

Micro Training **-The road to inclusion-**

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Micro-Training: what is it?

Micro Finance has proven a great tool to 'Inclusion'. 'Micro Training' however is yet to earn the deserved status in the realm of development. Micro Training refers to 'Training Interventions' aimed at 'Skills or Developmental empowerment' where 'Training' under question is of a duration of less than a year.

Micro Training is a powerful instrument of 'Inclusion' to bring into the fold of the 'Market' especially in developing and under-developed countries, communities that are yet to benefit adequately from 'Education' and the "formal financial system".

Despite advances in 'automation' there still remain a considerable number of 'Low skill jobs' which cannot be easily automated. It is here that 'Micro Training' provides a critical empowerment for the 'market marginalized' low income individuals and communities.

The essential truth is there is very small difference between 'unskilled' and the 'low skilled' and this difference can easily be bridged by Micro-Training to create a win-win event for the individual and the economy.

Micro-Training: where it works?

Take an instance of construction women workers in Indian construction industry who work in sub-human conditions with almost no benefits compared to the organized work force. Unskilled as they are they are paid Rs 60 on an average per day. A 'Micro Training' programme that takes 1 month and Rs 1000 to train them, converts them into 'Skilled Masons' and enhances forever their every day income to Rs 250 per day, a more than 300% rise in their average daily income.

Take a second instance of training a 'Driver' to operate Cars/Commercial vehicles. It takes a month of time and Rs 2500 (1000 for training and 1500 for his license) for the training. The training forever changes his socio-economic status in an economy hungry for skills.

There is surely an issue of 'income loss' that occurs to individuals for the duration of Micro-Training and even if that were to be compensated, the 'cost of change' still remains insignificant compared to other developmental interventions.

Micro-Training: a corporate imperative and a social necessity

In a rapidly growing economy with 'skills shortage' Micro-Training is not only empowering the individual but also serves corporate imperatives. A PPP model built to scale can provide the much needed 'inclusion' and 'talent' respectively to society and the corporate world.

“Micro Training’ also need not be confused with only ‘manual labour training’. “Micro Training’ can be offered to both ‘uneducated’ and ‘educated in non-professional courses’. It is a relevant concept even in areas of ITES and Retailing which are relatively sophisticated.

Corporates have been in practice of ‘Micro Training’ in areas as Banking, Insurance, Retailing and ITES in order to expand the available talent pool. The concept needs to be enlarged with a social purpose to ensure inclusiveness at the bottom of the pyramid without which there can be no fortune there.

Micro-Finance & Micro-Training

It is also necessary hence to recognize ‘Micro Training’ being linked to and being a synergistic force to ‘Micro Finance’. In fact ‘Micro Finance’ can finance ‘Micro Training’ instituting a self sustaining developmental activity.

Micro-Training: areas of intervention

| Micro Training Area | Average Duration of Training | Actual Average Cost of Training per person (not including ‘income loss compensation’) | Average Present Income per day of the beneficiary | Average Income of beneficiary per day post Training |
|--|-------------------------------------|---|--|--|
| Retailing | 1 month | 1000 | 0-2000 | 3000-4000 |
| Driving | 1 month | 1500 | 0-2000 | 3000-4000 |
| Construction | 1 month | 1500 | | |
| Automobile Repair | 1 month | 1000 | 0-2000 | 3000-4000 |
| Home Plumbing | 1 month | 1000 | 0-2000 | 3000-4000 |
| ITES services | 1 month | 2000 | 0-2000 | 5000-10,000 |
| Hospitality | 1 month | 1000 | 0-2000 | 3000-4000 |
| Tourism | 1 month | 1000 | 0-2000 | 3000-4000 |
| Electronic Repairs | 3-6 months | 3000 | 0-2000 | 3000-4000 |
| Financial Services Sales | 3 months | 1000 | 0-2000 | 5000-10,000 |
| Self Employed Micro Entrepreneurs | 3-6 months | 5000 | 0-2000 | 5000-10,000 |

Areas where ‘Micro Training’ interventions can be made as a start are tabulated below,

**all figures approximated in the Indian context*

Micro Training- how to begin

A PPP initiative leading to creation of Institutional capacity to offer TOT (training the trainers) programmes to build capacity in the non-profit sector needs to be the beginning. Given corporate 'interest' and government 'obligation' it would be one of the easier PPP initiatives to support, defend and operate. One needs to beware here not to repeat mistakes of the past and fall into the trap of creating an 'official establishment' that mimics the ITI (Industrial Training Institutes) rather we need to create a fresh and lively 'confederation of peoples' institutes'.

Hopefully Micro-Training can provide the missing 'vocational link' to multitude of 'uneducated' and 'non-professionally educated' 'empowered inclusion' of whom in the 'formal market system' remains a monumental challenge to development.