

ANALYTICAL PERFORMANCE REPORT OF WEST BENGAL BANDHAN SKILL DEVELOPMENT CENTERS (BSDCs) (FY 2022-23 TO 2024-25)

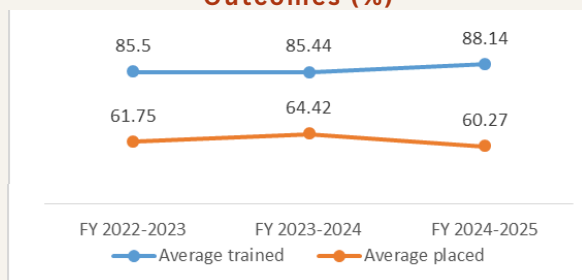
Overview

The Employing the Unemployed Programme (EUP) is designed for skill development and employment linkages to youth across West Bengal. The analysis below covers three financial years (2022-23, 2023-24, and 2024-25), highlighting performance trends across training, placement, and domain efficiency.

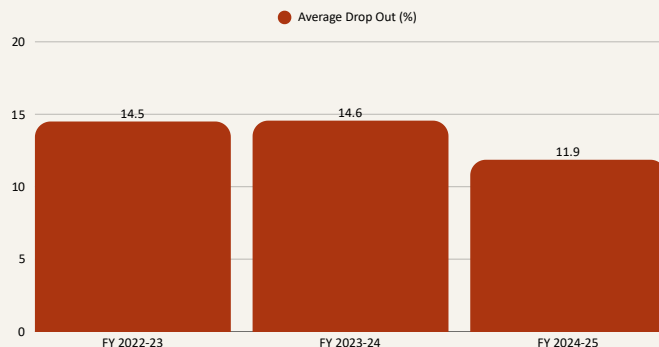
Research Objectives

- Identify trends and inter-year variations in training and placement performance across the BSDCs (FY 2022-25).
- Analyse domain-wise performance to understand strengths, bottlenecks, and priority intervention areas for the EUP.

Three-Year Trend of Training and Placement Outcomes (%)



Across three financial years, BSDCs show **steady improvement in training coverage**, but **placement outcomes remain moderate and inconsistent**. While outreach and enrolment have strengthened, the transition from training to employment has not kept pace proportionately.



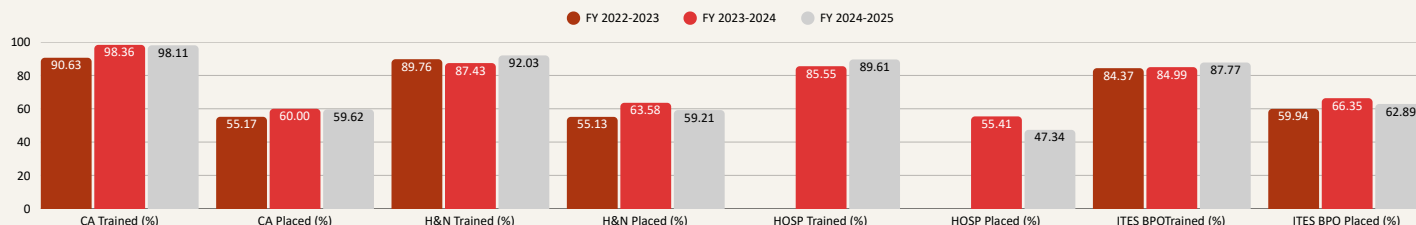
Drop-out Rate Trend

- Drop-out decreased from **14.5% → 14.6% → 11.9%**.
- The **3.9 percentage point reduction** over three years signals stronger mobilisation, counselling, and retention.

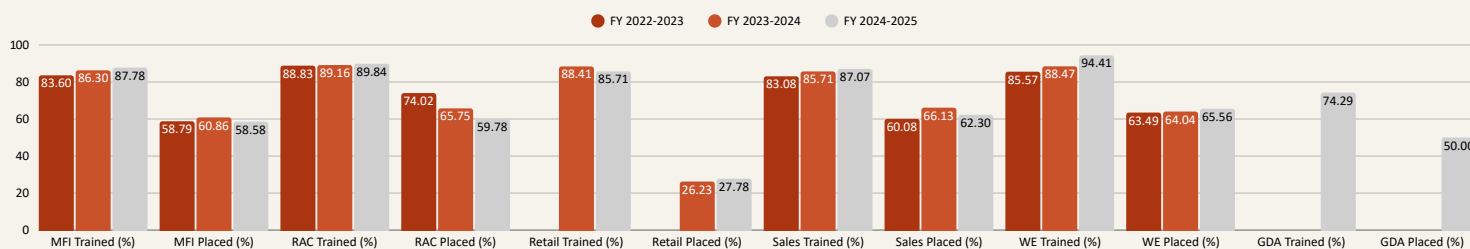
Implication:

Improving retention is a positive indicator of programme credibility and satisfaction among trainees.

Domain Wise Trained & Placement (%)



Domain Wise Trained & Placement (%)



Strategic Opportunity Areas

- Healthcare & ITES** poised for growth—can be scaled further.
- Logistics & warehouse sectors** offer stable entry-level jobs.
- Emerging domains (RAC, WE)** can be leveraged for rural and peri-urban employment.

CA : Computer Accountant | GRE : Guest Relation Executive | H&N : Hardware Networking HOSP : Hospitality Management
MFI : Micro Finance | RAC : Refrigerator Air-condition | WE : Warehouse Executive | GDA : General Duty Assistant

Key Findings

- Improved Training Coverage: Training coverage increased across most domains, indicating successful mobilisation and outreach strategies.
- Moderate Placement Conversion: Despite strong training rates, placement percentages lagged, averaging 60–65%, showing a need for stronger industry tie-ups.
- Domain Disparity: Significant variation exists between domains like CA and WE outperformed
- Emerging Sectoral Demand: Healthcare H&N and ITES-BPO continue to show high employability potential.

Highlights

- Strong performers:** CA, WE (Workplace English), and H&N showcased consistent performance in both training and placement.
- Employer-driven domains:** RAC and ITES-BPO maintained placement levels around ~60% aligned with industry demand.

Top Performing BSDCs by Training Achievement (FY 2022–2025)

Financial Year	BSDC	Highest Trained (in %)
2022-23	Malda	93.87
2023-24	Siliguri	91.78
2024-25	Tamluk	96.47

- Tamluk the highest in 3 years 96.47%

Top Performing BSDCs by Placement Achievement (FY 2022–2025)

Financial Year	BSDC	Highest Placed (in %)
2022-23	Burdwan	70
	Chakdah	70
2023-24	Berhampur	71
	Garia	72
2024-25	Malda	68
	Uttarpata	66

- FY 2022–23 Burdwan and Chakdah achieved 70% placement, indicating steady baseline performance.
- FY 2023–24 Garia recorded the highest placement rate at 72% (overall peak), erhampur closely followed with 71%.
- FY 2024–25 Malda (68%) and Uttarpata (66%) showed a slight dip, yet outcomes remained above 65%.

Conclusion

The Employing the Unemployed Programme (EUP) has made notable progress in training reach and domain diversification between FY 2022–23 and FY 2024–25. However, placement outcomes require strategic reinforcement through stronger employer engagement and alignment with evolving labour market needs.

Sustained attention to sectoral relevance, practical training quality, and placement facilitation will ensure that BSDCs continue to empower unemployed youth effectively, transforming skill development into tangible employment outcomes across West Bengal.

Areas for Strategic Reinforcement

- Strengthen industry and employer partnerships to boost placement rates
- Enhance alignment of curriculum with evolving labour-market needs
- Introduce structured placement-tracking and alumni support mechanisms
- Increase practical and industry-integrated learning components

Priorities for the Next Phase

- Formalise Hiring Collaborations:** Expand employer MoUs and hiring pipelines in high-demand domains (Computer Accounting, Hardware & Networking, Refrigeration & AC, Workplace English, ITES-BPO).
- Strengthen Placement Operations:** Implement structured placement tracking with job-conversion analytics and employer feedback mapping.
- Curriculum Alignment:** Increase practical training through industry-embedded modules and internships/workplace projects where feasible.
- Alumni Support:** Establish career-progress tracking and alumni assistance for mentoring and job re-linkages.
- Retention Support:** Standardise proven student support and early risk-flagging interventions to sustain improved retention.

