of Skill development with other departments/agencies providing skill training.

**5.3.3** To ensure all stakeholders are fully committed to and actively involved in skill development initiatives by setting up inter departmental coordination committee comprising of Department of Labour, Rural Development, Education, and Industry.

**5.3.4** To provide the desired momentum to skill development activities in the state by achieving 100% capacity utilization of all training infrastructures.

**5.3.5** To create a gender balanced skilled workforce across levels with specific focus on promoting non-traditional skilling opportunities and leadership and management trainings, for women and girls.

**5.3.6** To develop a high-quality skilled workforce relevant to current and future workforce needs, stimulated by industrial investment, by opening 5 additional top-quality training centres as Centres of excellence.

**5.3.7** To encourage skill development in traditional and priority sectors in Tripura (such as Bamboo and Rubber) by introducing high quality courses in select ITIs and establishing necessary tie-ups and partnerships.

**5.3.8** To enhance women skilling and participation in work force.

**5.3.9** To establish a robust monitoring mechanism to oversee skill development activities in the state.

**5.3.10** To promote and drive innovative partnerships with the private sector.



**5.3.11** To strengthen the Labor Market Information System (LMIS) by establishing an IT based system to periodically update information on skills in demand, both on the supply and demand sides of the market.

**5.3.12** To Provide placement to all skilled candidates in productive livelihood activities or suitable wage employment.

**5.3.13** To provide Short Term skilling, Vocational training, RPL, Up skilling, Reskilling, Industry led trainings (within Industry premises or in collaboration with Industry), Advanced skilling through Govt and Pvt Institutions (both within and outside the State) /Agencies/Govt Agencies etc.

**5.3.14** To strengthen the ITIs by upgrading the infrastructure, up gradation of existing courses, capacity building of the trainers, introduction of advanced courses, collaboration with Industries and introduction of employability courses.

### **5.3 Entrepreneurship**

**5.3.1** Promote an entrepreneurship culture among the aspiring youth (15-45 years of age group) in Tripura through regular awareness creation/ workshops etc.

**5.3.2** Enhance support for potential entrepreneurs and Start-Ups by providing opportunities for mentorship and building robust networks through partnership with institution of national importance and other prominent institutions by creating incubation centres.

**5.3.3** Foster innovation-driven and social entrepreneurship to address the needs of Tripura's population, especially those at the bottom of the pyramid.

**5.3.4** Ensure ease of doing business in Tripura by reducing entry and exit barriers for entrepreneurs.

**5.3.5** Facilitate access to finance through improved credit systems and market linkages.

**5.3.6** Promote entrepreneurship among women in Tripura by supporting women Self Help Groups (SHGs) and their federation and collectives from rural and urban setting through State Rural Livelihoods Mission (SRLM), State Urban Livelihood Mission (SULM) and initiative such as Women Entrepreneurs network (WEN) from Niti Ayog.

**5.3.7** To support the growth of women-led enterprises from Nano and Micro to SMEs and provide space in new industrial estates in Tripura.

**5.3.8** To extent support to the aspiring entrepreneurs by providing handholding support, establishing financial linkages for setting up of enterprises.

### **6. Policy Period**

Tripura Skill and Entrepreneurship Policy 2024 will undergo revisions every five years to ensure the policy remains relevant to the evolving needs of the State. This would allow the policy to adapt and integrate changes as per industry demands, technological advancements, and labor market conditions.

## **7. Implementation Strategy**

### **7.1 Governance Framework**

The Tripura State Skill Development Mission was constituted in the year 2010 in pursuance of the National Policy on Skill development formulated by the Govt. of India in February, 2019. In the year 2015, the State Mission got restructured and a separate Directorate of Skill Development was formed. It was with an aim ensure time bound Skilling achievement and coordination with all the Departments.

Directorate of Skill development (DSD) was formed in 2015 to implement the major schemes and ensure coordination with the line departments who will continue to implement their own skilling programmes. DSD coordinates with National Skill Development Mission and Sector Skill Council for implementation of the NSQDF aligned courses and certification of the trained candidates.

The Tripura Skill Development Mission (TSDM) will coordinate all efforts related to skill development and work as system integrator for skill development and entrepreneurship activities in the state. It will be housed within the Department of Skill Development (DSD) and work in collaboration with various stakeholders, including government departments, industry partners, educational institutions, and international organizations.

The governance framework includes the establishment of a Governing Council chaired by the Chief Secretary, a Steering Committee led by Secretary (I&C), and an Executive Committee chaired by Mission Director/Director of Directorate of Skill Development responsible for day-to-day operations. This multi-tiered structure ensures that the policy is implemented effectively across the state.

### **7.2 Sectoral Focus**

Tripura aims to boost manufacturing employment from 1.79% to 4.5%<sup>3</sup> by 2030 through targeted skilling initiatives. The state will foster industry-education partnerships, leverage Make in India initiatives, and establish new training institutes, creating 35,000<sup>4</sup> new training seats in 5 years with an emphasis on increasing women's participation. Key sectors with high employment potential will be focused on, including agriculture, natural gas, rubber and tea, bamboo and handicrafts, food processing, IT and digital services, and green jobs, with specialized training programs in areas like sustainable agriculture, extraction and processing, tapping and cultivation, traditional crafts, food safety, data analytics, cyber security, renewable energy, and waste management.

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<sup>3</sup> India: Infrastructure Development of Industrial Estates in Tripura, Available at ADB Website: <https://www.adb.org/projects/55207-001/main>

<sup>4</sup> Infrastructure Development of Industrial Estates of Tripura, Skills and Capacity Development Plan March 2024.

### **7.3 Apprenticeships and International Partnerships**

The policy emphasizes the apprenticeship model as a sustainable way of skilling, aligning with the National Apprenticeship Promotion Scheme (NAPS). It promotes apprenticeships across both the private and public sectors, particularly in government departments like healthcare and education. The state also aims to establish international partnerships with countries like Japan, Germany, UK etc through central government agencies to facilitate overseas employment opportunities for certified youth from Tripura. Necessary support mechanism for overseas placements may be set up (Linguistic centre/ pre departure training centres/ placement cells/ Counselling centres/ Migration support centre) for facilitating overseas placements.

### **7.4 Public-Private Partnerships (PPP)**

The policy encourages PPP models for co-funding and managing training centers/Centre of Excellences, ensuring that the training programs are relevant to the needs of the industry. It also promotes CSR contributions from corporations for skill development initiatives.

### **7.5 Infrastructure and Financing Mechanisms**

A Skill Development Fund (SDF) will be established to finance the various initiatives outlined in the policy. This fund will be sourced from the state budget, central government schemes, and multilateral organizations like ADB and the World Bank.

## **8. Achievements:**

- Directorate of Skill Development has provided Skill development training to 44,000 Youths by providing Skill Development Training Program through the flagship Program of Pradhan Mantri Kaushal Vikas Yojana 4.0 sponsored by the Ministry of Skill Development & Entrepreneurship (MSDE), Govt of India since 2018.
- Under SAMARTH Scheme sponsored by the Ministry of Textile, 196 traditional artisans have received skill development training from the State.
- Under the World Bank funded SANKALP Project, 358 nos youths (including tribal youth) from the State has been received skill and entrepreneurship training from the State. Under SANKALP scheme, the state MIS portal is developed and integrated with Skill India digital portal which acts as a repository of all Skill development programmes.
- Under SANKALP Project, District Skill Committees and Blocks Skill Committees are formed in each district of the State.
- Under Jal Jeewan Mission, RPL training is provided to 107 candidates and under NULM scheme, 100 candidates were trained. Both the schemes are ongoing
- Under National Apprenticeship Promotion Scheme (NAPS), 391 establishments and 13,856 candidates have registered in the portal and 1208 contracts have been generated.

- DSD has been promoting International placement and accordingly mobilised 18 candidates to Delhi for Japanese Language training. 2 candidates have already joined at Japan as Nursing caregiver under Specified Skilled Worker scheme.
- Mukhya Mantri Dakshyata Unnayan Prakalpa (MMDUP) was launched by State Government in 2023-24 for 5 years with an outlay of Rs 50 crs. MMDUP focuses on providing skill development on advanced courses as per market demand, upgrade the skills of those engaged in traditional and service sector and promote international placement of the skilled candidates.

## **9. Conclusion**

Tripura Skill & Entrepreneurship Policy 2024 is a comprehensive approach to build a skilled workforce that meets the demands of both current and future industries. By focusing on inclusivity, productivity, and adaptability, the policy seeks to transform Tripura into a hub for skill development in India's Northeast region.

By aligning with national standards, fostering public-private partnerships, and encouraging international collaborations, Tripura aims to leverage its demographic potential and provide better employment opportunities for its people. This policy is a vital step in ensuring that the state's workforce is equipped to drive economic growth and contribute meaningfully to India's larger development goals.