

**PROVINCIAL
VOCATIONAL EDUCATION AND TRAINING (VET) PLAN
NORTH WESTERN PROVINCE**

April, 2013

TERTIARY AND VOCATIONAL EDUCATION COMMISSION

03rd floor, "Nipunatha Piyasa"
354/2, Elvitigala Mawatha
Colombo-05

Foreword

In giving effect to the mandate of planning and coordination of Technical and Vocational Education and Training sector at all levels, the Tertiary and Vocational Education Commission (TVEC) undertook this study at the request of Hon. Chief Minister of the North Western Province with the financial assistance provided by the Government Treasury.

TVEC has been entrusted with the mandate for planning, coordination and quality assurance of the TVET programmes conducted by many training providers under the Tertiary and Vocational Education (TVE) Act No 20 of 1990. This Act has provisions to establish a qualification system and accordingly, the NVQ framework was established which addresses national level coordination of TVET Programmes and Institutions. In fact, NVQ Operation Manual developed for the implementation of the NVQ Framework has outlined roles and responsibilities of different public sector TVET institutions. In parallel to the development of the NVQ framework, many attempts have been made to coordinate TVET programmes at district level and provincial level in order to rationalize their TVET programmes for effective use of their resources.

TVE Act No 20 of 1990 has provisions to develop Provincial Vocational Education and Training (VET) Plans. This is the tool in the TVE Act to coordinate and rationalize district and provincial level TVET programmes. Further, the provincial VET Plan focused on identifying skills development needs of key industries in the province and to develop and deliver the TVET programmes accordingly.

All stakeholders; Officials and staff of the North Western Provincial Council, representatives of key industries in the province and representatives of the provincial TVET institutions were involved in development of this VET Plan. While acknowledging the contributions made by the stakeholders, we seek the cooperation of all of them to implement this VET Plan effectively. Provincial VET Plans for Sabaragamuwa, Eastern and Southern provinces have already been developed and will be implemented in the Province during next 5 year period.



Prof. Dayantha S. Wijeyesekera

Chairman

Tertiary and Vocational Education Commission

Acknowledgement

This Vocational Education and Training (VET) Plan is a result of team work of TVEC and North Western Province Council Office. First I expressed my gratitude and appreciation to Chief Minister, North Western Provincial Council for his request to prepare a provincial VET Plan and for encouragement given at our first meeting. Chief Secretary chaired many meetings held with industrialists and has been a partner in this development exercise. Government Agents/District Secretaries of two Districts and other officers in each District Secretariat Offices cooperated with us from the inception of this development exercise. I acknowledge with appreciation the cooperation extended by these officials and staff of the Province.

These professionals; Industrial Services Bureau (Automobile Industry and Light Engineering Products and Services Sector, Employment in Foreign Labour Market Sector, Garment and Textile Industry Sector, Construction Sector and Services Sector), Mr. W. A. D. Weerathilake, Lecturer, Department of Livestock, Fisheries and Nutrition (Fisheries and Live Stock Sectors), Dr. N. R. Abeynayake, Head of the Department of Agri-Business Management, Wayamba University (Agriculture Sector), Mrs. R. M. N. C. Ratnayake, Assistant Director, Small Enterprises Development Division, Puttalam District Secretariat (Small, Cottage Industries and Livelihood Occupations Sector), Mr. W. K. J. Prematilake, Director General, Wayamba Development Authority (Hotels & Tourism Sector), Mr. W. M. Ratnayake, Regional Manager, Coconut Cultivation Board (Coconut Cultivation) who prepared key industry sector reports, deserve special thank from TVEC. Many industrialists and employers of key industries, officials of relevant public sector institutions took part in sector workshops to assist us in analyses of manpower and skills demand. District Managers and Heads of training centres of NAITA, VTA, NYSC and other public sector Training Institutes, Director of CoT and Principals of Technical Colleges in North Western Province actively took part in the TVET workshop to analyze skill supply side and to formulate strategies to bridge the gaps of skills requirements. All those who attended the industry sector and TVET workshops deserve our appreciation.

As a team at the TVEC, this exercise was carried out by Mr. B.H.S. Suraweera, Deputy Director General, Mr. J.A.D J. Jayalath, Director (Information Systems) and other Directors, Mr. Ajith Polwatte, Deputy Director (Planning & Research) and other Deputy Directors, Mr. G.A.M.U. Ganepola, Assistant Director (Planning & Research), Mrs. Priyanga Nanayakkara, Assistant Director (Planning & Research) with other Assistant Directors, Miss. Kumudu Amarasinghe, Computer Operator with all other staff along with the consultant to this project, Mr. Gamini Gunasinghe

supported by District Coordinators. While commending their dedication and commitment to produce the valued document, I appreciate the work of all those who contributed for successful completion of this VET plan. Finally, I expect same level of cooperation from all officials to implement this VET plan.



Dr. S. D. R. Perera

Director General

Tertiary and Vocational Education Commission

Contents

	Page No.
1. Introduction	1-9
1.0. Overview	1
1.1. Rational	2
1.2. Process of VET Plan Development	2
1.3. Methodology	3
1.3.1. Extensive Consultation	3
1.3.2. Sector Studies and Demand Forecasting	8
1.3.3. TVET Sector Study and Supply Forecasting	9
1.3.4. TVET Provision to Meet the Skills Demands	9
1.3.5. Final Validation	9
2. Socio-economic Environment of North Western Province	11-62
2.0. Overview	11
2.1. Administrative Structure	11
2.2. Geography and Climate	14
2.3. Demography in North Western Province	16
2.3.1. Population Distribution by Gender	18
2.3.2. Population Distribution by Ethnicity by District in NWP	19
2.3.3. Population Distribution by Sector – Urban and Rural	20
2.4. Economic Structure, Employment, Income and Expenditure	21
2.4.1. Economic Structure	21
2.4.2. Employment	24
2.4.3. Underemployment and Unemployment in the NW Province	40
2.4.4. Household Income in NW Province	45
2.4.5. Household Expenditure in North Western Province	48
2.5. Education	49
2.5.1. Literacy in the Province	49
2.5.2. Number of Schools and Student Enrolment in the Province	51
2.5.3. Number of Teachers and Teacher Qualifications	54
2.5.4. Student Teacher Ratios (STR) by Districts in the North Western Province	56
2.5.5. Student Performance at G.C.E. (O/L) and G.C.E. (A/L) Examinations	56
2.5.6. University Admission from North Western Province	58
2.5.7. Drop Outs in Schools in the North Western Province	58
2.5.8. Availability of Unskilled Youth in Transition from School to Work for Vocational Training in North Western Province	59
2.5.9. E-Readiness of Citizens in the North Western Province	60

3. Human Resource Profiles of Industry Sectors in North Western Province	63-174
3.0. Overview	63
3.1. Coconut Plantation Sector in North Western Province	63-80
3.1.1. Overview of the Sector	63
3.1.2. Human Resource Profile in Coconut Plantations	66
3.1.3. Institutional Workforce Requirements	69
3.1.4. Human Resources Availability and HR Forecast in the Government Extension Services	73
3.1.5. Coconut Related Industries	75
3.1.6. Suggested Training	77
3.2. Agriculture Sector in the North Western Province	81 -95
3.2.1. Overview of the Sector	81
3.2.2. Paddy Cultivation	83
3.2.3. Vegetable Cultivation	90
3.2.4. Floriculture	91
3.2.5. Cashew Cultivation	92
3.2.6. Betel Cultivation	93
3.2.7. Suggested/ Planned Training in North Western Province	93
3.3. Livestock Sector in the North Western Province	96 - 102
3.3.1. Overview of the sector	96
3.3.2. Diary Sector	97
3.3.3. Poultry Sector	99
3.3.4. Swine Sector	99
3.3.5. Goat and Sheep sector	100
3.3.6. Animal Feed Industry	100
3.3.7. Farmer Families and Workforce Engaged in Livestock	101
3.3.8. Suggested Training for Livestock Sector	102
3.4. Fisheries Sector in the North Western Province	103 - 113
3.4.1. Overview of the Sector	103
3.4.2. Marine Fisheries Sector	104
3.4.3. Inland Fisheries Sector	107
3.4.4. Ornamental Fish Sector	109
3.4.5. Sea Weed Culture	110
3.4.6. Sea Bass Culture	110
3.4.7. Fish and Shrimp Feed Production	111
3.4.8. Fish Processing	111
3.4.9. Human Resource Profile and Forecasted Expansion in Employment in the Sector	111

3.4.10.	Suggested Training for the Fisheries sector	113
3.5.	Construction Industry in North Western Province	114-123
3.5.1.	Overview of the Sector	114
3.5.2.	Construction Industry Profile in the North Western Province	116
3.5.3.	Human Resource Profile in Construction Industry in NWP	117
3.5.4.	Demand for Skilled Manpower in Construction Sector in Foreign labour Market	123
3.5.5.	Suggested Training in Construction Industry _ Sector	123
3.6.	Automobile Industry and Light Engineering Sector in North Western Province	124-130
3.6.1.	Overview of the Sector	124
3.6.2.	Human Resource Profile in Automobile Industry and Light Engineering Sector	126
3.6.3.	Focus Group Discussions on Automobile Industry and Light Engineering Sector	129
3.6.4.	Suggested Training in the Sector	130
3.7.	Textiles, Garments and Handloom Sector in North Western Province	131-141
3.7.1.	Overview of the Garment Sector	131
3.7.2.	Human Resource Profile in Garment Sector	134
3.7.3.	Suggested Training in Garment Sector	138
3.7.4.	Overview of Handloom Textile Sector in North Western Province	139
3.7.5.	Suggested Training in Handloom Textile Sector	141
3.8.	Service Sector in North Western Province	142-148
3.8.1.	Overview of the Service Sector	142
3.8.2.	Service Sector Profile in North Western Province	142
3.8.3.	Human Resource Profile in Different Service Sub Sectors	144
3.8.4.	Forecast of Human Resource Requirements	146
3.8.5.	Suggested Training Contents for the Selected Occupations	147
3.9.	Small and Cottage industries in North Western Province	149-152
3.9.1.	Overview of Small and Cottage Industries	149
3.9.2.	Small and Cottage industry Profile in the Province	150
3.9.3.	Human Resource Profile in Identified Categories in SCIs	151
3.9.4.	Forecast of Human Resource Requirements	151
3.9.5.	Suggested Training in SCI Sector	152
3.10.	Hotels and Tourism Industry in North Western Province	152-161
3.10.1.	Overview of the Sector in the Province	152
3.10.2	Human Resource Profile in Tourism Sector	154
3.10.3	Future Scenario in Tourism in North Western Province	157

3.10.4. Forecast of Human Resource Requirements	158
3.10.5 Demand for Skilled Manpower in Hotels and Tourism Industry in Foreign Labour Market	160
3.10.6. Special Training Requirements Identified and Suggested	161
3.11. Foreign Employment	162-172
3.11.1. Overview of the Foreign Employment Sector	162
3.11.2. Manpower Profile in Foreign Labour Market	162
3.11.3. Departures for Foreign Employment by District and Manpower Level from North Western Province	163
3.11.4. Manpower Demand in Foreign Labour Market and Supply by Sri Lanka	165
3.11.5. Job Orders and Supply of Manpower in Construction, Hotels & Tourism and Automobile & Light Engineering Sectors in Foreign Labor Market	166
3.11.6. Actions Suggested to Increase the Supply to Match Demand in the Foreign Labour Market	171
4. Supply of Skilled Manpower to the Labour Market- Current Training Profile	173-219
4.0. Overview	173
4.1. TVET Institution Network	173
4.2. Course Mix Currently Available in the Districts	178
4.2.1. Kurunegala District	178
4.2.2. Puttalam District	184
4.2.3. Apprenticeship Training in North Western Province	188
4.3. Annual Training Outputs from TVET Providers	189
4.4. Index of Opportunity for TVET	192
4.4.1 Index of Opportunity for TVET in North Western Province	192
4.5. Availability of Assessors in North Western province	193
4.6. Extent of Implementation of NVQ Framework in North Western Province	197
4.6.1. NVQ Certified Skilled Manpower in the Province	197
4.6.2. Comparison of Number of NVQ Certificates Issued through Training Providers in North Western Province with the Total Issued in the Country	200
4.6.3. Availability of National Skills Standards for Related Vocations in the Economic Sectors Existing in the North Western Province	202
4.7. Training Provision for Special Groups	206
4.7.1. Vocational Training for People with Disabled Needs in North Western Province	206
4.7.2. Vocational Training in Tamil Medium	208

4.8. Initiatives, Issues and Concerns in Human Resource Development in the Industry Sectors Studied	209
4.8.1. Initiatives, Issues and Concerns in the Coconut Plantation Sector	209
4.8.2. Initiatives, Issues and Concerns in the Agriculture Sector	211
4.8.3. Initiatives, Issues and Concerns in the Livestock Sector	211
4.8.4. Initiatives, Issues and Concerns in the Fisheries Sector	214
4.8.5. Initiatives, Issues and Concerns in the Construction Sector	215
4.8.6. Initiatives, Issues and Concerns in the Automobile Industry and Light Engineering Sector	216
4.8.7. Initiatives, Issues and Concerns in the Textiles, Garments and Handloom Sector	216
4.8.8. Initiatives, Issues and Concerns in the Service Sector	217
4.8.9. Initiatives, Issues and Concerns in the Hotels and Tourism Sector	218
4.8.10. Initiatives, Issues and Concerns related to Foreign Employment	218
4.9. Skills Training and Possible Training Partners as Identified in Sector Reports	220-226
4.9.1. Coconut and related Industry Sector	220
4.9.2. Agricultural Sector	220
4.9.3. Livestock Sector	221
4.9.4. Fisheries Sector	222
4.9.5. Construction Sector	222
4.9.6. Automobile Industry and Light Engineering Sector	222
4.9.7. Textiles, Garments and Handloom Sector	223
4.9.8. Small and Cottage Industry Sector	224
4.9.9. Hotels and Tourism Sector	225
4.9.10. Foreign Employment Sector	225
5. Vocational Education and Training Plan	227-257
5.0 Overview	227
5.1. Matrices indicating Objectives, Strategies and Activities and Responsible Agencies of the VET Plan	228
5.2. Final Validation of VET Plan	257
5.3. Implementation of VET Plan	
5.3.1. Provincial Council's Role	257
5.3.2. District Secretariat's Role	258
5.3.3. TVEC's Role	258
Annexure A- Outputs of Training Providers Workshops	i-xvi
Annexure B- A Tracer Study on NVQ Recipients, Trained and Assessed in Training Institutes in the North Western Province	xvii-xxxvii

List of Tables

	Page No.
Table 2.1 Provincial Administration Units and Agencies in North Western Province	13
Table 2.2 Divisional Secretariats with Numbers of Grama Niladhari Divisions and Villages in North Western Province	13
Table 2.3 Land Area and Population Densities in all provinces	17
Table 2.4 Population by District and Annual Growth Rate- Censuses 1981, 2001 and 2012	18
Table 2.5 Population of Province by District and Gender-2012	19
Table 2.6 Population Distribution by Ethnic Groups by District in North Western Province	20
Table 2.7 Population Distribution by District and Sector	21
Table 2.8 Contribution of Different Economic Sub Sectors to Provincial GDP and Share of Provincial GDP in Total National GDP	23
Table 2.9 Percentage Distribution of Economically Active Population by Gender and District in North Western Province-2011	25
Table 2.10 Labour Force Participation Rates by District and Sex- 2011	26
Table 2.11 Employment by Major Industry Group & by District- 2011	27
Table 2.12 Currently Employed Persons by Industry Group in North Western Province-Both Sexes -2011	28
Table 2.13 Employed Population by Employment Status in North Western Province –Both Sexes- 2011	31
Table 2.14 Percentage Distribution of Employed Population in North Western by District by Employment Status and Gender-2011	31
Table 2.15 Currently Employed Persons by Occupation Groups in North Western Province-2011	32
Table 2.16 Percentage Distribution of Informal Sector Employment in Non-Agricultural Sector- 2011	33
Table 2.17 Departures for Foreign Employment from North Western Province by District 2005-2010	35
Table 2.18 Departures by Manpower Levels in 2010 by District and Sex in North Western Province	37
Table 2.19A & B Departures for Foreign Employment by District, Age Group and Sex -2010	39
Table 2.20 Unemployment and Underemployment Rates by Province and Gender -2011	41
Table 2.21 Unemployment Rate by District -2011	43
Table 2.22 Unemployment Rate by Level of Education by Province by Gender- 2011	44
Table 2.23 Unemployment Rate by Age group by Province by Gender- 2011	45
Table 2.24 Mean and Median Monthly Household Income by District in NW Province	46
Table 2.25 Mean and Median Monthly per Capita Income by Sector and by Province	47
Table 2.26 Average Monthly Household Expenditure on Food and Drink and on Non-food Items by Sector, Selected Province and District - 2009/10	48

Table 2.27	Average Daily Wages of Informal Sector by Province 2009-2010	49
Table 2.28	Literacy Levels by Districts and Gender-2011	50
Table 2.29	Percentage Distribution of Population by Education Attainment	51
Table 2.30	Number of Schools by Functioning Grade in North Western Province -2011	52
Table 2.31	Schools in North Western Province by Medium- 2011	52
Table 2.32	Students by Medium of Study and District- North Western Province in 2011	53
Table 2.33	Comparison of School Densities in the Districts in North Western Province-2011	53
Table 2.34	Student Enrolment in Grade 1- in 2011	54
Table 2.35	Comparison of Student Enrolment in Grade 1- from 2005 to 2011	54
Table 2.36	Teachers by Major Qualifications by Provinces in 2011	55
Table 2.37	Number of Students and Teachers by Districts in NW Province in 2011	56
Table 2.38	G.C.E O/L Examinations 2008-2010- Performance of all Candidates -Number Qualified for G.C.E.(A/L) in NW Province	57
Table 2.39	G.C.E.(A/L) Examinations 2008-2010- Performance of all Candidates-Number Qualified for University Entrance in NW Province	57
Table 2.40	University Admission by District in Academic Years 2006/07 to 2010/11	58
Table 2.41	Drop outs in Schools by Grade and District in 2011 in North Western Province	59
Table 2.42	Total Number of Youth in Transition from School to Work available for TVET Sector in the Province by District	60
Table 2.43	Computer Awareness and Literacy in the Sectors and in Provinces	61
Table 3.1.1	Distribution of Major Agricultural Crops by Extent and Percentage in Sri Lanka	64
Table 3.1.2	Extent of Land Under Coconut Cultivations by District in North Western Province	66
Table 3.1.3	Non Managerial Occupations in Coconut Industry	66
Table 3.1.4	Estimated Labour Requirements in Coconut Plantation by District	68
Table 3.1.5	Labour Shortages in Key Occupations in Coconut Plantation in NWP	69
Table 3.1.6	Labour Requirements in Key Occupations in Coconut Plantation in NWP	69
Table 3.1.7	Number of Private Estates over 10 Acres in Extent	71
Table 3.1.8	Human Resources in the Government Estate Sector	71
Table 3.1.9	Existing and Estimated Workforce Requirements in 2016	70
Table 3.1.10	Number of Nurseries and Current Workforce and Estimated Requirements in 2016	72
Table 3.1.11	Human Resource Requirements for Extension Support Services-CCB	73
Table 3.1.12	Planned Kapruka Purawara Program with CBOs Requirements 2012- 2016 in NWP	74
Table 3.1.13	Desiccated Coconut Mills and Workforce Requirements in NWP	75
Table 3.1.14	Distribution of Coconut Oil Mills and Workforce by District in the Province	76
Table 3.1.15	Distribution of Coir Fibre Mills and the Workforce by District in NWP	77
Table 3.2.1	Land Extent Available for Cultivation in NW Province	81
Table 3.2.2	Land Use Patterns in North Western Province	82
Table 3.2.3	Method of Paddy Land Preparation in NWP– 2008/09 Maha to 2009 Yala	84
Table 3.2.4	Number and Types of Agricultural Equipment and Machinery Used in NWP	85

Table 3.2.5 Variety of Paddy Seeds Usage in NWP – 2008/09 Maha to 2009 Yala	86
Table 3.2.6 Methods of Sowing in NWP – 2008/09 Maha to 2009 Yala	86
Table 3.2.7 Type of Fertilizer Used in NWP for Paddy Cultivation– 2008/09 Maha to 2009 Yala	87
Table 3.2.8 Methods of Weeding in NWP– 2008/09 Maha to 2009 Yala	88
Table 3.2.9 Development Targets for Paddy Production & Export Earnings	88
Table 3.2.10 Worker Requirements in Key Occupation Categories in NWP	90
Table 3.2.11 Increase of Vegetable Production, Development and Off Season Cultivation	91
Table 3.3.1 Livestock and Poultry Populations by District in the North Western Province 2011	97
Table 3.3.2 Daily Milk Production in North Western Province 2011	98
Table 3.3.3 Distribution of Milk Collecting Centres and Locations of Value Added Production by District in NW Province	98
Table 3.3.4 Daily Egg Production by District in North Western Province -2010	99
Table 3.3.5 Distribution of Livestock Farms by Type and District in NW Province – 2011	101
Table 3.3.6 Estimated Workforce Requirements in Poultry Sector	102
Table 3.4.1 Extent of Land and Water Areas by District in NWP	104
Table 3.4.2 Fishing Households and Active Fishers (Marine Fisheries) in the NWP 2012	105
Table 3.4.3 Operating Fishing Boats by District in NWP – 2011	106
Table 3.4.4 Detailed Information on Perennial Tanks by District in NWP- 2011*	107
Table 3.4.5 Distribution of Active Fishers in Inland Fisheries and Aquaculture by District-2012	108
Table 3.4.6 Inland Fishing Crafts* by District	109
Table 3.4.7 Inland and Aquaculture Fish Production by District (in Metric Tons)	109
Table 3.4.8 Current Status and Predicted Expansion of Human Resources Engaged in the Fisheries Sector by 2017	112
Table 3.5.1: Selected Macroeconomic Variables Related to Construction Industry	115
Table 3.5.2: Registered Construction Contractors with Construction Contractors Association in the NWP	116
Table 3.5.3: Registered Construction Contractors in each Specialty in the NWP	117
Table 3.5.4: Number of Construction Industry Craftsmen Working with Contractors in 2012	118
Table 3.5.5: Trend Analysis of Number of Registered Contractors in Construction Industry in 2017	118
Table 3.5.6: Summary of Number of Existing and Forecasted Craftsmen in the NWP	119
Table 3.5.7: Number of Workforce to be Trained in the NWP from 2010 to 2017	120
Table 3.5.8: Craft & Related Work Occupations in Construction Industry in the NWP	121
Table 3.5.9: Technical Grade Occupations in Construction Industry in the NWP	121
Table 3.5.10 : Machine Operator Occupations in the NWP	122
Table 3.6.1: Distribution of Registered Motor Vehicles by Province in 2011	122
Table 3.6.2: Distribution of Motor Vehicle by Category in NW Province in 2011	125
Table 3.6.3: Number of Metal related Industry in Selected Industry Activity in NWP-2009	127
Table 3.6.4: Member Business Entities (Automobile related Service Category)	

– Kurunegala Traders Association -2012	127
Table 3.6.5: Estimated Number of Automotive Craftsmen by Occupation in Informal Sector in Kurunegala District-2012	129
Table 3.7.1: Distribution of Garment Factories and Employment by District in North Western Province	132
Table 3.7.2 Distribution of Garment Factories by District, Size and Workforce in North Western Province	133
Table 3.7.3: Job Titles by Categories of Garment Sector	134
Table 3.7.4 Employment by Management and Supervisory Grade in Garment Sector in North Western Province	136
Table 3.7.5 Employment by Operative Grade in Garment Sector in North Western Province	137
Table 3.7.6 Employment by Technical and Allied Grade in Garment Sector in North Western Province	139
Table 3.7.7 Distribution of Private and Government Sector Handloom Centers in North Western Province	140
Table 3.7.8 Distribution of Dyeing Centres and Sales Points by District in North Western Province	140
Table 3.7.9 Distribution of Village Prominent Handloom Industry Districts in North Western Province	141
Table 3.8.1 Registered Commercial Entities in NWP - 2010	143
Table 3.8.2 Member Business Entities (Service Category) – Kurunegala Traders Association	143
Table 3.8.3 Number of Employed Persons by Selected Business Categories – Sri Lanka	144
Table 3.8.4 Number of Persons Employed in the Selected Service Categories – North Western Province	145
Table 3.8.5: Composition of Different Occupations in Total Employment in NW province	145
Table 3.8.6 Number of Persons Employed in Different Service Sub Sectors by Occupational Category in North Western Province	146
Table 3.8.7 Projection of Additional Annual Human Resource Requirements	147
Table 3.8.8 Selected Job Categories and Suggested Skills Requirements	148
Table 3.9.1 Summary of the Small and Cottage Industries in North Western Province	150
Table 3.9.2 Number in Work Force Engaged in Small and Cottage Industries in North Western Province	151
Table 3.10.1 Direct Employment in the Tourism Industry- 2010-2011	155
Table 3.10.2 Direct Employment Composition in Sub Sectors of Tourism Industry- 2010-2011	156
Table 3.10.3 Direct Employment Composition in the Tourism Industry in North Western Province	156
Table 3.10.4 No of Rooms to be Built and Resulting Employment Creation	

	in NW province	158
Table 3.10.5	Estimate of Annual Additional HR Demand in Popular Occupations at Non Managerial Levels in the Hotels Sector in North Western Province	159
Table 3.11.1	Departures for Foreign Employment from North Western Province -2007 to 2011	162
Table 3.11.2	Total Departures for Foreign Employment by Manpower Levels- from 2005 to 2010	163
Table 3.11.3	Departures by Manpower Levels by District and Gender in North Western Province -2010	164
Table 3.11.4	Number of Foreign Employment Agencies by District	165
Table 3.11.5	Job Orders for Foreign Employment and Departures (2009 & 2010)	165
Table 3.11.6	Foreign Employment in Construction Industry	166
Table 3.11.7	Foreign Employment in Hotels and Tourism Industry	168
Table 3.11.8	Foreign Employment in Auto Mobile and Metal related Light Engineering Industry	170
Table 4.1:	Geographical Distribution of the Training Institutes in Divisional Secretariat Divisions in Kurunegala District	175
Table 4.2:	Geographical Distribution of the Training Institutes in Divisional Secretariat Divisions in Puttalam District	177
Table 4.3	Course Mix in Training Centres in Kurunegala District	179
Table 4.4	Course Mix in Training Centres in Puttalam District	185
Table 4.5	Occupations in Apprenticeship Training by District in North Western Province	188
Table 4.6	Recruitments and Completions in Training Organizations in North Western Province in 2011	190
Table 4.7	Recruitments and Completions in Training Organizations by District in Southern Province in 2011	191
Table 4.8	Total Number of Youth in Transition from School to Work available for TVET Sector in the Province by District	192
Table 4.9	Availability of Assessors for NVQ Certification in North Western Province	195
Table 4.10	NVQ Certified Skilled Personnel in the Kurunegala District by Occupation and Training Provider	197
Table 4.11	NVQ Certified Skilled Personnel in Puttalam District by Occupation and Training Provider	199
Table 4.12	Number of NVQ Certificates Issued in the North Western Province and in the Country by Vocation	200
Table 4.13	Students by Medium of Study and District- North Western Province in 2011	209
Table 4.14:	Training programs conducted for Migrant Workers in North Western Province-2010	226

List of Figures

Figure 2.1	Map of the North Western Province	16
Figure 2.2	Distribution of Informal Sector Employment in Non Agriculture Sector – 2011	34
Figure 2.3	Departures for Foreign Employment from North Western Province by District 2005-2010	36
Figure 2.4	Departures by Manpower Levels in 2010 by District and Sex in North Western Province	37
Figure 2.5	Unemployment and Underemployment Rates by Province -2011	42
Figure 2.6	Unemployment Rate by District -2011	43
Figure 3.2.1	Average Paddy Yield in Kurunegala and Puttalam Districts - 2004 Maha to 2011 Yala	84
Figure 3.7.1	Distribution of Garment Factories by District and Size	133
Figure 3.7.2	Distribution of Garment Factories by District and Workforce	134
Figure 4.1	Labour Force Population Served per Training Centre by DS Division in Kurunegala District	176
Figure 4.2	Labour Force Population Served per Training Centre by DS Division in Puttalam District	178

Abbreviations

ADB	Asian Development Bank
AI	Artificial Insemination
CBSL	Central Bank of Sri Lanka
AQL	Acceptable Quality Level
ATPA	Accredited Training Providers (Private Sector) Association
CBOs	Community Based Organizations
CBT	Competency Based Training
CCB	Coconut Cultivation Board
CCI	Chamber of Construction Industries
CDA	Coconut Development Authority
CDO	Coconut Development Officer
CLS	Computer Literacy Survey
CoT	College of Technology
CG & C	Career Guidance and Counseling
CPL	Chilaw Plantation Limited
CRI	Coconut Research Institute
DAPH	Department of Animal Production and Health
DC	Desiccated Coconut
DCS	Department of Census and Statistics
DI	Department of Industries
DS	Divisional Secretariat
DSC	District Steering Committee
DT	Department of Textiles
DTET	Department of Technical Education and Training
EDB	Export Development Board
EEZ	Exclusive Economic Zone
FPO	Farm Planning Officer
FRP	Fibre glass Reinforced Plastic
G.C.E.(A/L)	General Certificate in Education (Advanced Level)
G.C.E.(O/L)	General Certificate in Education (Ordinary Level)
GDP	Gross Domestic Product
GMP	Good Manufacturing Practices
GNs	Grama Niladharis
GPS	Global Positioning System
HIES	Household Income and Expenditure Survey
HR	Human Resources
HRDA	Human Resource Development Authority
ICT	Information and Communication Technology
ICTAD	Institution for Construction Training and Development
IDB	Industrial Development Board
ILO	International Labour Organization
INGOs	International Non Governmental Organizations
ISCO	International Standards of Classification of Occupations
ISIC	International Standards of Industry Classification
ISMO	Industrial Sewing Machine Operator

JPC	Job Placement Centre
LE	Light Engineering
KOICA	Korean International Cooperation Agency
KPL	Kurunegala Plantation Limited.
LDI	Livestock Development Inspector
LKR	Sri Lanka Rupees
LMP	Livestock Master Plan
MoA	Ministry of Agriculture
M.E	Middle East
MLRCD	Ministry of Livestock and Rural Community Development
MT	Metric Tonne
MYASD	Ministry of Youth Affairs and Skills Development
NAQDA	National Aquatic Development Authority
NARDA	National Aquatic Research and Development Agency
NAITA	National Apprentice and Industrial Training Authority
NCASL	National Construction Association of Sri Lanka
NCS	National Competency Standards
n.e.c	not elsewhere classified
NGOs	Non Governmental Organizations
NIBM	National Institute of Business Management
NIPM	National Institute of Plantation Management
NITAC	National Industry Training Advisory Committee
NLDB	National Livestock Development Board
NRCC	Non Registered Construction Contractors
NVQ	National Vocational Qualifications
NWPDSHbs	North Western Province District Statistical Handbooks
NYSC	National Youth Services Council
OFC	Other Food Crops
OJT	On the Job Training
RCC	Registered Construction Contractors
RPL	Recognition of Prior Learning
PCNWP	Provincial Council North Western Province
PDI	Provincial Department of Industries
PSC	Provincial Steering Committee
QMS	Quality Management System
RARDC	Regional Agriculture Research and Development Centre
RPL	Recognition of Prior Learning
SoA	School of Agriculture
SCIs	Small and Cottage Industries
SEDU	Small Enterprises Development Unit
SEPI	Self Employment Promotion Initiative
SLBFE	Sri Lanka Bureau of Foreign Employment
SLITHM	Sri Lanka Institute of Tourism and Hotel Management
SLTDA	Sri Lanka Tourism Development Authority
STR	Student Teacher Ratio
TVE	Tertiary and Vocational Education

TVEC	Tertiary and Vocational Education Commission
TVET	Technical and Vocational Education and Training
VET Plan	Vocational and Education Training Plan
VTA	Vocational Training Authority
VTC	Vocational Training Centre
UNIVOTEC	University of Vocational Technology
WDA	Wayamba Development Authority
WITHMED	Wayamba Institute of Tourism, Hotel Management and Entrepreneur Development
WUSL	Wayamba University of Sri Lanka

Executive Summary

This is the fourth provincial VET plan. It is developed for the North Western province and it primarily identifies the demand for and supply of manpower and training needs, in the labour market in North Western province. Like all other provinces, North Western province is also undergoing rapid and impressive economic growth, due mainly to government's large scale infrastructure and other development works in the province.

Initially Socio-economic environment was studied by analyzing secondary data to determine present socio economic situation and its future trends in the province. Assessments were also made on the annual additions to the provincial labour force from the school system.

In the North Western province, 4 per cent of the population had no schooling, while only around 22 per cent of the population had attained education levels of G.C.E O/L or more. The highest share of employment in the province is in the service sector with 39.0 per cent, in agriculture sector it is 33.4 per cent and the lowest share is in industry sector with 27.6 per cent.

The unemployment and underemployment rates in North Western province are 3.8 per cent and 2.7 per cent. The respective total figures for the country are 4.2 and 2.8 per cents. Thus both unemployment & underemployment rates of North Western province remain lower than the average figures for the country. In North Western province, unemployment among persons of both sexes in the Grades 6-10 and G.C.E. (A/L) education categories were 3.0 per cent and 11.2 per cent respectively. The respective figures for females and males in the workforce in G.C.E. (A/L) category in the province were 16.1 and 7.2 per cents respectively. In the North Western province, the age group (20-24) had recorded unemployment rates of 14.1 per cent and no reliable data was provided for North Western province in other age groups.

41,000 students enter the school system at Grade 1 annually in the NWP and around 36,000 candidates sit for G.C.E. (O/L) and on average 22,000 qualify to follow G.C.E (A/L) every year. Out of around 13,000 students who pass the G.C.E. (A/L) examination and qualify for university entrance, only 2,200 students are admitted to the universities in Sri Lanka.

Thus there are a estimated number of around 30,000 (including 7,600 school drop outs 8-10) youth in transition from school to work available every year in the North Western province, who could be considered as potential customers, for vocational training to meet the labour market requirements within the country and abroad.

North Western province has a total number of 155 training centres, offering 469 training courses of which 83 are accredited for NVQ certification. Around 14,000 students are recruited to theses centres annually.

The findings of eleven industry sector studies, include current human resource profiles with forecasted demand for human resources in terms of quality of skills and numbers to be trained in each occupation to meet the forecasted requirements in a given industry sector. The ten main economic sectors in the North Western province Coconut Plantation, Agriculture, Livestock, Fisheries, Construction, Automobile and Light Engineering, Textiles, Garments & Handloom, Services, Small and Cottage Industries and Hotels & Tourism and in addition Foreign Employment segment, the important structural feature of the current labour force of the country .were studied.

The “Coconut Triangle” which covers the North Western (Kurunegala and Puttalam districts) and part of Western province (Gampaha district) comprises 56.4 per cent of the coconut growing areas. Coconut is predominantly a small holder crop, contributing 70 per cent of the total annual coconut production in the country. Coconut based industries in Sri Lanka play a vital role in sustaining a viable economy at all levels. Production comprises two sub sectors, the formal sector represents coconut based manufacturing industries for export markets, and the informal sector representing mostly cottage based industries engaged in the manufacture of products and by products for the domestic market. Sri Lanka offers a wide range of coconut products more than 100 in the world trade. Desiccated coconut, copra, coconut oil, coconut milk powder, and coconut cream are the main kernel based export products and the coir fiber, value added coir finished goods, fiber pith briquettes, geo-textiles, shell charcoal, activated carbon, shell powder are the non-kernel based products.

The coconut plucker (both climber and pole harvester) is one of the major employment categories. There is a heavy shortage of 78 per cent of the requirement of Coconut Pluckers in the NW province.

Paddy cultivation requires farmers for all preparatory and harvesting works although machinery, like tractors and combined harvesters, are now increasingly being used, due to shortages of workers. There is a scarcity of skilled mechanics to carry out repairs when the combined harvesters and threshing machines breakdown while in operation. The crop rotations help to improve soil condition of paddy fields. But most of paddy farmers do not like to practice this crop rotation due to lack of knowledge and lack of quality seed in the region. There are plans to increase the production of fruits and vegetables over the years and minimize post harvest losses. Fruit and vegetable processing units will be established to increase domestic value addition. Most of NWP farmers are traditional rice farmers therefore they need more training and support to start floriculture production. Floriculture comes under nontraditional export crop sector and there is high possibility to earn more individual profit and earn more foreign exchange to the country. Almost all programmes suggested/planned are to train the existing farmers for transfer of technology and upgrading of knowledge and skills to increase their production and productivity and for value addition. The related issues and concerns referred to are mainly the ways of improving the social image and dignity of labour to attract more youth to agriculture and coconut plantation occupations. Provision of apprenticeship training for occupations in coconut plantation and related industries and also training in related value addition processes are suggested.

North Western province has the highest share of cattle & buffalo, poultry and swine populations and second highest share of goat & sheep population in the country. It is also the highest egg producing province. Livestock in the NWP has a great potential to be improved as a commercially viable rural enterprise, providing an opportunity for farmers to increase their income and to improve their livelihoods. Farmers should be motivated and trained to change from extensive type to intensive system and keep less number of productive animals usually of high genetic quality, well managed and fed on greens, straw and concentrates.

North Western Province has a high potential for the fisheries activities. 13.0 percent of total inland waters, 26.0 per cent of total mangroves areas and 24.7 per cent of the total lagoon areas of Sri Lanka are in the North Western province. Thus, it implies that North Western Province is one of the most influencing provinces for aquaculture and fisheries. Ornamental fish culture is becoming popular in the province and there is a huge potential to earn foreign exchange from the ornamental fish and aquatic plants industry. Most of the feed mills lack the facilities and technology required for the production of fish feeds.

The Construction sector in the North Western Province is expected to grow with development of other economic sectors in the province. The estimated annual additional workforce is around 1,850 comprising 1,620 craftsmen, 220 in technical grade occupations and 110 operators and mechanics of construction equipment and they are expected to be trained prior to entering the labour market for employment. The second category of training will be for up-skilling of 85 per cent of the estimated 17,500 craftsmen already employed in the province who never had any formal training.

Automobile and Light Engineering sector in the province is dominated by private sector informal units mainly owned by micro or small time entrepreneurs who have basically learnt their skills on-the-job with the guidance of skilled craftsmen. Training is needed to transfer technology and to upgrade skills. An estimated 3,600 practicing craftsmen in automobile industry in the Kurunegala district are to be trained to use new technology. There will be programmes for entrepreneurial skills development for the employers as well as workers to better prepare them to face the challenges of emerging technologies in their industry and to be competitive in the business world. Customer Focus and Quality Delivery of Products and Services will be special theme to be delivered to the Entrepreneurs in this sector. Delivery of training will be on short term basis at training centres or at work places.

The country has also established itself as a reliable supplier of quality garments at competitive prices, and as a producer of “garments with no guilt” and is upheld as a responsible and preferred destination for apparel sourcing. There is a shortage of manpower in the operative grades, highest shortage is in Sewing Machine Operator occupation, followed by Quality Checker and Helper occupations, totaling 5,755 numbers in all occupations in the operative grade. The handloom industry is a highly labor

intensive, export oriented and rural based industry. This industry has a great potential in providing employment opportunities for the people in the region and uplift their livelihood. To attract more youth to this sector to complement the efforts of the provincial Department of Textiles to develop this industry, apprenticeship training scheme is suggested.

The growth of the service sector has been largely contributed by the performance of wholesale and retail trade, hotels and restaurants, transport and communication sub sectors. Additional workforce in occupations of sales & services workers and office administration assistants & clerks are estimated to be 415 in trading, 240 in financial services, 200 in health and social services and 440 in transport and communication. In addition in health subsector, 75 nurses and pharmacist assistants are expected to enter its workforce.

Small and Cottage Industries are considered as an economic activity undertaken largely by home-based artisans and craft workers. Analysts of employment in informal sector have noted the lack of an entrepreneurial culture and young people being reluctant to start their own businesses and generate their own employment. Majority of training initiatives aim to deliver skill level training programs, with two major objectives. First objective is to expand the sector (for resource exploitation due to market demand) and the second is to provide employment opportunities for those unemployed.

The Hotels and Tourism industry continues to be one of the most dynamic economic sectors in the country, generating high demand for skilled manpower. The additional number of 5,350 rooms are planned to be built in North Western province, the total manpower requirement to run these new hotel rooms will be around 10,700 over a four year period or an average of 2,675 persons per year at all occupational levels. Estimated annual human resource requirement for non managerial levels of the hotels sector in North Western province is about 2,280 personnel. In addition to train these numbers in occupations, at entry level to the sector, training for community oriented river tourism – small boats and ferry services to interior places through rivers, recreation services, water sport and training for vendors, small tourist shop owners etc are suggested.

Sri Lankan migrant population was around 1.9 million in 2010 while the total labour force of the country comprised 7.9 million employed persons, showing 24 per cent of the total labour force of the country were migrant workers in foreign employment. This increasing trend of foreign employment is an important structural feature of the country's labour force. The number of foreign job orders and

relevant departure numbers account for only around 20 percent of job orders indicating a great opportunity for promoting employment and earning foreign exchange for Sri Lanka. This situation of continuing mismatch in skilled manpower supply to the foreign labour market needs further studies and analyses, followed up with necessary training delivery to identified target groups for any gap fillings.

Provincial and District TVET Steering Committees are to be established to coordinate and monitor the VET plan implementation in the province.

TVEC will continue to assist and work with North Western Provincial Council, District Secretariats in the province and other stakeholders in implementing the activities proposed in the VET plan.

Chapter 1: Introduction

1.0 Overview

The Tertiary and Vocational Education Commission (TVEC) was established by the Tertiary and Vocational Education (TVE) Act No 20 of 1990. The major objective stipulated in establishing TVEC was the ‘policy development, planning, coordination and development of the tertiary education and vocational education at all levels in keeping with the human resource needs of the country’.

Since 1999, to achieve the said objective, TVEC has developed and regularly revised Vocational Education and Training (VET) plans for key industry sectors of the economy of Sri Lanka at the national level. TVE Act also provides for the TVEC, on the requests made by Chief Ministers of provinces to prepare Provincial Vocational Education and Training Plans, for TVET development in the respective provinces.

Many public, private and NGO sector training providers, operate in any given province. The possible rationalization of resources and the training programmes of these different training providers may result in better and effective Technical and Vocational Education and Training (TVET) provision in the province. Provincial VET plan is intended as a tool to be used to ensure rationalized implementation of training at provincial level. All training providers and other sector stakeholders in the province are consulted and or participate in preparation of such VET plan. Once a VET plan is approved by His Excellency the President in consultation with the Hon Minister in charge of vocational education and training, the provincial administration will then have to assume the ownership of the VET plan. This process in turn will make all training providers in the province accountable for its effective implementation. The civil administration in the province will need to regularly review the progress of the VET plan implementation at district and provincial progress review meetings attended by training providers.

The VET plan outlines the strategies to bridge the gap between demand for and supply of skilled manpower. All its stakeholders i.e. industry sectors, TVET providers and the youth aspiring to

undergo training, benefit from such planning. VET plan also recommends the mechanisms for effective coordination of relevant stakeholders during VET plan implementation. TVET institutions will thus, be able to utilize their resources to conduct demand driven programmes with a higher degree of rationalization.

1.1 Rationale

First ever VET Plan developed by TVEC for a province was for Sabaragamuwa province. There were two more VET plans developed for Eastern and Southern provinces. This VET plan for the North Western province was done at the request of the Chief Minister of the North Western province and under the direction of the Ministry in charge of TVET sector.

All provinces in the country are undergoing impressive socio-economic changes mainly as a result of peace dividend, after ending of the thirty year long conflict in the country. This growth in economy will demand for more and varied skilled manpower in a given province. This provincial VET plan hopefully will provide direction for training providers operating in the province and establish an integrated programme for development of its TVET system, to effectively meet the challenges of providing the skilled human resources required to man the vibrant economic activities in the province.

1.2 Process of VET Plan Development

The VET plan for the North Western province primarily identifies the demand for and supply of skills needs, in the province and indicates the agreed actions to ensure the availability of trained manpower to meet skills requirements of the growing and emerging economic sectors in the province. The activities indicated in the VET plan will eventually facilitate youth in the province to realize their career aspirations as well.

The key activities undertaken in the process of developing the VET plan were:

- Identification of key industry sectors and their development trends through analyses of socio-economic environment of the two districts in the North Western province.

- Demand forecasting of skills for the next four to five years through analyses of skills requirements of key industry sectors.
- Identification of education levels and the number of youth in transition from schools to work through analysis of school education system.
- Identification of the skills requirements in different livelihood occupations.
- Analysis of the TVET provision in the province for its adequacy for the supply of skills and examine the possibility of incorporating livelihood skills within the skills development programmes.
- Comparison of the supply of and demand for skills and recommend matching measures such as improvements to existing courses, expansion or contraction of existing courses, introduction of new courses, establishment of new training centres and training of trainers along with expansion of effective career guidance services to attract more TVET takers.
- Study to examine the extent of possible inter provincial migration of skilled youth trained by the training providers operating in the province.
- Establishment of a coordinating mechanism for effective implementation of the VET plan in Kurunegala and Puttalam districts.

1.3 Methodology

1.3.1 Extensive Consultation

This plan was developed with the participation of key stakeholders in the province. Initially, secondary data were analyzed to determine the present socio economic situation, key industry sectors and their development trends. A tracer survey was conducted among the NVQ certified skilled youth trained by the vocational training institutions in the two districts in the North Western province. A survey questionnaire was administered among them to examine the extent of possible migration for employment to other provinces.

The following major economic sectors and sub sectors were identified at the initial planning workshops held in the two districts with the participation of civil administration, training providers and also other stakeholders representing various economic sectors.

(a) Economic Sector_ Coconut Plantation

Coconut Cultivation, Seed Nut Production/ Plant Coconut Seedlings, Fertilizer Applications, Coconut Pests and their Control, Common Diseases and their Control, Nursery management.

Land productivity intercrops and animal husbandry, intercrops models, Grass and fodder growing, Irrigation, Coconut Related industries and Value Additions/ small and cottage industries, Coconut fibre mills, Coconut Fibre pith for horticulture, Desiccated coconut industry for bakeries and confectioneries.

Coir mats and carpet making, Coco pots and poles for horticulture, Coconut ornaments and handicrafts, Copra and coconut oil making for culinary and body care, Coconut milk powder and cream for cooking, Coir brushes and broomsticks for cleaning, Activated carbon for air and water purification, Rubberised coir mattresses, Coconut toddy/ vinegar/treacle preparation, Coir yarns and Twine making, Copra and Coconut Oil Extraction.

(b) Economic Sector_ Agriculture

Paddy Cultivation, Cash Crop Cultivation/ Cultivation of Other crops-(Corn, Maize), Vegetable Cultivation, Fruit (Mango & Banana) Cultivation, Cashew Cultivation, , Betel Cultivation, Medicinal and Herbal Growing and their Products, Mush Room Cultivation, Inter-cropping- Ginger, Turmeric, Cereals and Pulses, (Yams & Tubers),(Sweet Potato, Colocasia, Innala), Chilies, Pineapple, Passion fruit, Banana, Papaya and Perennial crops - Pepper, Clove Nutmeg, Cardamom.

Pasture, Fodder cultivation, Seeds and Nurseries, Export agriculture Ornamental Flowers- Horticulture- Cut Flowers and Foliage, Flower nurseries.

Alternative Farming Technology, Integrated Farming, Organic Farming, Urban Agriculture, Home Gardening, Landscaping, Plant Nurseries, Agri Irrigation, Micro Irrigation, Drip Irrigation, Agri Forestry, Agriculture Marketing, Storage, Post Harvest Technology, Pest Control, Organic /Compost Fertilizer Production, Rice Milling / Flour Production.

(c) Economic Sector_ Livestock

Dairy Farming, Goat Farming, Poultry Farming, Milk Processing and their Products (Pasture Milk Production, Dairy Based Products- Yogurt and Curd Production) and Marketing, Dairy Management, Artificial Insemination, Animal Health, Animal Feed production - (Poultry, Goat), Bio Gas Production.

(d) Economic Sector_ Fisheries

Marine Fishing- Coastal Fishing, Offshore Fishing /Deep Sea Fishing, Inland Fishing- perennial and seasonal tanks-Fresh Water bodies, Pond Fish Culture, Mobile Fishing

Acqua Culture- –Brackish water culture and fresh water culture- Prawn Culture, Shrimp Culture, Crab Fattening/ Fish Caging, Hatcheries-Prawn/Small Fish/Aquarium –Ornamental Fish for export , Sea Weeds, Sea Cucumber, Sea Food Processing, Prawn Feed and Processing, Fish Processing and Fish Preservation, Dry Fish/ Maldives Fish Production, Navigation (Global Positioning System), Fishing Gear Production, Mending and Repairing, Fibre Glass Boat Manufacture, operation and Repairing, Marine Boat Building & Repairing, Fibre Boat Yards, Out Board and In Board Motor Repairing and Maintenance, Ice Plants operation and Maintenance / Refrigeration in multi day boats-Cooler Repairing and Maintenance.

(e) Economic Sector_Construction

Major Infrastructure Development Projects of the Central and Provincial Governments, Private Sector Construction Projects, “Maganeguma Upgrading” of Local Roads Under Local Governments, Construction – Roads, Housing and Commercial Buildings, Quarrying & Metal Crushing, Landscaping.

Clay Industry (Brick and Tiles Manufacture), Construction Equipment Hiring, Carpentry, Wood Carving, Furniture and Roofing, Mechanized Carpentry, Timber Sawing, Cement Holcim/ Cement Works or Crafts, Cement Products.

Building Services –Lifts/Air Conditioning/Electrical/House Wiring/ Plumbing Services, Fire Control.

Construction Machinery and Equipment Operation, Maintenance and Training.

(f) Economic Sector_ Automobile Industry and Light Engineering

Vehicle Assembling, Reconditioned Vehicles, Motor Cycle Importers and Dealers, Automobile Repairing and Maintenance (Garages), Engine Tuning, Motor Cycle, Three wheeler & Foot Cycle/Sport Bicycle Servicing/ Maintenance- Repairing, Tyre Dealers and Wheel Alignment, Tyre Rebuilding, Tyre Services and Repairing, Auto Dealers- Spare Parts, Battery Dealers, Tinkering, Auto Painting, Auto Electrical, Auto Air Conditioning, Car Sales, Body Washing and Auto Service Stations and Driving Schools.

Steel Fabrication-Machining and Welding, Aluminium Fabrication, Die Casting and Moulding, Refrigeration and Air Conditioning Repairing, Farm Machinery and implements including 4 and 2 wheel Tractors, Combine Harvesters and Threshing Machine repairing and maintenance, Radio, TV and Home Appliances Repairing, Motor Winding, Computers and Office Equipment Repairing, Small Engine/ Water Pumps, Bush and Grass Cutting Machines Repairing.

(g) Economic Sector_ Textiles, Garments and Handloom Industry

Garment Manufacture, Eco-friendly Apparel Manufacture, Garments with No Guilt, Compliance Processes and Quality Assurance, Computer Aided Designing and Merchandising, Handloom and Textile, Fabric Dyeing, Screen Printing, Value Addition-(Printing), Machinery for Handloom Production, Sewing Machine Operation and Maintenance, Raw Material Suppliers, Textile Weavers, Pattern Making and Tailoring, Textile Training and Services, Distribution and Marketing.

(h) Economic_Sector Services

Wholesale and Retailing, Ware Housing, Storage and Packaging, Transportation and Communication, Three Wheeler and Cabs and Taxi Services, Operation and Maintenance, Private Transport (Goods and Passengers)/SLTB Services, Communication Centres, Mobile Phone Services and Operators, Courier Services, Hiring and Leasing of Equipment.

Interior Design, Catering Services, Day Care and Baby Sitting, Care Differently Abled/Handicapped/Disabled care centres, Skills for aging population and special Skills for Elderly care, Saloon/Hair Cutting, Hair Dressing and Beuti-culture, Spa and Fitness Centres, Laundry Services, Tax and Accounting Counseling, Private Tuition, Language Skills Delivery, Resource and Data Providers, Pawning and Money Lending Services, Banking, Financing and insurance, Business Development Services, Security Services, Courier Services , Studio and Photo Copying, Lamination, Binding, IT related Services, Scanning, Printing, CD writing, Digital Printing, Skype Facilities, Videography /Photography, Printing, Media, Healthcare, Nursing and Hospital Services, Medical Laboratory Services Pharmacies and Dispensaries etc.

(i) Economic Sector_Small and Cottage Industries

Carpentry-Furniture Making (Wood and cane), Wood (Ebony)Carving, Salterns and Salt Related Cottage Industries, Gold Smithy and Jewellery Making, Black Smithy, Foundry Works(Brass and Aluminium Ware).

Cement Craft- Block Making and Other Products Making, Clay Bricks Manufacturing, Clay Pottery (traditional), Flower Vases, Handicrafts related to Coconut Shells & Coconut Husks Aquatic Reed Leave based Industry - Cake and Jewellery Boxes, Soft Toys Making, Bamboo and Cane Based Craftworks, Dress Making, Batik Work, Food Processing and Preservation, Bakeries, Confectioneries, Processing and Preservation of Cashew Fruits and Nuts, Home based Food Products, Kithul Palm and Associated Jaggery and Treacle Making; Jack Fruit related Products, Coconut Oil Production/Extraction, Cashew Processing, Pots and Planting, Leather products-Foot Wear and Bags Making, Belt and Purse Making.

(j) Economic Sector_ Hotels and Tourism

Eco-Tourism, Hotels & Restaurants, Hotel Management, House Keeping and Janitorial, Food & Beverage, Catering, Travel and Tour Operators, Religious Tourism-Pilgrimages, Event Management, Sea Borne / Water Sport -Recreational Activities, Dances and Pageants/Entertainment, Boat Riding, Bay Watch and Life Guards, Diving, Home stays, Travel Agents, Agencies Providing Recreational Facilities, Ticketing Agencies, Tour and Site guides.

Internal Air Flights/Sea Planes Landing Services, Indirect and Induced Labour, Handicrafts Pleasure Boating, Safety and Rescue Operation, Licenses for Operation, Facilities/ Promotion for Local Tourism, Information Centres for Tourists.

(k) Economic_ Sector Foreign Labour Market

Foreign Employment Agencies, Identification of Skills in Demand under Various Categories of Jobs Cross Cutting all Economic Sectors (Agriculture, Industry and Service.)

Coordinating Mechanism with Sri Lanka Foreign Employment Bureau and NW Provincial Council.

Exploring for Employment Opportunities in Different and New International Labour Markets Through SLBFE and Ministry of Foreign Affairs and Identifying Measures to Meet Possible Restriction/ Requirements in Labour Migration.

Modes of Capturing New Skills of Returning Skilled Workers , NVQ Certification of Returning Skilled Workers through RPL, Identification of Gaps in Employable Skills and Gap Filling Agencies (Training Institutes), Training for Foreign Employment

1.3.2 Sector Studies and Demand Forecasting

Initially, services of sector experts were obtained to analyze skills and human resources demand in different sectors and related sub sectors identified at the planning workshops to prepare sector reports. The sector experts were required to collect relevant sector specific primary and secondary information, analyze the gaps between the demand for and supply of skills and

forecast the demand of human resources in terms of types of skills needed and numbers to be trained in each occupation in order to meet skills requirement of that sector.

These sector reports were validated by sector experts in validation workshops, held with participation of professionals and practitioners of relevant industry sectors.

1.3.3 TVET Sector Study and Supply Forecasting

The present TVET provision in North Western province was analyzed in details in terms of the number of training institutes, the available course mix and numbers trained and leaving the training institutes to join the labour market. Similarly the number of youth from school to work transition, available for admission in training courses was estimated based on the relevant school statistics for the province.

1.3.4 TVET Provision to Meet the Skills Demands

The findings of the sector studies in terms of human resource demand, skills shortages and labour market trends were presented to the managers of the training institutes and officials of the TVET sector in the North Western province to work out TVET strategies to bridge the gaps in demands and surpluses in supply.

1.3.5 Final Validation

The VET plan, prepared incorporating all these strategies, was validated at a final workshop held in the province with the participation of senior officials of the provincial council and district secretariats and the other relevant stakeholders. The said steps were followed to ensure both the internal and external validity of the contents in this VET plan for the North Western province.

Chapter 2 : Socio-economic Environment of North Western Province

2.0 Overview

In this chapter socio-economic environment in the province will be studied by analyzing secondary data to determine present socio economic situation and also its future trends in the province. Assessments will also be made on the annual additions to the provincial labour force from the school system.

Provincial administrative structures, demography, economic structure, employment, household income & expenditure and education in the North Western province are the topics that will be covered in this analysis.

2.1 Administrative Structure

The Chief Minister heads the provincial administration. The five ministries listed below administer the functions entrusted through the devolution of power to provincial councils by the amendments made to the constitution of the country.

1. Chief Ministry and Ministry of North Western Province Finance and Planning, Justice and Law, Local Government and Administration, Manpower, Education and Cultural Affairs, Land, Transport, Environment, Tourism, Investment Coordination, Cooperatives Development and Food Supply and Distribution
2. Ministry of North Western Province Agriculture, Minor Irrigation and Agrarian Development, Livestock Production and Development
3. Ministry of North Western Province Social Welfare, Probation and Child Protection Services, Women' Affairs, Rural Industries and Rural Development
4. Ministry of North Western Province Roads Development, Power, Buildings and Constructions and Fisheries
5. Ministry of North Western Province Health, Indigenous Medicine, Sports and Youth Affairs

The Governor of the North Western province through the Provincial Public Service Commission exercises the powers of appointment, transfer, dismissal, and disciplinary control of the provincial officers.

Thirty two Local Authorities administer and deliver the local government services in the North Western province. These local authorities comprising a Municipal Council, 3 Urban Councils and 28 Pradeshiya Sabhas come under the purview of the Commissioner of Local Government assisted by Regional Assistant Commissioners of Local Government.

Local Authorities are the development agents in their respective areas and they are playing a greater role in development activities at local level in collaboration with Central and Provincial government agencies.

The North Western province also constitutes two administrative districts, Kurunegala and Puttalam comprising 46 Divisional Secretariat (DS) Divisions with 2,158 Grama Niladhari Divisions(GN) and 5,705 villeges in total as shown in Table 2.1. (*NWPDSHbs-2011*)

The two District Secretariats coordinate certain development activities directed by the Central Government.

Table 2.1: Provincial Administration Units and Agencies in the North Western Province

District	No of Villages	No of GN Divisions	No of DS Divisions	Pradeshiya Sabhas	Urban Councils	Municipal Councils
Kurunegala	4,432	1,610	30	19	1	1
Puttalam	1,273	548	16	10	2	-
NWP	5,705	2,158	46	28	3	1

Source: NWP-District Statistical Handbooks-2011

Table 2.2 lists the Divisional Secretariates in the two districts with corresponding numbers of Grama Niladhari divisions and villages in each DS division.

Table 2.2: Divisional Secretariats with Numbers of Grama Niladhari Divisions and Villages in North Western Province

	Kurunegala District				Puttalam District			
	DS Division	No GN Divisions	No. of Villages	Land Area ha	DS Division	No. GN Divisions	No. of Villages	Land Area ha
1	Abanpola	28	122	138	Anamaduwa	35	129	238
2	Alawwa	66	124	128	Arachichikattuwa	33	102	154
3	Bamunukotuwa	36	125	109	Chilaw	49	98	98
4	Bingiriya	52	149	180	Dankotuwa	47	81	78
5	Eahetuwewa	35	152	175	Kalpitiya	31	86	167
6	Galgamuwa	62	189	266	Karuwalasaswewa	26	67	502
7	Ganewatta	42	146	148	Madampe	49	98	84
8	Giribawa	35	72	205	Mahakumbukkadawela	25	70	173
9	Ibbagamuwa	74	188	213	Mahawewa	47	69	73
10	Kobeigane	35	132	127	Mundalama	31	117	221
11	Kotawehera	31	90	181	Nattandiya	47	75	72
12	Kuliyapitiya (East)Nakkawatta	45	139	102	Nawagattagama	19	75	163
13	Kuliyapitiya (West)	68	146	165	Pallama	18	63	119
14	Kurunegala	54	125	109	Puttalam	22	50	175
15	Mahawa	68	220	254	Wanathawilluwa	17	37	716
16	Mallawapitiya	45	99	79	Wennappuwa	52	56	39

17	Maspotha	33	72	53				
18	Mawathagama	71	167	105				
19	Narammala	54	125	114				
20	Nikaweratiya	42	101	146				
21	Panduwasnuwara(Hettipola)	64	227	176				
22	Panduwasnuwara- East	39	118	111				
23	Pannala	87	207	277				
24	Polgahawela	84	198	95				
25	Polpithigama	82	283	409				
26	Rasanayakepura	28	79	125				
27	Rideegama	113	262	220				
28	Udubaddawa	43	93	117				
29	Wariyapola	56	178	201				
30	Weerambagedara	38	104	88				
		1,610	4,432	4,816		548	1,273	3,072

Source: District Statistical Handbooks-2011.

2.2 Geography and Climate

The North Western province, commonly known as Wayamba province of Sri Lanka is bounded on the North, the East, the South and the West by Modara Gam Aru river, North Central province, Matale and Kandy districts, Maha Oya and the coastal belt between Kudiramale and Wennappuwa respectively.

The land area of the Wayamba province is 7,506 sq. km with additional inland water bodies of 382 sq. km. Flowing across the province are three of the main rivers, 'Mee Oya', 'Deduru Oya', and 'Kala Oya'.

Fifteen per cent of the island's coastal belt belongs to the North Western province. The sparkling blue surf of the Indian ocean and scenic tropical lagoons which edge the western shores of the Wayamba province are glided with 241 kilometres of wide, sun drenched beaches. These beaches stretch from Waikkal at its southern end to Dutch Bay in the Puttalam district. Wayamba is also rich with several types of mineral deposits. These include Silica Sand, the best known silica sand deposits are found in the Marawila, Madampe and Nattandiya areas of

the province; Miocene Limestone - The largest deposits of Miocene Limestone are found in the North Western coastal belt near Puttalam which are used for cement manufacturing; Graphite in (Bogala, Kahatagaha and Dodamgaslanda Graphite mines); Mica; Beach Mineral Sands including ilmenite and Clay are other deposits.

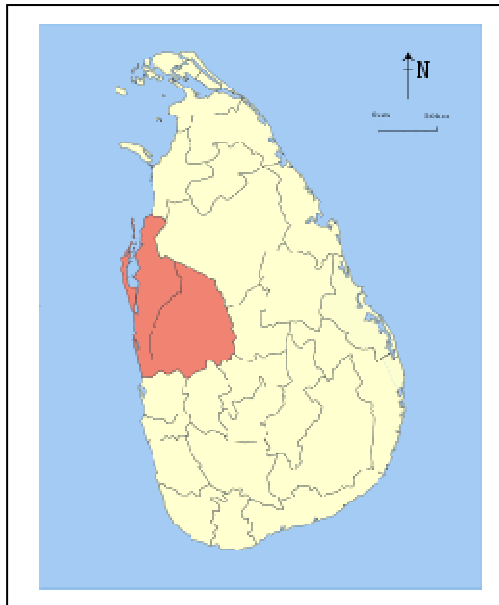
North Western province has a highly developed agricultural economy, growing a variety of fruits and vegetables, flowering plants, spices, oil-seeds in addition to the traditional plantation crops such as Coconut, Rubber and Rice. Rich soils and varied climate give North Western province, the potential for growing of virtually any crop. The scope for large scale modern agriculture and agro based industries has been greatly enhanced by the potential for variety and the new opportunities created by the areas of irrigated land coming into production. (www.wayambatourism.lk)

The climate of Wayamba is tropical, with a marked dry season, and an annual mean temperature in Kurunegala of 27.3°C with monthly temperatures varying from 26.1°C to 28.4°C and in Puttalam annual mean temperature of 27.8°C with monthly temperatures varying from 25.3 to 29.9 during the year.

The south of the province is wetter with almost 2050 mm of rainfall per year, but the north of the province is one of the driest regions in Sri Lanka, averaging less than 1100 mm of rain in parts.

Annual mean relative humidity in Kurunegala is 86 per cent with varying values from 77 to 91 per cent, while in Puttalam, annual mean relative humidity is 91 per cent with values varying from 85 to 95 per cent during the year. (*Statistical Abstract DCS-2010*).

Figure 2.1: Map of the Province



2.3 Demography in North Western Province

Population Density measures the level of concentration of the population and is defined as the number of persons in a unit area.

Table 2.3 indicates the population densities for all provinces of the country computed based on the latest population figures for 2012. North Western province with land area of 7,506 sq.km and population density 316 represents the “median” value in land area and also in the population density among the nine provinces of the country. Half the number of provinces (4) has areas and population densities less than the area and the population density of the North Western province and the other 4 provinces have areas and population densities greater than those of the North Western province.

In comparison, as Table 2.3 indicates, the Western province with 3,593 sq km, the lowest land area has the highest population density of 1,625. North Central province has the highest land area of 9,741 sq km with 129, the second lowest population per sq.km.

Table 2.3: Land Area and Population Densities in All Provinces

Province	Land Area in sq.km	Population	Population Density /Population per sq km
Western	3,593	5,821,710	1,620
Central	5,575	2,558,716	459
Southern	5,383	2,464,732	458
Sabaragamuwa	4,921	1,918,880	390
North Western	7,506	2,370,075	316
Eastern	9,361	1,551,381	166
Uva	8,335	1,259,900	151
Northern	8,290	1,058,762	128
North Central	9,741	1,259,567	129
Sri Lanka	62,705	20,263,723	323

Source: Census of Population and Housing 2011-DCS and VET Plan Specific Calculations

Table 2.4 below shows a comparison of population and population growth rates by district as per the last three Censuses.

The growth of population in the country in general has been influenced by natural increases (excess of births over deaths) and net migration (difference between immigration and emigration). Provincial report on Census of Population and Housing-2011 indicates that the provinces and districts have experienced different rates of growth between 1981 to 2012. These different rates have contributed to the population redistribution within the country. While the average annual growth rate in Kurunegala district remained less than 1 per cent and has declined fairly gradually and the average growth rate in Puttalam district is significantly high in the inter census period from 1981 to 2012. It could be attributed to internal migration, where a large inflow of displaced Muslim population occurred during the initial years of the three decades of ethnic conflict in the North and East.

Table 2.4: Population by District and Annual Growth Rate- Censuses 1981, 2001 and 2012

District	Population			Average Annual Growth Rate %		
	Population Census 1981	Population Census 2001	Population Census 2012	1981-2001	1981-2012	2001-2012
Sri Lanka	14,846,274	18,797,257	20,263,723	1.16	1.0	0.71
Kurunegala	1,198,795	1,458,385	1,610,299	0.96	0.95	0.93
Puttalam	485,619	709,002	759,776	1.86	1.45	0.66

Source: Censuses in 1981, 2001, 2012-DCS

2.3.1 Population Distribution by Gender

Table 2.5 below shows the distribution and gender composition of the population in the two districts in North Western Province. The population in Kurunegala district is 1,610, 299 and that in Puttalam district is 759,776 totaling a figure of 2,370,075 for the population of the province. These new population figures are more accurate as they are based on actual enumerations carried out during the period from February to March, 2012 (for *Census of Population and Housing-2011*), rather than based on population estimates.

Apart from Colombo and Gampaha districts having over 2 million populations, as observed in previous Census, large populations of over one million have been recorded from five more districts with Kurunegala district recording the highest among them. Populations recorded from Kurunegala and Puttalam Districts represent 7.9 and 3.7 per cents respectively of the total population in the country.

A useful measure of sex composition is the sex ratio, which is defined as the number of males per 100 females in the population. The figures indicate that the number of females is more than the number of males in both districts in the North Western province and this holds true for the whole country. Among 30 DS divisions in Kurunegala district, the highest sex ratio of 103.8 is recorded in Ehatuwewa DS division and the lowest in Weerambagedera DS division with 91.7. Twenty one DS divisions in Kurunegala District show lower sex ratios, below 100.

Similarly the female population in Puttalam district exceeds that of its male population. This is the general pattern in 14 out of a total of 16 DS divisions in Puttalam district. Among all DS divisions in the District, the sex ratios more than 100 are recorded only in Karuwalagaswewa and Kalpitiya DS divisions with figures of 100.7 and 101.4 respectively. The lowest sex ratio is recorded in Nattandiya DS division with 90.7. (DCS-2012)

Kurunegala district has a higher concentration of population with 348 per sq km, ranking 10th place among 25 districts, while Puttalam district ranks 13th position with population density of 264 per sq.km.

Table 2.5: Population of Province by District and Gender-2012

District	Total Population	Gender		Sex Ratio	Population Density
		Male	Female		
Kurunegala	1,610,299	775,061	835,238	92.8	348
Puttalam	759,776	368,860	390,916	94.4	264
NWP	2,370,075	1,143,921	1,226,154	93.3	316

Source: DCS-2012 and VET Plan Specific Calculations

2.3.2 Population Distribution by Ethnicity by District in North Western Province

Table 2.6 shows the population in the province by ethnic groups, Sinhalese population in Kurunegala district is around 1,471,000 (91.4 per cent), in Puttalam district it is around 559,000 (73.6 per cent) totaling 2,030,000 (85.7 per cent) in the North Western province. Sri Lanka Moor population is higher in Puttalam district with 147,000 (19.3 per cent) and lesser in Kurunegala district with 113,000 (7.0 per cent), totaling 260,000 (11.0 per cent) in the province. Puttalam district also has a total of around 50,000 (6.6 per cent) population of Tamils of both Sri Lankan and Indian origins. Around a population of 22,000 (1.4 per cent) of Tamils live in Kurunegala district, totaling 72,000 (3.0 per cent) of the population in the province.

The recent census data also show the population distribution by DS divisions. The highest population in Kurunegala district is in Pannala DS division with 115,000 and lowest is in Kotawehera DS division with 21,170. In Puttalam district the highest and lowest population figures recorded are in Kalpitiya (86,000) and Nawagattegama (14,000) DS divisions respectively.

The highest Moor population in Kurunegala district is in the Kuliypitiya East DS division with around 17,000 persons and 10 DS divisions record less than 1,000 persons of Tamil speaking population including the 3 ethnic groups; Sri Lankan Tamils, Indian Tamils and Sri Lankan Moors. Only three DS divisions, Kurunegala, Mawathagama and Redeegama record over 10,000 Tamil speaking populations in the Kurunegala district.

In Puttalam district, out of the total of 16 DS divisions, only 3 DS divisions Kalpitiya, Puttalam and Mundal record over 35,000 of Tamil speaking populations, 4 DS divisions; Karuwalagaswewa, Nawagattegama, Mahakumbukkadawala and Anamaduwa, record Tamil speaking populations of less than 1,000. (DCS-2012)

Table 2.6: Population Distribution of Ethnic Groups by District in North Western Province

District	Total	Sinhalese	Sri Lanka Tamil	Indian Tamil	Sri Lanka Moor	Other
Kurunegala	1,610,299	1,471,339	18,763	3,592	113, 560	3,045
		91.4	1.2	0.2	7.0	0.2
Puttalam	759,776	559,031	47,523	2,503	146,820	3,899
		73.6	6.3	0.3	19.3	0.5
NWP	2,370,075	2,030,370	66,286	6,095	260,380	6,944
	100	85.7	2.8	0.2	11.0	0.3

Source: DCS-2012

2.3.3 Population Distribution by Sector- Urban and Rural

According to the current definition, urban sector comprises all Municipal and Urban Council areas.

Table 2.7 shows the population distribution according to the urban and rural sectors based on estimated data given in the statistical handbooks of the two districts. In the North Western province, over 95 per cent of the population live in the villages or rural sector. In the Kurunegala district 97.4 per cent live in the rural areas with 2.2 per cent in the urban areas. In Puttalam district 9.2 per cent of its population live in the urban areas.

Table 2.7: Population Distribution by District and Sector

District	Sector						Total Population	Area Sq.km	Population Density
	Urban		Rural		Estate				
	Number	%	Number	%	Number	%			
Kurunegala	33,770	2.2	1,522,145	97.4	7,085	0.4	1,563,000	4,624	338
Puttalam	71,672	9.2	704,943	90.5	2,385	0.3	779,000	2,882	270
NW P	105,442	4.5	2,227,088	95.1	9,470	0.4	2,342,000	7,506	312

Source: Statistical handbooks of Kurunegala and Puttalam Districts -2011

2.4 Economic Structure, Employment, Income and Expenditure

This section gives a brief overview of the province's basic economic indicators and performance as well as employment structure and income & expenditure situations.

2.4.1 Economic Structure

Table 2.8 indicates the North Western province contribution to National GDP in 2010 and shares of economic subsectors in the provincial GDP from 2004 to 2010. The Gross Domestic Products (GDP) of the North Western province has been LKR 527,681 Million in 2010, which was a share of 9.4 per cent in the national GDP according to Central Bank statistics- 2012. This placed North Western province in fourth position after Western (45.1 per cent), Southern (10.7) and Central (10.0 per cent) provinces in terms of contribution to the national GDP. This share from North Western province has remained over 9 per cent since 2006 and remained third best in 2003 and from 2005 to 2008 for five years. Since 2009, North Western province is placed fourth.

The contribution of service sector from the North Western province to the national total GDP in 2011 is 4.8 per cent while its agriculture and industry sectors contributed 1.7 per cent and 2.9 per cent to national total GDP respectively.

The agricultural sector in the province contributed 18.3 per cent to its provincial total GDP in 2010. This share from the agriculture sector kept decreasing from 24.2 per cent in 2005 to 16.6 per cent in 2007, climbing to 19.8 per cent in 2008, and then continued to drop since 2008. The industrial sector contribution to provincial total GDP remained around 30 per cent since 2004. Similar to all other provinces, the highest contribution to the provincial GDP comes from the service sector. It contributed 50.8 per cent in 2010 to the provincial GDP. This share has generally kept increasing from 45.1 per cent in 2005 to 51.0 per cent in 2007 and remained close to 51 per cent in the last two years.

The share of agriculture sector in the provincial GDP in 2010 was made up by contributions from coconut (4.2 per cent), livestock (3.1 per cent), paddy (2.9 per cent), other food crops (2.8 per cent) and fishing (2.8 per cent).

The service sector in the province, maintained a higher share to GDP, with notable contributions from wholesale and retail trading (17.0 per cent), transport (14.2 per cent), government services (9.5 per cent) and banking, insurance and real estate (4.7 per cent) in 2010.

A fairly strong manufacturing industry with 23.9 per cent contribution to provincial GDP exists in the province that includes 21.0 per cent contribution from factory industry and 2.3 per cent from cottage industry. Construction industry contributed 5.3 per cent to the provincial GDP.

The growth in the industry sector in the Total GDP in the country in 2011 was the highest growth recorded during the past 33 years in value added terms. Consequently, the industry sector increased its share in GDP to 29.3 per cent in 2011 from 28.7 per cent in the previous year. *(CBSL Annual report-2011)*

Table 2.8: Contribution of Different Economic Sub Sectors to Provincial GDP and Share of Provincial GDP in Total National GDP

Sector	Total Country GDP (2010 million LKR) in	North Western Province								
		Provincial GDP (2010 million LKR) in	Share to Total Sector GDP (2010 in %)	Share to Provincial GDP						
				2004	2005	2006	2007	2008	2009	2010
Agriculture	717,910	96,620	13.5	23.6	24.2	19.9	16.6	19.8	18.8	18.3
1. Agriculture, Livestock and Forestry	624,134	82,267	13.2				14.3	17.7	16.4	15.6
1.1 Tea	72,314	-	-					-	-	-
1.2 Rubber	44,096	1,905	4.3				0.11	0.09	0.18	0.36
1.3 Coconut	60,439	22,257	36.8				4.2	5.9	3.8	4.2
1.4 Minor Export Crops	17,888	213	1.2				0.04	0.05	0.03	0.04
1.5 Paddy	113,883	15,443	13.6				1.7	3.49	3.56	2.9
1.6 Livestock	54,526	16,449	30.2				3.7	3.22	3.61	3.1
1.7 Other Food Crops	191,408	14,674	7.7				1.7	2.81	2.9	2.8
1.8 Plantation Development	11,878	1,623	13.7				0.3	0.38	0.33	0.31
1.9 Firewood and Forestry	33,720	5,393	16.0				2.0	0.97	1.2	1.02
1.10 Other Agricultural Crops	23,982	4,309	18.0				0.6	0.79	0.73	0.82
2. Fishing	93,777	14,354	15.3				2.3	2.13	2.46	2.72
Industry	1,649,269	163,173	9.9	30.7	30.7	29.7	32.4	31.7	29.5	30.9
3. Mining & Quarrying	89,226	3,992	4.5				4.5	4.7	0.85	0.76
4. Manufacturing	1,009,003	125,965	12.5				20.9	20.1	22.1	23.9
4.1 Processing (tea, Rubber, Coconut)	45,707	3,121	6.8				0.4	0.62	0.55	0.59
4.2. Factory Industry	916,407	110,791	12.1				18.1	17.4	19.2	21.0
4.3. Cottage Industry	46,888	12,054	25.7				2.4	2.08	2.36	2.28
5. Electricity, Gas and Water	127,625	5,262	4.1				0.94	0.80	1.36	1.0
5.1. Electricity	106,029	4,248	4.0				0.72	0.61	1.18	0.81
5.2. Gas	15,616	884	5.7				0.21	0.18	0.15	0.17
5.3. Water	5,980	130	2.2				0.02	0.02	0.02	0.02
6. Construction	423,414	27,955	2.2				6.1	6.1	5.2	5.3
Services	3,236,920	267,888	8.3	45.7	45.1	50.4	51.0	48.5	51.7	50.8
7. Wholesale and Retail Trade	1,096,961	89,609	8.2				18.7	17.7	17.5	17.0
7.1. Import Trade	341,798	40,661	11.9				9.0	8.9	7.4	7.7
7.2 Export Trade	157,590	15,846	10.1				3.8	3.1	2.9	3.0
7.3. Domestic trade	597,573	33,161	5.5				5.9	5.64	7.2	6.3
8. Hotels and Restaurants	33,213	1,664	5.0				0.26	0.24	0.26	0.31
9. Transport and Communication	709,400	7,613	1.1				12.5	12.8	15.0	14.7
9.1 Transport	656,469	74,710	11.4				10.8	11.3	14.6	14.2
9.2 Cargo Handling- Ports and Civil Aviation	25,667	-	-				-	-		-

9.3 Post and Telecommunication	27,263	2,903	10.6				1.7	1.46	0.45	0.5
10. Banking, Insurance and real Estate Etc	597,540	24,911	4.2				4.9	5.2	5.1	4.7
11. Ownership of Dwellings	171,871	13,839	8.1				2.9	2.6	2.8	2.6
12. Government Services	500,547	49,883	10.0				10.2	8.3	9.1	9.5
13. Private Services	127,393	10,369	8.1				1.6	1.6	1.8	2.0
Gross Domestic Product	5,604,104	527,681		152,925	186,487	267,103	353,670	438,606	466,041	527,681
Per cent of GDP Contribution	100	9.4	9.4	8.5	8.9	9.1	9.9	9.9	9.6	9.4
Per Capita GDP by Current Prices LKR	<u>271,346</u>	<u>214,686</u>					<u>155,391</u>	<u>191,114</u>	<u>200,880</u>	<u>225,312</u>
Increase in per Capita GDP by current prices in the Province								<u>23.0%</u>	<u>5.1%</u>	<u>12.2%</u>

Source: Economic and Social Statistics of Sri Lanka-2012, CBSL

2.4.2 Employment

Employment data play an important role as a viable social indicator for understanding the economy of the country. The statistics on employment identify the number of people, number who are employed, the sorts of work they do etc. Availability of accurate employment statistics is vital for the policy makers to implement job creation policies and programmes properly.

(a) Labour Force or Economically Active Population

Labour force or synonymously economically active population is the most widely used measure of the employment situation. It is used for measuring the current employment and unemployment situation of the economy and the current employment characteristics of the population.

The “economically active population” is defined broadly as comprising of all persons above a specific age (10 years and above) of either gender who furnish the supply of labour for the production of economic goods and services during a specified time (reference period is the preceding week to the labour force survey week). The economically active population or the ‘labour force’ is usually recognized as the sum of ‘employed’ and ‘unemployed’ populations. The estimated labour force in 2011 in the North Western province was 1,073,630 of which 67.0

per cent were Males. In Kurunegala and Puttalam districts the figures were 721,863 and 351,767 and economically active male percentages were 66.3 and 68.3 respectively.

The North Western province and its two districts show in Table 2.9 that higher percentages of male economically active populations in 2011 compared with the corresponding total value (65.6 per cent) for the country. Puttalam district having the highest percentage of 68.3 for male economically active population in the province, thus pushed down its female economically active population to a lower value of 31.7 per cent.

(b) Economically Inactive Population

The persons mainly engaged in studies, household duties, retired or old, disabled persons etc. are defined as 'Economically Inactive Population'. The survey results reveal that, 9.3 million (52.2 per cent) persons of working age population in the country were in the economically inactive group, comprising around 31 percent of males and 69 percent of females. Economically inactive populations in the North Western province and its two districts Kurunegala and Puttalam were 1,100,134; 730,235 and 369,899 respectively. The survey results depict clearly that the proportion of females among the economically inactive population is remarkably higher than that of males in all districts in the country.

Table 2.9: Percentage Distribution of Economically Active Population by Gender and District in North Western Province-2011

District	Economically Active Population			Economically Inactive Population		
	Total	Male %	Female %	Total	Male %	Female %
All country	8,554,730	65.6	34.4	9,355,013	30.6	69.4
Kurunegala	721,863	66.3	33.7	730,235		
Puttalam	351,767	68.3	31.7	369,899		
NWP	1,073,630	67.0	33.0	1,100,134		

Source: DCS SL Labour Force Survey results, 2011

(c) Labour Force Participation Rates

This is defined as the percentage of the “economically active population” or the “labour force” to the working age population, as can be seen from Table 2.10, male participation rate is about 66 per cent, and that of female is about 31 per cent in the country.

Table 2.10: Labour Force Participation Rates by District and Sex- 2011

District	Labour Force Participation Rate(%)		
	Total %	Male %	Female %
All country	47.8	66.2	31.2
Kurunegala	49.7	70.4	31.5
Puttalam	48.7	71.0	29.1
North Western Province	49.4		

Source: DCS Labour Force Survey, 2011.

According to the Table 2.10, Kurunegala district has a higher participation rate of (49.7 per cent) while Puttalam district has a lower rate of (48.7 per cent) in the North Western province with its overall figure of labour participation rate at 49.4 per cent. All these figures of labour participation rates exceed the all country figure of 47.8 per cent. Considering the participation rates by gender, in the province, highest participation rate of males is reported from Puttalam district (71.0 per cent) while that of females is reported from Kurunegala district (31.5 per cent). The labour force participation rates of males in the North Western province, its districts and also country-wise are more than double the participation rates of females, as indicated in Table 2.10. LFS data also show that Nuwaraeliya (49.8 per cent), Anuradhapura (46.6 per cent), Monaragala (46.6 per cent) and Badulla(43.6 per cent) districts have comparatively higher female participation rates. The possible reason may be the availability of work in the agricultural sector in those districts.

(d) Employment by Major Industry Sectors in the North Western Province

Table 2.11 shows the percentage distribution of employed population by major industry sectors in the two districts in the North Western province. The LF survey results reveal that, in Sri Lanka about 8.2 million persons are being employed during the year 2011. Out of these employed persons, about 5.5 million (67 per cent) were males and 2.7 million (33 per cent) were females. Out of the total employed population in the country, highest share is reported in services sector (42.8 per cent), whereas the lowest is in industry sector (24.1 per cent). It is also estimated that, 33 per cent of the total employed persons belonged to the agriculture sector.

Similarly in the North Western province, the highest share of employment is in the service sector (39.0 per cent) and the lowest share is in the industry sector. This is true for Kurunegala and Puttalam districts as well. The shares of employment in the Industry sector in the province and in its two districts, Kurunegala and Puttalam are 27.6 per cent, 27.3 per cent and 28.4 per cent respectively, these are higher than the total share in industry sector in the country. The highest share in agriculture sector in the North Western province is reported from Kurunegala district (35.0 per cent) and the highest share in services sector is reported from Puttalam district with 41.6 per cent.

Table 2.11: Employment by Major Industry Group & by District- 2011

District	Total	Major Industry Group					
		Agriculture		Industry		Services	
		Total	%	T	%	T	%
Kurunegala	688,128	241,142	35.0	187,620	27.3	259,3666	37.7
Puttalam	344,690	103,409	30.0	97,958	28.4	143,323	41.6
NWP	1,032,818	344,551	33.4	285,578	27.6	402,689	39.0
Total	8,196,927	2,708,020	33.0	1,977,063	24.1	3,511,844	42.8

Source: DCS Labour Force Survey, 2011

The province therefore, employs higher percentages of its population in the agriculture and industry sectors than the national average. Comparing labour distribution and GDP per sector in the province, it becomes obvious, that the agricultural sector has a comparatively low productivity and significant productivity disadvantages against the industrial and especially the

services sector. The 33.0 per cent employed in agriculture in the province, generate only about 18.0 per cent of the provincial GDP. The industry sector generates 31.0 per cent of the provincial GDP through 28.0 per cent of the total employed persons in the province. In contrast, the service sector is highly productive, employing nearly 39 per cent of the workforce and producing 51 per cent of the provincial GDP.

(e) Employment by Industry Groups in the Province based on ISIC (Third Revision)

Table 2.12 shows the percentages of currently employed persons in different industry groups. In the North Western province, the percentages of employees in the decreasing order are; 33.4 per cent in Agriculture, Forestry and Fishery (A, B); 20.6 per cent in Manufacturing (D) and 12.5 per cent in Wholesale and Retail Trade, Repair of Motor Vehicles, Motor Cycles and Personal and Household Goods (G). The corresponding total country figures in these industry groups are 33.0 per cent; 16.9 per cent and 13.3 per cent respectively.

Table 2.12: Currently Employed Persons by Industry Group in the North Western Province (based on ISIC third revision)-2011-Both Sexes

Industry Group		North Western Province		Total (all country)	
		Number	%	Number	%
1	Agriculture forestry and fishery (A, B)	344,551	33.4	2,708,020	33.0
2	Manufacturing (D)	212,920	20.6	1,387,432	16.9
3	Construction, mining & quarrying, electricity, gas and water supply (C, E, F)	72,658	7.0	589,631	7.2
4	Wholesale and retail trade, repair of motor cycles and personal and household goods (G)	129,145	12.5	1,090,357	13.3
5	Hotels and restaurants (H)	14,345	1.4	141,943	1.7
6	Transport, storage and communication (I)	52,937	5.1	505,396	6.2
7	Financial intermediation real estate, renting and business activities (J,K)	24,901	2.4	286,406	3.5
8	Public administration and defense, compulsory	68,442	6.6	575,183	7.0

	social security (L)				
9	Education (M)	31,207	3.0	340,460	4.2
10	Health and social work (N)	13,368	1.3	135,845	1.7
11	Other community, social and personal service activities, extra territorial organization & bodies (O,Q)	*		123,786	1.5
12	Private households with employed persons(P)	*		79,107	1.0
13	Miscellaneous labour work	60,007	5.8	228,879	2.8
14	Industries not adequately described	*		4,481	0.05
Total		1,032,818		8,196,927	100

Source: DCS Labour Force Survey, 2011 * except Northern Province

It is interesting to note that in the North Western province, 6.6 per cent of employees are in Public Administration, Defense and Compulsory Social Security (L) group whereas the corresponding all country figure is 7.0 per cent. The shares of employment in Education (M) group in North Western province and for the whole country are 3.0 and 4.2 per cents respectively. The proportions of workers in Construction, Mining & Quarrying, Electricity, Gas and Water Supply (C, E, and F) groups in the province and in the whole country stand at 7.0 and 7.2 per cents respectively. The Transport, Storage and Communication (I) group employs 5.1 per cent of the total number employed; 1,032,818 in the North Western province. In comparison, the all country figures are 6.2 and 8,196,927 respectively

Vocational training delivery is widely available in construction and manufacturing related occupations, but not so in Agriculture (A & B) and Wholesale and Retail Trade sectors. Therefore, need of developing an adequate number of qualifications in the National Vocational Qualification Framework and delivery of training in the vocations in these specific economic sectors are to be done by relevant responsible organizations.

(f) Employment by Employment Status and Occupational Groups in the North Western Province

Employment status, has been categorized as paid employment, employers, own account workers and unpaid family workers for the purpose of analysis. Paid employees are those who work for wages/salaries. Employers are those who have at least one paid employee under them. Own account workers are the self employed persons who carry out the economic activity without having any paid employees. Contributing family workers are those who make their contribution to the economic activities carried out by their own household, without wages/salaries.

Table 2.13 indicates the employed population by employment status and by gender in the province and the country. Table 2.14 shows the percentage distribution of the employment by district and gender in the province and also in the country.

The largest number in employment in both the province and in the country is in the paid employee category with 47.8 per cent and 54.9 per cent of the total numbers in employment. Again about 75.0 per cent of these paid employees work in the private sector, the employer category in the North Western province is 2.9 per cent, same as that for the whole country, of the total number in employment in the province and in the country respectively. In addition North Western province has 38.3 per cent own account workers and 11.0 per cent unpaid family workers. The respective shares in total employment in the country are 31.5 and 10.7 per cents.

The data show that more than 40 per cent of total employment comprises own account workers in Moneragala (47.4 per cent), Polonnaruwa (45.0 per cent), Hambantota (43.4 per cent), Kilinochchi (42.4 per cent), Mullative (41.4 per cent) & Kurunegala (40.6 per cent) districts. In Puttalam district contribution made to the total employment by own account workers is only 33.7 per cent thus bringing down the share of own account workers to 38.3 per cent in the North Western province.

The data also indicate that contributing family workers are comparatively higher in Anuradhapura, (30.7 per cent), Badulla (22.4 per cent) and Monaragala (29.0 per cent)

districts which are identified as having higher female labour force participation rates. In comparison Kurunegala and Puttalam districts comprise 11.6 per cent and 9.6 per cents as contributing family workers in their respective total employment. (LFS-2011)

Table 2.13: Employed Population by Employment Status in North Western Province – Both Sexes- 2011

Province		Total	Employee			Employer	Own Account Worker	Unpaid Family Worker
			Total	Public	Private			
North Western Province	Male	702,117	346,854	68,353	278,501	28,009	298,294	28,960
	Female	330,701	146,898	47,069	99,830	*	97,393	84,444
	Total	1,032,818	493,753	115,422	378,331	29,974	395,687	113,404
All Country	Male	5,460,328	3,045,486	694,140	2,351,346	209,847	1,960,659	244,335
	Female	2,736,599	1,454,540	485,749	968,791	24,498	619,609	637,952
	Total	8,196,927	4,500,026	1,179,889	3,320,137	234,345	2,580,268	882,288

Source: DCS Labour Force Survey 2011 - * cell size too small for assigning a value

Table 2.14: Percentage Distribution of Employed Population in North Western by District by Employment Status and Gender-2011

Employment Status	North Western Province			Kurunegala	Puttalam	Total		
	% T	% M	% F			T	% M	% F
Employee	47.8	49.4	44.4	NA	NA	54.9	55.8	53.2
Employer	2.9	4.0	*	NA	NA	2.9	3.8	0.9
Own Account Worker	38.3	42.5	29.4	40.6	33.7	31.5	35.9	22.6
Contributing Family Worker	11.0	4.1	25.5	11.6	9.6	10.7	4.5	23.3

* cell size is small, Source: DCS Labour Force Survey, 2011

It is estimated that the total number of public sector employees is about 1.2 million and 115,000 in the country and the North Western province respectively. Contribution to the total employment by contributing family workers in the province is 11.0 per cent, and it is 25.5 per cent by females, which is much higher compared to the contribution of males (4.1 per cent) in the same category.

Table 2.15 shows the number and percentage of employees in different occupational groups in the North Western province. The highest share of 22.7 per cent of the total employed persons is in skilled agricultural and fishery workers category followed by 19.9 per cent as elementary occupations, 16.8 per cent in craft related occupations and 13.1 per cent as sales and service workers. The corresponding all country figures are 23.1 per cent, 20.7 per cent, 15.9 per cent and 8.7 per cent respectively.

Vocational skills and qualifications of these occupational groups are to be addressed by the vocational training providers. The workers in elementary occupations perform simple and routine tasks which mainly require the use of hand held tools and in some cases considerable physical effort. As most occupations in this major group require skills at the first skill level, most vocational training providers could design and offer training courses leading to specific qualifications easily.

Table 2.15: Currently Employed Persons by Occupation Groups (based on ISCO-88) in North Western Province-2011

Occupation Group		North Western Province		All-country	
		Number	%	Number	%
1	Senior officials & managers	*6,368	0.6	138,792	1.7
2	Professionals	48,627	4.7	506,060	6.2
3	Technical and associate professionals	42,093	4.1	410,040	5.0
4	Clerks	29,963	2.9	339,486	4.1
5	Proprietors and managers of enterprises	21,543	2.1	552,011	6.7
6	Sales and service workers	135,124	13.1	710,870	8.7
7	Skilled agricultural and fishery workers	286,567	22.7	1,889,435	23.1
8	Craft and related workers	173,110	16.8	1,300,277	15.9
9	Plant and machine operators and assemblers	72,304	7.0	586,526	7.2
10	Elementary occupation	205,890	19.9	1,691,918	20.7
11	Unidentified	11,229	9.7	71,512	8.9
	Total employed persons	1,032,818	100	8,196,927	

Source: DCS Labour Force Survey, 2011 - * cell sizes too small for assigning values.

Note: These occupation groups are based on ISCO-88, although these are not major groups in ISCO-88

(g) The Informal Sector Employment by District

The informal sector is an important segment of the economy. In Sri Lanka the contribution of informal sector employment to the total employment is over 60 per cent. These included 86 per cent of those in agriculture sector and around a half (50.9 per cent) of those in the non-agriculture sector. In agriculture sector, the balance 14 per cent is in formal sector employment. Non agriculture sector activities in informal sector & formal sector are almost same. Formal sector agricultural employment comprises estate sector employment owned by government or corporate sector. LFS-2011 shows that the majority of both males and females are working in the informal sector. The contribution of males to the informal sector is 65.2 per cent and that of females is 57.0 per cent.

The industry and service sectors are known to be more formally organised than the agriculture sector. However, it is always important to see the contribution of the informal sector employment in the non-agricultural sector. Table 2.16 shows 50.9 per cent of the total non-agricultural employment is in the informal sector. The existing variability of percentages of informal sector contributions among the districts may be due to the special distribution of non-agricultural industries. Puttalam district shows a higher percentage of informal sector employment in non-agricultural sector with 66.3 per cent. Kurunegala district shows a lower value of 62.0 per cent.

Table 2.16: Percentage Distribution of Informal Sector Employment in Non-Agricultural Sector- 2011

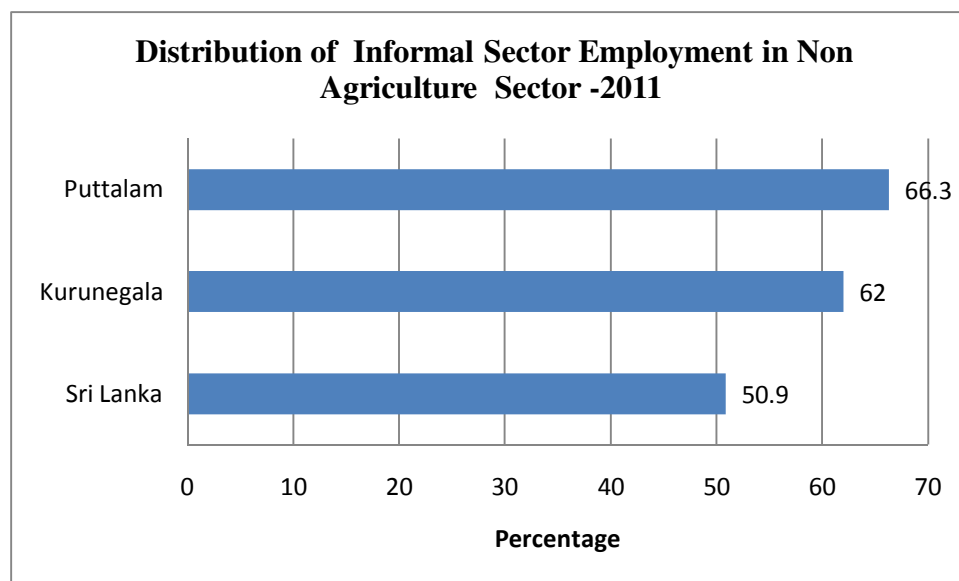
District	Percentage
Sri Lanka	50.9
Kurunegala	62.0
Puttalam	66.3

Source: DCS Labour Force Survey , 2011

A large proportion of Sri Lankan workforce being in informal sector also means that they are subject to higher degree of income insecurity, are less likely to be covered by social safety nets

and are likely to receive limited opportunities for skills training and are also exposed to other forms of increasing vulnerability, especially in times of acute crises.

Figure 2.2: Distribution of Informal Sector Employment in Non Agriculture Sector - 2011



Source: DCS Labour Force Survey , 2011

(h) The Employment in Foreign Labour Market- Departures from North Western Province by District 2005-2010

The increasing trend of foreign employment is an important structural feature of employment. Estimates indicate that foreign employment in 2010 is 1.9 million; almost 25 per cent of the Sri Lankan labour force is in foreign employment with an average annual departures for foreign employment recorded as 250,000. This broadly includes Sri Lankan nationals working abroad under five major occupational groups: professionals, middle level executives, skilled and unskilled workers and housemaids. Of these five categories, housemaids and unskilled workers account for about 70 per cent of departures for foreign employment and record an average annual growth rate of 2.6 per cent. The relative shares of departures under skilled, middle level and professional categories are 26, 3, and 1.2 per cent and the recorded average annual growth rates are 6, 8 and 22 per cent respectively. The share of female workers in foreign employment was 39 per cent in the mid 1980s and it went up to 75 per cent in 1997.

Table 2.17 shows the number of annual departures for employment in foreign labour market from the North Western province and its two districts during the period from 2005 to 2010. The average number of departures from Kurunegala district is around 24, 000 and from Puttalam district, it is around 12,000, totaling a migration of 36,000 persons annually from the North Western province. This represents an average share of 15.4 per cent of the total annual migration for employment from the country. Of the total number of departures from the country for foreign employment in 2010, leaving for various categories of employment, shares of 8.2 per cent and 5.4 per cent were reported from Kurunegala and Puttalam districts respectively.

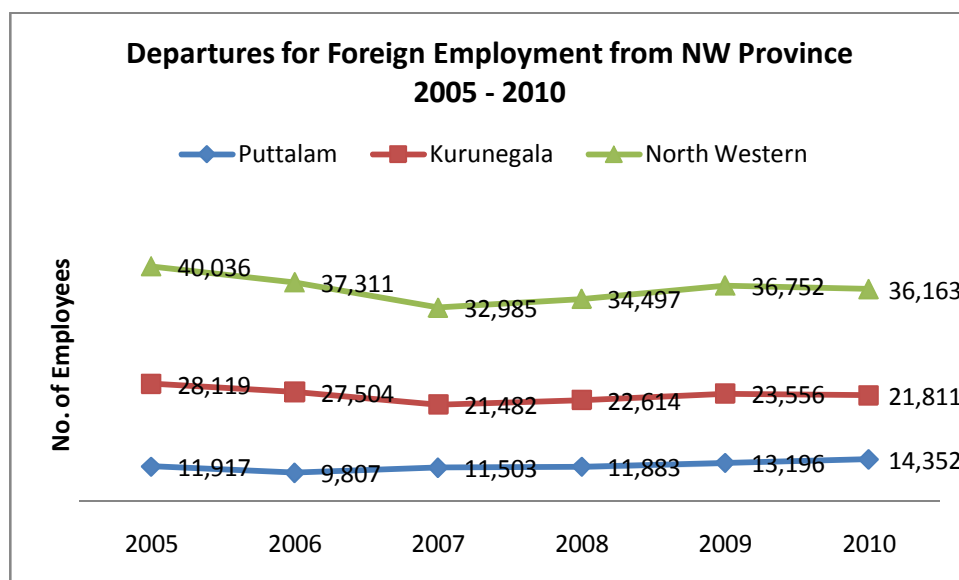
The highest number of departures from Kurunegala district were to Kuwait (6,704), followed by Saudi Arabia (4,453), Doha Qatar (3,193), UAE (3,006) and the rest of the departures to other countries were less than 800. The number of departures in the decreasing order recorded from Puttalam district were to Saudi Arabia (3,639), Doha Qatar (2,928), Kuwait (2,875), U.A.E (2,126) and the rest of the departures to other destinies were less than 575. (SLBFE-2010)

Table 2.17: Departures for Foreign Employment from North Western Province by District 2005-2010

District	2005	2006	2007	2008	2009	2010
Kurunegala	28,119	27,504	21,482	22,614	23,556	21,811
Puttalam	11,917	9,807	11,503	11,883	13,196	14,352
NWP	40, 036	37, 311	32,985	34,497	36,752	36,163
Sri Lanka	231,290	201,948	218,459	250,499	247,126	266,445
NWP %	17.3	18.5	15.1	13.8	14.9	13.6

Source: SLBFE Annual Report 2010

**Figure 2.3: Departures for Foreign Employment from North Western Province by District
2005 - 2010**



Source: SLBFE Annual Report 2010

(i) Departures for Foreign Employment by District & Manpower Levels from North Western Province in 2010

By Manpower levels, Data show that there was a wide variation among districts in departures by manpower levels. While Colombo district showed the highest departures for professional level jobs with 1,051 persons, Kurunegala and Puttalam districts showed 284 and 200 departures respectively at professional level. However situation was different for housemaids, as Kurunegala district shows the highest departures (12,299) for housemaids. It was the highest departure for foreign employment by any district and by any manpower level recorded during 2010. Next highest number of departures recorded was again for housemaids, from Colombo district with 10,148 departures.

Table 2.18 indicates that the highest number of departures at housemaid level in the two districts in the province, totaling 19,000 is followed with second highest number of 8,500 in skilled category in the province. However in Puttalam district, more number of departures were recorded from unskilled category (3,446) than in skilled category (3,299) in contrast to those from the Kurunegala district. These figures represent house maids (17.0 per cent) and skilled

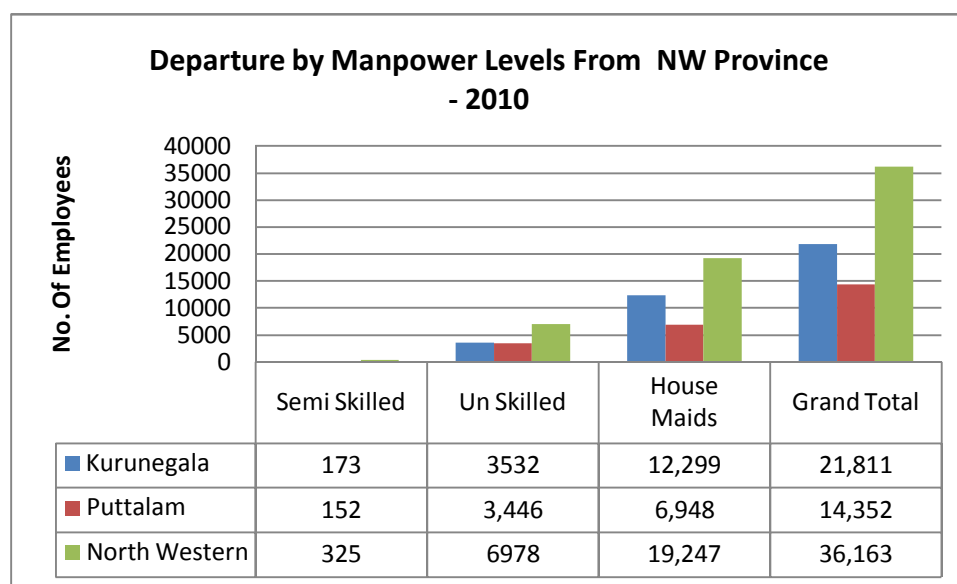
(11.9 per cent) of the total figures respectively of the departures at these two manpower levels from the whole country in 2010.

Table 2.18: Departures by Manpower Levels in 2010 by District and Sex in North Western Province

District	Professional		Middle Level		Clerical & Related		Skilled		Semi Skilled		Un Skilled		House Maids	Grand Total		
	F	T	F	T	F	T	F	T	F	T	F	T	F	F	M	Total
Kurunegala	5	93	41	284	37	278	752	5,152	17	173	844	3532	12,299	13,995	7,816	21,811
Puttalam	-	79	32	200	19	228	224	3,299	9	152	878	3,446	6,948	8,110	6,242	14,352
North Western	5	172	73	484	56	506	976	8,451	26	325	1,722	6,978	19,247	22,105	14,058	36,163
Sri Lanka	124	2,974	898	6,720	916	7,795	6,429	71,114	558	4,857	8,931	59,898	113,087	130,943	135,502	266,445
NWP %	4.0	5.8	8.1	7.2	6.1	6.5	15.2	11.9	4.7	6.7	19.3	11.6	17.0	16.9	10.4	13.6

Source: SLBFE Annual Report 2010

Figure 2.4: Departures by Manpower Levels in 2010 by District and Sex in North Western Province



(j) Departures for Foreign Employment by DS Divisions & Manpower Levels in North Western Province in 2010

While considering departures at Divisional Secretarial level, the highest number of departures of 10,290 (47.2 per cent) for foreign employment in 2010 were from Kurunegala DS division, out

of 21,811 of total foreign employment from Kurunegala district. The highest number of departures for all manpower levels from Kurunegala district were from Kurunegala DS division. Out of the total of 10,290 departures, 5,429 were as house maids, 2,631 were in the skilled category and 1,816 were as unskilled workers. The second highest departures were from Ganewatta DS division with 1,293 (772 house maids) followed by Kuliyaipitiya West division with 1,189 (601 house maids). Lesser numbers were recorded from other DS divisions.

In Puttalam district, the highest number of departures 7,066 (49.2 per cent) were from Kalpitiya DS division, out of 14,352 departures in 2010. The highest number of departures for all manpower levels from Puttalam district were from Kalpitiya DS division with 3,385 numbers as house maids, 1,733 as skilled workers and 1,674 numbers in unskilled category. The second highest number of departures were from Wennappuwa DS division with a total of 2,346 of which 1,127 were housemaids, 655 were in unskilled category followed with 445 numbers as skilled workers. Departures from Arachchikattuwa DS division were the third highest with 1,113 of which 576 were house maids. All other DS divisions in the Puttalam district recorded lesser number of departures for foreign employment in 2010. *(SLBFE – 2010)*

(k) Departures for Foreign Employment by District, Age Group and Sex

Tables 2.19 A&B show the Departures for Foreign Employment by District, Age Group and Sex in 2010. Majority of departures for employment in the foreign labour market were in the age group of 25-29 years. The number of departures in the three consecutive years from 2008 to 2010 was 56,166; 51,895 and 54,637. The next highest number of departures was in the age group of 30-34 years. This was evident from the figures of 45,198; 46,650 and 50,503 recorded for 2008, 2009 and 2010 respectively. The lowest numbers of departures were recorded in the age group of 19 and less, with figures of 5,055; 4,989 and 5,957 respectively. This pattern generally holds true for middle level jobs; clerical and related jobs; skilled jobs and semiskilled jobs.

At professional level, most number of departures was in the age group of (30 – 34) years in the three consecutive years from 2008 to 2010. The second highest number was in the age group of

(25- 29) years followed by age group of (35-39) years in 2008 and 2010. In 2009, second highest number of departures was recorded in 35-39 age group followed by the age group of 25 - 29 years.

In the domestic sector employment, age groups recording the most number of departures seemed to be shifting to higher age groups. Most number of departures were recorded in the age groups (40-44) years in 2010, (30-34) years in 2009 and (25- 29) age group in 2008 respectively. (SLBFE -2010).

Table 2.19A: Departures for Foreign Employment by District, Age Group and Sex -2010

District	<=19		20-24		25-29		30-34	
	F	M	F	M	F	M	F	M
Kurunegala	259	107	1,543	1,286	2,333	1,970	2,405	1,704
Puttalam	185	195	1,032	1,317	1,464	1,511	1,513	1,222
NWP	444	302	2,575	2,603	3,797	3,481	3,918	2,926
Sri Lanka	3,054	2,903	15,436	22,856	21,923	32,714	23,148	27,355
NWP %	14.5	10.4	16.7	11.4	17.3	10.6	16.9	10.7

Source: SLBFE Annual Report 2010

Table 2.19B: Departures for Foreign Employment by District, Age Group and Sex -2010

District	35-39		40-44		>=50		Total
	F	M	F	M	F	M	F
Kurunegala	2,324	1,169	2,586	753	710	317	21,811
Puttalam	1,379	854	1,325	541	336	262	14,352
NWP	3,703	2,023	3,911	1,294	1,046	579	36,163
Sri Lanka	20,951	18,808	22,625	13,594	7,460	7,562	266,445
NWP %	10.7	10.8	17.3	9.5	14.0	7.7	13.6

Source: SLBFE Annual Report 2010

2.4.3 Unemployment and Underemployment in the North Western Province

The unemployment rate is one of the most widely cited and closely monitored economic indicators. Unemployment is a key measure of economic health. It is a major factor in determining how healthy an economy is; if the economy maximized efficiency, everyone would be employed at some wage. An individual unemployed is both unproductive and a drain on society's resources. Unemployment is a powerful statistic that shapes government policy and personal decisions.

However, unemployment rate alone does not provide a full picture of the labour market conditions of an economy. This is because the unemployment rate might hide the fact that workers are underemployed or doing unproductive work. Hence usually with unemployment rates, other indicators are examined to assess labour market performance.

The unemployed population is defined as persons who are available and / or looking for work, who did not work and had taken specific steps to find jobs during last four weeks and ready to accept a job given a work opportunity within next two weeks.

Underemployment rate is defined as the number of underemployed persons as a percentage of employed persons. "Underemployment" exists when a person's employment is inadequate, in relation to specified norms or alternative employment, taking into account the person's occupational skills inclusive of training and experience. Underemployment can be distinguished in to two principal forms known as visible and invisible. Visible under-employment reflects an insufficiency in the volume of employment. Invisible under-employment is characterized by low income, under utilization of skill, low productivity and other factors. If a person has worked less than the normal duration in individual's main activity, 35 hours per week, was taken as the cut off applicable to all workers except government teachers, that employed person was classified as visibly underemployed.

The number of unemployed persons in the North Western province was estimated to be about 40,812 during the year 2011. The unemployment rate is defined as the ratio of the number of persons unemployed to the total number in the labour force.

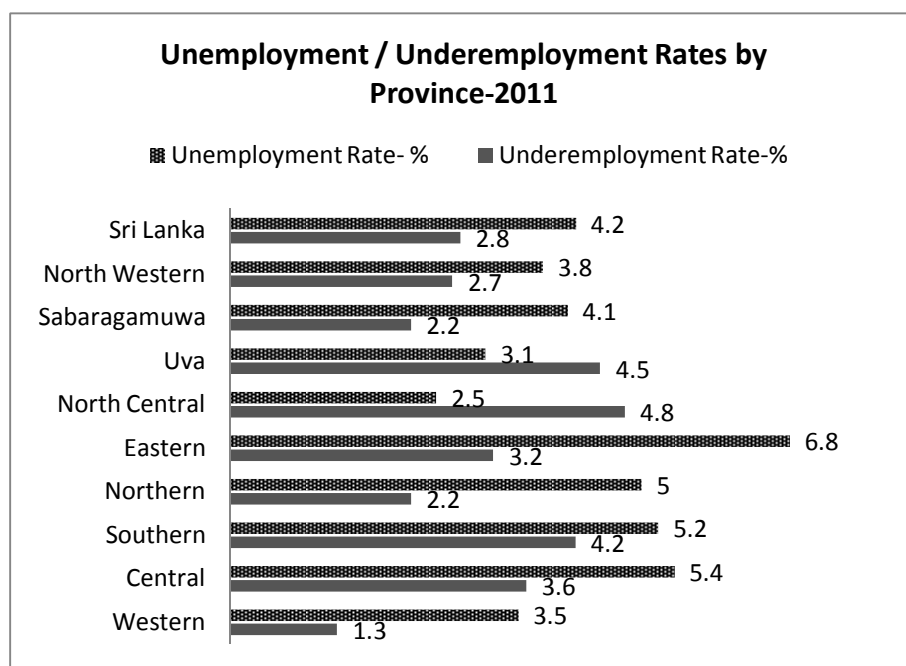
Table 2.20 shows the unemployment and underemployment situations in year 2011 by province. The distribution of unemployment and underemployment rates by province shows that North Western province had the rates of 3.8 per cent and 2.7 per cent. The respective total figures for the country were 4.2 and 2.8 per cents. Eastern province had the worst figure for unemployment with 6.8 per cent in the country. The highest underemployment rate of 4.8 was recorded in North Central province.

Both unemployment and underemployment rates are indicators that provide information on the problems prevailing in labour market. It is clear from the data that more attention should be paid for some provinces when the labour market issues are addressed.

Table 2.20: Unemployment and Underemployment Rates by Province and Gender -2011

Province	Underemployment Rate- %	Unemployment Rate- %		
		F	M	Total
Western	1.3	5.5	2.5	3.5
Central	3.6	9.2	3.1	5.4
Southern	4.2	7.8	3.8	5.2
Northern	2.2	12.4	2.6	5.0
Eastern	3.2	19.5	3.0	6.8
North Central	4.8	4.5	1.2	2.5
Uva	4.5	4.6	2.1	3.1
Sabaragamuwa	2.2	5.2	3.5	4.1
North Western	2.7	6.7	2.4	3.8
Sri Lanka	2.8	7.0	2.7	4.2

Figure 2.5: Unemployment and Underemployment Rates by Province -2011



Source: DCS Labour Force Survey, 2011

Considering that women unemployment is higher compared to male unemployment, (male 2.4 per cent and female 6.7 per cent) in North Western province and large number of women are engaged as contributing family workers and a fewer number of women are employed as own account workers, there is a need to provide vocational training to women for productive employment. All VT providers need to take this into consideration and set appropriate strategies in place to provide equity and access to women for vocational training and employment.

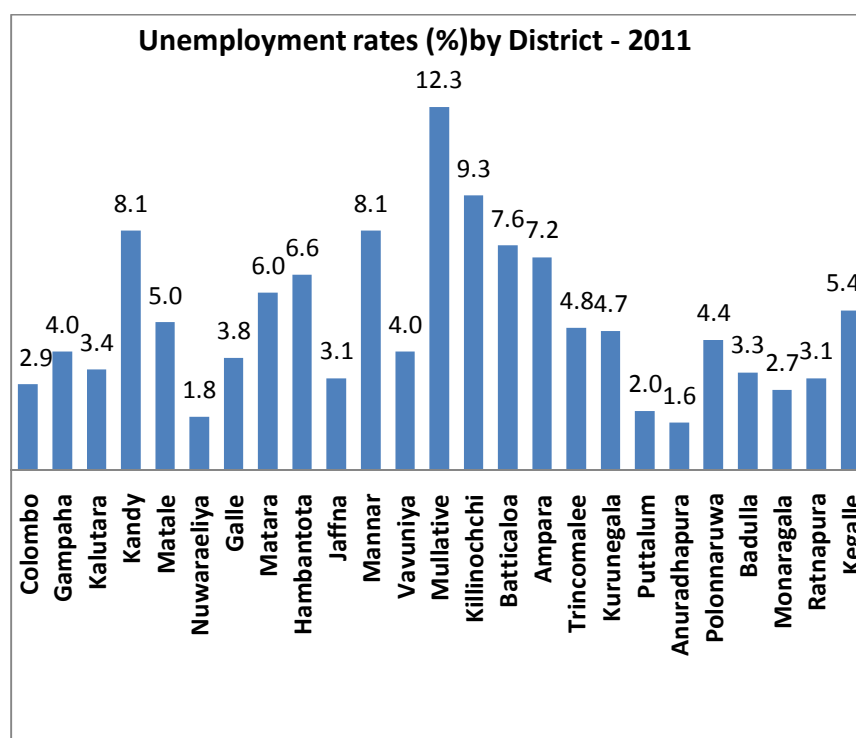
Table 2.21 shows the unemployment rates by district in year 2011. Highest unemployment rates of 12.3 per cent, 9.3 per cent and 8.1 per cent were recorded in Mullative, Killinochchi and Mannar districts respectively. *These* rates may not be reliable due to small cell sizes*, as claimed by LFS survey results. Kurunegala district had unemployment rate of 4.7 per cent, while . Puttalam district had a calculated figure of 2.0* per cent, resulting a lower value for unemployment rate of 3.8 for the North Western province. Thus both unemployment & underemployment rates of North Western province remain lower than the average figure for the country.

Table 2.21: Unemployment Rate by District -2011

District	Unemployment Rate- %	District	Unemployment Rate- %
All Country	4.2		
Colombo	2.9	Killinochchi	9.3*
Gampaha	4.0	Batticaloa	7.6
Kalutara	3.4	Ampara	7.2
Kandy	8.1	Trincomalee	4.8*
Matale	5.0*	Kurunegala	4.7
Nuwaraeliya	1.8*	Puttalam	2.0*
Galle	3.8	Anuradhapura	1.6*
Matara	6.0	Polonnaruwa	4.4
Hambantota	6.6	Badulla	3.3
Jaffna	3.1*	Monaragala	2.7*
Mannar	8.1	Ratnapura	3.1
Vavuniya	4.0*	Kegalle	5.4
Mullative	12.3*		

**Sample size is not sufficient to obtain reliable estimates Source: DCS Labour Force Survey, 2011*

Figure 2.6: Unemployment Rate by District -2011



Source: DCS Labour Force Survey, 2011

Table 2.22 shows the unemployment rates according to educational levels. Major shares of unemployment were in G.C.E (O/L) and G.C.E. (A/L) of education categories in all the provinces where reliable estimates had been provided. In North Western province, unemployment among persons of both sexes in the Grades 6-10 and G.C.E. (A/L) education categories were 3.0 per cent and 11.2 per cent respectively. The respective figures for females and males in the workforce in G.C.E. (A/L) category in the province were 16.2 and 7.1 per cents respectively. The unemployment rates among females were more than double the rates for males in all the provinces in all education categories. Reliable estimate of unemployment rate among persons in the G.C.E (O/L) category in the North Western province was not available due to small sample size. This was common for six other provinces as well. The respective total figures for the country in the G.C.E. (O/L) and G.C.E.(A/L) educational categories were 5.2 and 9.0 per cents (LFS-2011, DCS).

Table 2.22: Unemployment Rate by Level of Education by Province by Gender- 2011

Province	Level of Education											
	Grade 5 & Below			Grades 6-10			G.C.E(O/L)/ NCGE			G.C.E(A/L)/ HNCE & Above		
Province	F	M	T	F	M	T	F	M	T	F	M	T
Total	*	*	*	5.2	2.6	3.3	8.9	3.4	5.2	13.1	5.4	9.0
Western	*	*	*	*	2.3	2.6	7.9	*	4.3	7.5	2.7	4.8
Central	*	*	*	8.2	*	4.8	14.4	*	*	18.4	8.1	13.2
Southern	*	*	*	*	3.7	4.1	9.3	*	6.4	17.0	8.7	13.3
Northern	*	*	*	14.6	*	4.6	*	*	7.7	13.0	7.2	9.9
Eastern	*	*	*	*	*	*	21.9	*	*	30.4	9.1	18.0
North Western	*	*	*	*	*	3.0	*	*	*	16.2	7.1	11.2
North Central	*	*	*	*		*	*	*	*	14.4	7.1	*
Uva	*	*	*	*		*	*	*	*	9.6	5.7	*
Sabaragamuwa	*	*	*	*		3.6	*	*	*	14.7	8.3	11.5

**Reliable information has not been provided due to small cell size.*

Source: Labour Force Survey- 2011, DCS

The unemployment distribution in different age groups in the provinces is analyzed in the Table 2.23. The unemployment rates for the whole country in the age groups (15-19), (20-24) and (25-

29)) were 15.5, 17.7 and 7.6 per cents respectively. Among the all age groups, unemployment rates of females are higher than those of males. The highest amount of unemployment (33.2 per cent) was recorded from young population (15 - 24 years) for both males and females whereas the lowest was from the people who belong to 40 years and above age category. This shows that youth have a higher rate of unemployment than other age groups. This rate appears to decline as the age group range increases, possibly revealing that with gaining of skills and experience with age, more opportunities are available for employment. In the North Western province, the age group (20-24) had recorded unemployment rates of 14.1 per cent and no reliable data was provided for North Western province in other age groups.

Table 2.23: Unemployment Rate by Age group by Province by Gender- 2011

Province	Age Group											
	15 - 19			20 - 24			25 - 29			30 & Over		
	F	M	T	F	M	T	F	M	T	F	M	T
Total	19.7	13.5	15.5	26.4	12.7	17.7	14.5	4.0	7.6	2.5	0.7	1.3
Western	*	13.5	*	18.4	12.7	15.1	*		5.0	*	*	1.4
Central	*	*	*	32.4	*	24.4	*	*	*	*		2.0
Southern	*	*	*	27.7	17.3	21.1	*	*	9.7	*		*
Northern	*	*	*	*	*	13.7	*	*		*		1.9
Eastern	*	*	*	*	*	24.4	*	*	*	*		*
North Western	*	*	*	*	*	14.1	*	*	*	*		*
North Central	*	*	*	*	*	*	*	*	*	*		*
Uva	*	*	*	*	*	*	*	*	*	*		*
Sabaragamuwa	*	*	*	*	*	20.7	*	*	*	*		*

**Reliable information has not been provided due to small cell size.*

Source: Labour Force Survey- 2011, DCS

2.4.4 Household Income in North Western Province

The Household Income and Expenditure Survey (HIES) defines the household income as the total income received by all the members of the household, either in cash (monetary income) or in kind (nonmonetary income) from all the sources.

HIES 2009/10 results revealed that the mean monthly household income in Sri Lanka was LKR 36,451 in 2009/10. Considering the average monthly household income among three sectors, the value of rural sector indicates closer mean value (LKR 35,228) to the national value. The value of the households in urban sector is about LKR 11,000 higher than the national figure. But the relevant figure for estate sector is remarkably less than all island figure by about LKR 12,000.

Table 2.24 shows the Mean and Median Monthly Household Income by District in North Western Province. An average household received an average of LKR 35,586 per month in North Western province in 2009/10, an increase of 57.7 per cent within three years, from LKR 22,565 in 2006/07. The percentage increases of the average/ mean monthly household income in the country from LKR 26,286 in 2006/07 to LKR 36,451 in 2009/10 was only 38.7 per cent.

The median monthly household income in North Western province, which is a better indicator than the average when the relative growth is examined, was LKR 20,961 in 2009/10 showing an increase of about 41.4 per cent from LKR 14,824 in 2006/07. The country shows about 42 per cent increase in the median monthly household income from 2006/07 to 2009/10.

Table 2.24: Mean and Median Monthly Household Income by District in North Western Province

Sector and Province	Mean (LKR)			Median(LKR)		
	2006/07	2009/10	% Change	2006/07	2009/10	% Change
Sri Lanka	26,286	36,451	38.7	16,735	23,746	41.9
Urban	41,928	47,783	14.0	23,642	31,000	31.1
Rural	24,039	35,228	46.5	16,379	23,126	41.2
Estate	19,282	24,162	25.3	10,480	17,366	65.7
North Western	22,565	35,586	57.7	14,824	20,961	41.4
Kurunegala	22,870	36,922	61.4	14,500	20,778	43.2
Puttalam	21,939	32,918	50.0	15,612	21,593	38.3

Source: HIES 2006/09 and HIES 2009/10 DCS

Median household income is a better indicator than the mean household income to compare the household income in Sri Lanka. The HIES survey results reveal that the median household

income per month for Sri Lanka is LKR 23,746 in 2009/10, which means half of the households in Sri Lanka have received less than LKR 23,746 per month per household in the year 2009/10 while it was LKR 16,375 in 2006/07. The median household income per month in North Western province is LKR 20,961 which means half of the households in the province have received LKR 20,961 in 2009/10 which was a 41.4 per cent increase of median income in 2006/07.

The districts reporting higher percentage increase of median than the mean, indicate a clear growth in overall living standards due to increase of income of the lower income receiving half of the households in such districts. Therefore, both Kurunegala and Puttalam districts do not indicate such growth in overall living standard. However there is a clear growth in overall living standard in the country, and a remarkable growth is recorded in the standard of living in the Estate sector of 65.7 per cent increase in monthly median income.

Per capita income is frequently used and also a better indicator to understand and compare the country's standard of living over time as it does not depend as much the household income and the expenditure does on the household size. Table 2.25 illustrates both mean and median per capita per month. At national level their values are LKR 9,104 and LKR 5,803 respectively. In comparison, in North Western province the corresponding values are LKR 9,352 and LKR 5,295 which are 2.7 per cent higher and 8.7 per cent less than those at the national level respectively. Table also depicts that a significantly greater disparity of monthly per capita mean income among sectors than those of median incomes.

Table 2.25: Mean and Median Monthly per Capita Income by Sector and by Province

Sector and Province	2006/07		2009/10	
	Mean (LKR)	Median (LKR)	Mean (LKR)	Median (LKR)
Sri Lanka	6,463	4,043	9,104	5,803
Urban	9,653	5,240	11,245	6,925
Rural	5,993	4,007	8,916	5,758
Estate	4,589	2,400	5,782	4,161
North Western	5,782	3,723	9,352	5,295
Kurunegala	5,960	3,723	9,866	5,372
Puttalam	5,436	3,731	8,375	5,008

Source: HIES 2006/09 and HIES 2009/10 DCS

2.4.5 Household Expenditure in North Western Province

As Table 2.26 shows, the average household expenditure is LKR31,331 per month for Sri Lanka in 2009/10. When residential sectors (Urban, Rural and Estate) are compared, households in urban sector have spent LKR 44,928 per month and households in rural sector have spent LKR 29,423 per month. Households in Estate sector have spent LKR 23,988 per month which is the lowest value among sectors. Table 2.26 also shows the average monthly household expenditure on food and drink, and food ratio by province and by district in the NW province. It is reported that households in Western province have spent LKR 42,399 per month and households in North Western province have spent LKR 25,927 per month. When two districts are compared the highest mean household expenditure is reported from Puttalam district (LKR 27,376 per month) while Kurunegala district reports a lower mean household expenditure of LKR 21,131 per month. In Sri Lanka Household spends 42 per cent on food and drinks, while households in urban sector, only 32 per cent is spent for food and drink items, while households in rural and estate sector spend more on food and drinks at 44 and 51 per cents. Rests are spent on non food items. The expenditure percentage on food and drink items is only 35 per cent in Western province, while ratio in NW province is 47 per cent. Households in Kurunegala and Puttalam districts spend 46 and 49 per cents respectively on food and drinks items.

Table 2.26: Average Monthly Household Expenditure on Food and Drink and on Non-food Items by Sector, Selected Province and District - 2009/10

Province/District	Total Expenditure	Expenditure on Food and Drinks	Food Ratio %
Sri Lanka	31,331	13,267	42
Urban	44,928	16,003	36
Rural	29,423	12,859	44
Estate	23,988	12,201	51
Western Province	42,399	15,028	35
NorthWestern Province	25,927	12,183	47
Kurunegala	25,201	11,618	46
Puttalam	27,376	13,310	49

Source: HIES 2009/10, DCS

As Table 2.27 shows, the average daily wages for workers in the informal sector in the North Western province and also the respective all island daily averages. Female workers in Rubber and Paddy sectors and Male workers in Coconut sector continued to earn higher daily wages than the all island daily averages in 2009, 2010 and 2011. Skilled & Unskilled Male workers in Carpentry and Unskilled Male Helpers in Masonry sub sectors earned higher daily wages than the country average in 2009 and 2010. However, this trend was changed in 2011. These higher wage trends generally indicate the shortages of these particular skills in North Western province compared to rest of the country.

Table 2.27: Average Daily Wages of Informal Sector by Province 2009-2010

Sector	North Western Province			Sri Lanka		
	2009	2010	2011	2009	2010	2011
1. Agriculture Sector						
Tea -Male	-	-	-	496	545	617
-Female	-	-	-	356	396	438
Rubber - Male	507	603	630	532	588	658
-Female	492	573	600	416	474	490
Coconut - Male	706	716	807	652	700	783
Paddy - Male	675	620	658	615	658	704
-Female	692	616	632	432	454	530
2. Construction Sector						
(a) Carpentry						
Master Carpenter - Male	940	998	1,063	932	1,000	1,115
Skilled and Unskilled Helper-Male	645	687	722	617	656	729
(b) Masonry						
Master Mason - Male	908	974	1,044	935	994	1,093
(Un) Skilled Helper -Male	663	688	720	627	667	729

Source: CBSL-2010 and 2011

2.5 Education

2.5.1 Literacy in the Province

Literacy is an important indicator of human resource development as well as the well being of the people. In order to provide information for educational planners, especially in developing countries, literacy is an important variable regarding the issues such as improvement of the educational system, increasing the educational related programs etc.

A person who can both read and write with understanding a short statement is considered as “Literate”

A person who can read and write only person’s own name, figures or memorized phrases is not considered as “Literate”.

Among the persons of 10 years and above, 16.5 million were reported as literate. Estimated all island literacy rate was 92.2 per cent. All island Female and Male literacy levels were 91.1 per cent and 93.5 per cent respectively. Situation in the urban sector (94.2 per cent), in relation to literacy, is slightly better compared with the rural sector (92.0 per cent). Highest literacy rates of males and females were reported from Mannar district with a overall district rate was also at 99.2 per cent. Literacy levels of the population in 6 more districts, Kilinochchi, Kegalle, Jaffna, Vavuniya, Colombo and Gampaha were estimated at over 95 per cent.

Literacy rates of the two districts in NWP are given in the Table 2.28. It shows that both districts had higher than 90 per cent of literacy rates, Kurunegala with 93.2 per cent and Puttalam with 91.9 per cent resulting 92.2 per cent rate for the province. It is interesting to note that only in two districts in the country, female literacy rates were higher than the literacy rates for males; in Puttalam (91.6 per cent) and Matale (91.2 per cent) and in comparison female literacy rates of 92.2 were reported for both districts. (LFS -2011)

Table 2.28: Literacy Levels by District and Gender-2011

District	Literacy Rate %		
	Total	Male %	Female %
Kurunegala	93.2	94.1	92.4
Puttalam	91.9	91.6	92.1
NWP	92.2	93.5	91.1
Matale	91.7	91.1	92.1
Mannar	99.2	99.2	99.2
Colombo	96.4	96.8	96.0
Gampaha	97.1	97.8	96.4
Jaffna	95.7	96.5	95.0
Vavuniya	95.8	97.7	93.9

Killinochchi	95.0	95.9	94.2
Kegalle	95.2	97.0	93.7

Source: Department of Census and Statistics, LFS-2011

Table 2.29 indicates the percentage distribution of population by education attainment by district in the North Western province. It shows that 4 per cent of the population in the province had no schooling, while only around 27 per cent and 15 per cent of the population had attained education levels of G.C.E O/L or more in Kurunegala and Puttalam districts respectively.

Table 2.29: Percentage Distribution of Population by Education Attainment

Province/ District	No Schooling	Up to Grade 5	Pass Grade 6-10	Passed G.C.E O/L	Passed G.C.E A/L and above	Sp Education
Kurunegala	3.4	24.6	45.2	16.3	10.5	0.1
Puttalam	5.3	31.2	48.6	7.7	7.2	0.0
NWP	4.1	26.8	46.3	13.3	9.4	0.0
Sri Lanka	4.2	25.1	44.6	14.7	11.2	0.1

Source: Department of Census and Statistics, HIES- 2009/10

2.5.2 Number of Schools and Student Enrolment in the Province

Table 2.30 indicates that a total number of 1,215 schools, function in the North Western province. Around 30 per cent of the schools are having Advanced Level classes of any stream. However, only 5.9 per cent of the total number of schools are having science stream in the province and average figure for the country stands at 7.4 per cent. In Kurunegala district 45.4 per cent of the schools have classes only up to Grade 11 and it is 56.6 per cent in Puttalam district. In contrast a less percentage of schools in Puttalam district (14.7 per cent) are having classes only up to Grade 5 (or) to Grade 8 compared to schools in Kurunegala district (24.1 per cent).

Table 2.30: Number of Schools by Functioning Grade in North Western Province -2011

District	1AB	1C	Type 2	Type 3	Sub Total
Kurunegala	51(5.9%)	213(24.6%)	394(45.4%)	209(24.1%)	867
Puttalam	21(6.0%)	79(22.7%)	197(56.6%)	51(14.7%)	348
NWP	72(5.9%)	292(24.0%)	591(48.6%)	260(21.4%)	1,215
Sri Lanka	716(7.4%)	2,027(20.8%)	4,045(41.6%)	2,943(30.2%)	9,731

1AB - Schools having Advanced Level all streams including Science Stream Classes as well
1C - Schools having Advanced Level Arts and/or Commerce Streams but no Science streams
Type 2 – Schools having classes only up to Grade 11 Classes
Type 3 – Schools having classes only up to Grade 5 or to Grade 8 Classes

Source: School Census-2011, Data Management Division, Ministry of Education

Table 2.31 shows, out of the total of 1,215 schools in the province, in 996 schools medium of instruction is Sinhala only, in 148 school medium is Tamil only. Three or more subjects for at least one grade are taught in English medium in 64 schools in the North Western province.

Table 2.31: Schools in North Western Province by Medium- 2011

District	Sinhala	Tamil	Sinhala & Tamil	Sinhala & English	Tamil & English	Sinhala, Tamil & English	Sub Total
Kurunegala	741	78	1	43	3	1	867
Puttalam	255	70	6	13	3	1	348
NWP	996	148	7	56	6	2	1,215

Source: School Census-2011, Data Management Division, Ministry of Education

Table 2.32 shows that 83.2 per cent of students in the North Western province study in Sinhala medium, 14.8 per cent in Tamil and 2.0 per cent in English media. The total number of students studying in Tamil medium in a total of 163 schools in the province is around 71,000 and 60.4 per cent of them are in Puttalam district.

Table 2.32: Students by Medium of Study and District- North Western Province in 2011

District	Number of Students						
	Sinhala		Tamil		English		Sub Total
	T	%	T	%	T	%	
Kurunegala	281,934	88.9	28,018	8.8	7,267	2.3	317,219
Puttalam	114,336	71.8	42,692	26.8	2,117	1.3	159,145
NWP	396,270	83.2	70,710	14.8	9,384	2.0	476,364

Source: School Census-2011, Data Management Division, Ministry of Education

Table 2.33 indicates the school densities worked out, from population and school statistics of the two districts, the province and the whole country. A school in Kurunegala district has to cater to a population of 1,859 in the district, in comparison a school in Puttalam district caters to a higher population of 2,186 in the district. In comparison average populations served by a school in the North Western province and in the country are 1,952 and 2,084 respectively. The area served by a school in Kurunegala district is only 5.3 sq.km while in Puttalam district, a school has to serve comparatively a larger area of 8.3 sq.km. than those for both the province and the country.

Table 2.33: Comparison of School Densities in the Districts in North Western Province- 2011

Item	Kurunegala	Puttalam	NW	Sri Lanka
Population	1,610,299	759,776	2,370,075	20,263,723
Total number of schools	867	348	1,215	9,731
Extent of land area	4,624	2,882	7,506	62,705
Area served by one school	5.3 sq.km	8.3 sq.km	6.2 sq.km	6.4 sq.km
Population per school	1,857	2,186	1,951	2,082

Worked out from Population distribution by province and district, 2012 DCS

Table 2.34 shows that admission of students to Grade one in schools in North Western Province by district and ethnicity in 2011.

Table 2.34: Student Enrolment in Grade 1- in 2011

District	Sinhala			Tamil			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Kurunegala	12,640	12,137	24,777	1,190	1,217	2,407	13,830	13,354	27,184
Puttalam	4,715	4	10,159	1,877	1,798	3,675	6,985	6,849	13,834
NWP	17,578	17,467	35,045	2,988	2,946	5,934	20,566	20,413	40,979
Sri Lanka	125,141	121,737	246,878	42,842	41,888	84,730	167,855	163,489	331,344

Source: School Census-2011, Data Management Division, Ministry of Education

Table 2.35 shows that admission of students to Grade one in schools in North Western Province has fluctuated around 40,315 from 2005 to 2011.

Table 2.35: Comparison of Student Enrolment in Grade 1- from 2005 to 2011

District	2005	2006	2007	2008	2009	2010	2011
NWP	38,112	40,139	40,546	39,836	40,473	41,249	40,979

Source: School Census-2011, Data Management Division, Ministry of Education

2.5.3 Number of Teachers and Teacher Qualifications

Table 2.36 reveals that the Western and Eastern Provinces have highest student teacher ratios (STR) of 22.5 and 18.7 respectively, while in all the other provinces, Student Teacher Ratios are lower than the national average of 18.1. In the North Western province STR had a value of 17.3 in the year 2011. In Kurunegala district STR value was 15.9, with 20.9 in the Puttalam district. In 2011 again, 95.3 per cent of teachers in government schools in Sri Lanka were either trained or graduate teachers. In the North Western province, the percentage of total number of graduate and trained teachers was 94.6. In Kurunegala district 39.0 per cent of teachers were graduates and 58.3 per cent were trained teachers, totaling an impressive figure of 97.3 per cent while the percentage of teachers either trained or graduates in Puttalam district was only 87.6 per cent almost 10 per cent less than in Kurunegala district.

Table 2.36: Teachers by Major Qualification and by Province in 2011

Province	Graduates	Trained	Untrained	On Contract	Total	
	No.	No.	No.	No.	No.	STR
Western	18,900	21,956	495	1	41,351	22.5
Central	9,915	18,629	2,380	5	30,924	16.9
Southern	11,577	17,548	367	0	29,109	17.4
Northern	5,013	8,420	746	7	14,179	17.5
Eastern	6,182	13,776	663	0	20,621	18.7
North Central	4,846	8,774	1,458	4	15,078	17.2
Uva	6,493	10,568	1,818	4	18,879	14.8
Sabaragamuwa	8,043	12,937	840	1	21,820	16.9
North Western	9,979	16,087	1,477	0	27,547	17.3
<i>Kurunegala</i>	<i>7,776</i>	<i>11,632</i>	<i>536</i>	<i>0</i>	<i>19,944</i>	<i>15.9</i>
<i>Puttalam</i>	<i>2,203</i>	<i>4,455</i>	<i>941</i>	<i>0</i>	<i>7,599</i>	<i>20.9</i>
Sri Lanka	80,948	128,695	10,244	22	219,887	18.1
% of each category of teachers						
Kurunegala	39.0	58.3	2.7	-	100	
Puttalam	29.0	58.6	12.4	-	100	
North Western	36.2	58.4	5.4	-	100	
Sri Lanka	36.8	58.5	4.7	-	100	

Source: School Census-2011, Data Management Division, Ministry of Education

STR-Students to Teacher Ratio

Graduate Teachers *Graduates, post graduate degree/diploma holders and graduate trainees*

Trained teacher *Teachers passed out from Teacher Training Colleges/National Colleges of Education and teachers having 2 year diploma in Science and Mathematics*

Untrained teachers

a. Untrained SLTS *Untrained teachers and 2-3 year diploma holders absorbed to Sri Lanka Teachers Service*

b. Teacher trainees *Non SLTS teachers not absorbed to Sri Lanka Teacher's Service*

Other teachers *Teachers on contract basis*

2.5.4 Student Teacher Ratios (STR) by District in the North Western Province

Table 2.37 shows the total number of students and teachers by district in the North Western province. Based on the figures given in the table, the student – teacher ratios are worked out. The overall student - teacher ratio for the country is 18.3, for the province it is 17.8 and among the two districts, STR is lowest for Kurunegala with 16.4 and highest for Puttalam with 21.5 respectively. The overall Student Teacher Ratios (STR) for the North Western province and Kurunegala district take lower values in comparison to 18.1, the country average.

Table 2.37: Number of Students and Teachers by District in NW Province in 2011

District	Students	Teachers	Student/ Teacher Ratio
Kurunegala	317,219	19,944	15.9
Puttalam	159,145	7,599	20.9
NWP	476,364	27,543	17.3
Sri Lanka	3,973,847	219,887	18.1

Source: School Census-2011, Data Management Division, Ministry of Education

2.5.5 Student Performance at G.C.E. (O/L) and G.C.E. (A/L) Examinations

Table 2.38 shows that, on an average, 56.9 per cent of all candidates in North Western province appeared for the G.C.E. (O/L) examination, during the three years from 2008 to 2010, qualified to follow the G.C.E.(A/L) classes. This was the second highest pass rate recorded among the nine provinces, where Western province has the highest rate. The island average was 54.3 per cent.

Table 2.38 also shows that the candidates in Kurunegala district had always performed better at the G.C.E (O/L) examinations than the candidates in Puttalam and on average around 60 per cent of students in Kurunegala district qualified for G.C.E(A/L) in 2008 and 2010 . In 2009, candidates in all provinces did not do well at the examination as indicated by low pass rates. The all country pass rate was only 48.4 per cent. The performance figures in Puttalam district lagged behind by around 4 to 6 per cent, during the said three year period.

**Table 2.38: G.C.E O/L Examinations 2008-2010- Performance of all Candidates
-Number Qualified for G.C.E.(A/L) in NW Province**

District	2008			2009			2010			Average %
	No Sat	Qualified for G.C.E.(A/L)		No Sat	Qualified for G.C.E.(A/L)		No Sat	Qualified for G.C.E.(A/L)		
		No	%		No	%		No	%	
Kurunegala	22,773	13,937	61.2	25,166	13,038	51.8	25,730	16,106	62.6	58.5
Puttalam	9,634	5,377	55.8	10,434	5,014	48.1	10,856	6,073	55.9	53.2
NWP	32,407	19,314	59.6	35,600	18,052	50.7	36,586	22,179	60.6	56.9
Sri Lanka	282,582	160,579	56.8	313,560	151,901	48.4	328,984	189,565	56.2	54.3

Source: Department of Examination-2011

Table 2.39 shows annually, a higher percentage of students (average 62.8 per cent) in North Western province qualified for University entrance at the G.C.E. (A/L) examination in the three years from 2008 to 2010, showing better results at G. C. E. (A/L) than the country average during the said three years.

Table 2.39 also shows that in the North Western province, candidates in Puttalam district had performed better at the G.C.E. (A/L) examinations and a higher average percentage around 63.5 per cent qualified for University admission in the three years from 2008 to 2010 than those in Kurunegala district.

Table 2.39: G.C.E.(A/L) Examinations 2008-2010- Performance of all Candidates-Number Qualified for University Entrance in NW Province

District	2008			2009			2010			Average Pass Rate
	No Sat	Qualified for U.E		No Sat	Qualified for U.E		No Sat	Qualified for U.E		
		No	%		No	%		No	%	
Kurunegala	18,669	11,743	62.9	18,014	11,114	61.7	19,935	12,570	63.1	62.6
Puttalam	5,619	3,635	64.7	5,718	3,517	61.5	6,444	4,147	64.4	63.5
NWP	24,288	15,378	63.3	23,732	14,631	61.7	26,379	16,717	63.4	62.8
Sri Lanka	210,102	130,141	61.9	207,536	125,146	60.3	233,354	142,415	61.0	61.1

Source: Department of Examination-2011

2.5.6 University Admission from North Western Province

Table 2.40 shows the total number of student admissions to all academic streams in the Universities from the two districts in the North Western province in academic years from 2006/07 to 2010/11. The share of the North Western province in the total number of university admissions in the last five consecutive years was around 10.5 per cent and this was the third highest compared to other provinces in the country. The highest share was recorded from the Western province with around 5,500 (25.5 per cent). However, Kurunegala district recorded the third highest intake to the Universities with 1,600 (7.4 per cent) while Colombo and Gampaha districts recorded the highest 2,874 (13.1 per cent) and the second highest 1,618 (8.0 per cent) respectively. (*Economic and Social Statistics of Sri Lanka- 2012*)

Table 2.40: University Admission by District in Academic Years 2006/07 to 2010/11

District/ Province	2005/06		2006/07		2007/08		2008/09		2009/10	
	No.	%	No.	%	No.	%	No.	%	No.	%
Kurunegala	1,398	8.1	1,398	8.1	1,622	8.1	1,667	8.0	1,640	7.6
Puttalam	430	2.5	422	2.4	518	2.6	573	2.7	586	2.7
North Western	1,828	10.6	1,820	10.5	2,140	10.7	2,240	10.7	2,226	10.3
Sri Lanka	17,299	100	17,196	100	20,069	100	20,846	100	21,547	100

Source: Economic and Social Statistics of Sri Lanka- 2012-CBSL

2.5.7 Drop Outs in Schools in the North Western Province

Table 2.41 shows that a total number of 7,618 students had dropped out from Grades 8 to 10 in schools in the North Western province in 2011. This is a group of potential customers for vocational training providers. School drop outs from Grades 5 and above are youth of 10 years of age and above, therefore could be considered as already in the labour force. They could look for work directly or else they could join the formal vocational training. They could also join as apprentices learning under craftsmen working in the informal sector to acquire employable skills before seeking employment. The total number of school drop outs in the country from the Grades

5 to 10 in 2011 was 67,821 while the number in North Western province was 9,302 which was 13.7 per cent of the country's total. *(Source: School Census-2011, Data Management Division, Ministry of Education)*

Table 2.41: Drop outs in Schools by Grade and District in 2011 in North Western Province

District	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
Kurunegala	-94*	281	232	349	588	1,964
Puttalam	-247*	574	597	748	1,095	2,874
NWP	-341*	855	829	1,097	1,683	4,838
Total in NWP	1,684			7,618		
Sri Lanka	14	4,189	4,138	6,976	9,839	42,665
Total in SL	67,821					

* negative values not considered, *Source: School Census-2011, Data Management Division, Ministry of Education*

2.5.8 Availability of Unskilled Youth in Transition from School to Work for Vocational Training in North Western Province

Table 2.42 indicates the estimated number of unskilled youth entering the labour market annually in Kurunegala and Puttalam districts in the province. In this estimation, assumption was made that 60 per cent of all candidates who failed to qualify at G.C.E (O/L) and G.C.E (A/L) examinations for higher education and also those who were qualified for admission to the universities, but still were not selected for admission to the universities due to lack of adequate number of places in the universities, will not repeat the examinations and opt to be in transition from school to work.

Table 2.42: Total Number of Youth in Transition from School to Work available for TVET Sector in the Province by District

Category	Kurunegala	Puttalam	North Western Province
Number at G.C.E (O/L) failed to qualify for G.C.E (A/L)	10,196	4,820	15,016
Number Failed at G.C.E(A/L) to Qualify for University Entrance	7,064	2,160	9,224
Assuming 80% of G.C.E (A/L) Qualified to enter University but not Selected	9,447	3013	12,460
Total not Qualified for higher level of education	26,707	9,993	36,700
Assuming 60% Of above Students opt not to Continue & Leave Schools	16,024	5,996	22,020
School drop Outs from Grade 8 to Grade 11	2, 901	4,717	7,618
Total	18,925	10,713	29,638

Thus there are a estimated number of around 30,000 youth in transition from school to work available every year in the North Western province, who could be considered as potential customers, for vocational training to be prepared to meet the skills requirements in labour markets within the country and abroad.

2.5.9 E-Readiness of Citizens in the North Western Province

Department of Census and Statistics regularly conducts Computer Literacy Surveys(CLS) among the household population in the age group of 5 to 69 years of Sri Lanka, for providing data for purposes of planning and implementing strategies to minimize ‘digital divide’.

(a) E-readiness, Computer Awareness and Literacy

Computers are used for wide range of activities starting from playing games to applications in aeronautics. Persons who were aware about at least one of those uses, were considered as knowledgeable/aware about computers. For this survey a person was considered as computer literate if he/she could do something on his/her own using a computer. For example, if a child of 5 years old could play a game using a computer on his/her own, he/she was considered as computer literate.

Table 2.43 shows computer awareness among the age group of 5 – 69 years of the population in Sri Lanka in 2009 was 43.8 per cent, an increase by 18.1 per cent from 37.0 per cent in 2006/07. Computer literacy among citizens in Sri Lanka reported 16.1 per cent in 2006/07 and was 20.3 per cent in 2009, increase by 26.1 per cent.

The computer awareness reported for North Western province were 31.8 and 42.1 per cent, in 2006/07 and 2009 respectively and increase by 32.4 per cent in three years. This was the fourth lowest computer awareness percentage among the provinces in the country in 2009 with Uva (29.3 per cent) lowest, Central (34.8 per cent) second lowest and North Central (40.4 per cent) third lowest.

However, the government plans to increase the country's computer literacy rate to 75 per cent by 2016 with private sector participation and other supporting measures.

Table 2.43: Computer Awareness and Literacy Rates in Provinces

Sector/Province	Computer awareness (%)		Computer literacy (%)	
	2006/07	2009	2006/07	2009
Country average	37.1	43.8	16.1	20.3
Western	47.9	50.7	23.2	27.7
Central	31.0	34.8	14.8	18.0
Southern	43.2	45.0	15.6	19.8
Eastern	31.5	46.6	11.4	12.9

Sector/Province	Computer awareness (%)		Computer literacy (%)	
	2006/07	2009	2006/07	2009
North Western	31.8	42.1	12.6	16.5
North Central	27.5	40.4	8.9	14.1
Uva	22.3	29.3	9.9	14.7
Sabaragamuwa	30.2	44.6	12.3	19.1

Source: Computer Literacy Survey- 2009, DCS

Chapter 3 Human Resource Profiles of Industry Sectors in North Western Province

3.0 Overview

This chapter presents the findings of eleven industry sector studies, analyzed, improved and validated by sector experts and professionals participating in respective sector validation workshops. It contains current human resource profile with forecasted demand for human resources in terms of extent and quality of skills and numbers to be trained in each occupation area in a given industry sector to meet the forecasted skills requirements.

Following key economic sectors in the North Western province were studied and the respective reports were validated by the sector experts and professionals relevant to each sector.

1. Coconut Plantation
2. Agriculture
3. Livestock
4. Fisheries
5. Construction
6. Automobile and Light Engineering
7. Textiles, Garments & Handloom
8. Services
9. Small and Cottage Industries
10. Hotels and Tourism
11. Foreign Employment

3.1 Coconut Plantation Sector in North Western Province

3.1.1 Overview of the Sector

There are three major plantation crops, viz. coconut, rubber and tea, in Sri Lanka. The extent of land under coconut cultivation is around 394,836 ha, tea is cultivated in 222,000 ha while rubber is in 126,000 ha. Table 3.1.1 gives the extents of cultivation of various crops in Sri Lanka. The contribution of the total plantation sector to the GDP is 2.5 per cent while the contribution of coconut plantation alone is calculated at 1.1 per cent. (CBSL- 2010).

Table 3.1.1: Distribution of Major Agricultural Crops by Extent and Percentage in Sri Lanka

Crop	Extent (ha)	Percentage
Rice	1,065,000	51.95
Coconut	394,836	19.26
Tea	222,000	10.83
Rubber	126,000	6.15
Other field crops	154,014	7.52
Other export crops	80,598	3.93
Sugarcane	7,372	0.36
Total	2,049,820	100.00

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

Coconut is cultivated in all parts of the country, although its importance varies from region to region. The major coconut growing areas are Western, North Western and Southern provinces. The “Coconut Triangle” which covers the North Western (Kurunegala and Puttalam districts) and part of Western province (Gampaha district) comprises 56.4 per cent of the total coconut growing area.

Coconut is predominantly a small holder crop -A small holder (by definition) holds less than 8 ha - occupying 75 per cent of the area under coconut cultivation and the balance 25 per cent constitutes the estates sector. There are 698,168 coconut small holdings of which 58 per cent are less than 0.8 ha (DCS- 2002).

The average coconut land size in Sri Lanka is 0.6 ha. The small holder sector provides 70 per cent of the total annual coconut production in the country. The coconut small holder sector regards coconut mainly as a food crop and is generally unorganized and less productive due to low input use and poor management practices. The coconut production has remained static from 2005 – 2009, with an annual average nut production around 2,700 Mn nuts.

Per capita consumption of coconut is 116 nuts annually, of which 89 nuts are, used in culinary preparations as fresh nuts while the rest is used as oil and other products. (HIES 2006/07).

Besides, direct consumption as dietary constituents and tender coconuts for drinking, coconuts are used for making toddy, arrack, treacle and jaggery and other domestic food and beverages. (CRI- 2011)

In addition to culinary purposes, coconut is used to produce oil which enjoys a prominent place among the varieties of edible oil. Country's annual requirement of coconut oil is around 130,000 - 150,000 MT, Out of which only around 65,000 – 80,000 MT is produced locally. Sri Lanka imports palm oil to meet the shortfall of local coconut oil demand.

The coconut industry also has other exports such as coir fiber, fiber pith, charcoal and timber which earn about LKR 32.4 billion annually. (CDA- 2010)

However, Sri Lanka has not fully realized the potential of the coconut industry for its economic growth, main reason being the inadequate production of coconut to fulfill the requirements. Coconut production needs to be increased to meet the total requirements of both consumption and manufacture of coconut products. The government with this well-conceived idea has formulated a program to increase the annual production to 3,650 Mn of nuts.

Coconut based industries in Sri Lanka play a vital role in sustaining a viable economy at all levels. Production sector is the largest which comprises two sub sectors-where the formal sector represents coconut based manufacturing industries for export markets, and the informal sector represents mostly cottage based industries engaged in the manufacture of products and by products for the domestic market. Despite the limited share of nuts available for processing, Sri Lanka still offers more than a 100 of wide range of coconut products in the world trade. Desiccated coconut, copra, coconut oil, coconut milk powder, and coconut cream are the main kernel based export products and the coir fiber, value added coir finished goods, fiber pith briquettes, geo-textiles, shell charcoal, activated carbon, shell powder are the non-kernel based

products. The export earnings from coconut kernel products and non-kernel products were LKR. 29.1 billion, in 2009 and LKR 32.4 billion, in 2010 respectively. (CDA- 2010).

This is equivalent to 1.1 per cent of the GDP (CBSL- 2010). Income accrued from the export of desiccated coconut in 2010 was LKR 5,383 million, which amounts to 16.6 per cent of the income from the export of coconut based products. Export earnings from DC vary between LKR 5.0 to 8.0 billion per annum. (CDA- 2010).

Table 3.1.2: Extent of Land Under Coconut Cultivations by District in North Western Province

District	2002		
	Smallholding (ha)	Estate (ha)	Total (ha)
Kurunegala	95,651	37,919	133,570
Puttalam	28,923	17,168	46,091
NWP	124,574	55,087	179,661
Sri Lanka	323,489	71,347	394,836

Source: Sri Lanka Census of Agriculture, Department of Census and Statistics, 2002 included in the Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

3.1.2 Human Resource Profile in Coconut Plantations

Coconut provides employment for 100,000 people in the estate sector and 35,000 people in the industry sector and it provides livelihood for a total of 700,000 people. (DCS- 2005)

Table 3.1.3 shows the occupational categories at non managerial levels in both coconut plantation and related industry sector. The Coconut Plucker (both climber and pole harvester) is one of the major employment categories. Other occupations in the field, Nursery Workers, Weeding, Manuring and Fencing and similar workers do not normally work continuously. They, instead get involved with other associated work generally needed. They all come under a common category called general sundry worker.

Table 3.1.3: Non Managerial Occupations in Coconut Industry

Craft Occupations	Supervisory Occupations	Supporting Occupations
Coconut Plucker	Supervisor – Factory / Field	Clerk- general, book keeping, store keeping
Weeding, Manuring, Fencing and other Sundry Worker	Technical Officers	Lab Assistant
Pollination Labour	Assistant Seed & Seedling Production & Certification Officer	Driver
Tracers (lining planting points & contour drains)	Seed Nut Selection Officers	
Coconut Cutters (DC mills)	Coconut Development Officer (extension officer)	
De-husker	Field Officer - CRI	
Field Assistant	Field Officer - CCB	
Care Taker/Watcher (private land)	Technology Transfer Officer-CRI	
Mason, Carpenter, Motor Mechanic, Tinker, Plumber, Electrician (skilled)	Quality Controller	
Machine Operator	Kapruka Purawara Coordination Officer	

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliapitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

3.1.2 (a) Worker Requirements in Coconut Plantation

In a research survey conducted by the Coconut Research Institute, labour requirement has been identified for a sample of 100 ha. Table 3.1.4 shows that 20 coconut pluckers and 25 sundry workers are generally required for a 100 ha, of coconut cultivation. Based on this, a total labour requirement was estimated by extrapolating it to the total land extent in coconut plantations in the two districts in the province.

Table 3.1.4: Estimated Labour Requirements in Coconut Plantation by District

Occupation category	No of Workers per 100 ha	Kurunegala District		Puttalam District		Total in Province
		Land Extent ha	No of Workers	Land Extent ha	No of Workers	
Coconut Plucker (1 labor/5 ha)	20	133,570	26,714	46,091	9,218	35,932
Sundry Worker	25		33,392		11,522	44,914

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

A study conducted by the Agricultural Economics and Agribusiness Management Division of Coconut Research Institute (Pathiraja et al) in 2005, shows that there is a shortage of 78 per cent of Coconut Pluckers and around 53 per cent shortage of Sundry Workers in the NW province. (Table 3.1.5)

Table 3.1.5: Labour Shortages in Key Occupations in Coconut Plantation in NWP

Occupation	Requirement In the Province	Current Shortage	Labour Availability
Coconut Plucker	35,932	$35,932 \times 78\% = 28,027$	$35,932 - 28,027 = 7,905$
Sundry Worker	44,914	$44,914 \times 53\% = 23,804$	$44,914 - 23,804 = 21,110$
Total	80,846	51,831	29,015

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

3.1.2 (b) Labour Force Projections for Coconut Cultivation in 2016

Government target is to increase the average coconut production from 2,728 million nuts per annum to 3,650 million nuts by 2016 (23 per cent increase). Current land extent of coconut cultivation of 399,836 ha will be increased up to 455,000 ha by 2016 (14 per cent increase).

Therefore it is reasonable to assume 10 per cent of additional labour requirement to the coconut plantation sector by the year 2016. Table 3.1.6 shows that the requirements in coconut plucker and sundry worker occupations are 39,525 and 49,405 in 2016.

Table 3.1.6: Labour Requirements in Key Occupations in Coconut Plantation in NWP

Occupation	Requirement in the Province in 2016	Current Labour Availability	Additional Labour Requirement
Coconut Plucker	39,525	7,905	31,620
Sundry Worker	49,405	21,110	28,295
Total	88,930	29,015	59,915

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliapitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

3.1.2 (c) Number of Private Estates Over 4 Hectares in Extent in the North Western Province

A survey has done recently to find out the number of estates greater than 4 ha in extent in the province. Table 3.1.7 shows that there are 2,940 such estates, each managed by a care taker or a manager.

Table 3.1.7: Number of Private Estates over 10 Acres in Extent

District	No. of Estates	No. of Managers/Care Takers
Kurunegala	1,840	1,840
Puttalam	1,100	1,100
NWP	2,940	2,940

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliapitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

3.1.3 Institutional Workforce Requirements

There are five organisations that come under the purview of Ministry of Coconut Development and Janatha Estate Development as listed below.

a. Coconut Research Institute (CRI)

The major objective of the Coconut Research Institute is to conduct research and develop technologies for crop improvement, coconut production, crop protection and processing and value addition for sustainable development of the coconut industry.

b. Coconut Cultivation Board (CCB)

The major objective of the Coconut Cultivation Board is to establish sustainable coconut plantations and increase the coconut production and productivity by providing effective extension services, materials and financial assistance for the coconut growers of the country.

c. Coconut Development Authority (CDA)

The Coconut Development Authority engages in regulatory supervision and guidance providing technology and granting approval and financing for projects and programs in the coconut industry.

d. Chilaw Plantations PLC (CPL)

Government owned Public Liability Company incorporated on 18th June 1992, the Chilaw plantations manage a large extent of coconut land and produce diverse agricultural products through cultivation, processing and sales of coconut and ancillary crops and produce.

e. Kurunegala Plantations PLC (KPL)

Government owned Public Liability Company incorporated on 22nd June 1992, the Kurunegala plantations manage large extent of coconut and produces diverse agricultural products through cultivation, processing and sale of coconut, rubber and ancillary crops and produce.

f. National Livestock Development Board (NLDB)

NLDB that comes under the Ministry of Livestock Development is responsible for maintaining nucleus herd of buffaloes and cattle species. However NLDB farms are integrated farms with coconut plantations and animals that enhance the productivity of the system.

Table 3.1.8 shows a summary of the number and extent of land, number of palms and present workforce and estimated human resource requirements in 2016 in four of the government organizations.

Table 3.1.8: Human Resources in the Government Estate Sector

Organization	No of Estates	No of Divisions	Extent ha	No. of palms	No. of employment	Requirement in 2016 **
Coconut Research Institute	8	8	734	65,160	390	420
Coconut Cultivation Board	8	74	902	78,000	385	424
Kurunegala Plantation Ltd.	10	88	3,402	37,492	1,386	1,525
Chilaw Plnataion Ltd	7	101	3,636	331,456	999	1,100

** Requirement in 2016 estimated with the expected sector growth (10 per cent additional human resources requirement) *Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliapitiya, validated at the workshop held on 14th December, 2012 in Kurunegala.*

g. National Livestock Development Board

There are 15 NLDB estates in the North Western Province. These are integrated farms with coconut cultivation and livestock. NLDB estates have employed the following staff relevant to each occupation category. Table 3.1.9 indicates the available cadre positions and the estimated human resource requirements in the year 2016 with the assumed sector growth of 10 per cent for NLDB estates.

Table 3.1.9: Existing and Estimated Workforce Requirements in 2016

Occupation	Available Cadre	Requirement in 2016
Manager	15	17
Assistant manager	8	9
Field & livestock supervisor	85	94

Occupation	Available Cadre	Requirement in 2016
Field officer	8	9
Clerical & allied grade	54	60
Driver (jeep/car/tractor)	38	42
Mechanic	8	9
Watcher	65	72
Labourer	531	584
Total	812	896

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

h. Coconut Seedling Nurseries of Coconut Cultivation Board & Coconut Research Institute

Table 3.1.10 indicates the number of coconut seedling nurseries and their current workforce and their estimated workforce requirements in 2016 (for each category/ organization). Seedling production per nursery in the Government nurseries varies from 100,000 to 250,000 per year. In community nurseries, production of seedling varies from 5,000 to 25,000 per year. For the community nurseries, single worker is enough to take care of the nursery.

Table 3.1.10: Number of Nurseries and Current Workforce and Estimated Requirements in 2016

Nursery	Kurunegala District	Puttalam District	No. of Nursery Officers	Seed & Seedling Certification Officers	No. of Workers	Labour Requirement in 2016*
CCB nurseries	11	2	13		148	163
CRI nurseries	-	3	3	6	22	25
Community nurseries	124	38			162	174

* With the assumed sector growth of 10 per cent

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

3.1.4 Human Resources Availability and HR Forecast in the Government Extension Services (Coconut Cultivation Board)

a. Research and Extension Support Services for Coconut Cultivation

The research support services for the coconut industry in the Kurunegala district are provided by the Coconut Research Institute, Lunuwila located in the Puttalam district. All technological aspects of the industry from planting to production and processing are researched into by this institute and the growers are provided with up dated information. The Coconut Growers Association is the main link between the institute and the growers. The Coconut Research Institute through its Technology Transfer Division also trains the extension and advisory officers of the Coconut Cultivation Board to enable the growers to use updated technologies on coconut production and processing. The Coconut Cultivation Board is responsible for the transfer of technologies to the growers. Table 3.1.11 shows that there are a total of 33 Coconut Development Officer (CDO) Ranges in Kurunegala district and 13 Ranges in the Puttalam district. The Regional Managers of these ranges coordinate the activities of each CDO division and monitor the progress of extension activities in each range. It is estimated that with the expected sector growth of 10 per cent, a total of 75 CDOs and 7 Farm Planning Officers (FPOs) will be required by 2016.

Table 3.1.11: Human Resource Requirements for Extension Support Services-CCB

Occupation	Kurunegala District		Puttalam District	
	Available Cadre	Shortage	Available Cadre	Shortage
Regional Manager	2	-	1	-
Assistant Regional Manager (Extension)	2	2	2	1
Farm Planning Officer (FPO)	1	3	0	2
Coconut Development Officer (CDO)	33	14	13	8
Field Officer	3	-	3	-

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

b. Kapruka Purawara Program

Karuka Purawara is one of the major programs to be implemented for the development of the coconut industry in Sri Lanka and to achieve industry's set targets. This program covering selected Divisional Secretariate (DS) divisions in the country will be implemented in 180 DS divisions by the year 2016. The program is one with an integrated approach for the development of the coconut industry.

Table 3.1.12 indicates a few of the administrative milestones in the implementation of the Kapruka Purawra Program in the North Western province in terms of numbers of DS divisions, Samurdhi areas and GN Divisions to be covered, number of societies to be established and number of CBOs to be recruited in the period from 2012 to 2016. When implementing this program, initially Primary Kapruka Societies will be established in all the Grama Niladari (GN) divisions in the selected DS divisions. One Samurdhi area (consists of several GN divisions) establishes Kalapa Kapruka Society within each DS division. One coordinating officer will be appointed to each Samurdi area. Each Kapruka society will be given initial funds to begin activities and then the society is expected to generate funds to launch the coconut and coconut based industries related development activities by the members of the society.

Coordinating officers will be employed at the end of the year 2012 from the government's graduate recruitment scheme. Majority of them are Arts Graduates and they will coordinate the Purawara activities in Samurdhi areas. One graduate will be appointed to one Sumurdi area.

Table 3.1.12: Planned Kapruka Purawara Program with CBOs Requirements 2012- 2016 in NWP

	Kurunegala District	Puttalam District	Total in 2012	Total up to 2013-2016
No of Ds Divisions	8	4	12	23
No of Samurdhi Areas	32	12	44	92
No of GN Divisions	500	150	650	1,210
No. of coordinating officers in Samurdhi Areas	90	25	115	125

	Kurunegala District	Puttalam District	Total in 2012	Total up to 2013-2016
No of Kapruka Societies	500	150	650	1,210
No of main CBOs Officers	1,500	450	1,950	3,630

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya , validated at the workshop held on 14th December, 2012 in Kurunegala.

3.1.5 Coconut Related Industries

a. Desiccated Coconut Production

Production of Desiccated Coconut is an important export industry in the Kurunegala and Puttalam districts. DC is the kernel product which is used for culinary purposes, especially as the raw-material for confectionary and various other products. DC industry utilizes around 300-400 million coconuts to produce 30,000 - 45,000 MT of DC annually. In Sri Lanka, 7,650 nuts are required to produce 1000 kg of DC.

In 2011, DC industry earned LKR 13,956 Mn in foreign exchange. There were 25 DC mills established mainly in coconut triangle for the production of DC of which 24 were operating in 2011. Table 3.1.13 shows that the number of workers involved in various activities in the DC Mills is 3,048 and with an expected 10 per cent growth by 2016, the workforce requirements will be around 3,350 in 2016.

Table 3.1.13: Desiccated Coconut Mills and Workforce Requirements in NWP

District	No. of DC Millers	No. of Workers for 1 & 2	No. of Workers in Wet & Dry Sections & 3	Other Staff 4, 5 & 6	Total	Workforce Requirement in 2016
Kurunegala	10	370	600	300	1,270	1,397
Puttalam	14	518	840	420	1,778	1,956
NWP	24	888	1,440	720	3,048	3,353

Labour Activities: 1. Brown Pairing 2. Coconut Cutters 3. Selection 4. Machine Operation

Staff: 1. Quality Control 2. Supervision 3. Clerical

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya , validated at the workshop held on 14th December, 2012 in Kurunegala..

b. Production of Coconut Oil.

Sri Lankan Coconut oil is the best quality cooking oil extracted from dried kernel of the coconut fruit (copra). It contains the short and the medium chained saturated fatty acids as the major component of fatty acids. Sri Lankan coconut oil is 100 per cent natural. It is available in different grades, such as White Oil, Refined, Bleached and Deodorized (RBD), Virgin Coconut oil, Pairing oil and Industrial Coconut oil.

There are a total number of 598 coconut oil mills registered in the country, out of which, 273 oil mills are in Kurunegala district and 67 mills are in Puttalam district, but presently most of the mills are operating under capacity due to in-appropriate market operation and shortage of quality raw-materials. Domestic oil requirement for local edible purposes as well as for industries are around 150,000 Mt annually. Out of this total oil requirement, at present 75,000 Mt of coconut oil is being produced locally.

Table 3.1.14 shows that the number of employment provided in 356 oil mills in the province are estimated to be around 3,136. With the expected sector growth of 10 per cent by 2016, estimated work force required in the year 2016 will be 3,450.

Table 3.1.14: Distribution of Coconut Oil Mills and Workforce by District in the Province

District	N. of Oil Mills	Workforce in 2012	Estimated Workforce in 2016
Kurunegala	289	2,546	2,801
Puttalam	67	590	649
NWP	356	3,136	3,450
Sri Lanka	589	7,188	7,907

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliyaipitiya, validated at the workshop held on 14th December, 2012 in Kurunegala.

c. Coir Fibre Production

Sri Lanka being the main world coir producer, different types of coir fibre and coir based products are made in the country. According to the recent study conducted by CRI, there are 209 coir based industries operating in different locations in Kurunegala District.

However, coir extraction technologies are still in the semi-mechanized stage and also the available technologies are still in very primitive stage even though Sri Lanka produces very good quality fibre for the world.

Table 3.1.15 shows the distribution of coir fibre mills, the current manpower stock and also the estimated workforce in 2016 by district in the North Western province. Out of 454 fibre mills in the province, around 30 per cent of the total number are not registered, currently a workforce of 2,725 are engaged in labour work of these mills.

Table 3.1.15: Distribution of Coir Fibre Mills and the Workforce by District in NWP

District	No. of Registered Fibre Mills	No. of Unregistered Fibre Mills	Workforce in 2012	Estimated Workforce in 2016
Kurunegala	180	80	1,560	1,716
Puttalam	134	60	1,164	1,280
NWP	314	140	2,724	2,996

Source: Sector report by Mr W.M. Ratnayake. Regional Manager, Coconut Cultivation Board, Regional Office- Kuliapitiya, validated at the workshop held on 14th December, 2012 in Kurunegala.

3.1.6 Suggested Training

A. Coconut Plantations

- All personnel in managerial and non managerial occupations need to be given in-service training decided as per the institutional training requirements.
- Capacity building programs to strengthen the services of extension officers.

- iii. Short and medium term training on coconut sector for Arts graduates who are employed as coordinating officers for Samurdhi areas.
- iv. Design and implement a two year diploma course in agriculture for Arts graduates who are employed as Kapruka Purawara coordinating officers in Samurdhi areas under the Ministry of Coconut Development and Janatha Estates Development.
- v. Packaged programs with continuous assessment for estate owners, care takers and managers. In these training programs several sessions on technical aspects of coconut cultivations are conducted during 4 -6 month period. Nature of training is similar to Farmer Field School. Both CCB and CRI are conducting these programs. Certificates are issued for successful trainees. All crop management practices from planting up to harvesting, soil and moisture conservation practices are covered during the sessions.
- vi. One day training programs by CRI for estate owners, care takers and estate managers. All crop management practices, soil and moisture conservation are covered during the planned number of sessions.
- vii. Plan and implement apprenticeship training for coconut plucker and sundry worker
- viii. Short term training programs on 'organic fertilizer production and promotion' for coconut estate owners, care takers, labourers and managers. This program can be conducted with the collaboration of compost training centre of the Department of Agriculture Regional Research Station at Makandura.
- ix. Training programs covering all farmer groups on fertilizer application and methods of application.
- x. Short term training programs on coconut mite, red weevil and black beetle for various stake holders in the coconut sector because often these pests become economically harmful.
- xi. Awareness programs for stake holders on low interest Kapruka Aryojana credit scheme and the project management for profit maximization.
- xii. Government officer training – awareness programs for officers such as Agriculture Research & Production Assistants, Grama Niladaris, Samurdhi Niladaris; on all aspects of coconut cultivation because the province is the major coconut growing area in the country.

B. Kapruka Purawara CBOs Training Programs.

About 650 Kapruka societies have been established in the province. Another 1210 Kapruka society will be established by the year 2016. It is suggested that officers and the members of these societies be given the following training.

- i. Finance management of Kapruka societies – Training is proposed to be given by NIPM
- ii. Entrepreneurship training for the success of projects
- iii. Introduction to project management concepts for capacity building of members
- iv. Finance management of implemented projects of the society members
- v. Develop the capacity of members as trainers through Training of Trainers programs.
- vi. Training of coconut pluckers
- vii. Meeting domestic coconut demand through integrated home garden concept
- viii. Training on mother palm selection to get good quality coconut seed.
- ix. Proper management of young coconut plantation until bearing
- x. Proper management of bearing coconut plantation for higher productivity
- xi. Irrigating coconut land for higher productivity
- xii. Intercropping coconut lands for higher productivity
- xiii. Pest and disease management of coconut
- xiv. Animal husbandry in coconut plantation
- xv. Introduction to farm management concepts for higher production of the coconut lands
- xvi. Training on nursery management for selected members for community nursery establishment

Develop CCB, CRI, KPL, CPL and NLDB farms as model coconut gardens to use for the training activities. And also establish model coconut gardens at farmer levels as demonstration units under the Kapruka Purawara special program to use for the training programs. In the year 2012, 30 such demonstration units have been established in the farmer field with the financial assistance of the CCB.

C. Coconut Based Industrialists

For Kapruka Purawara Society members and other interested clients

- a. For Kapruka society members, on ‘potential of coconut end products and their marketing’.
- b. Coconut oil industry in Sri Lanka and related institutions
- c. Potential for coconut based industries
- d. Quality copra production
- e. Desiccated coconut production
- f. Coconut milk production
- g. Coconut vinegar production
- h. Coconut toddy production
- i. Coconut shell charcoal production
- j. Coconut fiber production

The following training programs are proposed, aimed at upgrading the quality of products manufactured

- Awareness programs on processing and storage of copra, for coconut oil millers.
- Training on fibre and fibre related products, for coir producers
- Training on technology transfer in manufacture of fibre and fibre related products
- Awareness programs for factory workers, on importance of maintaining Good Manufacturing Practices (GMP) and personal hygiene in achieving high quality products
- Plan and implement apprenticeship training for coconut cutters in DC factories etc. (CCB, CDA and CRI)

The different institutions which are available to obtain training on above mentioned aspects and numbers of expected trainees in yearly basis are listed in Chapter 4 – Training Supply, section 4.9.1 on potential partners respectively.

3.2 Agriculture Sector in the North Western Province

3.2.1 Overview of the Sector

Agriculture sector contribution to provincial GDP was comparatively lower than the industry and service sectors. Agriculture share stood around 18.5 per cent on average in the past six years, which declined from 20 per cent in 2006 to 17.2 per cent in 2011. A large number of people, 35.3 per cent and 33.3 per cent of the total employed workforce in Kurunegala and Puttalam districts are engaged in agriculture related activities. It shows that agricultural activities are highly labor intensive unlike the activities in industry sector and also provides more job opportunities to the people in the provision.

North Western province has a highly developed agricultural economy, growing a variety of fruits and vegetables, flowering plants, spices, oil-seeds, in addition to the traditional paddy cultivation and plantation crops such as coconut and rubber. Rich soils and varied climate give Wayamba a potential for growing of virtually any crop.

Table 3.2.1 shows the land distribution in the province. The statistics shows that, only 67 per cent of the potential land extent for cultivation has been cultivated and that there is still 33 per cent of land extent left for expansion of cultivation.

Table 3.2.1: Land Extent Available for Cultivation in NW Province

	Extent in ha	Percentage
Total Land Extent	788,708	
Extent under forest	96,198	
Potential land extent for cultivation	524,740	100.0
Extent under cultivation	352,286	67.1
Remaining land that could be cultivated	172,454	32.9

Source: Sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

Table 3.2.2 shows the land use pattern for different crops in Kurunagala and Puttlam districts. The largest extent of land is under coconut cultivation with 31.7 per cent and 23.1 per cent of the total land extents in Kurunegala and Puttalam districts respectively.

The second largest land usage interestingly is in home gardens in Kurunegala district with 24.4 per cent share, while it is 9.4 per cent in Puttalam district.

The share of the extent of land under paddy cultivation with both Irrigated and Rain fed water (10.8 and 6.4 per cents) is totaling 17.2 per cent of the total land extent in Kurunegala district. In Puttalam district, paddy cultivation covers 7.2 per cent of the total land extent of which 0.9 per cent of the land is cultivated by rain fed water.

The forest and shrubs coverage and chena cultivation in Kurunegala and Puttalam districts are 13.3 per cent and 43.7 per cent respectively of the total land extents.

Table 3.2.2: Land Use Patterns in North Western Province

Crop and Other Uses	Kurunegala		Puttalam	
	Extent (ha)	Agricultural Lands as a Percentage (%)	Extent (ha)	Agricultural Lands as a Percentage (%)
Paddy cultivation(cultivated)				
Irrigated	52,074	10.8	19,253	6.3
Rainfed	30,802	6.4	2776	0.9
Tea	104	0.0	-	-
Rubber	3,445	0.7	-	-
Coconut	152,358	31.7	70,985	23.1
Cinnamon	266	0.0	-	-
Other crops	3,020	0.7	12,033	3.9
Forest (thick, open & cultivated)	21,277	4.5	74,921	24.4
Shrubs & Chena cultivation	42,340	8.8	59,399	19.3
Swamp & mangrooves	177	0.0	5,305	1.7
Home gardens	117,540	24.4	28,908	9.4
Reservoirs	23,729	4.9	15,733	5.1
Buildings	18,254	3.8	1,137	0.4
Sand & rocky lands	3,405	0.7	3,764	1.2
Abandon lands	4,313	0.9		
Other (sacred area, roads, cemetery etc.)	8,403	1.7	12,987	4.2
Total	481,507	100	307,201	100

Source: District Census Handbook 2011 www.statistical.gov.lk

3.2.2 Paddy Cultivation

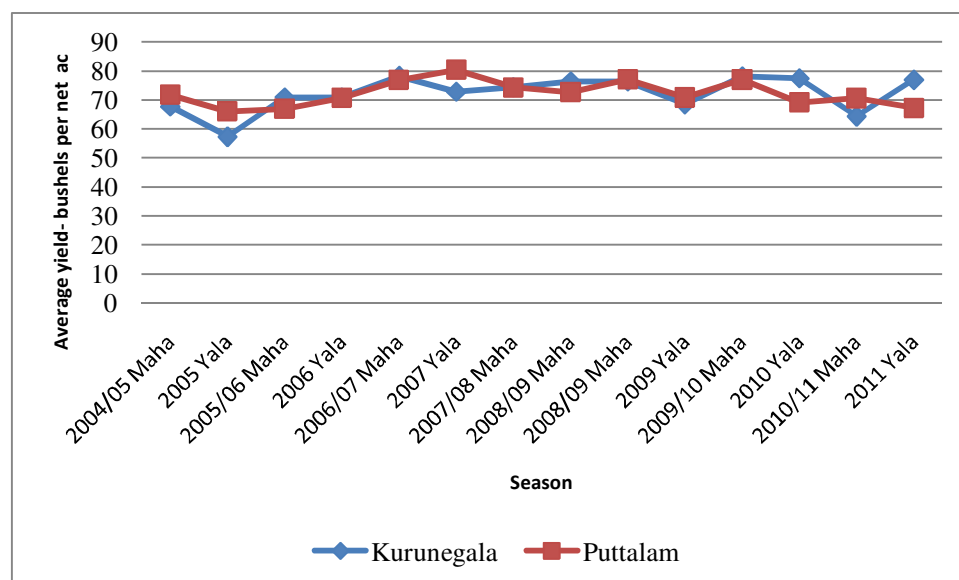
North Western province is the third largest paddy producing region in Sri Lanka and Kurunagala is more popular for paddy cultivation than Puttalam district. The paddy cultivation is done under different irrigation methods categorized as major (with 33), medium (with 62) and minor (with 5,066) irrigation schemes and also with rain fed water. Highest paddy cultivation is recorded under minor irrigation method. There are a total of 893 dams and a total of 7,564 agro wells in the province.

(a) Paddy Yield

In year 2011 (Yala season) Kurunegala district has the highest paddy land usage (63,197 ha) in Sri Lanka, but contribution to national paddy production is only 13 per cent. However, the districts like Ampara and Polonaruwa, with their paddy land usage comparatively lower than Kurunegala (61,903 ha and 61,666 ha respectively) still make higher contributions to national paddy production by 15 per cent and 14 per cent respectively. This implies that there is a potential to increase the productivity of paddy cultivation through farmer training and other development programmes.

Kurunagala district obtained comparatively high average yield in 2011 Yala season, but most of the previous years, Puttalam district's average yield is higher than the yield in Kurunegala district. It is a good measure of the productivity of the region. Moreover, it shows the skills and training requirements of the farmers for productivity improvements.

Figure 3.2.1 : Average Paddy Yield in Kurunegala and Puttalam Districts- 2004 Maha to 2011 Yala



(b) Technology Usage in Paddy Cultivation in NWP

Table 3.2.3 shows the technology used for land preparation in 2008 and 2009, clearly indicating the transition to modern technology from traditional technology. However, some farmers still use the traditional method (plough using buffalos).

Table 3.2.3: Method of Paddy Land Preparation in NWP– 2008/09 Maha to 2009 Yala

District	Maha 2008/2009 (ha)			Yala 2009(ha)		
	Mainly by Tractor	Mainly by Buffalo Ploughed	Tractor, Buffalo Ploughed and Mammothied	Mainly by Tractor	Mainly by Buffalo Ploughed	Tractor, Buffalo Ploughed and Mammothied
Kurunegala	75,668	1,469	154	48,182	685	49
Puttalam	19,424	256	-	15,243	15	-
NWP	95,092	1,725	154	63,425	700	49
Total in SL	551,949	39,186	40,995	301,648	16,367	27,000

Source: Statistical Abstract 2010, Department of Census and Statistics included in Sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

The number and type of new agricultural equipment and machinery used in the province are given in the Table 3.2.4. It reveals that most of the farmers now use new technology for their farming activities.

Table 3.2.4: Number and Type of Agricultural Equipment and Machinery Used in NWP

Equipment & Machinery	Number
Four Wheel Tractor	7,237
Two Wheel Tractor	15,492
Threshing Machine	3,339
Combined Harvester	1,087
Total no. of Rice mill	2,119
Rubber-Rice mill	941
No .of Large Scale Rice mill	155

Source: Sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

(c) Variety of Paddy Seeds Usage in NWP

Majority of farmers use new improved varieties for their paddy cultivations in both districts (Table 3.2.5). In years 2008 and 2009 none of the farmers cultivated traditional rice varieties in NWP and very few farmers used old improved varieties for their cultivations. It is a good indication of technology adoptability of the farmers in the province.

Even though most of the farmers use new improved varieties, relevant recommended technologies are not practiced by them. Therefore, expected yields have not been achieved by most of the farmers. Hence, relevant training needs to be given to them to obtain the expected yields.

Table 3.2.5: Variety of Paddy Seeds Usage in NWP – 2008/09 Maha to 2009 Yala

District	Maha 2008/2009 (ha)			Yala 2009 (ha)		
	New Improved	Old Improved	Traditional	New Improved	Old Improved	Traditional
Kurunegala	77,214	77	-	48,916	-	-
Puttalam	19,680	-	-	15,258	-	-
NWP	96,894	77		64,174		
Total SL	622,599	6,592	2,939	342,414	2,383	218

Source: Statistical Abstract 2010, Department of Census and Statistics included in Sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

(d) Methods of Sowing

In sowing, majority of farmers use broadcasting technology and a few farmers use transplanting method, but not in rows because transplanting is rather labor intensive method of sowing (Table 3.2.6), which lead to increase of the total cost of production of the cultivation.

Table 3.2.6: Methods of Sowing in NWP – 2008/09 Maha to 2009 Yala

District	Maha 2008/2009 (ha)				Yala 2009 (ha)			
	Broad-casting	Transplanted in rows	Transplanted not in rows	Row seeded	Broad-casting	Transplanted in rows	Transplanted not in rows	Row seeded
Kurunegala	73,349	1,546	2,396	-	47,742	538	636	-
Puttalam	19,660	-	20	-	15,090	92	61	15
NWP	93,009	1,546	2,416	-	62,832	630	697	15
Total SL	598,994	6,544	26,005	587	329,091	3,590	12,118	216

Source: Sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

(e) Fertilizer Usage

Table 3.2.7 shows distribution of types of fertilizer usage in NWP, majority of the farmers use chemical fertilizers. However considerable number of farmers also use both chemical and organic fertilizers, this is very good trend in paddy production.

Table 3.2.7: Type of Fertilizer Used in NWP for Paddy Cultivation– 2008/09 Maha to 2009 Yala

District	Maha 2008/2009 (ha)				Yala 2009 (ha)			
	Chemical Fertilizer only	Organic Fertilizer only	Both Chemical & Organic	None	Chemical Fertilizer only	Organic Fertilizer only	Both Chemical & Organic	None
Kurunegala	44,520	1,546	30,994	231	28,420	293	20,203	-
Puttalam	13,304	39	5,884	453	7,110	61	8,041	46
NWP	57,824	1,585	36,878	684	35,530	354	28,244	46
Total in SL	434,557	3,236	189,037	5,300	231,346	2,767	109,782	1,120

Source: Statistical Abstract 2010, Department of Census and Statistics included in Sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

(f) Weed Control

Weed control is another critical task in paddy cultivation and has become an important farming practice in paddy cultivation. In both districts, majority of farmers use weedicide to control weeds (Table 3.2.8). In Kurunegala district, hand weeding is also being used in considerable extent of paddy fields (over 5,000 ha) in both Maha and Yala seasons, even though hand weeding is a labor intensive activity.

Table 3.2.8: Methods of Weeding in NWP– 2008/09 Maha to 2009 Yala

District	Maha 2008/2009 ha				Yala 2009 ha			
	Hand weeded	Used weedicide	Used water	Un-weeded	Hand weeded	Used weedicide	Used water	Un-weeded
Kurunegala	7,111	682,428	464	1,469	4,549	41,970	196	2,201
Puttalam	1,141	18,086	138	315	641	14,037	-	580
NWP	8,252	700,514	602	1,784	5,190	56,007	196	2,781
Total in SL	93,791	515,048	5,822	17,469	49,075	281,253	3,605	11,082

Source: Statistical Abstract 2010, Department of Census and Statistics included in Sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

(g) Development Targets

Based on the above statistics, Provincial Agriculture Department has planned and documented the goals and the relevant targets up to 2016. Table 3.2.9 shows the yearly targets with expected figures in terms of the key performance indicators for achieving the different goals.

Table 3.2.9: Development Targets for Paddy Production & Export Earnings

Goals	Key performance Indicators (KPIs)	Baseline 2011	Targets				
			2012	2013	2014	2015	2016
Increase of paddy production and export earnings	Annual Paddy production National (MT. Mn)	4	4.3	4.4	4.5	5	5.6
	NWP	648,843	709,500	734,800	760,500	860,000	974,400
	Contribution to the national production	16.2%	16.5%	16.7%	16.9%	17.2%	17.4%
	Reduction of cost of production Per Kg of paddy	LKR 23	LKR20	LKR 19	LKR17	LKR15	LKR 15
	Productivity- paddy (MT/ha) Average National (MT. Mn)	4.5	4.6	4.7	4.8	5.0	5.0
	NWP	3.7	3.8	3.9	4.0	4.5	4.5

Source: Department of Agriculture – NWP, 2012 included in sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

(h) Worker Requirements in Paddy Cultivation

NWP is the third largest paddy producing region in Sri Lanka and Kurunegala is more popular for paddy cultivation than Puttalam district. Hence, it has become very difficult to predict the labor requirements. According to the focus group discussions held with a farmer group and Department of Agriculture, more than 50 per cent of farmers are now using tractors, combined harvesters and threshing machines. Hence, the following estimates are made (Table 3.2.9), assuming that 50 per cent of farmers use combined harvesters and based on number of ha X number of workers required for 1 ha.

As per the norms used in the paddy cultivation(based on certain acceptable assumption), Table 3.2.10 indicates, the labour requirement for bund preparation, sowing, weeding , spraying and manuring etc is around 136,000 and for paddy harvesting, the labour requirement is around 68,000 totaling around 204,000 workforce. There are an adequate number of tractor drivers, combined harvester operators and rice mill operators as evident from number of tractors, both two and four wheeled, combined harvesters, threshing machines and also rice mills operating in the two districts. There are over 3000 rice mills and 155 larger mills operating in the province , this is because paddy is collected from adjoining districts mainly from Anuradhapura and Polonnaruwa districts and is brought to NWP especially to Kurunegala district for milling and processing purposes and then distributed and marketed island-wide.

However, it is learnt that there are no skilled mechanics available within the province to carry out repairs when the combined harvesters and threshing machines breakdown while in operation. Owners of these machines have to depend on the vendors who supplied the machines to send out their service crew and have to wait for a longer durations for their services.

Table 3.2.10: Worker Requirements in Key Occupation Categories in NWP

Occupation Category	Work Task	Kurunegala		Puttalam		Total
		Workers per ha	Requirement (ha X workers per ha)	Workers per ha	Requirement (ha X workers per ha)	
Extent of Land		77,291		19,680		96,971
Tractor Driver	Ploughing	0.02	1,546	0.02	394	1,940
Labourer	Bund Preparation Seeding Weeding threshing	1.4	108,207	1.4	27,552	135,759
Sprayer		0.03	2,319	0.03	590	2,909
Paddy Harvesting-Women	Harvesting	0.7	54,104	0.7	13,776	67,880
Combined Harvester Operator	Operating + Driving	0.01	773	0.01	197	970
Threshing Machine Operator	Operator	0.05	3,865	0.05	984	4,849
Rice Mills Operator		0.01	773	0.01	197	970
Total			171,587	2.22	43,690	215,277

Source: Sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

3.2.3 Vegetable Cultivation

Vegetable is the other important agricultural crop in Sri Lanka. Both Kurunegala and Puttalam districts are popular for low country and up country vegetables such as Brinjals, Okra, Luffa, Ash plantain, Bitter gourd, Snake gourd, Pumpkin, Cabbage, Beetroot, etc. Most of the low country vegetables are grown in paddy fields in Kurunegala district in off season (in between main seasons of paddy). These crop rotations help to improve soil condition of paddy fields. However, most of paddy farmers do not like to practice this crop rotation due to lack of knowledge and lack of quality seed in the provision.

Government plans to improve the quality, sustainability and standards of fruit and vegetable production and minimize the post harvest losses. There are plans to increase the production of fruits and vegetables over the years and also increase domestic value addition by establishing fruit and vegetable processing units.

Department of Agriculture under the Provincial Council has documented the following annual targets to be achieved up to 2016 to increase vegetable production and off season cultivation (Table 3.2.11).

Table 3.2.11: Increase of Vegetable Production, Development and Off Season Cultivation

Key performance Indicators (KPIs)	Baseline 2011	Targets				
		2012	2013	2014	2015	2016
Annual Vegetable Production (MT)NWP	120,181	124,037	136,520	144,481	152,740	160,365
Contribution to the National Production	11%	10%	11%	11%	11%	12%
Initiation/upgrading marketing net work, Number of marketing linkages(New Program)		30	50	75	100	140
Off season cultivation and initiation of climate smart agriculture						
Deepwell			30	60	70	85
Farm Ponds	160	175	200	240	270	300
Agro Wells (new)	30	100	100	150	160	180

Source: Department of Agriculture NWP, included in Sector report by Dr. Mrs. Rupika Abeynayake, Department of Agribusiness Management, Faculty of Agriculture & Plantation Management, Wayamba University of Sri Lanka, validated at workshop held on 14th December, 2012 in Kurunegala

3.2.4 Floriculture

Floriculture industry in Sri Lanka encompasses both export and domestic markets. Cut flowers, cut foliage, live plants, bulbs, corms and tubers are the main items of export interest while domestic trade is primarily comprised cut flowers and ornamental indoor plants. Western

province, North Western province and Central province are the major floricultural areas in Sri Lanka.

Initial cost of floriculture is rather higher than most of other agricultural industries. However Coco peat, a bi-product of the coconut fiber industry is used as a growing medium in floriculture and it is recognized as a good potting substrate having many of the essential characteristics that can replace peat moss. Coconut fiber industry is widely distributed in NWP so it becomes a positive factor to improve floriculture production in the province.

However, most of the farmers in the province are traditional rice farmers; therefore, they need more training and encouragements like loan facilities to start floriculture production. This sector comes under nontraditional export crop sector and there is greater possibility for earning more individual profits as well as helping to earn more foreign exchange to the country. This is one of the few agriculture based industries that employ people throughout the year at the rate of 12 - 18 workers per ha. The net foreign exchange earning capacity of the sector is around 85 to 90 per cent.

3.2.5 Cashew Cultivation

Puttalam, Kurunegala, Matale, Polonnaruwa, Badulla, Ampara, Kandy, Anuradhapura, Ratnapura, Batticaloa, Moneragala and Hambantota are the main cashew (*Anacardium occidentale*) cultivating districts in Sri Lanka. More than half of the cashew extent is limited to these districts in Dry zone.

Cashew is an incredible crop that can survive and grow successfully under water scarce conditions. That could be the main reason for cultivating cashew mostly in dry zone. Further, most of farmers cultivate cashew under minimum management practices. Thus, the national average yield is approximately 3-4 kg/tree/year which is far below the potential yield (15 kg/tree/year) obtained by many other cashew growing countries.

Some of the major constraints causing poor productivity are unorganized orchards, poor cultural methods, pests, old heterogeneous population of trees, low yielding varieties, planting of trees from unknown pedigree stocks, poor quality seeds, and inadequate extension services (Jayasekera and Kodikara, 2003).

3.2.6 Betel Cultivation

The cultivation of betel for export market is profitable in Kurunegala district. Also cultivation of betel, only for the local market is not economically viable. So, such farmers have to convert their fields to produce export quality betel.

The average labour requirement for betel is about 400 man-days per 1000 stakes plot per three-year cultivation period. This labour requirement is high in Kurunegala (403). This represents on an average, of about 38 per cent of the total cost. In Kurunegala district major labor share was represented by irrigation (45 per cent) which is due to longer drought period and scarcity of water to most betel fields.

The major problem experienced by farmers from the district is the lack of stakes as vertical support to direct betel vines.

3.2.7 Suggested / Planned Training in the Sector

Almost all programmes suggested/planned are to train the existing farmers for transfer of technology and upgrade their knowledge and skills to increase their production and productivity with value addition. In addition human resource development programmes are planned under various themes up to 2017. These are; Training for Food for life at Household level, Training for Sustainable Management of Natural Resources, Training for Agribusiness and also institutional Human Resources Development for the staff.

A. Training on Production and Productivity Enhancement for Farmers

Use of new agriculture technologies

Use of appropriate machinery to increase productivity

Increase crop productivity- farmer societies

Paddy

OFC

Vegetable

Fruits

Use of quality seeds and planting materials- farmer societies

Certified seed production

Use of recommended fertilizer & manure

Paddy

OFC

Vegetable

Fruits

Vegetable cultivation in off season under irrigation

Urban agriculture - households

Ornamental plant- households

Beekeeping

Mushroom production

Horticulture techniques

B. Food for Life at Households Levels

Edible landscape home gardening

Self sufficiency in selected five crops (Leafy vegetables, other vegetables, Fruits, Root and tubers, Condiments)

C. Training for Sustainable Management of Natural Resources

Sustainable soil conservation

Sustainable water conservation

Advanced irrigation system

Training on crop diversification

Integrated pest management

Integrated plant nutrition system to Paddy, OFC, Vegetables & Fruits

Post harvest losses in Vegetable and Fruits

D. Training for Agribusiness

Commercial farming for identified markets

Formulating, strengthening, and regulating farmer societies for production and selling

Agro products

Marketing net work for seed dealers

Attitude change training for seed production farmers

Cultivating selected fruits under the credit program

Agriculture processing techniques including Fruits, Vegetables and Seed Paddy

Horticulture plant nursery for commercial market

Spray operators

Input production for ecological farming

E. Training for Staff in Department of Agriculture – North Western Province

Staff Officers - 20

Extension management

Training management and skill

Productivity management

Urban agriculture

Agriculture Instructors - 300

Extension management

Integrated pest management

Integrated pest management

Urban agriculture

Market oriented agriculture

Attitude change training

Office management

Skill development

- Teaching aids preparation
- Pre-seasonal training
- Customer care
- Ecological farming

Farm Managers - 10

- Farm management

Technicians – 25

- Laboratory management

Development Assistant - 85

- Productivity management

- Office management

- Training on management regulation (Administration regulation & financial regulation)

- Customer care

The different institutions which are available to obtain training on above mentioned aspects and numbers of expected trainees in yearly basis are listed in Chapter 4 – Training Supply, section 4.9.2 on potential partners respectively.

3.3. Livestock Sector in North Western Province

3.3.1 Overview of the Sector

The livestock sector contribution to total provincial GDP was 3.1 per cent, which was three times higher than the national average of 0.97 per cent in 2010. North Western Province share in the total livestock sector GDP in the country in 2010 was 30.2 per cent, followed by the Western province with 16 per cent .

North Western province is considered as the heart of the animal production in Sri Lanka. Highest share of cattle& buffalo, poultry and swine and second highest share of goat & sheep populations are in this province. Highest egg production is also in the North Western province. Populations

of different livestock species given in the Table 3.3.1, show that poultry, cattle and buffalo populations are higher in Kurunegala district where as swine and goat & sheep (combined) populations are higher in Puttlam district. Larger proportion of land area in Kurunegala district falls under the coconut triangle and it provides higher extent of land for cultivated and natural pasture and fodder. Most of the dairy farms are of small to medium scale except the NLDB farms in Melsirpura, Andigama and Nikaweratiya, which are really very large farms.

Table 3.3.1: Livestock and Poultry Populations by District in the North Western Province 2011

District	Cattle	Buffalo	Goat & Sheep	Swine	Poultry	Total
Kurunegala	132,640	43,800	33,410	13,075	4,753,290	4,976,215
Puttalam	69,220	13,070	34,720	22,155	1,432,910	1,572,075
NWP	201,860	56,870	68,130	35,230	6,186,200	6,548,290

Source: Department of Census and Statistics, 2012

Sri Lanka is divided in to 5 agro climatic regions in terms of animal husbandry. These are; the Up Country, the Mid Country, the Coconut Triangle, the Low Country Wet Zone and the Dry Zone. North Western province consists of parts of both the coconut triangle and the dry zone.

3.3.2 Dairy Sector

The dairy sector is predominantly based on small holders keeping 2-5 cows in most of the agro-ecological regions except in the dry zone. In the dry zone the herds tend to be large, though the animals are mostly of the indigenous types with poor milk yields. The average daily milk production from both cattle and buffalos in the country is 703,520 litres in 2011 and is produced in all the districts. The districts with significant volumes of milk production (in litres) are Anuradhapura(78,500) Nuwara-Eliya (74,520), Kurunegala(63,700), Kandy (48,870) and Badulla (45,140). Table 3.3.2 indicates the average daily production of milk in the two districts in the North Western province showing the contribution from Puttalam District as 28,460 litres per day.

Of the total quantity of milk that is produced, the volume of milk entering the formal milk market annually is around 100 million litres and the rest is channeled via informal routes and consumed domestically.

Table 3.3.2: Daily Milk Production in North Western Province 2011

District	Amount (L)
Kurunegala	63,700
Puttalam	28,460
NWP	92,160

Source: Department of Census and Statistics, 2012

Since North Western province produces large volume of fresh milk, there are a larger number of milk collecting centres and processing centres as well. Nestle, Milco and Coconut Triangle Milk Producers Cooperative Society are the main collectors and processors. NLDB farms process milk in to curd, fresh UHT treated milk and milk toffees. A larger number of yoghurt producers are operating in the North Western province. The variations in the number of milk collecting and processing centres in the North Western province from 2008 to 2011 are shown in the Table 3.3.3.

Table 3.3.3: Distribution of Milk Collecting Centres and Locations of Value Added Production by District in NW Province

	No of Collecting Centres				No of Locations of Value Addition			
	2008	2009	2010	2011	2008	2009	2010	2011
Kurunegala	505	524	513	511	167	169	160	171
Puttalam	127	136	149	148	35	35	29	35
NWP	632	660	662	659	202	204	189	206

Source: Department of Census and Statistics, 2012

3.3.3 Poultry Sector

This sector has shown a phenomenal growth, most prominently in the broiler sector, mainly due to the active participation of the private sector. The industry today is in the hands of the private sector; the role of the state being confined mostly for implementation of poultry health management programmes, research and policy development for further consolidation of the industry.

Current per capita availability of chicken meat and eggs are estimated to be 4.8 kg and 57 eggs respectively. Around 40 per cent of the total poultry production in the country is in the North Western province where the highest number of eggs is also produced. Daily egg production in North Western province is around 2.6 million as shown in Table 3.3.4.

Table 3.3.4: Daily Egg Production by District in North Western Province -2010

District	Amount
Kurunegala	2 ,172, 231
Puttalam	454 ,741
NWP	2,626 ,972

Source: Department of Census and Statistics, 2012 included in the Sector report of Mr. Dammika Weerathilake, Department of Livestock and Avian Science, Faculty of Livestock Fisheries and Nutrition, Wayamba University of Sri Lanka validated at workshop held on 14th December, 2012 in Kurunegala

3.3.4 Swine Sector

Swine sector is a major livestock sector which occupies the place next to the poultry and dairy sectors in Sri Lanka. North Western province has the highest swine population among the nine provinces. It is 35,230 in number of pigs and is 43 per cent of the share of the total swine population. Highest population of 22,155 is in Puttalam district among all districts. Government nucleus herd for swine breeding is located in the Horakele, NLDB farm of the Puttalam District. Large number of extensive and semi intensive farms are in operation in the province with a few

intensive larger farms. Unlike in other areas, most of the farms in the North Western, Western and Central provinces have properly constructed pig houses. However, the management and feeding practices adopted by pig farmers could be improved further, with cost-effective interventions. Marketing aspects and quality standards of pork products should also be improved for further expansion of this sector.

3.3.5 Goat and Sheep Sector

Goat and sheep farming is concentrated mainly in dry and intermediate zones of the country where around 75 per cent of Goat & Sheep population is distributed. Second highest small ruminant population is in North Western province and its share is 17.8 per cent where as highest proportion of 25.5 per cent is in the Northern Province. One of the two government goat breeding stations managed by Department of Animal Production and Health is located in Thelahera in Kurunegala district. Sheep herd managed by NLDB is also located in Andigama again in Kurunegala district. Main purpose of rearing goat and sheep is for meat while goat milk is increasingly becoming popular. As there are no any religious restrictions for mutton, there is a huge potential for growth in the sector. Extensive management system is practiced in the dry zone part of the province and semi-intensive systems are practiced in coconut triangle and urban areas of the province.

3.3.6 Animal Feed Industry

It is estimated that about 40-45 per cent of poultry feed is produced by self mixers who are mainly concentrated in the North Western province and attribute their production mainly for poultry (layer) feed. It is estimated that 199,000 metric tonnes were produced by self mixers. Rice bran and coconut poonac are the major raw materials extensively available in the province for feed formulation. Animal feed formulation software developed by the Wayamba University is having progressive impact on animal feed formulation in the North Western Province.

3.3.7 Farmer Families and Workforce Engaged in Livestock

Table 3.3.5 shows the number of farms raising cattle, goat, swine and poultry in the two districts in the North Western province. The numbers in columns for cattle/buffalo, goat, swine and local poultry for the two districts basically indicate the number of farmer families rearing these animals and birds. However numbers in the columns in broiler farms and egg producing firms refer basically to commercial units.

Table 3.3.5: Distribution of Livestock Farms by Type and District in NW Province - 2011

District	Number of farms raising								Total
	Cattle and /or Buffalo	Goat	Swine	Poultry					
				Local poultry	Broiler farms		Egg producing		
					No. of Chicken below 1000	No. of Chicken over 1000	No. of Chicken below 1000	No. of Chicken over 1000	
Kurunegala	27, 791	3,834	1,847	12,748	1,348	488	2,753	713	18,050
Puttalam	10, 201	4,140	4,637	14,101	567	196	2,687	74	17,625
NWP	37,992	7,974	6,484	26,849	1,915	684	5,440	787	35,875

Source: Department of Census and Statistics, 2012 included in the Sector report of Mr. Dammika Weerathilake, Department of Livestock and Avian Science, Faculty of Livestock Fisheries and Nutrition, Wayamba University of Sri Lanka validated at workshop held on 14th December, 2012 in Kurunegala

a. Calculation of Labour Involvement in Poultry Sector in the Province

Total poultry bird population in NWP is 6,186,200

- Allocated labour standard is
 - 1 labour unit per 1200 birds in layer operations
 - 1 labour unit per 2000 birds in broiler operations

As an average value from above values, 1 labour unit per 1600 birds is selected

- Total labour involvement in poultry sector in NWP is around 3,866 in 2012.

Government target is to achieve 10 per cent annual growth in the sector up to 2016 according to master plan for poultry sector development. If the growth continues as expected, the expected/projected increases of labour requirement in the poultry sector are indicated in the Table 3.3.6

Table 3.3.6: Estimated Workforce Requirements in Poultry Sector

	2012	2013	2014	2015	2016
Labour in Poultry sector	3,866	4,253	4,678	5,146	5,661
Estimated No. of jobs created in year	387	425	468	515	566

Source: Sector report of Mr. Dammika Weerathilake, Department of Livestock and Avian Science, Faculty of Livestock Fisheries and Nutrition, Wayamba University of Sri Lanka validated at workshop held on 14th December, 2012 in Kurunegala

3.3.8 Suggested Training for Livestock Sector

A. Short Term Training Programmes

- Clean egg and meat production
- Clean milk production
- Milk machine operation
- Post Harvest losses of animal produce
- Compost production
- By Product utilization
- Animal nutrition (Poultry and Cattle)
- Disease control
- Strategic feeding during dry periods

B. Medium Term Training Programmes

- Training on meat processing
- Training on egg processing and products
- Training on artificial insemination
- Training on feed formulation
- Training on dairy product processing
- Training on waste handling and environ management
- Training on health and safety issues in animal husbandry

C. Long Term Training Programmes

- Diplomas related to the sector
- Degrees related to the sector (External)
- Post graduate certificates and Diplomas related to the sector (Conversion of Art graduates to the sector)

The different institutions which are available to obtain training on above mentioned aspects are listed in Chapter 4 – Training Supply, section 4.9.3 on potential partners. The training plan with the numbers to be trained is annexed to the VET plan given in Chapter 5.

3.4 Fisheries Sector in the North Western Province

3.4.1 Overview of the Sector

The Fisheries sector in the province supplies 15.8 per cent of the national marine fish production and 18.7 per cent of national inland fish production in the country. Total fish production in North Western province was 72,210 Metric Tonnes which was 16.2 per cent of the total fish production in the country in 2011. The contribution of fishing to National GDP was 1.7 per cent while fishing in the North Western province contributed 2.7 per cent to its provincial GDP in 2010.

North Western province apparently has a high potential for the fisheries activities, as 13.0 per cent of total inland waters in Sri Lanka and 26.0 per cent of total mangrove areas are in the province. 24.7 per cent of the total lagoon areas are also in Puttalam district in North Western province. Thus, it implies that North Western province is one of the most influencing provinces for aquaculture and fisheries in the country. Table 3.4.1 shows the distribution of land and water areas by district in the province.

Table 3.4.1: Extent of Land and Water Areas by District in NWP

District	Land Area (km ²)	Inland waters		Mangroves (ha)	Salt Mashers (ha)	Lagoons (ha)
		km ²	ha			
Kurunegala	4,624	192	19,200			
Puttalam	2,882	190	19,000	2,264	3,461	39,119
NWP	7,506	382	38,200	2,264	3,461	39,119
Total in Sri Lanka	62,705	2,905	290,500	8,688	23,819	158,017

Source: Survey Department/Statistics Unit, Ministry of Fisheries and Aquatic Resources Development, included in the Sector report by Mr. Dammika Weerathilake, Faculty of Livestock Fisheries and Nutrition, Wayamba University of Sri Lanka validated at workshop held on 14th December, 2012 in Kurunegala

3.4.2 Marine Fisheries Sector

Sri Lanka's marine fisheries resources base has a total extent of 538, 500 km² and is rich in species diversity. North Western Province is having 241 km long coastline which is around 14 per cent of the entire 1,770 km of Sri Lanka's coastline. 12 per cent of the total marine fishers in Sri Lanka live in North Western Province.

Though the Puttalam is considered as single administrative district, it is divided into two fisheries districts as Chilaw and Puttalam. Total of 19 fisheries inspector divisions operate in both Chilaw and Puttalam fisheries districts. Altogether there are 38,084 fishers in the marine sector in North Western rovince from 25,610 households. It reflects that more than one person is involved in active fishing from a single family. Average value for North Western province is 1.5

fishers from a family. Details of fishing households and active fishers in the province are given in the Table 3.4.2

Table 3.4.2: Fishing Households and Active Fishers (Marine Fisheries) in the NWP 2012

Fishing District	Number of FI Divisions	Fishing Households	Active Fishermen	Fishing Household Population	Average Fishers Per Household
Chilaw	11	9,980	11,630	54,340	1.2
Puttalam	8	15,630	26,454	72,340	1.7
NWP	19	25,610	38,084	126,680	1.5

Source: Survey Department/Statistics Unit, Ministry of Fisheries and Aquatic Resources Development, included in the Sector report by Mr. Dammika Weerathilake, Faculty of Livestock Fisheries and Nutrition, Wayamba University of Sri Lanka validated at workshop held on 14th December, 2012 in Kurunegala

The marine fisheries sector is further sub divided in to Coastal and Off-shore sectors

(a) Coastal Fishing

The coastal fisheries are the fishing activities taking place within the continental shelf, conducted within a day (24 hrs) and these activities are usually labour intensive as there are many small-scale fishing crafts engaged in fishing. In the Puttalam and Chilaw fishing districts, Beach Seine, FRP boats, Mechanized Orus and None Mechanized Orus are used for fishing in the coastal belt.

i. Beach Seine (NBSN)

Beach seine (*Madel*) Paru consists of a flat planked hull, 11-14 meters in length and is manned by 7-8 crew members. Boats are used to lay nets around shoals of fish. Groups of fishermen up to 40 on the shore then pull in the nets.

ii. OFRP Boat (Outboard Fiberglass Reinforced Plastic Boats)

Fiberglass reinforced plastic boats (FRB) are now widely used around the country. The length of a boat is 5-6 meters and is powered by an outboard motor with capacity ranging from 15 hp to

25 hp. A boat requires a crew of 2-3 members and fishing operations are carried out with gillnets, loglines and handlings.

iii. Mechanized Oru

There are two categories of Mechanized *Orus* and are equipped with outboard motors. A *Vallam* normally 12-14 meters in length is powered with 25 hp to 30 hp motor and is *manned by a crew of 8-9 fishermen* to trawl in a long net in the deep sea. Other mechanized oru is smaller, normally less than 6m in length and is powered by a 9.9 hp to 15 hp motor.

iv. Non-mechanized Oru

Non-mechanized *oru* is of 5 6 meters in length, made out of fiberglass or traditional wood and *crewed by 2-3 persons*.

(b) Deep Sea / Offshore Fishing

Deep sea fishing or off shore fishing refers to fishing done beyond the continental shelf up to the margin of Exclusive Economic Zone (EEZ) and also in high seas. EEZ extends 200 nautical miles from the shore and more under specified circumstances. As an island nation, the country has more potential in exploring offshore fishing. The offshore and deep sea fishery resources are mainly migratory and constitute of large pelagic species and ocean squids. The fish resources include tuna, billfish, and shark and seer fish. Offshore boats of the type- Multiday Fishing Crafts- mostly are engaged in deep sea fishing staying out for more than a day during a single fishing trip. Table 3.4.3 shows types of fishing boats operating in the two districts in the province.

Table 3.4.3: Operating Fishing Boats by District in NWP – 2011

District	IMUL	IDAY	OFRP	MTRB	NTRB	NBSB	Total Boats
Puttalam	80	45	2,880	240	1,840	183	5,268
Chilaw	18	23	1,890	68	1,960	59	4,018
NWP	98	68	4,770	308	3,800	242	9,286
Total in Sri Lanka	3,872	1,120	22,890	2,960	21,650	984	53,476

*Note : **IMUL** - Off Shore Multi-day Boats, **IDAY** - Single-day Boats with inboard engine, **OFRP** –Fiberglass Reinforced Plastic Boats with out board engine, **MTRB** - Motorized Traditional Boats, **NTRB** - Non-motorized Traditional Boats, **NBSB** - Beach Seine Crafts*
Source: Survey Department/Statistics Unit, Ministry of Fisheries and Aquatic Resources Development included in the Sector report by Mr. Dammika Weerathilake, Faculty of Livestock Fisheries and Nutrition, Wayamba University of Sri Lanka validated at workshop held on 14th December, 2012 in Kurunegala

3.4.3 Inland Fisheries Sector

Inland fisheries and aquaculture are done in perennial and seasonal tanks as well as other fresh water bodies. Perennial tanks are the ones having water throughout the year where as seasonal tanks retain water for a period of 6 – 8 months and can be used only in a season. In North Western province there are a total of 76 perennial tanks. Land area under these perennial tanks is 8 per cent of the total land area under the perennial reservoirs in the country. Also, 10 per cent of the total landing sites in Sri Lanka is located in North Western province. Table 3.4.4 shows details of the perennial reservoirs in the North Western province.

Table 3.4.4: Detailed Information on Perennial Tanks by District in NWP- 2011*

District	Tanks			Total	Area (ha)	Landing Sites
	Major	Medium	Minor			
Kurunegala	0	9	40	49	6,263	69
Puttalam	1	4	22	27	4,242	32
NWP	1	13	62	76	10,505	101
Total in Sri Lanka	39	81	598	718	132,040	945

* Includes only the information of perennial tanks which are utilized for the inland fisheries

Source: National Aquaculture Development Authority of Sri Lanka (NAQDA) included in the Sector report by Mr. Dammika Weerathilake, Faculty of Livestock Fisheries and Nutrition, Wayamba University of Sri Lanka validated at workshop held on 14th December, 2012 in Kurunegala

Inland fisheries are conducted in inland collections of water, both brackish and fresh water. The fish that live in brackish water are quite different from those living in fresh water. The island's distributions of brackish water are in lagoons and the estuaries of Puttalam, Negombo, Batticaloa and in the regions of Koggala, Dodanduwa and Balapitiya and are famous for crabs and prawns. The sources of natural fresh water like the rivers, streams, tanks and villus breed different types of fish. Fish like Magura, Hunga, Loola, Kanaya and Kawaiiya can exist for long periods buried in damp mud.

There are two types of fishers in inland sector. They are the fishers in both inland fisheries and in aquaculture sub sectors. Fishers, both males and females totaling 4,744 are active in inland fisheries and aquaculture in the North Western province. Forty seven of them are females. The distribution of fishers in inland fisheries and aquaculture is shown in the Table 3.4.5.

Table 3.4.5: Distribution of Active Fishers in Inland Fisheries and Aquaculture by District-2012

District	Inland Fisheries			Aquaculture			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Kurunegala	1,165	7	1,172	1,759		1,759	2,924	7	2,931
Puttalam	940	38	978	833	2	835	1,773	40	1,813
NWP	2,105	45	2,150	2,592	2	2,594	4,697	47	4,744

Source: National Aquatic development Authority of Sri Lanka (NAQDA) included in the Sector report by Mr. Dammika Weerathilake, Faculty of Livestock Fisheries and Nutrition, Wayamba University of Sri Lanka validated at workshop held on 14th December, 2012 in Kurunegala

Table 3.4.6 shows the number of Inland Fishing Crafts operating in the two districts in the North Western province.

Table 3.4.6: Inland Fishing Crafts* by District

District	2006	2008	2009	2011	2012
Kurunegala	498	580	610	670	680
Puttalam	192	210	220	230	230
NWP	690	790	830	900	910
Total in Sri Lanka	7,046	7,170	7,560	8,020	8,070

*Including canoes, *theppan* and *paru*

Source: Statistics Unit, Ministry of Fisheries and Aquatic Resources Development (NAQDA);

The inland and aquaculture fish production from 1998 to 2011 are indicated in Table 3.4.7 showing remarkable growth in last 12 years in the country, in fact two fold growth since 1998. However, in North Western province growth is only 30.0 per cent.

Table 3.4.7 Inland and Aquaculture Fish Production by District (in Metric Tons)

District	1998	2000	2004	2005	2006	2007	2008	2009	2010	2011
Kurunegala	2,140	2,178	1,790	2,140	2,690	3,990	4,190	3,590	4,390	4,960
Puttalam	6,430	6,495	8,230	7,210	7,930	6,810	5,290	5,290	5,820	6,180
NWP	8,570	8,673	10,020	9,350	10,620	10,800	9,480	8,880	10,210	11,140
Total in SL	29,900	36,700	33,180	32,830	35,290	38,380	44,490	46,560	52,420	59,560

Source: Statistics Unit, Ministry of Fisheries and Aquatic Resources Development

Note: Fish production based on the eye estimates that provided by the field staff of NAQDA

3.4.4 Ornamental Fish Industry

Ornamental fish culture is widely spread in Sri Lanka, but the breeders and exporters are mainly operating in Colombo and its suburbs. Grow-out facilities tend to be cement cubicles, glass aquaria and earthen ponds, with the breeders practicing simple natural spawning techniques to breed freshwater ornamental fish. The most commonly used feed supplements in the sector are farm-made feeds, shrimp and poultry feeds.

There is a huge potential to earn foreign exchange from the ornamental fish and aquatic plants industry. An estimated 2,500 people are engaged in the production and breeding of ornamental fish (Haputanthri *et al.*, 2001); of which around 30 percent are estimated to be women, however, no thorough survey has been carried out to investigate actual facts (Siriwardena and Jayakody, 2003).

Rambadagalle Ornamental fish breeding and training station is located in North Western province and that is one of the main resources which we could use to enhance the industry in the province.

According to the available data, around 1,600 people are engaged in ornamental fish industry in 2012 in the province. So it is evident that new approaches are needed to develop the industry.

3.4.5 Sea Weed Culture

Sri Lanka has a coastline of approximately 1,700 km along which many varieties of seaweeds are found. About 320 species belonging to different families have been identified by several workers (Durairatnam, 1961; Barton, 1903; and Boergesen, 1936). Puttalam and Kalpitiya are the two places which are well reputed for collection of sea weeds in the North Western province.

3.4.6 Sea Bass Culture

NAQDA has launched a project on sea bass cage culture in some lagoons. This project directly helps lagoon fishing communities to generate their own income as an alternative livelihood activity. This will help to reduce the pressure for fishing in the lagoons and also to improve the living standards of the people who are dependent on the coastal resources. Puttalam is one of the lagoons used for sea bass culture in the North Western province.

.

3.4.7 Fish and Shrimp Feed Production

Fish production systems in the province are dependent on the exploitation of natural food present in the water bodies. Therefore, the carrying capacity of these water bodies is directly proportional to the natural food availability in the system. However, only a small quantity of fish and shrimp feed is produced in the province and the major part of the requirement is met with imported feed. Most of the feed mills lack the facilities and technology required for the production of fish feeds. This situation is not expected to change in the immediate future. The amount of shrimp feed and ornamental fish feeds used in 1999 were around 95,000 and 2,000 Metric Tonnes respectively. *It is suggested to develop fish feed formulation certificate and diploma courses in NWP for the small scale producers and self mixers.*

3.4.8 Fish processing

According to the Quality Control Division of Department of Fisheries and Aquatic Resources there are 34 approved fish processing factories in Sri Lanka. Eleven factories are located in North Western province. Most of them are located in Puttalam district. They export different products like fresh fish, prawns, shrimp, crabs and their frozen forms.

3.4.9 Human Resource Profile and the Predicted Expansion in Direct Employment in the Sector

According to the ten year development policy framework of the fisheries and aquatic resources (2007-2016) rate of expansion of direct employment sector per year is estimated to be 0.833 per cent. The estimated increase of the number in workforce over the five year period will be around 4.23 per cent. Table 3.4.8 shows the increase of the number in employment in each category of workers in sub sectors of the Fishery sector in the North Western province.

Table 3.4.8: Current Status and Predicted Expansion of Human Resources Engaged in the Fisheries Sector by 2017

Sub Sector	Specific Feature Referred to	Occupation	Current Numbers	Additional Manpower by 2017
Coastal Fishing	Day Boats – 5,146 (motorized)	Engine Operator	5,100	216
		Throtller	5,100	216
		Helper	7,000	296
	Beach Seine Crafts-242	fishers	9,700	410
	Non-motorized Traditional Boats-3,800	fishers	3,800	160
		Helpers	7,600	320
Off shore Sea Fishing	Multi day Boats-98	Skipper,	100	05
		Deck hands	500	25
Inland Fisheries	Canoes- 410	Paddler	2,150	91
		Helper		
Aquaculture in the tanks.	Canoes 500	Paddler	2,594	110
		Helper		
Shrimp Culture	Farms -650	Workers	6,000	254
	Extent-2,000 ha			
Ornamental Fish Farming	Farms-115	Workers	1,500	65
	Exporter-7	Workers	110	5
Sea Bass Culture		Farmers	200	9
Seaweed Culture		Collectors	100	5
Fish Processing	Processing factories-6	Workers	200	9
Ice Production	Processing factories-12	Workers	150	6
Estimated number of workforce			51,904	2,200

Source: Sector report by Mr. Dammika Weerathilake, Faculty of Livestock Fisheries and Nutrition, Wayamba University of Sri Lanka validated at workshop held on 14th December, 2012 in Kurunegala

3.4.10 Suggested Trainings for the Fisheries sector

Training programs for fishers are suggested to be community based.

Short term

- Post harvest handling of fish
- Shrimp and prawn culture
- Diving and life saving/Disaster handling
- Sea food preparation
- Fish processing
- Use, maintain and repair of (electronic) navigation equipment, fish finders, radios, GPS etc
- Canoe repairing, net mending

Medium Term

- Out board motor engine operation, maintenance and repair
- In board marine engine operation, maintenance and repair
- Basic mechanical and electrical technology
- Refrigeration and cooling systems
- Boat navigation leading to coxswain license
- FRP technology for boat building
- FRP boat maintenance and repair
- Fishing gear production
- Ornamental fish culture
- Aquatic plant culture
- Fish feed formulation
- Pearl oyster culture
- Fish hatchery management

Long term

- Diplomas related to the sector
- Degrees related to the sector(External)
- Post graduate certificates and diplomas related to the sector (convert Art graduates to the sector

The different institutions which are available to obtain training on above mentioned are listed in Chapter 4 – Training Supply, section 4.9.4 on potential partners respectively.

3.5 Construction Industry in North Western Province

3.5.1 Overview of the Sector

The construction industry in Sri Lanka grew by 14.2 per cent in real terms in 2011 compared to its 9.3 per cent growth recorded in 2010. Growth in the construction industry, which was second only to the tourism sector, has been due to spillover effects of mega infrastructure development programs, housing and post war reconstruction and resettlement processes taking place throughout the country.

The growth impetus in the construction sector was induced by the enhancement of public sector infrastructure development projects and private sector involvement in construction activities such as commercial and residential building construction projects. Mega projects carried out by the government, particularly in the areas of port development, electricity and transportation, are the underpinning factors towards the growth in public sector construction activities.

(a) Macroeconomic Environment and the Construction Industry in the Northwestern Province (NWP)

The Table 3.5.1 shows some important macroeconomic variables related to construction industry.

The construction industry contributed to country's total GDP by LKR 511,220 million in 2011, which is 7.8 percent of country's total GDP. The share of construction industry in the national economy does not indicate a significant increase during the last three years. However, the construction industry is rapidly growing and its growth rate is above the economic growth rate of the country.

The construction industry in the North Western Province contributed to the provincial GDP by 5.3 percent in 2010. In comparison, with other provinces in the country, the construction industry is more prominent in Southern, Eastern and Western provinces.

Table 3.5.1: Selected Macroeconomic Variables Related to Construction Industry

Item	2009	2010	2011
Country's total Gross Domestic Product at current market prices (LKR Million)	4,835,293	5,604,104	6,542,663
Real GDP growth rate (%)	3.5	8.0	8.3
Sectoral contributions to GDP (%)			
Agriculture	12.0	11.9	11.2
Industry	28.6	28.7	29.3
Services	59.3	59.3	69.5
<i>Construction industry at national level</i>			
Contribution to country's total GDP (LKR Million)	366,248	423,414	511,220
Contribution to country's total GDP (%)	7.5	7.5	7.8
Growth rate (%)	12.0	15.6	20.7
<i>Construction industry in the NWP</i>			
Provincial GDP (LKR)	466,041	527,681	n/a
Contribution to country's total GDP (%)	9.6	9.4	n/a
Sectoral contributions to provincial GDP (%)			
Agriculture	18.8	18.3	n/a

Industry	29.5	30.9	n/a
Services	51.7	50.7	n/a
Construction	5.2	5.3	n/a

*Construction industry's contribution to provincial
GDP in other provinces*

Western	6.4	6.2	n/a
Southern	15.1	16.5	n/a
Eastern	15.1	15.9	n/a

Source: Annual Reports-CBSL included in Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

3.5.2 Construction Industry Profile in the North Western Province

(a) Number of Registered Construction Contractors in the NWP

Institute for Construction Training and Development (ICTAD) has introduced a registration and grading system for construction contractors. The construction contractors are graded based on their financial limits and fields of specializations. Building & civil engineering constructors are categorized under the Grade C (known as main construction contractors) whereas the construction contractors that provide electrical & mechanical services are categorized under Grade EM. In addition, the construction contractors that provide specialized services are categorized under the Grade SP. In this study, only the main construction contractors are taken into consideration.

Table 3.5.2: Registered Construction Contractors with Construction Contractors Association in the NWP

Grade	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	Total
Number	1	2	1	4	9	15	30	5	2	0	69

Source: Wayamba Construction Contractors Association, 2012

69 construction contractors have registered with the Wayamba Construction Association. Out of which, 30 contractors have been categorized under Grade C7. All ICTAD-registered contractors in the North Western Province have not taken the membership of the Wayamba Construction Contractors Association. According to ICTAD sources, approximately 150 main contractors under various categories operate in the province.

Table 3.5.3: Registered Construction Contractors in each Specialty in the NWP

Specialty	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10
Building construction	1	1	1	5	11	15	80	35	03	1
Highway construction	0	1	1	3	7	11	97	35	3	1
Bridge construction	0	0	2	0	1	2	107	0	0	0
Water supply & drainage	0	0	0	1	1	3	107	35	2	1
Irrigation & land drain	0	0	0	2	4	2	111	35	3	1
Dredging & reclamation	0	0	0	0	0	0	107	35	2	1

Source: Institute of Construction Training and Development (ICTAD) included in the Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

Only one construction contractor in North Western province qualifies to be in Grade C 1, and the majority of contractors in the province, similar to other provinces of the country, are graded at level C 7.

3.5.3 Human Resource Profile in Construction Industry in NWP

(a) Estimate of Number of Craftsmen Working in the Construction Industry in 2012.

Table 3.5.4 shows the estimated number of craftsmen working in construction industry in the country and in the North Western province as well. Estimated number of craftsmen in construction industry in the country is 187,400 while the number estimated working in the North Western province is 17,500. This is about 10 per cent of the country's total craftsmen in the construction industry.

Table 3.5.4: Number of Construction Industry Craftsmen Working with Contractors in 2012

Item	Number of Registered Construction Contractors		Average Number of Craftsmen per Establishment	Number of Craftsmen in the Country	Number of Craftsmen in NWP
	All Country	NWP			
C1	24	1	300	7,200	300
C2	26	2	150	3,900	300
C3	50	1	50	2,500	50
C4 – C7	1,000	111	10	10,000	1,110
C8 - C10	1,400	39	5	7,000	195
Sub Total	2,500	154	30,600/2,500 = 12.24 (All country)	30,600	1,955
Number of non-registered contractors	7,500	500	1,955/154 = 12.69 (NWP)	91,800	6,345
Total number of craftsmen with contractors				122,400	8,300
Number of self-employed craftsmen at average of 200 numbers in a DS division				325 x 200 = 65,000	46 x 200 = 9,200
Total estimated number of craftsmen in construction industry 2012				187,400	17,500

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

(b) Forecast of Human Resource Requirements in Construction Industry in 2017

Table 3.5.5 indicates the variation of the number of construction contractors in the country registered at ICTAD from 2000 to 2010 in five year intervals and number of registered contractors in 2017 is forecasted taking the same gradient of increase in registration of contractors in the past 10 years.

Table 3.5.5: Trend Analysis of Number of Registered Contractors in Construction Industry in 2017

Year	Number of Registered Contractors at ICTAD
2000	1,800#
2005	2,000#
2010	2,500#
2017	By assuming that the number of contractors increases at the same gradient from 2000 to 2010, it is possible to predict the number of contractors in 2017 as 3,250#.

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

- It is assumed that the number of registered contractors in the North Western province increases at the same gradient as for the whole country. Accordingly, the number of contractors in the province in 2017 will be = $154/2,500 * 3,250 = 200$.
- Number of construction craftsmen with registered contractors by 2017 = $1,955/154 * 200 = 2,539$
- Number of non-registered contractors in 2017 = $500 + (3,250-2,500/2500) * 500 = 650$
- Accordingly, number of craftsmen with non-registered contractors = $1,955/154 * 650 = 8,251$
- Considering the rapid growth of construction industry in the province, it is assumed that the number of self-employed craftsmen will increase at least at a rate of 10 percent per annum. Accordingly, the number of self-employed craftsmen by 2017 will be = 14,817.

Table 3.5.6 indicates the summary of results in estimating the number of craftsmen in construction industry working in 2012 and number of craftsmen possibly required by 2017 in the North Western province.

Table 3.5.6: Summary of Number of Existing and Forecasted Craftsmen in the NWP

Description	2012	2017
Number of registered contractors	154	185
Number of unregistered contractors	500	600
Number of craftsmen with registered contractors	1,955	2,539
Number of craftsmen with non-registered contractors	6,345	8,251
Number of self-employed craftsmen	9,200	14,817
Total number of craftsmen in construction industry	17,500	25,607

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

The number of craftsmen will increase from 17,500 in 2012 to 25,607 in 2017 by 8,107. Accordingly, the number of craftsmen will increase by 1,621 per year from 2012 to 2017.

(c) Approximate Breakdown of Additional Number of Workforce to be Trained in the NWP from 2010 to 2017

Table 3.5.7 shows the breakdown of estimated total employment in Construction Industry by four major categories based on the Construction Industry Survey, the study completed in 2006 for the development of VET Plan for the Construction Industry for the country.

Table 3.5.7: Number of Workforce to be Trained in the NWP from 2010 to 2017

Employment category	Estimated ratio*	Estimated annual additional employment
Professionals	3.5	77
Clerical & related works	8.0	176
Technical grades	10.0	221
Crafts and related works	73.5	1,621
Machine operators	5.0	110
Total	100	2,205

**Source: Survey of Construction Industry Enterprises, December 2006 VET plan for Construction Industry included in, sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala*

Professionals include Contractors, Administrators and Managers and all other professionals such as Engineers, Architects, Quantity Surveyors and Accountants. The Technical Grades include Technical Officers, Work Supervisors, Foremen, Electrical Technicians, Mechanical Fixers, Draftsmen and Landscapers. The Crafts and related category includes Masons, Carpenters, Plumbers & Pipe Fixers, Electricians, Bar Benders & Steel Fixers, Concrete: Shuttering: & Aluminum Workers, Painters etc; Machine Operators & Mechanics category includes Heavy and Light machine Operators and Mechanics

The professional and clerical related occupations are excluded here from the demand for employment in the construction industry as such occupational categories are being trained by

general educational and training institutions and the services of these persons are not necessarily limited to the construction industry.

(d) Breakdown of Additional Workforce to be trained by Training Providers in the North Western Province

Following three Tables 3.5.8 , 3.5.9 and 3.5.10 indicate the annual employment opportunities for various occupations in crafts, technical and operative level categories estimated to be generated for the period from 2013 to 2017 respectively, where interested training providers could plan to cater these skills requirements in the construction industry in the North Western province.

Table 3.5.8 shows that out of the total number of 1,620 in craft and related occupations required annually, major skills requirements are as masons, carpenters, concrete workers and plasterers.

Table 3.5.8: Craft & Related Work Occupations in Construction Industry in the NWP

Occupation	Estimated coefficient/ratio*	Estimated annual additional employment
Masons	26.0	573
Tile layers	2.2	49
Concrete workers	10.5	232
Plasterers	10.6	234
Painters	2.2	49
Carpenters	13.0	287
Shuttering workers	0.1	2
Aluminum workers	0.3	6
Electricians	4.1	90
Plumbers	1.7	37
Bar benders & steel fixers	1.8	40
Scaffold fixers	1.0	22
Sub total	73.5	1,621

**Source: Survey of Construction Industry Enterprises, December 2006 VET plan for Construction Industry included in, sector report by Industrial Service Bureau and validated at workshop held on 14th December, 2012 in Kurunegala*

Table 3.5.9 indicates that in Technical grade occupations, the highest demands are for technical officers and civil work supervisors.

Table 3.5.9: Technical Grade Occupations in Construction Industry in the NWP

Occupation	Estimated coefficient/ratio*	Estimated annual additional employment
Civil work supervisors	2.8	62
Technical officers	3.7	82
Foremen	0.9	20
Electrical technicians	0.9	20
Mechanical fixers	1.2	26
Draftsmen	0.3	7
Landscapers	0.2	4
Sub total	10	221

**Source: Survey of Construction Industry Enterprises, December 2006 VET plan for Construction Industry included in, sector report by Industrial Service Bureau and validated at workshop held on 14th December, 2012 in Kurunegala*

The highest demands are for heavy machine operators and the mechanics in the Machine Operator occupations as shown in Table 3.5.10.

Table 3.5.10 : Machine Operator Occupations in the NWP

Occupation	Estimated coefficient/ratio*	Estimated annual additional employment
Heavy machine operators	2.1	46
Light machine operators	1.2	26
Mechanics	1.7	38
Sub total	5.0	110

**Source: Survey of Construction Industry Enterprises, December 2006 VET plan for Construction Industry included in, sector report by Industrial Service Bureau and validated at workshop held on 14th December, 2012 in Kurunegala*

3.5.4 Demand for Skilled Manpower in Construction Sector in Foreign Labour Market

The foreign employment opportunities offered in construction industry to Sri Lankans are high but the supply from Sri Lanka has been very low in many of the job categories. This lower skill manpower supply may be due to the fact that the required skills levels expected from the workers had not been reached by the Sri Lankan skilled work-force. This situation needs further studying and analysis, followed up with necessary actions. This situation is examined in detail in 3.11 section on foreign labour market in this chapter.

3.5.5 Suggested Training in Construction Industry_ Sector

There are two categories of training in construction Industry:

1. Training for employees required for future employment needs of the industry
2. Further training for employees already employed in the industry

Industry demands new entrants to have necessary skills prior to their employment and training institutes needs to provide this training in required numbers and with required skills at acceptable standards to satisfy the industry needs.

As training in some of the occupational categories is not available in the province, like for bar benders, steel fixers, scaffold fixers, it is suggested to commence such training with necessary preparation and planning.

It is estimated that 85 per cent of the 17,500 craftsmen employed in the province, never had any formal training. Up-skilling of these already employed craftsmen is partly the responsibility of the vocational training providers.. This training needs to be on short term basis, may be institutional or in the work sites. The purpose of such training is to improve craftsmens' productivity enabling them to earn better wages and also get their skills certified at NVQ levels for better recognition for their skills. Some may prefer training in other trades in the construction industry , to acquire new and emerging skills in other occupations, enabling them switching over to different trades where demand and wages are high. This kind of further

training will certainly need the collaboration of the industry partners in up-skilling their workforce. The industry personnel, practicing supervisors and technicians themselves could be the trainers and assessors for such up-skilling tasks.

3.6 Automobile Industry and Light Engineering Sector in North Western Province

3.6.1 Overview of the Sector

Automobile and Light Engineering (LE) is an important industry sector in North Western Province in terms of its contribution to growth and poverty reduction. Automobile and LE enterprises have potentials to make significant contribution to economic development along with wide opportunities for employment generation. The sector has been fueling the growth of many other industries by supplying various types of machineries and spare parts and by providing repairing services.

Automobile and LE enterprises are scattered throughout the province, which implies employment generation in a wider span of areas. Most of the Automobile and LE industrial units are small. Both of these industries are still largely dependent on import of vehicles, machineries and spare parts. The growth of Automobile and LE enterprises requires an enabling policy environment and infrastructural support.

Light Engineering Enterprises may be divided into two major categories and those enterprises are intermixed with Automobile Enterprises.

- I. An industry manufacturing some sort of product, either for the direct consumer, or spares for machinery, and sold through a marketing system.
- II. A workshop making items on customer demand.

Enterprises of the first category include producers of spare parts for industrial machinery.

Enterprises of the second category include mild steel grill making, which uses simple cutting tools and welding to do the job, and customer designed spares for automotive and industrial use, which are made in workshops equipped with machinery like lathe machine, drilling machine, milling machine, shaper tool etc.

Table 3.6.1 shows that North Western province has second highest number of motor vehicles registered in 2011 with 412,341 numbers, while the Western province has the highest number of 1,205,708 vehicles registered.

Table 3.6.1: Distribution of Registered Motor Vehicles by Province in 2011.

Rank	Province	Total Number of Motor Vehicles in 2011
1	Western	1,205,708
2	North Western	412,341
3	Southern	373,517
4	Central	235,122
5	Sabaragamuwa	194,826
6	North Central	194,579
7	Eastern	179,508
8	Uva	123,311
9	Northern	123,040

Source: Economic and social statistics of Sri Lanka 2012- Central Bank Report

The breakdown of the categories of motor vehicles in the province is shown in the Table 3.6.2. Over 250,000 motor cycles and 60,000 three wheelers are in use in the province creating employment opportunities in repairing and maintenance and also in supply of spare parts in addition to the actual import of these items.

Table 3.6.2: Distribution of Motor Vehicle by Category in NW Province in 2011

Vehicle Category	Number
Omnibuses	1,049
Private coaches	3,807
Dual purpose vehicles	26,320
Private cars	24,719
Land vehicles	13,522
Goods transport vehicles	30,592
Motor cycles	251,002
Three wheelers	61,030
Others	300
Total	412,341

Source: Economic and social statistics of Sri Lanka 2012- Central Bank Report

Table 3.6.3 indicates the number of member enterprises of the Kurunegala Traders Association in service category in the automobile industry, possibly formal in nature. The number of enterprises in automobile related services is 80 with estimated workforce around 480.

3.6.2 Human Resource Profile in Automobile and Light Engineering Sector

a. Formal Sector

There is no reliable database to estimate the total number in employment in the automobile industry and metal related light engineering sector in the North Western province. However the Annual Survey of Industries conducted by the Department of Census and Statistics gives an indication of the number of establishments with 5 or more persons engaged in selected industry activity in manufacturing classified by industry division.

Table 3.6.3 shows that the manufacturing subsectors, fabricated metal products, manufacture of machinery and equipment and manufacture of motor vehicles, trailers and semi trailers which are industry divisions in the metal related light engineering industry consisted of 95 enterprises with 1,669 persons engaged in the activities in North Western province in 2009. In comparison there were 1,028 establishments in the selected industry divisions in the country with a total of 15,935 in the workforce.

The total number in employment in all manufacturing subsectors in the North Western province is 80,136 in 2009 and the share in automobile and metal light engineering sector is 2.1 per cent.

Table 3.6.3: Number of Metal related Industry in Selected Industry Activity in NWP-2009

Selected Manufacturing Sub Sectors	2006		2007		2008		2009	
	No. of establishments	No. of persons engaged	No. of establishments	No. of persons engaged	No. of establishments	No. of persons engaged	No. of establishments	No. of persons engaged
Formal								
Manu.of basic metals	27	1,469	5	435	6	432	5	341
Manu.of fabricated metal products except machinery equip	71	1,209	61	370	75	1,244	81	1,262
Manu.of machinery & equipments (n.e.c.)	-	-	1	9	17	155	4	31
Manu.of motor vehicles, trailers and semi-trailers	10	216	9	99	7	67	5	35
Total in selected metal sub sectors	108	2,894	76	913	105	1,898	95	1,669
Total in all manufacturing sector in NWP	3,877	107,900	3,609	94,063	3,537	101,479	3,236	80,136
% of Employment in automobile and metal light engineering		2.7%		1.0%		1.9%		2.1%

Source: Annual Survey of Industries -2010 DCS

Table 3.6.4 shows the category and the number of business entities in automobile related services which are member business entities of the Kurunegala Traders Association. There are a total of 80 automobile industry related enterprises in Kurunegala with an estimated workforce of 480.

Table 3.6.4: Member Business Entities (Automobile related Service Category) – Kurunegala Traders Association -2012.

Category	No. of Entities	Category	No. of Entities
Vehicle sales	8	Vehicle repairs	3
Motor bicycles & spare parts	21	Vehicle spare parts	9
Agro machinery & equipment	12	Vehicle service stations	7
Tyre services	10	Sales agencies	10
Total no. of Enterprises	51		29
Workforce engaged assuming a minimum of 6 persons in an enterprise	306		174

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

All the data from both sources are related to formal sector enterprises; however there will be many more of small operators in the informal economy. Assuming a minimum of 6 persons are engaged in each of 80 enterprises, the total number engaged in automobile industry in Kurunegala is 480. Assuming a modest growth rate of 5 per cent annually from 2009 the total number engaged in the metal related light engineering in 2012 in province will be around 1,935. The estimated number of persons engaged in automobile industry and light engineering combined in 2017 with an annual growth rate of 5 per cent up to 2017 will be 3,085. The annual addition to the workforce in the formal sector is around 120 annually.

b. Informal Sector

Light engineering and automobile services are combined into a single economic sector for the study of human resources and skills requirements in the province. This grouping into a single sector could also be justified due to the characteristics of the two areas. The functions in light engineering and automobile services are activities in production and or services and they are both highly labour intensive, indigenous and use simple technology.

This sector in North Western province is dominated by private sector informal units and their distribution is not restricted to any identifiable locations. These enterprises are mainly owned by micro or small time entrepreneurs who have basically learnt their skills on-the-job with the guidance of skilled craftsmen, without attending any formal training institutions. They have received no further training after being employed. Some have given employment to a few people and few others work alone.

The production or services units are scattered throughout the districts based on demands, accessibility and availability of other basic infrastructure facilities like electricity for their locations.

Table 3.6.5 shows findings of a survey done by the Automobile section of the College of Technology, Kurunegala, with the initiative of KOICA, the funding agency for establishing a painting booth with state of the art technology, at a cost of LKR 10 Million. College of Technology Kurunegala is expected to transfer new technology to estimated 3,600 practicing craftsmen in the province in all occupations making use of the upgraded facilities of its automotive workshop.

Table 3.6.5: Estimated Number of Automotive Craftsmen by Occupation in Informal Sector in Kurunegala District-2012

Occupation	Number of Craftsmen
Automobile mechanic –petrol engine	750
Automobile mechanic –diesel engine	750
Automobile electrician	500
Automobile A/C mechanic	350
Automobile tinker	450
Automobile painter	500
Automobile upholstery worker	300
Total	3, 600

Source: College of Technology, Kurunegala

3.6.3 Focus Group Discussions on Automobile Industry and Light Engineering Sector

Focus group discussions and key informant discussion to gather mainly qualitative information and not quantitative data related to current and future skills, and other issues related to human resources were held in Kurunegala and Puttalam with the participation of employers /entrepreneurs in the sub sectors given below.

- Brand new and reconditioned vehicles, motor cycle importers and dealers
- Automobile repairing and maintenance
- Motor bicycle and three wheeler repairs
- Aluminum and steel fabrication
- Radio, TV and home appliances repairing
- Vehicle service stations

a. Key Findings of the Focus Group Discussions

The participants were mainly micro or small time entrepreneurs who have basically learnt their skills on the job with the guidance of skilled craftsmen, without attending any formal training institutions. They have received no further training after being employed. Some have given employment to a few people and few others work alone. The following were the major problems regarding human resources profile of the sector in North Western province.

- Most of the enterprises are informal or unregistered.
- The enterprises are mainly owned by persons who had learnt skills on the job.
- Labour force categorization/identification is difficult due to numerous and varied sub sectors.
- Lack of sector specific HR policies which are applicable for all sub sectors.

3.6.4 Suggested Training in the Sector

Preferably in 3 to 6 months periods for training in institutions or work places, special short term courses are to be designed based on particular need assessments and offered by training institutions. This short term training should also be for transfer of new technology. Short term programmes suggested are listed below,

- Transfer of new technology in Auto Painting
- Skills upgrading for Auto electrician and Auto A/C mechanic
- Course on vehicle upholstery /cushion works to be introduced in a training centre.
- Aluminium and steel fabrication with precision measurement
- Tig-Mig welding
- Hydraulic power system in heavy vehicles
- Home appliances repairing (Innovative electronic devices)
- Product Development and New Designs
- Financial management
- Customer satisfaction in service delivery
- Development of entrepreneurship skills and leadership

3.7 Textiles, Garments and Handloom Sector in North Western Province

3.7.1 Overview of the Garment Sector

Sri Lanka's apparel industry is the most significant contributor for Sri Lanka's economy. Garment industry has grown over the last three decades and has become the number one foreign exchange earner. The industry provides direct employment opportunities to over 300,000 and 600,000 indirectly which includes a substantial number of women in Sri Lanka.

The industry has been positioned as a socially responsible and preferred destination for apparel sourcing. Sri Lanka is also the only outsourced apparel manufacturing country in Asia which has ratified all 27 International Labour Organization (ILO) conventions. It stands out as a reliable source that pays fair wages to its workers while discouraging sweatshops and child labour in its businesses

On the environmental issues, Sri Lanka Apparel supports many initiatives focused on minimizing its impact on nature. Every effort is being made to create sustainable growth by protecting the environment, both at the workplace and in the community. International standards of recycling, effluent treatment and waste management practices are followed to run the operations at optimum environmental efficiency.

When the U.S. and other countries eliminated quantitative restrictions on garments produced in China, many garment facilities in Sri Lanka were consolidated. As of 2010, most of the exports to the U.S. are from MAS or Brandix, with smaller amounts coming from the Hirdaramani & Jay Jay Mills Groups. Together, these three companies account for a majority of the value of exports of garments to the U.S. market.

Sri Lanka having established itself as a reliable supplier of quality garments at competitive prices, also upholds ethical practices, thus being identified as a producer of "Garments Without Guilt", making the "Made in Sri Lanka", label synonymous with quality, reliability, social and environmental accountability.

With an impressive partnership portfolio, Sri Lanka also showcases the best of technology in the garment industry, including the world's first eco-friendly "Green Garment Factory".

For those who are concerned not only with the quality of the product but also the values of the manufacturers, Sri Lanka will definitely be the ultimate choice.

3.7.1 (a) Garment Sector in North Western Province

Table 3.7.1 shows the district – wise distribution of garment factories and the workforce in the North Western province. There are a total number of 92 garment factories in the province of which 73 factories are in Kurunegala district and 19 in Puttalam district. The total workforce in the garment sector in the North Western province is 34,856. Kurunegala and Puttalam districts account for 30,696 and 4,160 numbers respectively.

Table 3.7.1: Distribution of Garment Factories and Employment by District in North Western Province

District	Number of Garment Factories	Percentage of Total Number of Factories	Workforce Involved	Percentage of Total Workforce
Kurunegala	73	79.3	30,696	88.1
Puttalam	19	20.7	4,160	11.9
NWP	92	100	34,856	100

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

The garment factories in Sri Lanka are classified by size as follows

- a) Small - Less than 100 employees
- b) Medium - 101 to 500 employees
- c) Large - 501 to 1000 employees
- d) Extra Large - Over 1000 employees

Table 3.7.2 shows the distribution of factories by district in the province classified by the total number in the workforce as indicated above. 52 numbers out of a total of 92 in the province fall in to the category of small scale factories with average of a little over 30 employees. There are 6

factories employing over 15,000 workforces in Kurunegala district, while there are none of such extra large factories in the Puttalam district.

Table 3.7.2: Distribution of Garment Factories by District, Size and Workforce in North Western Province

District	Small		Medium		Large		Extra large	
	No of factories	workforce	No of factories	workforce	No of factories	workforce	No of factories	workforce
Kurunegala	40	1,260	14	4,838	13	9,395	6	15,203
Puttalam	12	450	03	822	04	2,888	-	-
NWP	52	1,710	17	5,660	17	12,283	6	15,203

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

Figure 3.7.1 Distribution of Garment Factories by District and Size

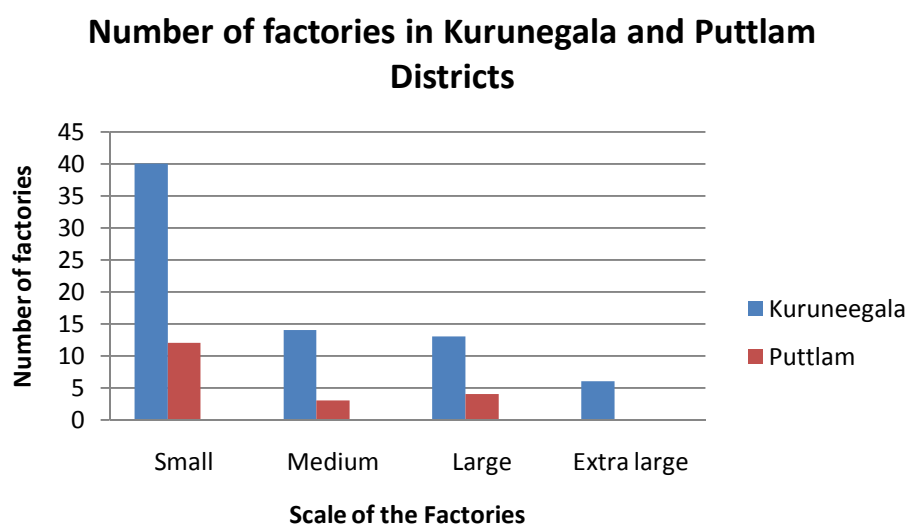
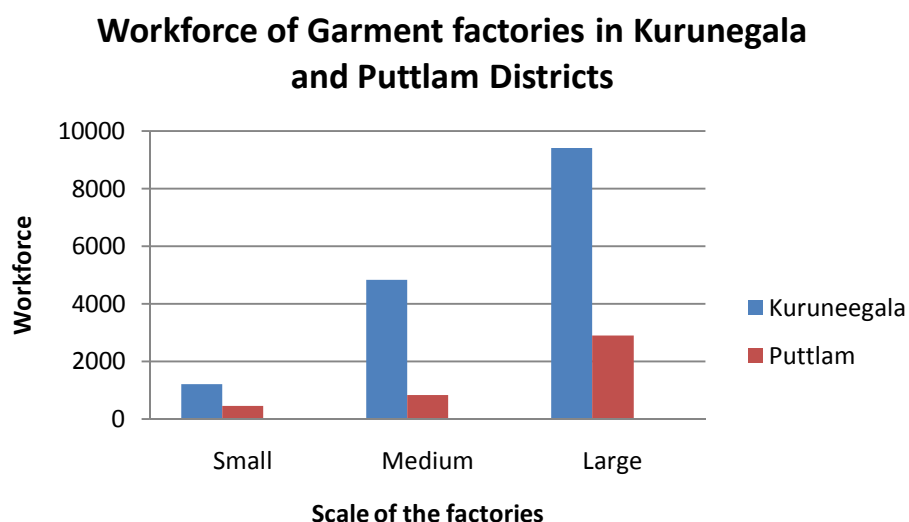


Figure 3.7.2: Distribution of Garment Factories by District and Workforce



3.7.2 Human Resource Profile in Garment Sector

Table 3.7.3 shows the job categories in a normal garment factory. All though the job functions of certain categories of employees in the garment factories are same, the job designations may differ from factory to factory.

Table 3.7.3: Job Titles by Categories of Garment Sector

Categories			
Operator	Supervisory	Middle Management	Senior Management
AQL CHECKER (Quality Checker)	AQL Supervisor	Cutting Executive	Supply Chain Manager
Attachment Maker	Cutting Supervisor	Embellishment Executive (Embroidery)	Product Development Manager
CAD- CAM Operator	Finishing Supervisor	Fabric Technologist	Cutting Manager
Garment Production Technician	Production Supervisor	IT Executive	Factory Manager
Fabric inspector	Quality Supervisor	Merchandiser	IT Manager
Helper		Production	Maintenance Engineer

Categories			
Operator	Supervisory	Middle Management	Senior Management
		Executive	
Instructor Training		Product Development Executive	Merchandizing Manager
Line Feeder		Wash & Dye Executive	Planning Manager
Line Leader		Garment Technologist	Production Manager
Marker Maker		Supply Chain Executive	Quality Manager
Mechanic /Fitter		Management Trainees	Sample Manager
Packer		Work Study Executive	Work Study Manager
Pattern Maker & Grader			
Production Recorder			
Sewing Machine operator			
Spreader			
Washing Machine Operator			

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

The present employment in all job categories is around 34,856 in the North Western province as shown in Tables 3.7.1 and 3.7.2 above with larger factories employing higher number of personnel under more job titles than the rest.

(i) Employment in Management and Supervisory Grades

Table 3.7.4 indicates the numbers presently employed in the managerial and supervisory grades and also the present shortages or excesses, if any, in the cadre positions with future requirements.

Table 3.7.4 Employment by Management and Supervisory Grade in Garment Sector in North Western Province

Job Title	Present Employment	2013 cadre Requirement	Shortage (Excess)			
			2013	2014	2015	2016
Senior manager	425	437	12	14	16	18
Middle level manager	814	849	35	39	42	45
Supervisor	1,510	1,600	90	98	108	115
Sub Total	2,749	2,886	137	151	166	178

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

There is a shortage of around 137 in the management and supervisory grades; shortage is prominent in the supervisory grades with a shortage of 6 per cent of the requirement.

(ii) Employment in Operative Grades

Table 3.7.5 shows numbers employed in various occupations in the operative grades in the garment sector, totaling 32,639 numbers. As the industry expanded rapidly job opportunities also increased significantly. The industry faces many problems in developing and maintaining the required manpower in the industry. Industry also finds it difficult to recruit sufficient employees in all categories, particularly, in operational grades. Of the workforce currently engaged in the operational grades, some have acquired skills through vocational training; the balance has acquired skills through work experience.

Table 3.7.5 Employment by Operative Grade in Garment Sector in North Western Province

Occupation	Present employment	2013 cadre requirement	Shortage (Excess)			
			2013	2014	2015	2016
Production technician	192	216	24	28	32	36
Instructor training	97	105	08	10	12	13
Cutter	400	412	12	14	16	18
Sewing machine operator	26,100	31,382	5,282	6,105	7,015	8,236
CAD-CAM operator	64	68	4	5	8	10
Quality checker	3,246	3,504	258	290	330	375
AQL checker	252	259	7	8	9	10
Fabric inspector	145	153	8	9	10	11
Helpers	2,143	2,295	152	177	204	243
Sub total	32,639	38,394	5,755	6,646	7,636	8,952

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

There is a shortage of manpower in the operative grades, highest shortage is in Sewing Machine Operator (5,282) occupation, followed by Quality Checker (258) and Helper (152) occupations, totaling 5,755 numbers in all occupations in the operative grades.

(iii) Employment in Technical and Allied Grades

Table 3.7.6 illustrates numbers in employment in various occupations in technical and allied grades in the garment industry in North Western province. The total number in current shortage is 61 with highest shortages are in Merchandizing Executives, Work Study Executives and Mechanics/Fitters in the declining order.

Table 3.7.6: Employment by Technical and Allied Grade in Garment Sector in North Western Province

Occupation	Present Employment	2013 cadre Requirement	Shortage (Excess)			
			2013	2014	2015	2016
Quality executive	124	130	6	7	8	10
Merchandizing executive	196	208	12	13	14	15
Work study executive	125	135	10	12	15	18
Cutting executive	45	48	3	4	5	6
Fabric technologist	20	22	2	3	5	7
IT executive	35	36	1	1	2	2
Production executive	172	180	8	10	14	18
Electrician	194	197	3	4	5	6
Mechanic/fitter	611	620	9	10	12	14
Attachment maker	25	29	4	5	6	7
Pattern maker	167	170	3	4	5	6
Sub total	1,714	1,775	61	73	91	109

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

3.7.3 Suggested Training in Garment Sector

- Image building programmes to promote positive image for workers engaged in the sector to attract youth to the sector
- Innovative product development to face global competition
- Designing according to market requirements
- Productivity Improvement for production staff
- Awareness on
 - Efficient manufacturing operation
 - Right sewing system
 - Use of ICT
- Skills training to produce more sewing machine operators

- Production management for supervisors
- Quality control
- Work study
- Management trainings

3.7.4 Overview of Handloom Textile Sector in North Western Province

Sri Lanka's handloom industry is a highly labor intensive, export oriented rural based industry. The handloom industry in Sri Lanka has a centuries old history. This tradition of handloom weaving has been brought down from generation to generation in the country. The Sri Lankan weavers succeeded in creating a distinct identity of their own by transforming the traditional woven patterns and color schemes into the beautiful textile designs. This industry has a great potential for providing employment opportunities for the people in the region and to uplift their livelihood.

(a) Distribution of Handloom Centers and Workforce

Table 3.7.7 shows the distribution of private and government sector handloom centres in the two districts in the province. The total number in the workforce in the 68 number of handloom centres in the private sector, is 444 while in 80 public sector handloom centres, there are a total of 330 workers. The workforce in a total number of 148 handloom centres is 774 in the province.

Table 3.7.7: Distribution of Private and Government Sector Handloom Centers in North Western Province

District	Private Sector		Government Sector		Grand Total	
	Number of Handloom Centres	Workforce	Number of Handloom Centres	Workforce	Number of Handloom Centres	Workforce
Kurunegala	25	310	62	225	87	535
Puttalam	43	134	18	105	61	239
NWP	68	444	80	330	148	774

Source: North western province Department of Handloom Industry, Wayamba Handloom Weaver's Cooperative Society, "Sampath Pathikada"-Publication- Puttalam included in Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

(b) Distribution of Weaving Centres, Coloration Centers and Selling Points

The handloom industry generally involves processes of weaving, dyeing and finally marketing to customers, which are physically represented by weaving centres, dyeing centres and selling points or shops. Table 3.7.7 shows the distribution of yarn dyeing centres and sales points by district in the province. There are a total of 4 colouration / dyeing centres and 20 numbers of sales points serving 148 weaving centres .

Table 3.7.8: Distribution of Dyeing Centres and Sales Points by District in North Western Province

	Kurunegala		Puttalam	
	No of centres	Workforce	No of centres	Workforce
Yarn Dyeing Centres	3	12	1	3
Sales Points	14	56	6	30
Total	17	68	7	33

Source: North Eastern Province Department of Textile Industries, Wayamba Handloom Weaver's Cooperative Society included in Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

(c) Distribution of Specially Identified Handloom Villages by District in the Province

Table 3.7.9 shows the names of the villages prominent in handloom industry in North Western province. More number of villages (19 in total) are prominent in handloom industry with 25 weaving centres in Kurunegala with only a fewer in Puttalam district.

Table 3.7.9: Distribution of Village Prominent Handloom Industry Districts in North Western Province

District	Number of Handloom Centres	Specially Identified Handloom Villages
Kurunegala	25	Rangama, Thihawa, Pellandeniya, Kotambule, Panawaththa, Bamunakotuwa, Nelawa, Meddegama, Lenawa, Makulwewa, Madawala, metiyagane, kiriwanapola, Hiripitiya, Veththawa, Panthanigoda, Kowana, Kotuwella, Panaliya
Puttalam	27	Nattandiya
NWP	52	

Source: Wayamba handloom weaver's cooperative society included in Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

3.7.5. Suggested Training in Handloom Textile Sector

- Training weavers (basic weaving, designing & colour matching and value addition)
- Colour combination, calculation and estimation, buying proper materials
- Marketing- packing and labelling system for finished products and finding markets for product etc
- Positive thinking for workers
- Basic textile technology for centre supervisors.
- Entrepreneurship development for center supervisors

3.8 Service Sector in North Western Province

3.8.1 Overview of the Service Sector

Irrespective of the region or province, the service sector remains the leading economic sector in the country. Its contribution to the GDP exceeds 50 per cent of the national GDP (59.5 per cent of GDP in 2011). Moreover the growth of the service sector has been 8.6 per cent in 2011. The growth of the service sector has been largely contributed by the performance of wholesale and retail trade, hotels and restaurants, transport and communication sub sectors. (CBSL- 2011)

Though the scope of service sector is broader this particular analysis has made it narrow to a selected cluster of sub sectors namely trading, financial and insurance services, private own health services and private own education services.

3.8.2 Service Sector Profile in North Western Province

The analysis used both secondary and primary data collected from different sources. In particular secondary data were used to understand the size of the sector (no. of establishments), employment in the sector and growth (or change) of sub sectors. Documentary research which included reference of previous studies, annual reports, district resource profiles, government investment plans etc. was used to collect secondary data.

In particular interviews with the different business organizations and support service organizations were used as the main tool of primary data collection. The questionnaire survey was conducted to collect some primary data from the divisional secretarial level.

(a) Service Entities in North Western Province

Table 3.8.1 shows the main categories of registered commercial entities in the province and highest number of them is the retail commercial places. In general a large part of the retail commercial entities are identified as informal in nature and family worker involved.

Table 3.8.1: Registered Commercial Entities in NWP - 2010

District	Retail	Restaurant	Textile & Footwear	Meat & Vegetable	Dispensary & Pharmacy	Wood & Furniture	Electrical Item	Grocery	Building Material	Liquor Shops	Jewellery	Stationary	Spare Parts	Other
Kurunegala	8,745	1,315	711	505	270	408	182	300	386	99	211	237	220	1,755
Puttalam	4,265	886	368	445	254	313	161	216	320	77	168	168	229	1,158
NWP	13,010	2,201	1,079	950	524	721	343	516	706	176	379	405	449	2,913

Source: Department of Census and Statistics, included in Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

Table 3.8.2 indicates the number of member enterprises of the Kurunegala Traders Association in service category, possibly formal in nature. The highest numbers are Motor Bicycles and Spare Parts shops followed by Retail & Super Markets and Sales Agencies.

Table 3.8.2: Member Business Entities (Service Category) – Kurunegala Traders Association

Category	No. of Entities	Category	No. of Entities
Stationary	5	Retail & super markets	13
Vehicle sales	8	Vehicle repairs	3
Motor bicycles & spare parts	21	Advertising	7
Vehicle spare parts	9	Electronic repairs	3
Agro machineries & equipment	12	Exporters	5
Pharmaceuticals	8	Vehicle service stations	7
Tyre services	10	Sales agencies	10
Filling stations	6	Communications and mobile phones	7
Land sales	3	Textile trades	7

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

3.8.3 Human Resource in Different Service Sub Sectors

The data given in the Table 3.8.3 is used to understand the trend of human resource involvement in different sub sectors over the past few years. Based on this data the projection of future human resource requirements in each sub sector has been made for the purpose of planning for TVET delivery.

Table 3.8.3: Number of Employed Persons by Selected Business Categories – Sri Lanka

Year	Wholesale, Retail, Repair Services	Transport, Storage, Communication	Financial, Real Estate	Education	Household Services	Health & Social Works
2002	723,210	292,951	164,062	211,281	91,085	80,915
2003	744,153	344,294	176,993	233,874	74,181	91,213
2004	794,793	402,536	170,027	257,965	65,639	102,328
2005	739,850	422,920	264,139	245,956	47,645	118,065
2006	822,922	416,188	214,276	254,378	78,341	105,956
2007	807,657	441,290	209,288	242,713	82,955	106,603
2008	790,533	403,186	228,957	268,123	80,651	116,026
2009	830,954	426,494	214,438	316,534	92,349	124,932
2010	843,248	445,079	244,202	250,325	80,146	100,698
2011	832,415	441,063	257,603	242,738	71,780	118,677

Source: Labour Force Survey Annual Report 2011, DCS Excluding Northern and Eastern provinces

The Table 3.8.4 shows the number of employed persons in the 4 selected sub sectors in the service sector in North Western Province.

Table 3.8.4: Number of Persons Employed in the Selected Service Categories – North Western Province

	Wholesale, Retail, Repair Services	Transport, Storage, Communication	Financial, Real Estate	Health & Social Works
Total Employment	129,145	52,937	24,901	13,368

Source: Labour Force Survey Annual Report 2011, excluding Northern and Eastern provinces

The composition of different occupational (categories) levels in the total employed population in the North Western province calculated for the province is shown in the Table 3.8.5, (Occupational categories are based on the classification of occupations given in the annual labour force survey-2011).

Table 3.8.5: Composition of Different Occupations in Total Employment in NW province

Occupation	Contribution %
Senior Officials & Managers	0.6
Professionals	4.7
Technical & Associate Professionals	4.1
Clerks	2.9
Proprietors & Managers of Enterprises	2.1
Sales & Service workers	13.1
Skilled Agri. & Fishery Workers	27.7
Craft & Related workers	16.8
Plant/Machine operators & Assemblers	7.0
Elementary occupations	19.9
Unidentified	1.1
Total	100.0

% calculated based on number in workforce in each occupational group in NW province

Source: Labour Force Survey 2011 report, DCS

Using both Tables 3.8.4 and 3.8.5, the estimated number employed in relevant selected occupations in selected service sub sectors are indicated in Table 3.8.6.

Table 3.8.6: Number of Persons Employed in Different Service Sub Sectors by Occupational Category in North Western Province

Occupation	Wholesale, Retail, Repair Services	Transport, Storage, Communication	Financial, Real Estate	Health & Social Works
Senior Officials & Managers	801	328	154	83
Professionals	6,070	2,488	1,170	628
Technical & Associate Professionals	5,295	2,170	1021	548
Clerks	3,745	1,537	722	388
Proprietors & Managers of Enterprises	2,712	1,112	523	281
Sales & Service workers	16,918	6,935	3,262	1,751

Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

3.8.4 Forecast of Human Resource Requirements

An approximate employment growth rate has been calculated, based on the statistics of employment in different sub sectors, and the projections thus made of the future human resource requirements based on the calculated growth rates are tabulated. Thus Table 3.8.7 presents annual employment growth rates for different sub sectors and projected annual human resource requirement in each sub sector. (Only the human resources relevant for TVET provision).

Table 3.8.7: Projection of Additional Annual Human Resource Requirements

Sub Sector	Annual employment growth rate %	Composition of Occupations ¹	Annual Additional Human Resources Requirement
Trading	2	Sales & service workers	338
		Office admin asst./clerk	75
Financial services	6	Sales & service workers	195
		Office admin asst./clerk	45
Health & social works	5	Professionals	48
		Technical and associate professionals Pharmacist asst.	27
		Sales & service workers	163
		Clerk	36
Transport, storage and communication	5	Sales & service workers	346
		Office admin asst./clerk	77

Note: Annual forecast of human resources requirement is calculated using the estimated size of different occupations in 2009 considering the growth of respective sectors within four years (from 2009 to 2013) Source: Sector report by Industrial Service Bureau and validated at workshop held on 11th December, 2012 in Kurunegala

3. 8.5 Suggested Training Contents for the Selected Occupations

The following descriptions help the planners to identify appropriate vocational training programs in order to address the human resource requirements in the future job market in North Western Province.

¹ Only major occupations have been considered to estimate future employment requirements. Composition of occupations within the sub sector is calculated based on sample observations to identify the general composition of selected occupations in each sub sector).

Table 3.8.8: Selected Job Categories and Suggested Skills Requirements

	Job Category	Skills/knowledge	Level of Qualification
1	Office Administration Asst. Computer Operator Receptionist Secretarial Staff Administration Asst.	Skills in Word Processing, Spread sheets English language skills Office Management (HR)	<ul style="list-style-type: none"> • Certificate level Secretarial Practice • (which covers Computer Application, English Language) • Certificate Level in Human Resource Management would be added qualification • On the job training
2	Salesperson- Sales Representative Marketing Executive promotion Executive Insurance Advisor	Communication skills English language skills Basic IT application skills Marketing knowledge	<ul style="list-style-type: none"> • Certificate level in Marketing • Basic IT and English • On the job training
3	IT instructor Trainer in Computer Studies mainly in technical applications Lecturer	Graphic Designing Engineering drawing (AutoCAD) Training skills English Language skills	<ul style="list-style-type: none"> • Graphic Designer • Diploma level in Auto CAD
4	Accounting asst. Book keeping Record keeping	Basic accounting knowledge Skills in accounting package application	<ul style="list-style-type: none"> • Certificate level in accountancy • Training on computer based accounting packages • On the job training
5	Technician- Computer Computer hardware technician	Computer assembling Computer repairing	<ul style="list-style-type: none"> • Certificate level in Computer hardware • On the job training
6	Healthcare- Asst. Nurse Asst. Pharmacist Asst.		<ul style="list-style-type: none"> • Certificate level

3.9 Small and Cottage industries in North Western Province

3.9.1 Overview of Small and Cottage industries

In Sri Lanka there is no clear definition for Small Enterprises, However number of criteria are used, like the number of employees, the size of fixed investment, the nature of the business and the sector in which the industry operates, whether formal or informal. Financial institutes define Small Enterprises as those enterprises whose investment in fixed assets at original book value excluding land and building do not exceed LKR 1 million and number of employees are fewer (than 25, between 5 – 25) are small. (The number of employees as the criterion for size appears reasonable because it distinguishes between enterprises regardless of the line of business and the amount of capital investment that must be revised frequently due to inflation).

Cottage industry is a system of production that takes place in private homes rather than in a factory with the tools and other means of production individually owned. Cottage industries are characterized by their low capital inputs, simple tools and equipment, locally available skills, and they are seen to belong to economically and socially disadvantaged families. While the family itself is often the production unit, women tend to be active participants in gender segregated tasks, as well as sharing in mainstream economic activities.

Thus SCIs have great potential to generate maximum socio economic benefits to the country with low level of investment. SCI requires less capital per unit and relatively less infrastructure. Many of this industry in a village could be initiated with the minimum capital cost of Rs.25000.00 to Rs.200000.00 for necessary equipment and running capital for its sustainability. It absorbs relatively more labour per unit of capital employed. The relatively labour intensive nature of the sector, coupled with regional dispersions of cottage and small scale industrial enterprises, enable them to create substantial employment opportunities particularly in the informal sector. As the agriculture sector alone cannot create sufficient employment opportunities, SCI has a vital role to play in creating employment opportunities at a relatively low cost in the informal sector. Creation of employment in village areas will discourage migration from rural to urban areas and to increase the scope of for fostering a spirit of self reliance. Also the nature of short gestation period may supplement it.

Many of these SCI or micro-enterprises in Sri Lanka, could be viewed as 'employers' or 'own account' workers operating independently, or using a different categorization, as self-employed individuals, self-employed groups of workers, or those engaged in home-based or cottage industries.

3.9.2 Small and Cottage industry Profile in the Province

The details of some of the small and cottage industries existing in the province, where livelihood occupations of a number of smaller groups of people identified were compiled by Small Enterprises Development Division in Puttalam district. Table 3.9.1 below shows the number of enterprises in eight categories of SCIs by district. There are 17,330 production or service units in Kurunegala and 5,092 units in Puttalam districts totaling 22,422 in the North Western province.

The Table 3.9.1 also shows that the largest number of production units; 15,300 are in the Pottery, Clay Ornamental Products units followed by units for Coconut based and Value Added Products (2,117), Food and Beverages (1,761), Textiles, Apparel and Leather Products (897) and Wood, Wood Production and Furniture (853), Saltern related industry (770), Handicrafts (580) and Clay Brick Making (144) in the descending order.

Table 3.9.1: Summary of the Small and Cottage Industries in North Western Province

SCIs	Kurunegala	Puttalam	Total
Textiles, Apparel and Leather Products	694	203	897
Food and Beverages	1254	507	1,761
Coconut Based and Value added Products	1,774	343	2,117
Wood, Wood Production and Furniture	522	331	853
Pottery, Clay Ornamental Products	12,600	2,700	15,300
Clay Brick Making	86	58	144
Saltern related industry	-	770	770
Handicrafts	400	180	580
Total	17,330	5,092	22,422

Source : Sector report by Mrs. Nirupa Rathnayake, Assistant Director, Small Enterprises Development Division, Ministry of Youth Affairs and Skills Development, validated at the workshop held on 18th January, 2013 in Kurunegala

3.9.3. Human Resource Profile in Identified Categories in SCIs

Table 3.9.2 shows the number of workers employed in the eight categories of production units (enterprises) by district. The total number of workers in Pottery, Clay Ornamental Products units are 30,600; followed by 14,819 workers in Coconut Based and Value added Products workshops; 9,240 workers in Saltern industry, 6,279 workers in Textiles, Apparel and Leather Products; 5,283 workers in Food and Beverages; 4,265 workers in Wood, Wood Production and Furniture, 2,160 in clay brick making and 1,616 in Handicrafts totaling around 74,300 workers in a total number of about 22,400 enterprises in the North Western province.

3.9.4. Forecast of Human Resource Requirements

Table 3.9.2 also tabulates the estimated annual addition of workforce to each of the 8 categories of SCIs covered in the study, totaling an annual addition of 3,650 workers based on forecasted growth rates for each the 8 categories of SCIs.

Table 3.9.2 Number in Work Force Engaged in Small and Cottage Industries in North Western Province

Cottage Industry	Number of Units	Labour per Production Unit	Total Work force	Growth Rate-%	Annual Additional workforce
Textiles, Apparel and Leather Products	897	7	6,279	10	630
Food and Beverages	1,761	3	5,283	15	792
Coconut Based and Value added Products	2,117	7	14,819	5	742
Wood, Wood Production and Furniture	853	5	4,265	10	425
Pottery, Clay Ornamental Products	15,300	2	30,600	2	612
Clay Brick Makings	144	15	2,160	10	210
Saltern industry	770	12	9,240	2	180
Handicrafts	580	2	1,616	5	58
Total	22,422		74,262		3,649

Source : Sector report by Mrs. Nirupa Rathnayake, Assistant Director, Small Enterprises Development Section, Ministry of Youth Affairs and Skills Development, validated at the workshop held on 18th January, 2013 in Kurunegala

3.9.5 Suggested Training in SCI Sector

Basic Level

- Good Work Practices
- Identification of raw materials
- Introduction to relevant equipment, machinery and tools
- Skills of the trades
- Entrepreneurship training

Intermediate Level

- Focus on concept of quality and need for customer satisfaction
- Training on relevant modern technology
- Training on marketing skills

Strategic Level

- Design Upgrading
- Diversification
- Time management
- Value addition and Productivity improvements

3. 10 Hotels and Tourism Industry in North Western Province

3.10.1 Overview of the Sector in the Province

International tourist arrivals at a global level grew by 4 per cent in 2012 when compared with 2011, with growth being faster in emerging economies (+ 4.1 per cent) than in the advanced economies (+3.6 per cent) with Asia and the Pacific regions showing the strongest results. This growth is expected to continue in the future as well, may be at slower rates slightly below the levels in the recent past (+3 to +4 per cent).

In terms of preferences more than a half of international tourists travel for leisure, recreation and holidays. As per the present world tourism trends, well off, well educated, health conscious, and socially and environmentally aware individuals will be the industry's new premium customers in

the years to come. Accordingly, it can be expected that there will be high demand for destinations with high natural and cultural endowments.

In the case of Sri Lanka over the last decade, more than 60 per cent tourist arrivals were for pleasure. Sri Lanka, being a destination with a large variety of cultural and natural attractions located in a small geographical area, can take advantage of these emerging tourism trends.

Kurunegala, the capital of Wayamba is a hub center connecting all parts of the island not only by the present road net work but will also be quicker by the proposed highway network in future. Kurunegala is the only district which locates four ancient kingdoms. The cultural quadrangle program established under the central cultural fund is also based on these four ancient kingdoms namely, Kurunegala, Yapahuwa, Dambadeniya and Panduwasnuwara.

Fifteen per cent of the island's coastal belt belongs to the North Western province. The sparkling blue surf of the Indian Ocean and scenic tropical lagoons which edge the western shores of the North Western province are glided with 241 kilometres of wide, sun drenched beaches. These beaches stretch from Waikkal at its southern end to Dutch Bay in the Puttalam district. There are many other important places of tourist attractions in both districts including, wide Puttalam lagoon, dolphins and whale watching facility in the Kalpitiya sea, Wilpattu sanctuary, eye catching lakes & paddy fields, rural lifestyle with rich natural resources, different kinds of ancient places and wonderful rocks.

As North Western Province is a region where the tourism industry has not been established properly except in the coastal belt from the boundary of Waikkal beach up to Chilaw area. Other than that there are some tourist accommodation facilities in Yapahuwa, Kurunegala city and few other places in the Kurunegala district, too.

But with the surge in arrivals as well as foreign exchange earnings from tourism which presently is the fourth largest source of foreign exchange earnings for the country following migrant earnings, garments and tea, the province will eventually has to play a bigger role in the development of the tourism industry in the country. In return province and its people could

benefit from employment and livelihood opportunities supporting inclusive growth in the province and the country.

The most of the tourists who visit Sri Lanka are traveling across the province either passing Kurunegala along Colombo - Dambulla main road or passing Puttalam district along the Colombo – Anuradhapura (via Puttalam) road towards cultural triangle or Northern and Eastern parts of the country. Restaurants and recreation sub sectors in the province are also growing rapidly to match with the needs of tourism industry creating more employment opportunities.

Wayamba Development Authority is the single provincial institute operating under the purview of NWPC with a close cooperation of the “Sri Lanka Tourism” to promote tourism industry in the province.

3.10.2 Human Resource Profile in Tourism Sector

SLTDA Statistics show that the visitors arrival to employee ratio in Sri Lanka tourism is around 4:1. In general, it has been found that the indirect employment is much higher than the direct employment. Ratio of the direct employment to indirect employment is around 1:1.4(1.5). Manpower requirements in both direct and indirect employment should be addressed in order to provide attractive tourism services for the tourists arriving in the country.

Table 3.10.1 illustrates the numbers employed in occupations at Managerial, Supervisory and Operative levels, the three main categories of direct employment in the tourism industry. Total number in direct employment in close to 2000 establishments is 57,786 in 2011. This is an increase of 5.0 percent of the total employment in all categories over the year 2010.

Table 3.10.1: Direct Employment in the Tourism Industry- 2010-2011

Category of Establishments	Number of Establishments		Managerial Scientific and Professional		Technical Clerical Allied and Supervisory		Manual and Operative		Total	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
Hotels and restaurants	1,294	1,371	5,334	5,496	17,675	18,762	10,123	15,643	33,132	39,901
Travel agents, Tour operators	580	360	2,382	1,234	4,389	2,348	1,190	654	7,961	4,236
Airlines	29	32	807	819	3,510	3,611	1,213	1,225	5,530	5,655
Agencies providing recreational activities	22	25	48	50	163	168	89	94	300	312
Tourist shops	122	145	195	278	903	1,021	236	274	1,334	1,573
Guides					4,213	3,548			4,213	3,548
National tourist organization	4	4	118	120	128	130	115	119	361	369
State sector	18	18	655	655	690	690	847	847	2,192	2,192
Total	2,069	1,955	9,539	8,652	31,671	30,278	13,813	18,856	55,023	57,786

Source: SLTDA Annual Report- 2011

Table 3.10.2 shows the summary of the worked out employment composition by sub sectors of tourism based on data from SLTDA. The figures in brackets in the first column of the Table indicate the percentage share by each sub sector of the total number in direct employment in the tourism industry averaged over the years 2010 and 2011. The highest percentage of employment is in the hotels and restaurants sub sector and in the occupations in technical, clerical allied and supervisory category.

Table 3.10.2: Direct Employment Composition in Sub Sectors of Tourism Industry- 2010-2011

Category of Establishments with % of total in Direct Employment	Managerial Scientific and Professional	Technical Clerical Allied and Supervisory	Manual and Operative
Hotel and restaurants (64.7%)	14.8%	49.9%	35.3%
Travel agents and tour operators(10.8%)	29.6%	55.3%	15.1%
Airlines (9.9%)	14.5%	63.7%	21.8%
Tourist shops (2.6%)	16.3 %	66.2%	17.5%
Guides (6.9%)	-	100%	-
Others (5.1%)	28.7%	34.4%	36.9%

Source: SLTDA, Annual report- 2011 included in Sector report by Mr. Wasantha Premathilake, Director General of Wayamba Development Authority, validated at workshop held on 18th January, 2013 in Kurunegala

Table 3.10.3 shows that a total number of 1,496 persons were in direct employment in 80 registered units in the establishment categories in the sub sectors of hotels and restaurant operations, tour guiding, travel agency and tour operations and air line ticketing etc. in North Western province in 2012. It is also accepted that there are many more unregistered units and establishments also operating in the province.

Table 3.10.3: Direct Employment Composition in the Tourism Industry in North Western Province

Categories	Grade	No. of Units	No. of Rooms		No. of Employees
			A/C	Non A/C	
Star class hotels	Three star	01	106	-	165
	Two star	03	122	-	221
	Single star	02	65	-	88
Unclassified hotels	UC	11	172	06	316
Boutique hotels	BH	01	10	-	20
Guest houses	GH - A	18	148	30	326
	GH - B	29	68	135	252
Homestay units	Home stay	01	1	01	-
Travel agents		08	-	-	25

Categories	Grade	No. of Units	No. of Rooms		No. of Employees
			A/C	Non A/C	
Small scale tour operators in NWP		06			18
Area tour guides in NWP					25
Tourist drivers- approved by SLTDA					40
Total		80	692	172	1,496

Sector report by Mr. Wasantha Premathilake, Director General of Wayamba Development Authority, validated at workshop held on 18th January, 2013 in Kurunegala

There are only a few small scale tour operators (06), SLTDA approved travel agents (08) and a few other related tourism ventures in operation in the province, even these are not operating in full capacity. These small ventures exist in both districts and are mainly run by individuals and are not established as proper business entities. However these entrepreneurial units have created some employment opportunities for tourist guides, tourist drivers and few office staff. This shows that there is some potential for forming up entities in the travel sector with the growth of the industry.

3.10.3 Future Scenario in Tourism in North Western Province

The target for tourist arrivals to Sri Lanka has been set at 2.5 million by 2016 in the government's policy framework. Necessary facilities are expected to be developed to accommodate these higher numbers. With the aim of strengthening the institutional framework to facilitate environmentally and socially sound tourism investments, the Sustainable Tourism Development Project was launched in 2010. The project is expected to fund improvements to the overall efficiency and efficacy of the institutional framework to promote tourism to provide essential highly localized tourism related infrastructure services in 45 tourism zones (which includes Kalpitiya in Puttalam district) and to improve and extend the product content and supply chain of small and medium entrepreneurs related to the tourism industry.

In order to achieve the above target of 2.5 million tourists arrivals by 2016, the supply of required manpower is also a major area that needs attention from the training providers in the province. The industry currently provides direct and indirect employment to approximately

125,000 persons and by 2016, it is estimated that there will be a fivefold increase representing approximately 625,000 personnel both directly and indirectly. Creating this additional manpower within six years seems an uphill task, considering the fact that the current output of all training school combined together is only around 1,200 annum. (Tourism development action plan, SLTDA-2010).

Whales and Dolphin Watching Tours are the most popular fisheries sector related tourism attraction. Sri Lanka is situated within the International Whaling Commission's protected zone in the Indian Ocean. Whale and dolphin watching is a seasonal activity in Sri Lanka, available in locations in the south west and west north coast from November to March. In the east coast, in Trincomalee, watching is during May to October. There may be many tourism related activities like Water sports, Ferry services, Kite surfing and more to be performed creating more job opportunities in Kalpitiya area.

3.10.4 Forecast of Human Resource Requirements

The Sri Lanka Tourism Development Authority has projected that all island accommodation requirements to serve the needs of 2.5 million visitors to country in year 2016 would be around 50,000 of rooms, while the planned share in the North Western province is around 5,350 rooms.

Table 3.10.4 shows the planned development in the hotel sub sector in North Western province, a total number of 5,350 will be added to the current stock by 2016 in the province, creating an estimated total of 26,500 both direct and indirect jobs related to the hotel sub sector in the province.

Table 3.10.4 No of Rooms to be Built and Resulting Employment Creation in NW province

Establishments	No of Units	No of Employment Opportunities		
		Direct	Indirect	Total
Kalpitiya mega tourism zone project - in acquired lands	4,500	10,000	15,000	25,000
Kalpitiya and around	500			

Establishments	No of Units	No of Employment Opportunities		
		Direct	Indirect	Total
Hotel expansion and new constructions in Puttalam district	150	300	450	750
Hotel expansion and new constructions in Kurunegala district	200	400	300	700
Total	5,350	10,700	15,750	26,450

Source: Sector report by Mr. Wasantha Premathilake, Director General of Wayamba Development Authority, validated at workshop held on 18th January, 2013 in Kurunegala

As per the present industry standard, each new room creates two additional employment positions and the total manpower requirement to run these new hotel rooms will be around 10,700 over a four year period or an average of 2,675 persons per year at all occupational levels. Annual human resource demand in non managerial occupations category (100-14.8) % = 2,280
Human Resource Demand per occupation/110= 2,280/110=20.7
Human Resource Demand Factor = 20.7

Table 3.10.5 indicates that estimated additional human resource demand for common and popular occupations in non managerial levels based on possible employment ratios among key job categories in a typical tourist hotel in North Western province.

There are a substantial number of hotels, guest houses, restaurants, etc which are not registered under any responsible authorities in the country. These establishments too will be looking for non managerial level personnel to be recruited and consideration need to be given to such kind of informal or hidden demands in tourism occupations as well.

Table 3.10.5: Estimate of Annual Additional HR Demand in Popular Occupations at Non Managerial Levels in the Hotels Sector in North Western Province

Occupation	Employment Ratio	Annual Additional HR Requirements (X20.7)
Front Office		
Receptionist	6	124
Bell boy	5	104
Food and Beverage		
Steward	20	414
Barman	5	104

Occupation	Employment Ratio	Annual Additional HR Requirements (X20.7)
Bar attendant	5	104
Junior chef- cold kitchen	3	62
Junior chef- hot range	3	62
Junior chef- pastry and bakery	2	41
Junior chef- butchery	2	41
Laundrymen- washer up	5	104
Room boy – house keeping	20	414
Maintenance		
A/C mechanic	3	62
Plumber	2	41
Electrician	3	62
Carpenter	1	21
Laundry mechanic	1	21
Welder	1	21
Pool attendant	1	21
Stores		
Purchasing officer	1	21
Store keeper	1	21
Stores clerk	2	42
Garden & Security		
Gardner	3	62
Security guard	5	104
Accounts Department		
Book keeper	2	42
Night auditor	2	42
Cashier	3	62
Accounts clerk	3	62
Total	110	2,281

Source: Sector report by Mr. Wasantha Premathilake, Director General of Wayamba Development Authority, validated at workshop held on 18th January, 2013 in Kurunegala

3.10.5 Demand for Skilled Manpower in Hotels and Tourism Industry in Foreign Labour Market

In addition to the anticipated increase in demand for skilled manpower at provincial and national levels to cater the expected two to three-fold increase in tourist arrivals by 2016, training providers in the country need to seriously take note of the existing job orders for all levels including professional, middle level, skilled and unskilled in the foreign labour market. The demand of the job orders had never been matched by the supply from Sri Lanka. These were

studied and presented further in the Foreign Employment Section in this chapter. This continuing mismatch in skilled manpower supply to the foreign labour market needs further studies and analyses, followed up with necessary training delivery to identified target groups for any gap fillings.

3.10.6 Special Training Requirements Identified and Suggested

- Training for community oriented river tourism –small boats and ferry services to interior places through rivers.
- Employment generation in recreation services, water sport and sea planes are also considerably high in the area in future. The need of training in such categories are also been taken in to the consideration.
- Training programs to provide livelihood opportunities for vendors, small tourist shop owners etc:
- It is important to identify specific tourism activities such as Ayurvedic spas, nature tourism, agro tourism, adventure tourism, sports tourism, etc. and design and develop training programs for such activities.
- Design and develop tourist site specific training programs for the local people who are living and engaged in tourism activities in particular sites or areas.
- TVEC can standardize or certify training units which are established by the reputed tourist hotels in the province.
- Open University, other Universities and private sector institutes are to be invited to the province facilitating more training opportunities for the youth of the province.
- Proper monitoring and evaluation system for the successful implementation of the training and awareness programs

3.11 Foreign Employment

3.11.1 Overview of the Foreign Employment Sector

Sri Lankan migrant population was around 1.9 million in 2011 while the total labour force of the country comprised 7.9 million employed persons, showing 24 per cent of the total labour force of the country was in foreign employment. This increasing trend of foreign employment is an important structural feature of employment. Their remittances in 2011 exceeded US \$ 5 billion. Today foreign employment sector has become the highest net earner of foreign exchange to the country. The annual outflow of workers from Sri Lanka is around 250,000 (SLBFE-2011)

North Western province is one of the prominent provinces which, shows higher number of departures for foreign employment during the last few decades in comparison to other provinces. Table 3.11.1 shows that the average number of departures from Kurunegala district is around 24,000 and from Puttalam district, is around 12,000, totaling a migration of 36, 000 persons annually from the North Western province. This represents an average share of 15.4 per cent of the total annual migration for employment from the country.

Table 3.11.1: Departures for Foreign Employment from North Western Province -2007 to 2011

District	2007		2008		2009		2010		2011	
	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>
K'gala	7,082	14,400	8,030	14,581	8,575	14,981	7,893	13,965	9,297	15,155
Puttlam	4,202	6,851	5,022	6,861	5,694	7,502	6,303	8,099	6,058	7,210
Total	11,284	21,251	13,052	21,445	14,269	22,483	14,196	22,064	15,355	22,365

Source: SLBFE included in sector report by Industrial Service Bureau, validated at workshop held on 11th December, 2012 in Kurunegala

3.11.2 Manpower Profile in Foreign Labour Market

Table 3.11.2 shows the number of the migrant labour force by manpower levels and the respective shares in the total number migrated during the period from 2005 to 2010. The major

foreign employment categories were house maids and unskilled labour, however the share of house maids, which was the lowest income group, had continued to decline while the skilled and professional migrations had gradually increased.

Table 3.11.2: Total Departures for Foreign Employment by Manpower Levels- from 2005 to 2010

Year	Professional Level	Middle Level	Clerical & Related	Skilled	Semi Skilled	Un Skilled	House Maid	Total
2005	1,421	8,042	7,742	46,688	-	41,904	125,493	231,290
	0.61	3.48	3.35	20.2		18.1	54.3	100.0
2006	713	6,638	7,911	45,063	-	40,912	99,711	201,948
	0.85	3.29	3.92	22.3		20.3	49.4	100.0
2007	1,653	3,962	4,551	50,263	3,499	52,176	102,355	218,459
	0.76	1.81	2.08	23.0	1.60	23.9	46.9	100.0
2008	2,835	8,667	6,791	59,718	5,326	59,239	107,923	250,499
	1.13	3.46	2.71	23.8	2.13	23.7	43.1	100.0
2009	2,832	6,388	6,719	61,321	6,015	50,173	113,678	247,126
	1.15	2.58	2.72	24.8	2.43	20.3	46.0	100.0
2010	2,974	6,720	7,795	71,114	4,857	59,898	113,087	266,445
	1.12	2.52	2.93	26.7	1.82	22.5	42.4	100.0

Source: SLBFE included in sector report by Industrial Service Bureau, validated at workshop held on 11th December, 2012 in Kurunegala

3.11.3 Departures for Foreign Employment by District and Manpower Level from North Western Province

SLBFE statistics show that there was a wide variation among districts in departures by manpower levels. While Colombo district showed the highest number of departures at the professional level jobs with 1,051 persons, Kurunegala and Puttalam districts had only 284 and 200 departures respectively, at the professional level.

Situation was different for house maids, Kurunegala district showed the highest number of departures (12,299) for house maids. This was the highest number departed for foreign employment from any district and at any manpower level recorded during 2010. Next highest number of departures recorded was again for house maids, from Colombo district with 10,148 departures. (SLBFE – 2010)

Table 3.11.3 indicates that the highest number of departures at housemaid level in the two districts in the province, totaling 19,000 was followed with second highest number of 8,500 in skilled category in the province. However in Puttalam district, more number of departures were recorded from unskilled category (3,446) than in skilled category (3,299) in contrast to those from the Kurunegala district. The total figures for departures at housemaids and skilled levels from North Western province represent 17.0 per cent and 11.9 per cent of the total figures respectively of the departures at these two manpower levels from the whole country in 2010. All departures from the province represent a share of 13.6 per cent and a share of 16.9 per cent of all female departures from the respective total figures from the country.

Table 3.11.3: Departures by Manpower Levels by District and Gender in North Western Province -2010

District	Professional		Middle Level		Clerical & Related		Skilled		Semi Skilled		Un Skilled		House Maids	Grand Total		
	F	T	F	T	F	T	F	T	F	T	F	T	F	F	M	Total
Kurunegala	5	93	41	284	37	278	752	5,152	17	173	844	3,532	12,299	13,995	7,816	21,811
Puttalam	-	79	32	200	19	228	224	3,299	9	152	878	3,446	6,948	8,110	6,242	14,352
North Western	5	172	73	484	56	506	976	8,451	26	325	1,722	6,978	19,247	22,105	14,058	36,163
Sri Lanka	124	2,974	898	6,720	916	7,795	6,429	71,114	558	4,857	8,931	59,898	113,087	130,943	135,502	266,445
NWP %	4.0	5.8	8.1	7.2	6.1	6.5	15.2	11.9	4.7	6.7	19.3	11.6	17.0	16.9	10.4	13.6

Source: SLFBE-2010 included in sector report by Industrial Service Bureau, validated at workshop held on 11th December, 2012 in Kurunegala

Table 3.11.4 shows the number of valid foreign job agencies functioning by district in the country. There were 98 job agencies in Kurunegala district in 2010, which was the second highest number, while Colombo district had the highest number. Total number of valid job agencies had decreased from 746 in 2009 to 708 in 2010, in the country and this decreasing trend in the number of job agencies was visible in all districts except in Kurunegala. The number of agencies in Kurunegala district had increased from 93 in 2009 to 98 in 2010 with its share in the total in the country increasing from 12.5 per cent in 2009 to 13.8 per cent in 2010. This trend seems to continue, as is evident from the aggressive and competitive advertising campaign on TV launched by numerous foreign job agencies operating in Kurunegala. This fierce competition among foreign employment agencies also confirms that this is a lucrative business in the province.

Table 3.11.4: Number of Foreign Employment Agencies by District

District	Distribution of Valid Agencies			
	2009		2010	
	No.	%	No.	%
Colombo	431	57.8	409	57.8
Kurunegala	93	12.5	98	13.8
Gampaha	63	8.4	49	6.9
Puttalam	11	1.5	9	1.3
Total	746		708	

Source: SLBFE - 2010

3.11.4 Manpower Demand in Foreign Labour Market and Supply by Sri Lanka

The analysis given in Table 3.11.5 shows the growth potential for foreign employment by level of employment. It reveals that departures account for only around 20 percent of job placements in 2009 and 2010, indicating a great opportunity for promoting employment and earnings in foreign exchange for Sri Lanka

At the manpower levels of middle, clerical & related, skilled and also including semi skilled categories of occupations, where TVET sector could or does make meaningful contribution in skills acquisition by relevant training delivery, Sri Lanka was able to supply only 14 per cent in 2009 and 16.1 per cent in 2010 of the job orders received from foreign labour market.

Table 3.11.5: Job Orders for Foreign Employment and Departures (2009 & 2010)

Manpower Level	2009			2010		
	Job Orders	Departures	%	Job Orders	Departures	%
Professional Level	4,824	403	8.4	5,381	438	8.1
Middle Level	7,049	849	12.0	8,087	834	10.3
Clerical and Related	16,310	2,331	14.3	16,083	2,247	14.0
Skilled	268,724	37,236	13.9	252,430	41,120	16.3
Semi Skilled	12,416	3,651	29.4	9,227	1,709	18.5
Unskilled	122,799	24,693	20.1	115,732	27,323	23.6
Housemaid	365,046	87,404	23.9	332,357	87,026	26.2
Total	797,168	156,567	19.6	739,297	160,697	21.7

Source: SLBFE - 2010

3.11.5 Job Orders and Supply of Manpower in Construction, Hotels & Tourism and Automobile and Light Engineering Sectors in Foreign Labor Market

A) Construction Industry

Table 3.11.6 shows the numbers of foreign employment opportunities and relevant departure numbers for selected 32 vocations in construction industry. It reveals that some of the job categories had significant demand in the construction industry at skilled and semi skilled levels. In technical grade 10.3 per cent, in skilled category 30.5 per cent and mechanic and operator of construction equipment category 12.6 per cent, totaling 27 per cent of jobs in the construction industry offered in foreign labour market in 2010 to Sri Lanka were filled by Sri Lankan workers. In 2009, the percentages of departures for foreign employment in the above job categories were 12.7 per cent, 20.0 per cent, and 15.6 per cent respectively, totaling 19.2 per cent of total job offers.

Table 3.11.6 : Foreign Employment in Construction Industry

Job Category	2009		2010	
	Order/ Demand	Departure/ Supply	Order/ Demand	Departure/ Supply
Technical Grades				
Draftsmen- AutoCAD	131	19	144	4
Draftsmen- general	163	20	119	20
Foreman- civil	245	35	178	14
Supervisor- site	107	3	65	4
Quantity surveyor	442	61	372	48
Sub Total	1,088	138	878	90
		12.7 %		10.3%
Skilled Category				
Carpenter -				
Building	719	187	626	168
Shuttering	2,659	450	1,570	362
Electrician				
Building	555	40	221	39
General	9,363	2,010	5,589	1,927
Industrial	362	34	150	14
Erector				
Duct	129	1	92	10
Steel	36	1	35	-
Fabricator				

Job Category	2009		2010	
	Order/ Demand	Departure/ Supply	Order/ Demand	Departure/ Supply
Aluminum	948	192	164	72
Duct	177	1	55	3
Steel	205	11	157	16
General	366	24	495	86
Piping	90	-	45	2
Fitter				
Aluminum	874	94	726	595
Plumber / pipe	7,801	1,471	4,965	1,508
Fixer -steel	3,944	887	2,790	535
Mason				
Brick laying	25	5	140	98
General	8,659	1,872	7,481	2,339
Plastering	350	230	300	35
Tile fixer	1,201	194	1,580	484
Sub Total	38,463	7,704	27,181	8,293
		20.0 %		30.5 %
Mechanic				
General	3,462	728	2,576	349
Heavy equipment	331	41	574	11
Hydro equipment	97	7	172	24
Operator				
Crane and hoist	562	30	539	38
Dozer	259	54	251	20
Excavator	620	77	597	98
Fork lift	662	51	384	75
Heavy equipment	1,096	118	599	102
Sub Total	7,089	1,106	5,692	717
		15.6 %		12.6 %
Total	46,640	8,948	33,751	9,100
		19.2 %		27.0 %

Source: SLBFE - 2010

B Hotels and Tourism Industry

Table 3.11.7 shows the number of foreign job orders and relevant departure numbers for some selected 34 vocations in hotels industry. In technical grade only 11.8 per cent, skilled category 19.7 per cent, semi skilled category 17.2 per cent and unskilled category 16.3 per cent of jobs offered to Sri Lanka in the foreign labour market in hotel industry in 2010 were met by Sri Lankan workers. The overall supply for the relevant jobs in 2010 was only 16.5 per cent of the

jobs offered. In 2009, the percentages of departures for foreign employment in the same selected job categories were 12.1 per cent, 16.2 per cent, 33.5 per cent and 19.4 per cent respectively, totaling only 19.9 per cent as the percentage of overall supply to foreign job market in hotel industry.

Table 3.11.7: Foreign Employment in Hotels and Tourism Industry

Job Category	2009		2010	
	Order/ Demand	Departure/ Supply	Order/ Demand	Departure/ Supply
Manpower Level – Technical & Related				
Chef - demi	269	15	342	26
Chef- executive	85	5	65	4
Chef- pastry	130	5	199	15
Chef- sous	138	8	97	7
Chef- commis	92	87	39	8
Commis- first	509	46	790	83
Commis- 2nd	276	39	249	45
Commis-3rd	250	21	215	53
Commis - cook	72	6	57	10
Head barman	6	0	52	1
Supervisor- restaurant	91	4	102	4
Supervisor- house keeping	244	30	238	27
Supervisor- bar	10	2	21	1
Supervisor- catering/F&B	166	16	315	43
Sub Total	2,338	284	2,781	327
		12.1%		11.8%
Manpower Level-Skilled				
Barman	252	39	396	37
Chef	646	52	807	109
Bartender	106	15	85	6
Cook- head	93	7	355	20
Steward - hotel	553	120	1,290	326
Cook- hotel	433	90	305	108
Cook - pastry	188	17	100	19
Life guard	336	83	569	144
Sub Total	2,607	423	3,907	769
		16.2%		19.7%
Manpower Semi-skilled				
Assistant cook	476	92	734	125
Attendant- room	230	31	236	43
Attendant- pool	69	11	68	1
Room boy	1,362	606	530	115
Waiter-head	99	8	316	40

Job Category	2009		2010	
	Order/ Demand	Departure/ Supply	Order/ Demand	Departure/ Supply
Sub Total	2,236	748	1,884	324
		33.5 %		17.2 %
Manpower-Unskilled				
Bar attendant	31	4	19	1
Bell boy	197	21	104	12
Food server	242	16	400	98
Housekeeping attendant	114	34	297	50
House keeper	629	107	431	51
Waiter- bar	85	4	87	14
Waiter- general	4,436	1,035	3,365	611
Waitress	627	14	649	35
Sub Total	6,361	1,235	5,352	872
		19.4 %		16.3 %
Total	13,542	2,690	13,924	2,292
		19.9 %		16.5 %

Source: SLBFE - 2010

C Auto Mobile and Metal related Light Engineering Sector

Table 3.11.8 shows the number of foreign job orders and relevant departure numbers for some selected 18 occupations in automobile and metal related light engineering industry. At technical & related manpower level, only around 350 number of job orders in a few occupations had been offered. Thirty per cent and 4.6 per cent of these jobs offered in 2009 and 2010 respectively, in this sector in the foreign job market were met. However in the skilled category, for 13,000 foreign jobs offered, only 3,500 were supplied showing only 27.0 per cent of the job orders were met by Sri Lankan workers. The overall supply for the relevant jobs in 2009 was 19.5 per cent and in 2010 was 26.4 per cent.

Table 3.11.8: Foreign Employment in Auto Mobile and Metal related Light Engineering Industry

Job Category	2009		2010	
	Order/ Demand	Departure/ Supply	Order/ Demand	Departure/ Supply
Manpower Level – Technical & Related				
AutoCAD draftsman	131	19	144	4
Foreman mechanical	108	3	64	2
Technician - Auto	143	62	121	9
Sub Total	382	84	329	15
		30.0%		4.6%
Manpower Level-Skilled				
Fabricator	366	24	495	86
Fabricator- aluminum	948	192	164	72
Fitter aluminum	874	94	726	595
Fitter - general	398	16	300	100
Dentor - body	266	32	211	31
Fixer - steel	3,976	887	2,790	535
Latheman	154	20	96	28
Machinist	350	114	510	33
Mechanic – diesel equipment	803	81	647	51
Mechanic – motor vehicle	394	72	128	28
Mechanic – petrol	315	30	61	23
Mechanic- general	3,462	728	2,576	349
Technician - auto	143	62	121	9
Tinker	1,234	84	211	10
Welder – general	5,667	1,336	3,679	1,485
Sub Total	19,350	3,772	12,715	3,435
		19.5%		27.0%
Total	19,732	3,856	13,044	3,450
		19.5%		26.4%

Source –Sri Lanka Foreign Employments Bureau Annual Report- 2009 & 2010

The foreign employment opportunities offered to Sri Lankans are high but the acceptance or supply from Sri Lanka has been very low in many of the job categories. Thus the demand of job

orders had never been matched by the supply from Sri Lanka. This situation of continuing mismatch in skill manpower supply to the foreign labour market needs further studies and analyses, followed up with necessary training delivery to identified target groups for any gap fillings

3.11.6 Actions Suggested to Increase the Supply to Match Demand in the Foreign Labour Market

- Establish a job placement centre (JPC) at provincial council to promote employment overseas.
- JPC to liaise with foreign employment agencies operating in the province and Sri Lanka Bureau of Foreign Employment to research into competency requirements in foreign jobs specially those, for skilled workers. Agencies need to be motivated to carry out studies and make projections of the international labor market.
- Training providers in the province notified to implement gap filling programmes inclusive of knowledge and information on specific engineering standards practiced and the tools & equipment being used in foreign work environment.
- SLBFE to expand their orientation training programmes inclusive of language and *coping skills* in North Western province in collaboration with the JPC of the provincial council.
- Establish a stronger mechanism to monitor the global trends in the labor market to identify the foreign employment opportunities and also make mid to long term labor projections of Sri Lanka's main receiving counties and use these projections to develop a strategy for skills training and development that matches likely employer demand.
- Explore for new labor markets with new service areas. A good example is the care for elderly, a new service area for migrant workers, in Europe and developed countries with increasing elderly populations. Studies by Chamber of Commerce suggest that Sri Lanka should provide training in relevant skills and obtain contracts directly from insurance companies.

- Establish a mechanism whereby the identified overseas employment opportunities for skilled Sri Lankan workers are systematically notified to the TVET providers for action through TVEC.
- Establish a partnership between the TVEC and SLBFE, to encourage a proactive approach to the seeking of international agreements through which skilled workers can be trained in specific areas for overseas employment.
- TVEC to put in place mechanisms to promote recognition of the new skills and qualifications of returning migrant workers even where identical qualifications do not exist in this country.
- Strengthen the implementation of RPL so that skilled workers without formal qualifications may be assessed and certificated to improve their chances of securing foreign employment; and supplementary training opportunities may be made available for workers with qualifications skills gaps.
- Include English Language and Communication skills to vocational training courses
- Increase facilities to learn foreign languages in the province.
- Establish a loan scheme for TVET completers to pay for the initial costs including fees usually charged by employment agencies.

Reintegration initiatives to be promoted including alternative livelihoods to encourage young people to use their experiences and new skills gained for the benefit of the local labour market employment opportunities. In addition, self-employment schemes must be offered to young returning migrants to enable them to continue to be productive citizens.

The *promotion of skilled worker* migration is seen as a key to linking development and migration processes. In particular it is seen as important to ensure the development of a higher mix of skills and to increase opportunities for prospective migrant workers to become skilled. This will require appropriate human resource development plans which aim at a globally competitive workforce, provision of skills, networking to maximize training and recruitment benefits, language learning and exchange programmes and the protection of rights and freedoms of migrant workers.

.

Chapter 4: Supply of Skilled Manpower to the Labour Market- Current Training Profile

4.0 Overview

In this chapter, the skill supply to the labour market in the North Western province will be examined. The youth above 10 years of age, dropping out of general education system and the school leavers at G.C.E (O/L) and G.C.E (A/L) enter the labour market either direct or through technical and vocational education and training institutions with acquired employable skills, seeking employment in the labour market. The youth, who opt to follow vocational courses and undergo skills training, have better opportunities for employment. The skilled youth are preferred by employers as they have acquired employable skills in demand in the labour market.

4.1 TVET Institution Network

North Western province has a total number of 155 training centres, of which only 102 numbers are registered under TVEC as at end of December, 2012. There are a total of 53 unregistered training centres in the province, of which 36 centres are located in Kurunegala district and 17 in Puttalam district. These centres are either pending registration or renewal of registration with TVEC.

Of this total number of 155 in the province, private sector institutes take the major share with 74 centres while public institutions closely follow with 71 centres. 11 training centres are run by NGOs. The distribution of the training centres by district is that a total of 114 training centres are located in Kurunegala district comprising privately owned 57 centres, 49 centres in public sector and 8 centres NGO operated, while a total of 41 centres are located in Puttalam district including 22 in public sector, 17 as private institutes and 3 NGO operated centres.

The Department of Technical Education and Training has 3 technical colleges in Kurunegala district and a college in Puttalam district. VTA has 11 and 10 training centres operating in Kurunegala and Puttalam districts respectively, totaling 21 numbers in the province. NAITA operates 5 training centres in the province, 3 are in Kurunegala district and 2 in Puttalam

district. NYSC has 5 centres, 3 operating in Kurunegala and 2 in Puttalam districts. SLIATE has a training institute in Kurunegala and none in Puttalam district. Of a total number of 35 training centres operated by other public sector organizations, 28 centres are located in Kurunegala district and 7 centres in Puttalam district. 16 of these centres in Kurunegala district and 3 in Puttalam district totaling 19 centres in the province are run under the administration of the North Western provincial council.

Table 4.1 shows the geographical distribution of training institutes in Kurunegala district by DS division. 47 training centres are located in Kurunegala DS division, in and around Kurunegala city, followed with 11 centres in Kuliapitiya West; 6 centres each in 2 DS divisions; Pannala and Wariyapola, 5 each in 2 DS divisions; Narammala and Mawathagama; 3 centres each in seven DS divisions; Alawwa, Bingiriya, Galgamuwa, Mahawa, Panduwasnuwara (Hettipola), Redeegama and Weerambagedera and lesser numbers in other DS divisions. A total number of 7 DS divisions Bamunukotuwa, Eahetuwewa, Giribawa, Kotawehera, Kuliapitiya East, Mallawapitiya and Panduwasnuwara-East have no vocational training centres located within their areas to cater the labour force population of 156,399, living in these seven DS divisions which is 15.6 per cent of the total labour force population in the district. Again based on the estimated population of the age group 15- 29 years in the total labour force population as around one fourth, the number of youth living in the 7 DS divisions is around 40,000 and they are considered as the potential customers of the TVET system. It is also noted that there are no public sector training providers operating in Narammala, Rasnayakepura and Weerambagedera DS divisions. As the present policy of the government is to have at least one public sector training institute located in each DS division in the country, the public sector training providers need to explore the possibility of establishing one of their training centres in such DS divisions for the easy accessibility of the youth population living there for the vocational training.

Figure 4.1 shows the labour force population served per training institute in each DS division, lower the number served shows a higher number of institutes operating and wider extent of TVET accessibility in a division. The 7 DS divisions with no training centres, are each given a fictitious value of 150,000 for the labour force population per centre (in fact value of infinity is the correct figure) for the purpose of showing them on the chart.

Table 4.1: Geographical Distribution of the Training Institutes in Divisional Secretariat Divisions in Kurunegala District

No.	DS Division	Labour Force Population – (15-59) yrs age group	DTET	NAITA	VTA	NYSC	SLIATE	Prov. council	Other Public	Private	NGO	Total	Unregistered
1	Abanpola	14,062						1				1	1
2	Alawwa	39,286			1			2				3	1
3	Bamunakotuwa	22,747											
4	Bingiriya	38,654			1			1		1		3	2
5	Eahetuwewa	15,914											
6	Galgamuwa	33,838		1		1		1				3	2
7	Ganewatta	25,111			1							1	
8	Giribawa	19,463											
9	Ibbagamuwa	52,630							1			1	
10	Kobeigane	22,707							1	1		2	
11	Kotawehera	13,050											
12	Kuliyapitiya (East)	32,940											
13	Kuliyapitiya (West)	48,177	1					1	1	7	1	11	5
14	Kurunegala	50,289	1	1		1	1	4	2	35	1	46	14
15	Mahawa/Maho	35,322			1			1		1		3	1
16	Mallawapitiya	31,961											
17	Maspotha	21,434			1							1	
18	Mawathagama	40,374			1	1			1	2		5	
19	Narammala	39,286								1	4	5	2
20	Nikaweratiya	25,346						1			1	2	1
21	Panduwasnuwara(Hettipola)	40,177		1	1				1			3	
22	Panduwasnuwara- East	20,324											
23	Pannala	77,380						1	1	4		6	1
24	Polgahawela	40,077			1			1				2	1
25	Polpithigama	46,978			1							1	
26	Rasanayakepura	13,144								1		1	1
27	Rideegama	53,651			1			1	1			3	1
28	Udubaddawa	32,063			1					1		2	1
29	Wariyapola	38,900	1					1	3	1		6	1
30	Weerambugedara	21,095								2	1	3	1
		1,001,966	3	3	11	3	1	16	12	57	8	114	36

Source: TVEC Database as @ Dec, 2012. Population data from published statistics of census - 2011-DCSSL

Figure 4.1: Labour Force Population Served per Training Centre by DS Division in Kurunegala District

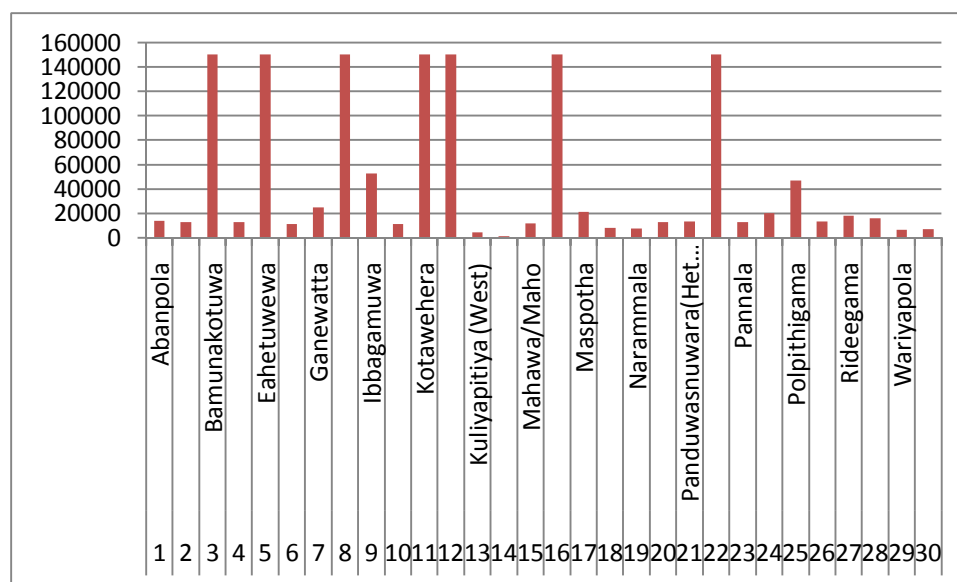


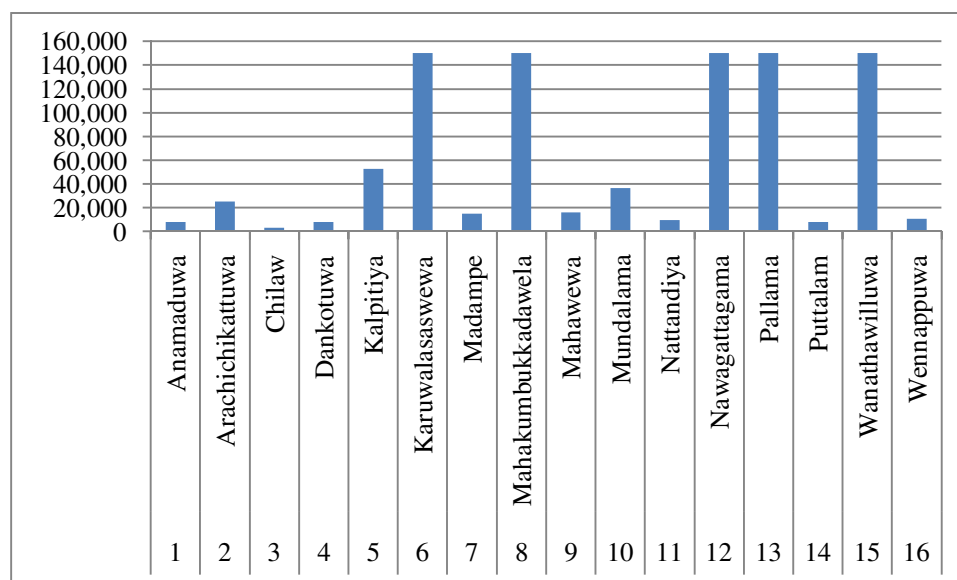
Table 4.2 shows the geographical distribution of training institutes by DS division in Puttalam district. The highest number of 12 centres are located in the Chilaw DS division, followed by 6 centres in Puttalam, 5 centres in Dankotuwa, 4 centres each in Nattandiya and Wennappuwa and 3 centres in Anamaduwa DS divisions. There are lesser numbers in five other DS Divisions. There are none in 5 DS divisions namely; Karuwalasaswewa, Mahakumbukkadawela Nawagattagama, Pallama and Wanathawilluwa where an estimated total labour force population of 61,308 which is 13.1 per cent of total labour force in the district lives. The (15 – 29) years age cohort in the labour force living in the 5 DS divisions mentioned earlier is estimated to be around 15,500. Figure 4.2 shows the labour force population served per training institute in each DS division, lower the number served shows a higher number of institutes operating and wide extent of TVET accessibility in a division. The 5 DS divisions with no training centres, are each given a fictitious value of 150,000 for the labour force population per centre(in fact value of infinity is the correct figure) for the purpose of showing them on the chart.

Table 4.2: Geographical Distribution of the Training Institutes in Divisional Secretariat Divisions in Puttalam District.

No.	DS Division	Labour Force Population – (15-59) yrs age group	DTET	NAITA	VTA	NYSC	P Council	Other Public	Private	NGO	Total	Unregistered
1	Anamaduwa	23,733	1		1	1					3	
2	Arachchikattuwa	25,415			1						1	
3	Chilaw	39,496		1	1	1	2	2	4	1	12	5
4	Dankotuwa	39,420			1		1		3		5	3
5	Kalpitiya	52,629			1				1		2	
6	Karuwalasaswewa	14,789										
7	Madampe	29,865		1					1		2	
8	Mahakumbukkadawela	11,501										
9	Mahawewa	31,894			1				1		2	1
10	Mundalama	36,726							1		1	
11	Nattandiya	37,882			2				1	1	4	2
12	Nawagattagama	9,168										
13	Pallama	15,118										
14	Puttalam	48,643			2				4		6	2
15	Wanathawilluwa	10,732										
16	Wennappuwa	42,066						2	1	1	4	4
		469,117	1	2	10	2	3	4	17	3	41	17

Source: TVEC Database as @ Dec, 2012. Population data from published statistics of census - 2011-DCSSL

Figure 4.2: Labour Force Population Served per Training Centre by DS Division in Puttalam District



4.2 Course Mix Currently Available in the Districts

4.2.1. Kurunegala District

The total number of courses offered by training institutes registered with TVEC in Kurunegala district is 349 of which 173 courses are from private sector institutes.

Table 4.3 shows that, DTET offers 58 courses followed by VTA with 52 numbers. NAITA offers 11, SLIATE offers 6 and NYSC offers 5 courses totaling 132 courses. In addition to these 132 courses, there are 31 more courses delivered by a few other public sector institutes. 20 courses of these are offered by training centres administered by the North Western provincial council. Out of the total of 349 courses, highest number of 93 are in the Information Technology sector, of which 63 are from private sector institutes, 10 courses are from VTA and lesser numbers from DTET, NAITA, NYSC, SLIATE and NGO training centres. A total of 50 courses are related to Building and Construction sector, of which the highest number of 20 are from DTET, followed by Private sector institutes with 11 courses. In the Textiles and Garment sector, out of a total of 28 courses, 17 are from the private training institutes followed by VTA with 9 courses. Personal Care and Community Development sector has 26 courses, of which 17 are from public sector

training centres, while 9 are from private training providers. The fifth highest number of courses offered are recorded in the Automobile Repairs and Maintenance sector with a total of 25 courses, 9 each are offered by VTA and Private training centres while DTET offers 6 courses. The Electrical, Electronic and Telecommunication sector is in the sixth position with a total of 22 courses being offered, with 6 each from DTET and VTA, 3 from NAITA and 7 from private sector institutes. There are a total of 19 numbers in Printing, 16 in Metal and Light Engineering sectors where public training institutes take the major share. In contrast, private sector plays the dominant role in training delivery in both Hotels & Tourism and the Medical & Health sectors with a total number of courses of 15 each, 13 numbers each delivered by private sector training providers. The total number of courses accredited for NVQ certification in Kurunegala district is 60 as at December 31, 2011.

Table 4.3: Course Mix in Training Centres in Kurunegala District

	Courses	Number of Courses										No of NVQ accredited Courses
		DTET	NAITA	VTA	NYSC	SLIATE	P Council	O public	Private	NGO	Total	
<i>Agriculture, Plantation & Livestock</i>	<i>National Diploma in Agriculture</i>	1									1	
	<i>Certificate Course in Practical Agriculture</i>							1			1	
	<i>Foliage & Flower Plant Cultivator</i>											
	<i>Boiler Operator</i>						1				1	
	Sub Total	1					1	1			3	
<i>Design and Media</i>	<i>Dancing</i>				1						1	
	Sub Total				1						1	
<i>Automobile repair and Maintenance</i>	<i>Automobile Mechanic</i>	2*		2/1*					6/1*		10	4*
	<i>Automobile Electrician</i>			1					2/1*		3	1*
	<i>Automobile A/C Mechanic</i>			1*							1	1*
	<i>Automobile Technology NVQ 5/6</i>	1*									1	1*

	<i>Motor Cycle/and Three Wheeler /Scooter Mechanic</i>	1	1	3/1*							5	1*
	<i>Automobile Tinker</i>	1*		1							2	1*
	<i>Auto Painter</i>	1*		1							2	1*
	<i>Heavy Duty Equipment Mechanic</i>								1		1	
	Sub Total	6	1	9					9		25	10*
Building & Construction	<i>Wood Craftsman Machinist/Carpenter(furniture)</i>	2/1*	1	2*			5				10	3*
	<i>Carpenter (building)</i>			1							1	
	<i>Wood carving</i>	1		1							2	
	<i>Draftsmanship</i>	3		1					1*		5	1*
	<i>Plumber</i>	1*		1*							2	2*
	<i>Construction Craftsman/Mason</i>	2*	1*	1							4	3*
	<i>Painter</i>											
	<i>Heavy Equipment Backhoe/Bulldozer,/ Excavator/ Mobile Crane/Prime Mover/ Operator &Crane Rigger</i>					3			7/1*		10	1*
	<i>Light Equipment / Fork Lift / Wheel loader/Operator</i>								2		2	
	<i>Driver Heavy Vehicles</i>											
	<i>NCT- Civil</i>	2									2	
	<i>Construction Supervisor</i>	3/1*							1	1	5	1*
	<i>Quantity Surveying</i>	3									3	
	<i>Building Construction Technology/craft practice/ multiskills</i>	2									2	
	<i>Construction Technology (NVQ 5/6)</i>	1*									1	1*
	<i>Landscaping</i>			1							1	
	Sub Total	20	2	8			8		11	1	50	12*
Electronics & Telecommic	<i>Radio, TV & Allied Equipment Repairer/Electronic Trades</i>	1	1*	1*							3	2*
	<i>Household App Repairer/ Electrical Trades/ Electrician</i>	1*	2	4/2*					3/1*		10	4*
	<i>Industrial Electrician</i>	2									2	

	<i>NCT-Electrical& Electronic</i>	1								1	
	<i>Ref and AC Mechanic</i>	1		1*				4/1*		6	2*
	Sub Total	6	3	6				7		22	8*
Finance Banking & Management	<i>NC Accounting Technician</i>	2								2	
	<i>NC Marketing</i>	1								1	
	<i>Higher national Diploma in Accountancy</i>					2				2	
	<i>H N D in Management/Business Management</i>					1		2		3	
	<i>Cert in Export & Import Procedures</i>					1				1	
	Sub Total	3				3	1	2		9	
Office Management	<i>Secretarial Practice/Personal Secretary(English)</i>	2	1					2/1*		5	1*
	<i>Typing & Short hand & Computing</i>	1								1	
	<i>Clerk (general)</i>							1*		1	1*
	<i>Cert of Organizational /Business Management</i>							2		2	
	<i>HR Management</i>							2		2	
	<i>Sales/ Marketing</i>										
	Sub Total	3	1					7		11	2*
Food Technology	<i>Baker</i>										
	<i>Food Management</i>										
	<i>Food & Beveragers/Diary Based Products</i>							1		1	
	<i>Caterer</i>										
	Sub Total							1		1	
& Gem Jewellery	<i>Gem Cutting & Polishing</i>										
	<i>Jewellery Stone Setter</i>								1	1	
	<i>Jwellery Maker</i>			1*						1	1*
	<i>Jewellery Designing/CAD</i>										
	Sub Total			1					1	2	1*
Hotels & Tourism	<i>Professional/Craft level Cookery/Cook</i>			1				4	1	6	
	<i>Reception</i>							2		2	
	<i>Restaurant & Bar Services</i>							3		3	

	Hotel Management/Tour Guide, Hotel Manager, Aroma Therapist)								1		1	
	Steward											
	Room services/Attendants House Keeping								3		3	
	Life Saving/Diving											
	Sub Total			1					13	1	15	
ICT	Higher National Diploma in IT					1			1		2	
	Computer Application Assistant	3/1*		2*			3		16/3*	3	27	6*
	Computer Hardware/ Technician	1			1				8/1*	1	11	1*
	Computer Networking/CISCO								3		3	
	Computer Software/programming/Digital Animation								7		7	
	Computer Web Design / java /Autocad						2		10		12	
	Computer System Engineering/								1		1	
	ICT(Certificate Level/ICT Technician		1	6	1		1		6	1	16	
	NCICT			2							2	
	ICT (Diploma)/NDICT								2		2	
	ICT(NVQ 5 &6)	1*									1	1*
	Computerized Accounting								5		5	
	Basic Computing and Introduction to Computers/ICDL								4		4	
	Telecommunication Technician											
	Telecommunication Technology NVQ5/6											
	Sub Total	5	1	10	2	1	6		63	5	93	8*
Languages	National Certificate in English	6									6	
	HN Diploma in English					2					2	
	Tamil Language											
	NC in Korean & Japanese Language	1							2		3	
	Sub Total	7				2			2		11	
Medical & Health	Nurse Assistant		1						9/1*	1	11	1*
	Nurse Aid/Attendant								2		2	
	Pharmacist								1		1	
	Ayurvedic								1		1	
	Sub Total		1						13	1	15	1*

Metal & Light Engineering	<i>Fitter(general)</i>			1						1	
	<i>Fitter Machinist</i>	2*								2	2*
	<i>Metal Fabricator</i>										
	<i>Gas and Arc Welder</i>	3*	1*					4		8	4*
	<i>Aluminium Fabricator</i>	1*		3/1*						4	2*
	<i>NCT Mechanical</i>	1								1	
	Sub Total	7	1	4				4		16	8*
Personal Care and Development	<i>Beautician</i>			2/1*	1*			2*		5	4*
	<i>Hair Dresser</i>			2	1*			2*		5	3*
	<i>Domestic Sector house Keeping & Care Giving</i>						3	1		4	
	<i>Leadership & Personality Development</i>						5			5	
	<i>Orientation Training for Workers</i>						1			1	
	<i>Pre School Teacher Training</i>					2		3		5	
	<i>Table Tennis Coach</i>							1		1	
	Sub Total			4	2	2	9	9		26	7*
Textiles & Garments	<i>Fabric Painting/Screen printing</i>										
	<i>Curtaining</i>										
	<i>Interior Décor Designer</i>										
	<i>Pattern Maker</i>			1						1	
	<i>Fabric Cutter</i>										
	<i>Fashion Design</i>							1		1	
	<i>Tailor/Zig Zag</i>			4				3	1	8	
	<i>Dress Making/Embroidary</i>							11	1	12	
	<i>Industrial Sewing Machine Operator</i>			1						1	
	<i>Industrial Sewing Machine Mechanics</i>			2						2	
	<i>Quality management/Controller</i>							1		1	
	<i>Production Supervisor/Management</i>			1				1		2	
	<i>Work Study Officer</i>										
	Sub Total			9				17	2	28	
Transport	<i>Driver (heavy Vehicle)</i>										
	<i>Driver (Light Vehicle)</i>										

	Sub Total											
Cottage Industry	<i>Cert in Pottery Industry</i>					1				1		
	<i>Cert in Coir Production</i>						1			1		
	Sub Total					1	1			2		
Printing	<i>Offset Lithographic MC operator</i>											
	<i>Desktop publishing</i>							2		2		
	<i>Graphic Designer</i>		1*			1		13/2*	2	17	3*	
	<i>Book Binder</i>											
	Sub total		1			1		15	2	19	3*	
	Grand Total	58	11	52	5	6	20	11	173	13	349	60*

Source: TVET Guide 2012 and data Available @ TVEC

4.2.2. Puttalam District

Table 4.4 shows that, there are a total of 120 courses offered in Puttalam district by training institutes registered with TVEC of which public sector training institutes offer 78 courses while private sector offers 37 and NGO operated institutes 5 courses.

In the total number of 78 courses, major share of 44 numbers are from VTA centres, 10 courses each are from technical colleges under DTET and NAITA centres. NYSC contributes to the total with 5 courses and a few other public sector institutes offer 9 more courses. Out of the total of 120 courses, highest number of 26 is again in the Information Technology sector, of which 12 are from private sector institutes, 6 courses are from VTA and lesser numbers are from DTET, NAITA, NYSC and NGO training centres. A total of 19 courses are related to Textiles and Garment sector with 9 courses offered by private training institutes and VTA contributing with 7 courses. The total number of courses offered in the Electrical, Electronic and Telecommunication is 16, with VTA and Private institutes claiming equal shares of 6 courses from the total number. In Building and Construction sector, the total number of courses offered is 12 with both VTA and DTET offering 5 courses each. A total of 8 courses are offered in each of Metal & Light Engineering and Automobile Repairs & Maintenance Sectors, major shares are taken by public

training providers while private sector offers only 3 courses out of a total of 16 courses in the two sectors.

The total number of accredited courses for NVQ certification offered in Puttalam district is 23 as at December 31, 2011.

Table 4.4: Course Mix in Training Centres in Puttalam District:

	Courses	Number of Courses										No of NVQ accredited Courses
		DTET	NAITA	VTA	NYSC	SLIAT	PC	O public	Private	NGO	Total	
Agriculture, Plantation & Livestock	<i>Certificate in Pest Control - Banana Cultivation</i>							1			1	
	<i>Certificate in Production of Coconut Seedling</i>							1			1	
	<i>Certificate in Red Beetle Controlling</i>							1			1	
	<i>Training Programme in Coconut Land Development</i>							1			1	
	<i>Training Programme in Coconut Plucking</i>							1			1	
	Sub Total							5			5	
Automobile repair and Maintenance	<i>Automobile Mechanic</i>			2/1*					1*		3	2*
	<i>Automobile Electrician</i>			1							1	
	<i>Automobile A/C Mechanic</i>											
	<i>Automobile Technology NVQ 5/6</i>											
	<i>Motor Cycle and Three Wheeler /Scooter Mechanic</i>		2	2							4	
	<i>Automobile Tinker</i>											
	<i>Auto Painter</i>											
	Sub Total		2	5					1		8	2*
Building & Construction	<i>Wood Machinist/Carpenter(furniture)</i>	1					1				2	
	<i>Carpenter (building)</i>			1							1	
	<i>Wood carving</i>											
	<i>Draftsmanship</i>	1		1							2	

	<i>Plumber</i>	1		1*				1		3	1*
	<i>Construction Craftsman/Mason</i>	1*		1*						2	2*
	<i>NCT- Civil</i>	1								1	
	<i>Landscaping</i>			1						1	
	Sub Total	5		5			1	1		12	3*
Electrical, Electronics & Telecommunication	<i>Radio, TV & Allied Equipment Repairer/Electronic Trades</i>		1	1*				1*		3	2*
	<i>Electrical Trades/Electrician</i>	1	1	3*				4/2*	1*	10	6*
	<i>Electrical motor Winder</i>			1*						1	1*
	<i>Ref and AC Mechanic</i>			1*				1*		2	2*
	Sub Total	1	2	6				6	1	16	11
Food Technology	<i>Cake and Cake Structures</i>				1					1	
	<i>Food & Diary Based Products</i>										
	<i>Food & aquaculture</i>							1		1	
	Sub Total				1			1		2	
Hotels & Tourism	<i>Professional/Craft level Cookery/Cook</i>			2						2	
	<i>Reception</i>										
	<i>Restaurant & Bar Services/Steward/Waiter</i>			1						1	
	<i>Hotel Management/</i>										
	<i>Room services/Attendants House Keeping</i>		1	1						2	
	Sub Total		1	4						5	
L ICT	<i>Computer Application Assistant</i>	1	1		1			2		5	
	<i>Computer Hardware/ Technician</i>		1	1				2/1*		4	1*
	<i>Computer Networking/CISCO</i>							1		1	
	<i>Computer Software/programming/Digital Animation</i>							2	2	4	
	<i>Computer Web Design / java /Autocad</i>							1	1	2	
	<i>ICT(Certificate Level/ICT Technician</i>		1	3						4	
	<i>NCICT</i>			1						1	
	<i>ICT (Diploma)/NDICT</i>			1				1		2	
	<i>Basic Computing and Introduction to Computers/ICDL</i>							3		3	
	Sub Total	1	3	6	1			12	3	26	1*
L a	<i>National Certificate in English</i>	2								2	

	<i>HN Diploma in English</i>											
	<i>Tamil Language</i>											
	<i>NC in Korean & Japanese Language</i>											
	Sub Total	2								2		
Medical & Health												
	<i>Nurse Assistant</i>								1*		1	1*
	Sub Total								1		1	1*
Metal & Light Engineering	<i>Fitter(general)</i>			1							1	
	<i>Light Engineering</i>						1				1	
	<i>Metal Fabricator</i>								1*		1	1*
	<i>Fitter Machinist</i>											
	<i>Gas and Arc Welder</i>	1	1	1					1*		4	1*
	<i>Aluminium Fabricator</i>			1*							1	1*
	<i>NCT Mechanical</i>											
	Sub Total	1	1	3			1		2		8	3*
Personal Care	<i>Beautician</i>			2/1*	1						3	1*
	<i>Hair Dresser</i>			2/1*							2	1*
	<i>Domestic Sector House Keeping and Care Giving</i>							1			1	
	<i>Orientation Training Domestic Aids</i>							1			1	
	Sub Total			4	1			2			7	2*
Textiles & Garments	<i>Curtaining</i>								1		1	
	<i>Bead Weaving</i>								1		1	
	<i>Tailor/Zig Zag(Ladies & Children)</i>		1	7					3		11	
	<i>Dress Making/Embroidary</i>				2				4		6	
	Sub Total		1	7	2				9		19	
Transport	<i>Driver (heavy Vehicle)</i>			2							2	
	<i>Driver (Light Vehicle)</i>			2							2	
	Sub Total			4							4	
Printing	<i>Desktop publishing</i>								3	1	4	
	<i>Graphic Designer</i>								1		1	
	Sub total								4	1	5	
	Grand Total	10	10	44	5		2	7	37	5	120	23*

Source: TVET Guide 2012 and data Available @ TVEC

4.2.3. Apprenticeship Training in North Western Province

In addition to courses offered in vocational training institutions, apprenticeship training is also available in the province. National Apprentice and Industrial Training Authority provides enterprise based apprenticeship training in a total of 46 trades or occupations in 12 industry sectors in the province. Table 4.5 shows that in Kurunegala District, training in 45 trades are available, while Puttalam district has apprenticeship training only in 11 trades, perhaps showing non availability of suitable and willing partner enterprises to cover all trades in the apprenticeship scheme.

Table 4.5: Occupations in Apprenticeship Training by District in North Western Province

Industry Sector	Occupations in Apprenticeship Training	Kurunegala District	Puttalam District
Finance Banking & Office Management	<i>Accounts Clerk</i>	√	√
	<i>Management Assistant</i>	√	√
Automobile Repair and Maintenance	<i>Auto Electrical</i>	√	
	<i>Auto Mobile Electrician</i>	√	
	<i>Auto Mobile Mechanic</i>	√	√
	<i>Auto Mobile Painter</i>	√	√
	<i>Auto Tinker Welder</i>	√	√
	<i>Motor Cycle Mechanic</i>	√	√
	<i>Motor Mechanic</i>	√	
	<i>Three-wheeler Mechanic</i>	√	
	<i>Vehicle Air Condition Mechanic</i>	√	
	<i>Bicycle Repairer</i>	√	
	<i>Diesel Pump Room Mechanic</i>	√	
	<i>Diesel Engine Mechanic</i>	√	
	<i>Upholsterer</i>	√	
Hotels and Tourism	<i>Bakery & Pastry Cook</i>	√	√
	<i>Kitchen Steward</i>	√	√
	<i>Room Boy</i>	√	√
	<i>Waiter</i>		√
Printing	<i>Basic Book Binder</i>	√	
	<i>Book Binder</i>	√	
	<i>Computer Graphic Designer</i>	√	
Building & Construction	<i>Carpenter (Building)</i>	√	
	<i>Carpenter (Wood & Furniture)</i>	√	
Metal and Light Engineering	<i>Electric Arc Welder / Fabricator</i>	√	
	<i>Machinist (general)</i>	√	
	<i>Turner</i>	√	
	<i>Welder</i>	√	√
Electrical, Electronics & Telecommunication	<i>Electronic Equipment Assembler</i>	√	
	<i>Tele. & Electronic Equip. Repairer</i>	√	
	<i>Electrician</i>	√	√
	<i>Ref & Air Condition Mechanic</i>	√	√
	<i>Ref & Air Condition Serviceman</i>	√	√
	<i>Air condition serviceman</i>	√	

Industry Sector	Occupations in Apprenticeship Training	Kurunegala District	Puttalam District
Leather & Footwear	<i>Foot wear Component Cutter</i>	√	
	<i>Foot wear Finisher</i>	√	
	<i>Footwear Component Cutter</i>	√	
	<i>Footwear Sewer</i>	√	
	<i>Laster</i>	√	
	<i>Sole Fitter</i>	√	
Gem & Jewellery	<i>Gem Cutter</i>	√	
Textiles & Garments	<i>Hand Screen Printer</i>	√	
	<i>Sewing Machine Operator</i>	√	
	<i>Tailor (Gents)</i>	√	
	<i>Tailor (Ladies & Children)</i>	√	
Medical & Health	<i>Nurse Assistant</i>		√

Source: TVEC Database-2011

4.3 Annual Training Outputs from TVET Providers

(a) Annual Training Outputs from TVET Providers in North Western Province in 2011

Table 4.6 shows information on recruitment and outputs of both registered public and private training providers in the province in 2011. North Western province accounted for about 9.0 per cent of all admissions and also around same percentage of female admissions to TVET in the country. A total number of 13,969 youth were recruited for technical and vocational training in the training organizations in the North Western province in 2011 and of which female participation was 43.0 per cent. A total number of 9,568 had completed training and 39.0 per cent of these completers were females. It has to be noted that the number of training completers in a given year includes some of the recruits in previous years in courses of different durations as well.

Incidentally, 46.6 per cent of the total intake was in the Private and NGO sponsored Training Institutes with 6,509 of which only 34.8 per cent were female recruits. In the public sector almost half of the total intake (50.1 per cent) was females. The highest number of intake in the public sector was recorded from the Vocational Training Authority in 2011 in the province with 2,469 (17.7 per cent) followed by NAITA with 1,725 (12.3 per cent), DTET (10.6 per cent), NIBM (8.1 per cent) and NYSC (4.7 per cent). Higher percentages of female intake were recorded from NYSC (75.7 per cent), NAITA (62.8 per cent), NIBM (51.4 per cent), and lesser

percentages were recorded from VTA (41.2 per cent) and DTET (37.7 per cent) in the province. The training at NAITA is categorized as Institutional Training, Enterprise Based Craft Apprentices Training and Situational Training and the lowest number of intake in the province was recorded for the enterprise based craft apprentices training with 25.8 per cent of the total of the intake of NAITA in the year 2011. The total number of intake as reported by 25 numbers of private and NGO sponsored training institutes in the North Western province in 2011 comprised 33.9 per cent enrolled in ICT courses (TVEC Database-2012).

Table 4.6: Recruitments and Completions in Training Organizations in North Western Province in 2011

Institute	No. Recruited			No. Completed		
	Male	Female	Total	Male	Female	Total
National Apprentice and Industrial Training Authority (NAITA)	642	1,083 (62.8%)	1,725	182	376 (67.4%)	558
Vocational Training Authority (VTA)	1,451	1,018 (41.2%)	2,469	1,214	843 (41.0 %)	2,057
Department of Technical Education and Training (DTET)	923	558 (37.7%)	1,481	664	429 (39.2%)	1,093
National Youth Service Council (NYSC)	159	495 (75.7%)	654	155	284 (64.7%)	439
National Institute of Business Management (NIBM)	550	581 (51.4%)	1,131	324	362 (52.8%)	686
Total in Public Training Organizations	3,725	3,735 (50.1%)	7,460	2,539	2,294 (47.5%)	4,833
Private and NGO sponsored Training Institutes	4,240	2,269 (34.9%)	6,509	3,300	1,435 (30.3%)	4,735
Training Performance in NWP	7,965	6,004	13,969	5,839	3,729	9,568
Gender Percentages in NWP	57.0%	43.0%	100%	61.0 %	39.0%	100%
Training Performance in TVET by both Public and Private Training Providers	84,914	65,869	150,783	52,130	38,366	90,496
NWP as a % of the Total TVET Training Performance	9.4%	9.1%	9.3%	11.2%	9.7%	10.6%

Sources: Data Available @ TVEC Database. Note: Completions include the intake of previous years for courses of different duration. * Excluding In-Plant training

20 private and NGO institutions in Kurunegala and 5 in Puttalam districts had provided students data to TVEC for the year 2011.

The annual recruitments and completions of courses in the vocational training institutes in North Western province in 2011 by district are shown in Table 4.7. The highest percentage of total intake in the province was in Kurunegala district with 81.8 and Puttalam district had only 18.1 per cent of the total intake in the province. VTA had recruited the highest number of trainees in Puttalam district representing 46.6 per cent of the total intake of TVET in all public training organizations and all private training providers added together in the district. Private sector training institutes together lead in recruitment with over 53.0 per cent of total recruitment in TVET in Kurunegala district in 2011.

Table 4.7: Recruitments and Completions in Training Organizations by District in North Western Province in 2011

	Kurunegala		Puttalam		NWP	
Training Provider	No Recruited	No Completed	No Recruited	No Completed	No Recruited	No Completed
NAITA	1,392	462	333	96	1,725	558
VTA	1,293	1,106	1,176	951	2,469	2,057
DTET	1,331	1,012	150	81	1,481	1,093
NYSC	214	197	440	242	654	439
NIBM	1,131	676	-	-	1,131	676
Private & NGO	6,083	4,448	425	287	6,508	4,735
Total	11,444	7,901	2,524	1,657	13,969	9,558
% of Total in NWP	81.9%	82.7%	18.1%	17.3%	100%	100%

Sources: Data Available @ TVEC Database. Note: Completions include the intake of previous years for courses of different duration. * Excluding In-Plant training

4.4 Index of Opportunity for TVET

- Index of opportunity – total annual intake of trainees into TVET as a percentage of total number of students leaving the school system each year (dropouts + those completing primary, lower and upper secondary and not going on to further education).

4.4.1 Index of Opportunity for TVET in the North Western Province

The total number of youth in school to work transition available for TVET in the province was 29,638. The total recruitments in training institutions in the North Western province as reported to TVEC were 13,969. The index of opportunity for the province works out to be 47.1 per cent. (Refer Table 4.8). This implies that the TVET sector has been able to attract less than half of the eligible youth, suggesting either that the more activities in social marketing and career guidance need to be carried out or these activities being done were neither adequate nor effective or else the capacities of training institutions was inadequate to match the aspirations of the majority of youth. Table 4.8 also shows the Indices of Opportunity for TVET sector worked out for the two districts and the North Western province. Kurunegala district had fared better with 60.0 per cent while Puttalam district had lagged behind with 23.6 per cent, showing that the TVET activities of the province was mostly concentrated in the Kurunegala district. This wide gap shown in the training incidence across the two districts in the province calls for TVET policy makers' special attention to address this inequity.

Table 4.8: Total Number of Youth in Transition from School to Work available for TVET Sector in the Province by District

Category	Kurunegala	Puttalam	North Western Province
Number at G.C.E (O/L) failed to qualify for G.C.E (A/L)	10,196	4,820	15,016
Number Failed at G.C.E(A/L) to Qualify for	7,064	2,160	9,224

Category	Kurunegala	Puttalam	North Western Province
University Entrance			
Assuming 80% of G.C.E (A/L) Qualified to enter University but not Selected	9,447	3,013	12,460
Total not Qualified for higher level of education	26,707	9,993	36,700
Assuming 60% Of above Students opt not to Continue & Leave Schools	16,024	5,996	22,020
School drop Outs from Grade 8 to Grade 11	2,901	4,717	7,618
Total	18,925	10,713	29,638
Total intakes in Training Institutes	11,444	2,524	13,969
Index of Opportunity for TVET	60.4%	23.6%	47.1%
No enrolled in IT courses in Private Sector	2,120	86	2,206
Index of Opportunity for TVET barring those enrolled in IT courses	49.3%	22.7%	39.7%

Source: Worked out from the data available

4.5 Availability of Assessors in North Western Province

The number of accredited courses conducted by the training institutions registered at TVEC, in the two districts; Kurunegala and Puttalam are 60 and 23 respectively totaling 83 courses as at end of December 2011. Only in these 83 accredited courses, the students who are completing the training successfully could be awarded NVQ certificates at relevant NVQ levels in respective occupations or occupational areas.

For certification of students at NVQ levels, they are to be assessed by assessors registered in the TVEC for the respective occupations (level 1-4) or field of study (level 5 & 6). Institution has to select two registered assessors from the data base of assessors' maintained by the TVEC; for a given occupation or occupational area; one acting as an assessor and the other as a verifier. It is also expected that these assessors are independent and had no involvement in the training process of the students to be assessed. Both assessor and verifier are to be physically present for assessment of NVQ 4 and above and whereas for assessments for NVQ level 3 and below, the verifier could check the assessment documentary evidence and certify. The NVQ level 5 and 6 qualifications may require the appointment of additional specialist assessors for specific vocational areas. Thus assessment is expected to play a major role in the training delivery. For timely certification of trainees for the award of NVQ, trained, qualified and registered assessors are a requirement. To ensure fair and qualitative assessments of candidates, a code of ethics for the assessors too has been introduced by TVEC.

(a) Availability of NVQ Assessors by District in North Western Province

The assessors' registry maintained at TVEC shows that there are a total of 2,153 registered assessors in 110 occupations available in the country to assess trainees up to NVQ level 4. There are also 76 assessors qualified and registered for 12 occupational areas for NVQ 5/6 levels. However, considering the possibility of an occupationally qualified and experienced individual can be trained to assess a number of occupations in a relevant occupational area, the number of qualified and trained individuals physically available is less than the number indicated in the register of assessors maintained in the TVEC. Thus there are only 1,341 assessors physically available, of which 152 are certified as licensed assessors who had completed the minimum of 25 assessments.

Table 4.9 shows the availability of 174 assessors in the two districts Kurunegala and Puttalam for 48 occupations and occupational areas. 48 of these assessors are still on probation implying that they are expected to complete a minimum of 5 assessments to qualify for permanent registration. The distribution of assessors by district shows that there are 137 assessors for 42 occupations

and occupational areas in Kurunegala and 37 assessors for 23 occupations and occupational areas in Puttalam districts respectively.

However there are only 83 and 17 individual assessors in Kurunegala and Puttalam districts respectively, totaling 100 numbers of assessors in the North Western province. TVEC records show that, among the total of 83 registered assessors, only 14 are females, out of 83 only 9 are licensed and 29 are on probation in Kurunegala district. Among a total of 17 registered assessors, 2 are licensed, 6 are on probation while there are only 3 female assessors among those 17 assessors in Puttalam district.

The training institutes in the two districts in North Western province, of course could get the services of assessors outside the district and province for assessment of their trainees, in addition to those domiciled in their own district or the province. However, there is obviously a dearth of registered and licensed assessors in the provinces and in the country as well. Assessor training is now a continuous and regular training activity at the University of Vocational Technology done in collaboration with TVEC to overcome this shortage of qualified NVQ assessors.

Table 4.9: Availability of Assessors for NVQ Certification in North Western Province (as at 30th of November, 2012)

Occupational Area		Kurunegala	Puttalam	NW Province	Remarks
1	Automobile Air Conditioning Mechanic	3	1	4	L2
2	Automobile Electrician	3	2	5	L2
3	Automobile Mechanic	7	3	10	P2; L3
4	Automobile Tinker		1	1	
5	Automobile Painter	2		2	
6	Motor Cycle Mechanic	4	2	6	L1
7	Three Wheeler Mechanic	1		1	
8	Bar Bender	2	1	3	

9	Basic Competencies to Work	1		1	L1
10	Beautician	6		6	L1; P1
11	Hair Stylist	7		7	L1; P1
12	Computer Application Assistant	8	3	11	L2; P1
13	Computer Graphic Designer	3	1	4	P1
14	Desk Top Publisher	2		2	
15	Computer Hardware Technician	3	2	5	L1
16	Computer Network Technician	2		2	P1
17	Litho Machine Operator	1		1	
18	Construction Craftsman (Masonry)	6	4	10	L1; P3
19	Construction Site Supervisor		1	1	P1
20	Electrician	6	1	7	P2
21	Electric Motor Winder	2		2	
22	Household Electrical Appliance Repairer	3		3	P1
23	Radio TV & Allied Equipment Repairer	1		1	P1
24	Refrigeration and Air Conditioning Mechanic	4		4	L2
25	Municipal Solid Waste Operation Assistant	3		3	
26	Nurse Assistant	3		3	L1
27	Leather Footwear Maker	1		1	
28	Tailor (Master Tailor)	1	1	2	P1
29	Machinist	8		8	P3; L2
30	Welder	7	2	9	P3; L2
31	Fabricator (Metal)	4		4	P3
32	Heavy Vehicle Operator	1		1	
33	House Maid	3	2	5	P4
34	Wood Craftsman(Building)	7	3	10	P5
35	Wood Craftsman (Furniture)	5		5	P3
36	Painter (Building)	1	1	2	
37	Plumber	6	1	7	P1
38	Industrial Plumber		1	1	
39	Pre-School Teacher	1		1	
Level 5 & 6					
40	Automobile Technology	2	1	3	P2

41	Information & Communication Technology	1		1	
42	Construction Technology	3		3	P3
43	Farm machinery Technology	1		1	P1
44	Food Technology	1		1	P1
45	Mechatronics Technology	1		1	
46	Refrigeration and Air Conditioning		1	1	P1
47	Welding Technology		1	1	P1
48	Production Technology		1	1	P1
		137(83)	37(17)	174(100)	L21; P48

Source: TVEC Database as at 30th November, 2012 (L: Licensed; P: Probation)

4.6 Extent of Implementation of NVQ Framework in North Western Province

4.6.1 NVQ Certified Skilled Manpower in the Province

Table 4.10 shows that out of 2,234, total number of NVQ certificates in 24 vocations, issued in Kurunegala district since its introduction to the country, the highest share of the certificates issued in the district were from the private training institutions with 1,100 (47.7 per cent) , indicating that the private sector has taken the leading role in promoting the NVQ system in the district. DTET and VTA had certified around 400 each with around 18.0 per cent of the total number. The share of total number of certificates issued by NAITA is 6.2 per cent and 9.4 per cent are from NYSC. Computer Application Assistant, Automobile Mechanic, Beautician, Construction Equipment Operator, Hair Stylist, Electrician and Nurse Assistant are the seven vocations in the descending order, where over 100 numbers each of NVQ certified skilled persons were produced by training institutes in the district.

Table 4.10: NVQ Certified Skilled Personnel in the Kurunegala District (by Occupation and Training Provider)

	Occupational Area	DTET	NAITA	VTA	NYSC	Private	Sub Total
1	Aluminium Fabricator	12					12
2	Automobile Mechanic	47	11			349	407

	Occupational Area	DTET	NAITA	VTA	NYSC	Private	Sub Total
3	Automobile Painter	64					64
4	Automobile Tinker	36					36
5	Beautician			57	114	59	230
6	Computer Applications Assistant	44	127	154		86	411
7	Computer Graphic Designer					18	18
8	Computer Hardware Technician					13	13
9	Construction Craftsman (Masonry)	47					47
10	Construction Equipment Operator					209	209
11	Draughts person					15	15
12	Electric Motor Winder			20			20
13	Electrician	89		28		37	154
14	Hair Stylist			43	97	62	202
15	Heavy Vehicle Operator					6	6
16	Household Electrical Appliance Repairer	2					2
17	Jewellery Maker (Goldsmith)			13			13
18	Machinist	25					25
19	Motor Cycle Mechanic			59			59
20	Nurse Assistant					119	119
21	Plumber			2			2
22	Refrigeration & Air Conditioning Mechanic					93	93
23	Welder	24		14			38
24	Wood Craftsman (Furniture)	15		24			39
		405 (18.1%)	138 (6.2%)	414 (18.5%)	211 (9.4%)	1,066 (47.7%)	2,234

Source: TVEC Data base as at 30th September, 2012

Table 4.11 shows that in Puttalam district, only a total of 884 NVQ certificates in 16 vocations had been issued. A highest number of NVQ certificates in the district were issued by VTA with

644 (74.1 per cent) in 14 vocations, followed by private sector training institutes with 203 (23.0 per cent) in 7 vocations. NAITA had issued 15 certificates (1.7 per cent) but only in one vocation i.e. Computer Application Assistant. DTET had the lowest number of 11 (1.2 per cent) in 2 vocations of the total number of certificates issued in the district. There were none by NYSC implying the non accreditation yet, of courses conducted by training centres under NYSC in the district. Computer Application Assistant, Electrician and Hair Stylist were the 3 vocations in the descending order, where over 100 numbers each of skilled persons with NVQ certifications were produced by training providers in Puttalam district.

Table 4.11: NVQ Certified Skilled Personnel in Puttalam District (by Occupation and Training Provider)

	NVQ	DTET	NAITA	VTA	NYSC	Private	Total
1	Aluminium Fabricator			6			6
2	Automobile Mechanic			56		39	95
3	Beautician			91			91
4	Computer Applications Assistant		15	224			239
5	Computer Hardware Technician			11			11
6	Construction Craftsman (Masonry)			10			10
7	Electric Motor Winder			7			7
8	Electrician	8		72		22	102
9	Hair Stylist			102			102
10	Motor Cycle Mechanic			3			3
11	Nurse Assistant					47	47
12	Plumber					16	16
13	Radio, TV And Allied Equipment Repairer			7		15	22
14	Refrigeration & Air Conditioning Mechanic			8		54	62
15	Welder	3		22		10	35
16	Wood Craftsman (Furniture)			36			36
		11 (1.2%)	15 (1.7%)	655 (74.1%)	0	203 (23.0%)	884

Source: TVEC Data base as at 30th September, 2012

4.6.2 Comparison of Number of NVQ Certificates Issued through Training Providers in North Western Province with the Total Issued in the Country

A total number of 67,000 NVQ certificates had been issued in the country up to 30th Sep, 2012 in 70 Vocations or Vocational areas. Table 4.12 shows that the number in the North Western province was 3,118 (4.7 per cent) in 25 vocations or vocational areas. Computer Application Assistant, Beautician, Electrician, Baker, Welder, Automobile Mechanic, Hair Stylist, Wood Craftsmen (Furniture), Construction Craftsman(Masonry) and Refrigeration and Air Conditioning Mechanic are the 10 leading Vocations in the country with highest number of NVQ Qualified skilled persons in the descending order.

Table 4.12: Number of NVQ Certificates Issued in the North Western Province and in the Country by Vocation

	Vocation or Vocational Area	Kurunegala	Puttalam	NWP	Total in SL
1	Computer App Assistant	411	239	650	11,891
2	Beautician	230	91	321	6,333
3	Electrician	154	102	256	5,225
4	Baker				5,106
5	Welder	38	35	73	5,047
6	Automobile Mechanic	407	95	502	4,563
7	Hair Stylist	202	102	304	4,154
8	Wood Craftsman (Furniture)	39	36	75	2,949
9	Cons Craftsman Masonry	47	10	57	2,779
10	Ref & AC Mechanic	93	62	155	2,366
11	Motor Cycle Mechanic	59	3	62	2,365
12	Computer Hardware Technician	13	11	24	1,647
13	Computer Graphic Designer	18		18	1,354
14	Aluminum Fabricator	12	6	18	1,331
15	Radio, TV & Allied Equipment Repairer		22	22	1,162
16	Plumber	2	16	18	1,011
17	Machinist	25		25	985
18	Electric Motor Winder	20	7	27	814
19	Wood Craftsman Building				803
20	ISMO				660
21	Automobile Painter	64		64	455
22	Nurse Assistant	119	47	166	446
23	Household Electrical Appliances Repairer	2		2	383

	Vocation or Vocational Area	Kurunegala	Puttalam	NWP	Total in SL
24	Tailor				312
25	Automobile Electrician				279
26	Automobile AC Mechanic				243
27	Automobile Tinker	36		36	221
28	Construction Equipment Operator	209		209	209
29	Fabricator(Metal)				187
30	Litho Machine Operator				182
31	Jewellery Maker(Goldsmith)	13		13	174
32	Jewellery Stone Setter				171
33	Information & Communication Technology				149
34	Desk Top Publisher				138
35	Leather Footwear Maker				96
36	Municipal Solid Waste Operation Assistant				84
37	Cook				71
38	Computer Network Technician				70
39	Information & Communication Technology Technician				65
40	Draughts Person	15		15	56
41	Pre School Teacher				53
42	Outboard Motor Mechanic				49
43	Store Keeper				48
44	Construction Technology				42
45	Automobile Technology				37
46	Three Wheeler Mechanic				27
47	Fruit& Vegetable Processor				25
48	Painter(Buildings)				24
49	Mechatronics Technology				24
50	Tool & Die Maker				22
51	Bar Bender				22
52	Telecommunication Technology				24
53	Farm Machinery Technology				15
54	Production Technology				14
55	Construction Site Supervisor				12
56	Sewing Machine Mechanic				11

	Vocation or Vocational Area	Kurunegala	Puttalam	NWP	Total in SL
57	Work Study Officer				10
58	Refrigeration & Air Conditioning				10
59	Food Technology				8
60	Pattern Maker				8
61	Heavy Vehicle Operator	6		6	6
62	Secretary(Secretarial Practices)				6
64	Waiter/ Steward				5
65	Boiler Operator				4
66	Fitter (General)				3
67	Clerk (general)				3
68	Book Binder				1
69	Lapidarist				1
70	Photographer				1
	Total/(No of Vocations)	2,234(24)	884(16)	3,118(25)	67,051(70)
	Percentages	3.3	1.3	4.7	

Source: TVEC Data base as at 30th September, 2012. Figures shown in the brackets are the number of vocations or vocational areas.

4.6.3 Availability of National Skills Standards for Related Vocations in the Economic Sectors Existing in the North Western Province

The major economic sectors in terms of their growth potential, contribution to provincial GDP and increasing needs for skilled workforce, were identified by the stake holder participants in the planning workshops in Kurunegala and Puttalam districts held for the purpose. These sectors were studied to estimate the occupation –wise workforce stock and forecast the skills and additional workforce requirements for the next few years.

The following observations had been made as to the current availability of the relevant National Skills Standards for the information of training providers interested in providing training to meet the human resource and skills requirements in such sectors. A National Skills Standard should essentially be the basis for any training provider planning to offer a training programme in a given vocation or vocational area. It is expected that this information will also be helpful for the agencies entrusted with the responsibility and task of developing National Skills Standards and

related Curricula to identify demanding and emerging occupations or occupational areas and initiate the necessary actions to develop such standards.

(a) Economic Sectors_ Agriculture and Coconut Plantations

Related NCSs Availability – Plant Nursery Development Assistant, Field Officer (Rubber), Field Assistant (Agriculture), Assistant Factory Officer (Rubber), Assistant Factory Officer (Tea), Agricultural Equipment Mechanic, Pest Controller, Farm Machinery Technology, Boiler Operator, Landscaping Technician, Fruit & Vegetable Processor, Rubber Processing Machine Operator, Floriculture & Landscape Gardening Technology, Agricultural Production Technology

(b) Economic Sector _Fisheries

Related NCSs availability – Out Board Motor Mechanic; Refrigeration & Air Conditioning Mechnic, Fiberglass Laminator, Boat Building Technician, (Fishing Technician , Skipper and Scuba Diver) are being developed

(c) Economic Sector_ Livestock

Related NCSs availability –Animal Feed Production Assistant (Field Operations), Animal Feed Mill Operator, Milk Collecting Centre Assistant, Milk Machine Operator

(d) Economic Sector _Hotels and Tourism

Related NCSs availability - Bartender, Steward, Room Attendant, Cook, Receptionist, Cashier, Wharf Clerk, Store Keeper,

(e) Economic Sector _ Construction

Related NCSs availability – Construction Craftsman(Masonry), Wood Craftsman (Building/Furniture), Industrial Plumber, Electrician, Refrigeration & air-conditioning Mechanic, Aluminum Fabricator, Bar Bender, Landscaper, Construction Equipment Mechanic/ Operator, Construction Site Supervisor , Draughts person, Road Construction Craftsman, Store Keeper, Painter (building), Assistant Quantity Surveyor, Laboratory Assistant, Construction Technology, Quantity Surveying/Operator

(f) Economic Sector_ Livelihood Occupations – Micro, Small/ Cottage Industries

Related NCSs availability – Welder, Footwear Maker, Beautician, Hair Dresser, Photographer, Pre-School Teacher, Cook, Draughts Person, Construction Craftsman, Plumber, Motor Winder, Jewellery Maker, Ref & AC mechanic, Wood Craftsman, Baker, Radio, TV and Allied Equipment Repairer

(g) Economic Sector _ Textiles, Garments and Handloom

Related NCSs availability - Fabric Cutter, Pattern Maker (Apparel Production), Tailor, Fabric Inspector, Production Supervisor (Sewing), Quality Controller (Apparel Production), Computer Aided Colour Matcher, Sewing Machine Mechanic, Work Study Officer, Industrial Sewing Machine Operator, Merchandiser

(h) Economic Sectors_ Services

Related NCSs availability - Sales Representative, Supermarket Customer Service Assistant Store Keeper, Bio-Medical Technician, Nurse Assistant, Optician (Ophthalmic/Technician)

(i) Economic Sectors_ Automobile and Light Engineering/ Products & Services

Related NCSs availability - Aluminum Fabricator, Auto Electrician, Auto A/C mechanic, Auto Painter, Auto Tinker, Electric Motor Winder, Household Electrical Appliances Equipment Repairer, Tool & Die Maker, Welder, Three Wheeler Mechanic, Agricultural Equipment Mechanic, Outboard Motor Mechanic, Fitter, Ref & Air Conditioning Mechanic, Metal Fabricator, TV, Radio Allied equipment repairer, Municipal Solid Waste Operation Assistant, Industrial Plumber, Industrial Electrician, Industrial Electronic Craftsman, Machinist and Pneumatic Technician

(j) Economic Sector_ Foreign Employment

Includes perhaps all above.

Related NCSs availability- Bartender, Steward, Room Attendant, Cook, Receptionist, Cashier, Wharf Clerk, Store Keeper

Construction Craftsman(Masonry), Wood Craftsman (Building/Furniture), Industrial Plumber, Electrician, Refrigeration & air-conditioning Mechanic, Aluminum Fabricator, Bar Bender, Landscaper, Construction Equipment Mechanic/ Operator, Construction Site Supervisor , Draughts person, Road Construction Craftsman, Store Keeper, Painter (building), Assistant Quantity Surveyor, Laboratory Assistant, Construction Technology, Quantity Surveying/Operator

House Keeping Assistant, welder,

Fabric Cutter, Pattern Maker (Apparel Production), Tailor, Fabric Inspector, Production Supervisor (Sewing), Quality Controller (Apparel Production), Computer Aided Colour Matcher, Sewing Machine Mechanic, Work Study Officer, Industrial Sewing Machine Operator, Merchandiser

4.7 Training Provision for Special Groups

TVET is a poverty reduction strategy. The vulnerable or underprivileged groups need special attention to bring them into mainstream economic process in order to improve their quality of life. The TVEC policies in skills development for vulnerable people suggest providing them with appropriate life skills, livelihood skills and vocational training thus enabling them to become partners in the national economic processes. It is expected this will create a harmonious and inclusive society where all citizens participate and benefit from social and economic services available in the country.

There are six groups of people identified as vulnerable in the TVEC policy document. They are the Disadvantaged Women, especially those heading households; People with Disabilities (Mental & Physical), Disadvantaged Youth (including School Dropouts and Former Child Labour); Poor (including people in plantation areas, rural and urban poor); Persons affected by Conflict [including Internally Disabled Persons (IDPs) and ex-combatants] and Migrant Workers.

TVEC suggests seven strategies in its policy document to improve the quality of life of the underprivileged. These are:

Increasing training providers' responsiveness; flexible training delivery; creating enable physical environment; training capacity enhancement; increasing training centres in the provinces; institutionalizing pro-poor approach in enrollment; and providing post training support. TVEC has also commenced a grants scheme in order to strengthen training delivery for vulnerable groups.

4.7.1 Vocational Training for People with Special Needs in North Western Province

1.6 per cent of the total Sri Lanka population has a disability, 31.7 per cent of all disabled people are reported having had no schooling. 3.3 per cent of the total number of disabled population aged 10 year and over, in the country had received vocational training after they became disabled. The

percentage distribution was quite similar for both sexes. A significant number of males have taken machinery wood carving/carpentry and tailoring as vocational training. Highest proportions of females trained were as tailors.

Only 14.4 per cent of all disabled people are in employment. 4.1 per cent of all mentally disabled people are also in employment. 73.3 per cent of all disabled people are supported by their families. 6.2 per cent of all disabled people are supported by institutions or organizations.

It is reported that in Kurunegala district, for every 10,000 in population, 179.3 are disabled of both sexes, males are 213.2 and females are 146.6. The Puttalam district records for both sexes, the rate is 163.9 per 10,000, while rates for males and females are 191.1 and 137.3 respectively. (DCS-2001).

The Ministry of Social Services has taken action to find employment for persons with disabilities in the public and private sectors wherever possible. The government mandated that 3 per cent of all public sector workforces are to be made up of persons with disabilities, though it has been said that the measure is insufficient. Despite government efforts to provide vocational training opportunities, set up trusts, and provide start-up funds for trained persons with disabilities, it has yet to integrate relevant international labor standards for vocational rehabilitation and employment of persons with disabilities (Country Profile on Disability, JICA March -2002).

There are a total of 11 vocational training centers for persons with special needs in Kurunegala district, of which 10 are directly managed by the Department of Social Services under the North Western Provincial Council and the remaining one is NGO operated as reported to TVEC in 2012. The training offered in most of the centres are in Agriculture, Wicks Making, Making of Cloth Carpets, Brooms, Painting and Tailoring. Two of the centres, in addition to the said very basic training programmes, offer training in Computing as well. Only one centre offers training in Animal Husbandry, Embroidery, Painting, Home Science, Handicraft and training for occupations of Electrician and Plumber, more on the nature of vocational training thus seems to qualify for the TVEC grants scheme for strengthening training for vulnerable groups. The number of youth undergoing training in 2012 in the above centres was reported as around 120.

There are a total of 4 institutions in Puttalam district of which two are run by Department of Social Services under the Provincial Council and other two are NGO operated. The number of youth undergoing training in 2012 was reported as around 60. However none of the centres are delivering vocational training and thereby qualify for the TVEC grants scheme.

TVEC has not disbursed funds to any of the training centres serving groups of special needs up until now in North Western province.

4.7.2 Vocational Training in Tamil Medium

Table 4.13 shows that 14.8 per cent of total enrollment of students in schools in North Western province in 2011, were studying in Tamil medium, in a total of 163 Tamil medium schools. Out of the total number of 71,000 students enrolled in schools in the province, 43,000 students are studying in Puttalam district.

In the process of developing VET plans for provinces, if the provincial populations comprise significant proportions of different ethnic groups, it is very appropriate to make provision in the plan to, offer equal opportunities for skills acquisition through vocational training to specially youth in such groups.

VTA reports that four of its VTA training centres in Puttalam, Kalpitiya, Udappuwa and Nagavillu in Puttalam district, conduct Tamil medium vocational training in ICT, Beauty-culture, Hair Dressing, Dress Making, Electrical and Aluminum Fabrication. VTA was able to offer such training apparently due to the availability of Tamil speaking Muslim instructors in these four centres. In some courses instruction is bilingual in both Sinhala and Tamil languages. Around 180 students are presently following these courses.

NAITA too is arranging with a NGO to deliver training in Fisheries sector in Kalpitiya. This will cater the school leavers from Tamil medium schools, thus increasing their accessibility to vocational training.

Thus there is some accessibility for school leavers from Tamil medium schools, to vocational training especially in Puttalam district. The training centres are also strategically located in Kalpitiya and Puttalam DS divisions which record, 57,647 and 59,537 the highest Tamil speaking populations in Puttalam district. The total Tamil speaking population in Puttalam district is around 197,000 which is 26 per cent of its total population.

There is no indication that vocational training is presently offered in Tamil medium in Kurunegala district by any of the training institutes registered at TVEC as per its database. In Kurunegala district, the location of a training centre to offer Tamil medium could be in the Kuliyaipitiya East DS division which has the highest Tamil speaking population with around 17,200 persons. The total Tamil speaking population in Kurunegala district is around 136,000 which is 8.4 per cent of the total population in Kurunegala district

Table 4.13: Students by Medium of Study and District- North Western Province in 2011

District	Number of Students						
	Sinhala		Tamil		English		Sub Total
	T	%	T	%	T	%	
Kurunegala	281,934	88.9	28,018	8.8	7,267	2.3	317,219
Puttalam	114,336	71.8	42,692	26.8	2,117	1.3	159,145
NWP	396,270	83.2	70,710	14.8	9,384	2.0	476,364

Source: School Census-2011, Data Management Division, Ministry of Education

4.8 Initiatives, Issues and Concerns Influencing Human Resource Development in the Industry Sectors Studied

This section summarizes the initiatives, issues and concerns identified, in industry sector reports that could affect the training provision in the province.

4.8.1 Initiatives, Issues and Concerns in the Coconut Plantation Sector

1. Low average coconut production per hectare.
2. Low farm-gate prices for coconut and inter crops.

3. Requisite fertilizer and agro chemicals etc. are not duly applied in cultivations due to lack of capital
4. Avenue to obtain appropriate credit facilities are limited.
5. Coconut cultivated as mono crop. Certain cultivation resist introduction of inter crops in coconut lands
6. Farmers resistant to adopt new coconut cultivation practices due to low income.
7. Lack of machinery and equipment for product diversification
8. Lack of skills for product diversification and value chain development.
9. Lack of entrepreneurial skills among small coconut growers.
10. Lack of market facilities due to poor market intelligence.
11. Absence of well coordinated and stable Community Based Organizations (CBOs).

Goals of the Coconut Sector

1. Increase the coconut production up to 3,650 million nuts per annum within the next 6 years (2011-2016) to meet the culinary and industrial demand of the country.
2. Organize smallholder sector as CBOs to involve in coconut based small and medium scale industries to increase employment opportunities, enhance livelihood and alleviate poverty.
3. Increase productivity and farm income through livestock/intercrop diversification.
4. Developing environmentally sound and economically viable coconut based industries.
5. Improve quality and marketability of coconut products to compete in the Global market to increase foreign exchange earnings.
6. Generate new technologies and improve existing technologies to meet the changing needs of the coconut industry.
7. Enhance income generation by diversifying formal and informal sectors of coconut based industries.

4.8.2 Initiatives, Issues and Concerns in the Agriculture Sector

Provincial Agriculture Department has identified following agricultural projects & priority areas to develop the agriculture sector in the region.

1. Increase crop productivity
2. Human resource development for agricultural development
3. Production of seeds & planting material to fulfill the needs of the province
4. Encouraging the development of agricultural products based businesses in the province
5. Conducting demonstrations, experiments & surveys for promoting agricultural technology
6. Encouraging eco-friendly programs for environmental balance

4.8.3 Initiatives, Issues and Concerns in the Livestock Sector

1. Self Reliance in Livestock Industry is the theme in the Mahinda Chinthana way forward policy document.
2. The dairy sector will be considered as the priority sector for public investment recognizing its contribution to the national economic development process.
3. The Government also recognizes that there should be no restrictions on the rearing of animals for meat (goats, swine, rabbits etc) and meat processing by the private sector.
4. The private sector needs to assume greater responsibility in developing the poultry sector. The role of the public sector in poultry development will be a regulatory function focusing on animal disease prevention and quality assurance.
5. Livestock Master Plan (LMP), the strategy for livestock development for self sufficiency is the main public investment plan for livestock sector in central and provincial government levels to achieve to objectives of Mahinda Chinthana Programme

Manpower Development Strategies for Dairy Sector

1. Standardize training programs conducted by various training institutes.
2. Strengthen facilities at training centres for conducting training programs for the dairy industry.
3. Establish necessary linkages with relevant national, regional and global dairy training institutions to train both farmers and service providers.
4. Establish dairy technology institute to become self managed after 4 years, conducting one day, weekly, short term and long term training offering diplomas and post graduate certificates.

Institutional Development Strategies for dairy sector

1. Comprehensively overhaul organizational set up as customer focused, outward looking, and vertically and horizontally integrated institutions practicing principles of good governance.
2. Establish 660 livestock service (veterinary) units, with necessary facilities per each 300 dairy farm families (cluster)
3. Establish three (3) regional AI centres with necessary facilities including field AI equipment
4. Establish strong regulatory framework.
5. Form separate task forces for farmer empowerment, marketing, breeding, disease control, animal feed resources development, and research and man power development.

6. Establish dairy technology institute come to the level of self managed after 4 years, conducting one day, weekly, short term and long term training offering diplomas and post graduate certificates.
7. Develop necessary infrastructure for prompt delivery of inputs& services and information exchange.

Manpower Development Strategies for Poultry Sector

1. Establish a system to develop technically competent man-power.

Under this topic MLRCD has defined three programmes. Those are

- a. Specialized post-diploma certificate course on poultry for animal husbandry diploma holders
 - b. Post-graduate diploma programme (short-term) for veterinarians
 - c. Special training courses for farm staff/workers
2. Review and optimize state veterinary services related to poultry industry.

Under this topic MLRCD has defined two programmes. Those are

- a. In service training programme for field veterinary surgeons, covering every aspects of poultry
- b. Mobile poultry service unit in provinces (poultry belt) with experienced vets.
- c. Establish a poultry training institute

- d. Identification and establishment of specialized training programmes /courses for different aspects of the industry is the programme identified by MLRCD.
- e. Establish /strengthen national level poultry information dissemination system.
- f. Establishment of poultry industry monitoring committee.

Strategies to create more employment opportunities in the poultry sector by MLRCD

- 1. Encourage establishment of new commercial broiler and layer operations.
- 2. Encourage maize, soya cultivation without growers
- 3. Establish a system to mediate problems of out growers
- 4. Promote self employment

4.8.4 Initiatives, Issues and Concerns in the Fisheries Sector

Policy directions for the sector

- 1. The fisheries development policy aims at exploiting the country's fisheries and aquatic resources in a sustainable manner, while conserving the coastal environment. The government is targeting self-sufficiency in the national fish supply and a significant increase in fish exports.
- 2. The key components of the policy directions are specified as follows. Diversification of production and exploitation of offshore and deep sea fisheries through the introduction of modern technology giving high priority to efficient fishing methods. It is also planned to reduce pressure on coastal resources through the implementation of fishery management programmes.

3. Sri Lanka possesses suitable water bodies throughout the country for developing a viable inland fishing. Thus, developments of freshwater capture fisheries and aquaculture in inland water bodies have also been identified as a viable industry.
4. This can be implemented through increasing fish seed production and introducing them in to minor and seasonal tanks with the support of community based fishery management.
5. High post harvest losses and lack of knowledge in handling of fish have been identified as a serious impediment to marketing and producer price in the fishing industry.
6. The requirement of prevention of such losses has been given priority in the development plan.
7. Inadequate and poorly managed fisheries infrastructure has considerably slowed down the development of the fishing industry. Hence, infrastructure facilities will be improved to exploit the fish resources and reduce post harvest losses.

4.8.5 Initiatives, Issues and Concerns in the Construction Sector

Industry demands new entrants to have necessary skills prior to their employment and training institutes needs to provide this training in required numbers and with required skills at acceptable standards to satisfy the industry needs.

Up skilling of the present workforce and certifying 85 per cent of this workforce who never had any formal training at NVQ levels and giving them recognition needs support from the construction contracting firms. Release of workers for training may be a problem for all firms who had to adhere to the timeframes to completion of work. Training providers and companies need to collaborate and workout innovative methodologies to achieve the purpose.

However, the current training in some vocations like draughtsman may seem in excess of the requirement in the province, it should not be worrisome as there are always the occurrence of cross boarder labour migration to the rest of the country and also the existence of the unmatched demands of foreign job market for skilled manpower. It is also opportune now, to plan for training needs for vocations that have never been addressed by the training institutions in this province.

4.8.6 Initiatives, Issues and Concerns in the Automobile Industry and Light Engineering Sector

The following were the major problems regarding human resources profile of the sector in NWP.

- Most of the enterprises are informal or unregistered.
- Most of the enterprises are mainly owned by on-the-job skill labours.
- Labour force categorization/identification is difficult due to numerous and varied sub sectors.
- Lack of sector specified HR policies which are applicable for all sub sectors

There need to be training to transfer technology and for skills upgrading. There will be programmes for entrepreneurial skills development for the employers as well as workers to better prepare them to face the challenges of emerging technologies in their industry and to be competitive in the business world. Customer Focus and Quality Delivery of Products and Services will be special theme to be delivered to the Entrepreneurs in this sector. Delivery of training will be on short term basis at training centres or at work places.

4.8.7 Initiatives, Issues and Concerns in the Garments and Handloom Industry

Provincial handloom industry sector plan

1. Provincial handloom sector of the North Western province has planned following activities to carry out with the budget of LKR 23 Mn.
2. Development of physical structure in production centers
3. Development of yarn dyeing centers
4. Establishment of a new handloom centers in potential areas.
5. Increase the number of trainees in the handloom related 6 month training to 250.
6. To open up 4 more sales points and strengthen the marketing network in Mallankulama, Metibokka, Horombawa and Anamaduwa Thalawewa
7. There are also plans to attract foreign markets with quality handloom products, making use of new technology in the production processes.

4.8.8 Initiatives, Issues and Concerns in the Service Sector

- 1 **Trading:** Trading sector includes mainly retailing, wholesales, storage, export and import. In terms of both no. of establishments and employment trading sub sector can be identified as the largest sub sector which comes under the service sector.

According to the analysis of human resource requirement in the trading sector the occupations precisely Sales Person, Marketing Executive and Office Administration Assistant were identified as the occupations which have high job opportunities in the province. Officer Administration Asst. is a multi task job which includes computer operating, documentation, customer handling etc.

2. **Insurance and Financial Services:** Even at the provincial level the Insurance and Financial services become important avenue which has created many employment opportunities. It is very obvious that the business entities coming under this category are well organized and mostly corporate enterprises. Occupations precisely Banking Asst. Insurance Advisor and Sales/Promotion Executive are known as expanding opportunities in the job market.

3. **Private Owned Health Care Sector:** Experts in Medical sector had estimated that the private health care industry in the country will record 18 percent of growth for the year 2010. It can be expected that there will be a continuous growth in the sector in future also since this growth is supported greatly by expansion of the middle income level category in the population (increase of per capita income), penetration of healthcare insurance schemes etc.

Kurunegala becomes one of the strategic centers that the private healthcare industry (sophisticated and specialized healthcare services) would incubate and develop. (The middle or upper income level population should be at a viable level to attract private investments in private healthcare services) however the more general healthcare services (outpatient treatments, common medical test/laboratory services) will further expand in other locations in the province.

4. Education – Private Sector

It is evident that there is a big expansion in the IT industry in the country specially in the IT associate industries. In parallel IT education will expand further to cater the demand of IT workforce. There are good opportunities in the IT education sector to enter as IT instructors. However it should be stressed that there should be an integration of the Subject Specialization as well as the Teaching Skills to be qualified for such occupation.

4.8.9 Initiatives, Issues and Concerns in the Hotels and Tourism Sector

Most of the training agencies are in short of candidates to follow training courses in tourism and hotel sector. The poor participation of youth in training programs is mainly due to their unawareness of the opportunities in the tourism and hospitality industry.

Wayamba Development Authority has taken steps to coordinate all the tourism and hospitality training institutes in the province to support them to increase their performance to promote more training opportunities. TVEC needs to give guidance and assistance to upgrade the training facilities and also to standardize the training courses. WDA has organized a loan scheme to the students of the Wayamba Hotel School (WITHMED) to encourage school leavers. Job placement after the training also has been done in star class hotels.

The training output with the available training institutes could be doubled with some facilitation in terms of networking and partnership among training providers along with organized promotional campaigns and career guidance awareness programs to recruit more youth to training institutes

4.8.10 Initiatives, Issues and Concerns Related to Foreign Employment

1. With the emphasis on “Ensuring Skilled, Safe Migration” in foreign employment sector, the policy of the government is to encourage the skilled labour rather than the unskilled and housemaid labour migration.

2. Restructure and strengthening of the capacity of the management of the SLBFE to play a greater role in market promotion, skills trainings and protection of migrant workers.
3. Foreign employment authorities plan to completely stop females leaving Sri Lankan shores to work as housemaids by 2025.
4. Aspiring migrant workers need to acquire NVQ certificate Level 3 qualifications or above, to prove their skill levels.
5. Adoption of a job specific, country specific, company specific strategy in training workers according to specific requirements.
6. SLBFE is exploring to promote employment in hospitality industry, health, sales and housekeeping, among females instead of the house maid jobs.
7. An agreement signed with international partners to establish an internationally accredited nurse's training school and a hospital to train health sector workers.
8. SLBFE seeks local and foreign expertise in training manpower in other fields as well.

Coping Skills

Studies undertaken on migration have neglected to focus on the scoping skills required to actually embark on the migratory process and work overseas. Young men and women leave their homes to work in a foreign country, where they have to adapt to a totally different culture. Housemaids work in the isolation of homes and have little contact with the outside world. Many workers have little access to social networks and leisure time. Some do find it difficult to cope.

People working overseas have to learn to communicate in a foreign language with their supervisors, follow instructions, and maintain relations with colleagues while coping with isolation, loneliness and being away from family and friends. They also learn to manage money, make financial decisions regarding expenditure and savings, and find ways to remit the money they earn towards meeting the needs of their families at home. These are skills that generally are not taught but must be learned.

It is important, then to record the coping skills and strategies employed by women and men while working abroad to highlight how they affect character formation and contribute to empowerment. An understanding of coping mechanisms is also essential when formulating a strategy for youth employment so that training and orientation programs can use the information in preparing young people for migration.

4.9 Skills Training and Possible Training Partners as Identified in Sector Reports

4.9.1 Coconut and Related Industry Sector

- i. Technical College - Kuliyaipitiya
- ii. Agriculture School – Wariyapola
- iii. Coconut Development Training Institute –Lunuwila
- iv. Coconut Research Institute – Lunuwila
- v. Coconut Cultivation Board- 3 regional offices are conducting technology transfer programs required for skill development
- vi. Coconut Development Authority Regional Office- Kurunegala conduct technology transfer programs
- vii. National Institute of Plantation Management in Colombo conduct training programs for coconut sector stakeholders
- viii. Faculty of Agriculture- Wayamba University of SriLanka

4.9.2 Agriculture Sector

At Provincial Level

- i. Wayamba University of Sri Lanka
- ii. Provincial Department of Agriculture – NWP
- iii. Sri Lanka School of Agriculture – Wariyapola
- iv. Zonal Resource Center – Department of Agriculture
- v. Technical College - Kuliyaipitiya

At National Level

- i. Hector Kobbekaduwa Agrarian Research and Training Centre
- ii. In-service Training Institute- Gannoruwa
- iii. In-service Training Institute- Mahailupallama
- iv. In-service Training Institute- Bathalagora
- v. Sri Lanka Institute of Development Administration - SLIDA
- vi. Aquinas college of Agriculture

4.9.3 Livestock Sector

- i. Department of Animal production and Health
- ii. Wayamba University of Sri Lanka
- iii. Regional Agriculture Research and Development Centre, Makandura
- iv. National Livestock development Board
- v. Non Governmental Organizations
- vi. School of Agriculture, Department of Agriculture , Wariyapola
- vii. Technical College –Kuliyapitiya

Farmer training is one of the major activities done by field Veterinary Surgeons which comes under the extension component. This is done at field level and it covers most parts of livestock sector.

At National Level

- i. Animal Husbandry School, Kundasale
- ii. University of Peradeniya
- iii. Institute of Continuing Education, Peradeniya, Sri Lanka;
- iv. Department of Animal Production and Health
- v. The Post-Graduate Institute of Agriculture (PGIA) of the University of Peradeniya
- vi. NGOs (World Vision, CARE International)

4.9.4 Fisheries Sector

- i. Ministry of Fisheries and Aquatic Resources Development- NWP
- ii. Wayamba Development Authority
- iii. National Aquatic Development Authority of Sri Lanka (NAQDA)
- iv. Wayamba University of Sri Lanka
- v. CEYNOR
- vi. National Disaster Management Committee

4.9.5 Construction Sector

In the North Western province the training in construction industry occupations is mainly carried out by the public sector organizations such as the Department of Technical Education & Training (DTET), Vocational Training Authority (VTA), National Apprentice & Industrial Training Authority (NAITA) and Department of Industries under NWPC. A few private sector and non-governmental organizations are also involved in conducting training programmes in construction industry. The total number of courses offered in the province is 65.

Training in some of the occupational categories is however not available in the province.

Bar benders, steel fixers, scaffold fixers are some of such vocations.

4.9.6 Automobile Industry and Light Engineering Sector

The College of Technology (Technical College) Kurunegala with the addition of a state of the art technology paint booth to the auto painting workshop is gearing itself for transferring of technology and skills to practicing craftsmen in automobile industry. With the proposed introduction of part time additional automotive courses to cater the garage owners, vehicle owners, craftsmen and drivers etc, CoT- Kurunegala could take the lead role as the dedicated training institute in vocational training in automotive industry in NW province.

Industrial Development Board generally delivers training to small business operators in this sector to transfer new technology and also skills in running enterprises. Following are some of such themes of training.

- Tig Mig Welding
- Development of Entrepreneurship Skills
- Accounts and Book Keeping
- Financial Management

There will also be programmes for entrepreneurial skills development for the employers as well as workers to better prepare them to face the challenges of emerging technologies in their industry and to be competitive in the business world. Customer Focus and Quality Delivery of Products and Services will also be a special theme to be delivered to the Entrepreneurs in this sector

4.9.7 Garments and Handloom Sector

There are a total of 47 courses offered in this sector in the province, with 26 courses by private training providers, 16 by VTA and 2 each by NYSC and NGO operated training centres. The courses relevant to Garment Industry are only 7 and all the rest are in tailoring and dress making.

In addition **Industrial Services Bureau in Kurunegala** district offers the following sector related training.

- Boiler Operator Training
- Pattern Making
- Work study
- Quality Control
- Stores management
- Purchasing Management

4.9.8 Small and Cottage Industry Sector

The following organizations will continue to provide or else organize the necessary training for SCIs in the NW province.

Organizations within the Province

- i. Ministry of Rural Industries Development and Rural Development
- ii. Women Affairs division
- iii. Provincial Department of Textiles
- iv. Provincial Department of Small Industries
- v. Human Resources Development Authority
- vi. Wayamba Development Authority
- vii. Industrial Services Bureau
- viii. Chambers of Commerce
- ix. National Entrepreneurial Development Authority
- x. NGOO and INGOO
- xi. World Vision, Care international, Enter Growth Project, Fisheries Livelihood Development Programme, Dambadeni Development Foundation, Wilpotha Womens' Savings Premises

Organizations under Central Government

- i. Industrial Development Board
- ii. Small Enterprises Development Unit
- iii. Export Development Board

4.9.9 Hotels and Tourism Sector

There are about 7 training institutes for tourism and hospitality industry, in the Kurunegala city. Few more are in operation in Puttalam district, too.

Newly constructed “ Institute of Tourism, Hotel Management and Entrepreneur Development ” (WITHMED) in Kurunegala operates under Wayamba Development Authority under NWPC .

The Ministry of Education also conducts training courses for school leavers under the ADB funded Education for Knowledge Society Project to train more than 1000 youth in the province in the tourism sector.

Sri Lanka Institute of Tourism and Hotel Management (SLITHM) is planning to join hand with the WITHMED (Wayamba Hotel School) of NWPC to increase the quality, number of students as well as the number of training courses to enhance the skills of the youth in tourism and hotel sector of in the province.

4.9.10 Foreign Employment

SLBFE has launched a number of orientation training programmes for prospective migrant workers in specialized vocations. Housemaid migrants have been trained more than any other manpower level, because they are the highest number of migrant workers. Comparatively the skilled labor migrations account for a small percentage. Table 4.14 shows the number orientation training programs conducted for migrant workers to Middle Eastern countries as well as non M.E counties were 5,843, number of literacy programs were 26 and Hebrew language programs were 454 totaling 6,323 in the province in 2010.

**Table 4.14: Training programs conducted for Migrant Workers in North Western Province
-2010**

Program	M.E	Non M.E	Literacy	Korean	Hebrew	Singapore	Unskilled	Total
Kurunegala	3,108	262	-	-	454			3,824
Puttalam	1,989	484	26	-	-	-	-	2,499
Total	5,097	746	26		454			6,323

Source – Training Division SLBFE

Chapters 5: Vocational Education and Training Plan for NWP

5.0 Overview

TVET sector is the main contributor to the “world of work” in terms of quantity and quality of skilled workforce. TVET sector needs to do continuous planning and development to cater changing needs of the labour market in quantity and the quality. However, challenge is to anticipate and identify the demand for skills in the economy and the pressure is to deliver skills in demand in the labour market. Therefore, the capacity and ability to continuously monitor and interpret the labour market signals and respond timely to skills demand for improvements in productivity and competitiveness in all sectors through training provision is imperative.

The success of the TVET system depends on the extent of integration of skills development into national and provincial employment and development strategies. Simultaneously, TVET system needs to support long-term capacity development, and be flexible enough to accommodate new socio-economic conditions and structural changes that arise due to demographic trends, technological changes and development initiatives.

The analysis of socio-economic conditions as indicated in Chapter 2 draws attention on the followings.

In the North Western province 33.4 per cent of employees are in Agriculture, Forestry and Fishery (A, B); 20.6 per cent are in Manufacturing (D); 12.5 per cent are in Wholesale and Retail Trade, Repair of Motor Vehicles, Motor Cycles and Personal and Household Goods (G) and 7.0 per cent in Construction (C), Mining & Quarrying (E), Electricity, Gas and Water Supply (F) groups. The Transport, Storage and Communication (I) group employs 5.1 per cent of the total number employed.

Vocational training delivery is widely available in construction and manufacturing related occupations, but not so in Agriculture (A & B) and Whole Sale and Retail Trade economic sectors. Therefore, need of developing an adequate number of qualifications in the National

Vocational Qualification Framework and delivery of training in the vocations in these specific economic sectors are to be met in formulating the VET plan.

The highest share of 22.7 per cent of the total employed persons is in skilled agricultural and fishery workers category followed by 19.9 per cent as elementary occupations, 16.8 per cent in craft related occupations and 13.1 per cent as sales and service workers.

Vocational skills and qualifications of these occupational groups are to be addressed by the vocational training providers. The workers in elementary occupations perform simple and routine tasks which mainly require the use of hand held tools and in some cases considerable physical effort. As most occupations in this major group require skills at the first skill level, most vocational training providers could design and offer training courses leading to specific qualifications easily.

The following objectives and the strategies to achieve the set objectives were worked out based on socio economic sector analyses, the training providers' inputs from workshops, and in discussion with policy makers in TVET in drawing up the Vocational Education and Training Plan for the VET system in North Western province.

5.1 Matrices indicating Objectives, Strategies, Activities and Responsible Agencies

1. Increase TVET accessibility to larger number of youth inclusive of groups of special needs and vulnerabilities.
2. Promote TVET System as a pathway that assures employment with upward and lateral mobility and attract more youth, to follow TVET courses allowing efficiency in delivery
3. Improve quality and relevance of TVET courses
4. Meet skills and human resources training requirements in 11 economic sectors in NWP
5. Improve employability of TVET completers
6. Strengthen planning unit of provincial council to coordinate with TVET institutions, chambers and other industry stakeholders to match demand for and supply of skills

7. Strengthen planning unit of provincial council to monitor implementation of TVET programmes in the Province

Activities to be implemented under each strategy to achieve the set objectives are given in the following matrices.

Objective 1: Increase TVET accessibility to larger number of youth inclusive of groups of special needs and vulnerabilities

Strategy 1.1: Establish new training centres to reduce geographical disparities and serve wider segment of the youth population ensuring equity and accessibility

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
1.1.1	<p>Training centres to be established in 12 Divisional Secretariat divisions after considering other relevant factors like accessibility, proportion of marginalized youth in DS division etc</p> <p>Kurunegala District Bamunukotuwa, Ehatuwewa, Giribawa, Kotawehera, Kuliyapitiya-East, Mallawapitiya and Panduwasnuwara East</p> <p>Puttalam District Karuwalagaswewa, Mahakumbukkadawela, Nawagattagama, Pallama and Wanathawilluwa</p> <ul style="list-style-type: none"> proposals for funding for both public and non state sectors Implement Proposals <p>(Courses to be identified based on course mix of the province, preferably for occupations in most demand in local labour market by the proposed Provincial Steering Committee)</p>						Proposed P & DSCs and VTCs
1.1.2	Recruit and deploy adequate number						

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
	of qualified teachers/ trainers						
1.1.3	Implement training programmes						

Strategy 1.2: Introduce new / Improve existing programmes to promote accessibility for vulnerable groups with special needs

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
1.2.1	<p>Develop and conduct training programmes with specialized training facilities or assist to improve any such existing programmes in vocational, life skills and livelihood training catering to special needs of vulnerable groups in training centres at selected/strategic locations.</p> <ul style="list-style-type: none"> • Submit proposals for limited TVEC financial grants to supplement funding, if required • If TVEC accepts and offers grants, implement proposals 						<p><i>Proposed P&DSCs and VTC(both public and private)</i></p> <p><i>Department of Social Services, Ministry of Child Care and Rehabilitation & TVEC</i></p>
1.2.2	Monitor training outputs and effectiveness of programmes financially assisted by TVEC for evaluation and improvements.						TVEC

Strategy 1.3: Introduce/Expand Tamil medium courses in training centres which are located close to Tamil speaking communities.

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
1.3.1	(a) Expand and increase intake of students in 4 VTA centres in Puttalam and Kalpitiya DS divisions Establish public VTC in Mundalama with Tamil Medium courses b) Establish a VTC in Kuliapitiya East in Kurunegala district, with few courses in Tamil Medium or in bilingual instructions to include more of Tamil medium students						<i>Proposed P& DSCs and all VTCs,</i>
1.3.2	Make available relevant NCS, curricula and other teaching and learning materials in Tamil medium						<i>Proposed P& DSCs, TVEC</i>
1.3.3	Recruit and deploy adequate number of Tamil medium teachers/trainers						<i>Proposed P& DSCs and VT organization s</i>
1.3.4	Recruit trainees and implement training						<i>Proposed P& DSCs and VTCs</i>

Strategy 1.4: Identify and implement training courses based on provincial and national labour market demands

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
1.4.1	Strengthen existing training centres by adding new courses based on course mix of other provinces and districts, which are specific to North Western province- Refrigeration & Air Conditioning and Plumbing courses						<i>Proposed P& DSCs and all VTCs,</i>

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
1.4.2	<p>Implement new training courses</p> <p>Coconut Cultivation</p> <p>Agriculture:</p> <p><i>Agriculture Machinery Operator</i></p> <p>Fisheries:</p> <p><i>Coxswain Certificates/ Skipper Training; Boat building craftsman, Boat navigation include diving and life saving skills as a module, ornamental fish breeding</i></p> <p><i>Operation of GPS and fish finding(electronic)</i></p> <p>Livestock:</p> <p><i>Dairy Assistant, Poultry Assistant</i></p> <p>Hotels and Tourism:</p> <p><i>Training for community oriented river tourism –small boats and ferry services to interior places through rivers, recreation services, water sport and training for vendors, small tourist shop owner</i></p> <p>Textile ,Garments and Handloom industry</p> <p><i>Expand training for Industrial Sewing Machine Operator , Quality Checker and Counselor</i></p> <p>Livelihood occupations-Small & Cottage Industries:</p> <p><i>Food Handler's Certificate/ Entrepreneurship Development</i></p> <p>Automobile Industry and Light Engineering Products and services</p> <p><i>Auto Painting training/technology transfer to craftsmen in private enterprises</i></p> <p>Services Sector</p> <p><i>Pharmacist Assistant, Public</i></p>						<p><i>Proposed P& DSCs ; VTCs; Wayamba University; Health Authorities; TVEC</i></p>

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
	<i>Relation Officer, Commercial and Industrial Security Officer, Wholesale and Retail Trading, Caregiver</i> Conversion Courses for Foreign Employment						

Strategy 1.5: Facilitate rationalized and labour market responsive training

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
1.5.1	Regular dialogue among both public and private training providers to facilitate rationalized and market responsive training provision in the district District rationalization committee of public training providers under Ministry in charge of Vocational Training exists. The proposed Training Providers Forum under PC in the two districts to include both public and private sector training institutes, for wider participation, supported by industry stakeholders.						<i>Proposed P & DSCs and district TP Forum</i>
1.5.2	Meet regularly for information sharing and possible collaboration in recruitment, resource sharing, career guidance and social marketing.						
1.5.3	Implement Decisions and Report Feed back						

Strategy 1.6: Expand the Apprenticeship and On the Job training (OJT) programmes in the two districts.

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
1.6.1	Identify suitable training partners through Chambers, Trade Associations, Hotel Associations, Construction Contractors Association, Ayurveda Hospitals, DC and Coconut Oil Mills, Coir industry and small and medium enterprises, even including rice mills and handloom textile centres in the province and develop workable partnerships for OJT and apprenticeship training.						<i>Proposed P&D SCs NAITA, Wayamba Development Authority</i>
1.6.2	Introduce on the job training for Students following Diploma in Ayurveda Medicine in Aurvedha hospitals. Training for ISMOs with Brandix Garments industry. Also Apprenticeship Scheme for livelihood occupations in industry clusters such as handicrafts and handlooms-weavers , boiler/rice mill/DC and Oil mill operators and also coconut pluckers etc						
1.6.3	Increase annual enrolment for apprenticeship training in informal sector and relevant livelihood occupations (situational training)						

Strategy 1.7: Expand programs to recognize Practicing Skilled Craftsmen through RPL under NVQ Framework.

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
1.7.1	Collaborate with industry to select practicing technicians and supervisory level persons and train them as assessors to promote NVQ certification through RPL mode						<i>Proposed P&DSCs, TVEC, UniVoTec, NAITA</i>
1.7.2	Launch aggressive marketing campaign to bring the experienced						<i>Proposed P&DSCs,</i>




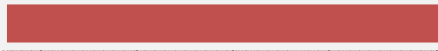


	practicing craftsmen in various occupations in industry sectors to be assessed for NVQ certification on RPL in association with PC and industry partners						<i>TVEC, NAITA</i>
1.7.3	Develop and conduct short term gap filling training for the said experienced craftsmen if needed						<i>Proposed P&DSCs Training Providers</i>
1.7.4	Carry out competency assessment for NVQ certification						<i>Proposed P&DSCs NAITA, VTA</i>

Strategy 1.8: Launch programs to take vocational training to schools along with introduction to NVQ Framework.

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
1.8.1	Collaborate with higher education Authorities to map the subjects in G.C.E (A/L) IT stream with already developed Competency standards in IT occupations.						<i>Proposed P&DSCs, TVEC and MYASD</i>
1.8.2	Conduct Awareness programmes and introduce all NCSs developed in IT sector with curricula, teacher and students guides to general education system and promote their use						<i>Proposed P&D SCs, TVEC and VTCs</i>
1.8.3	Launch an collaborative partnership to take vocational training to schools with a few selected schools on pilot basis, introduce VT to those school leavers in transition to work by VTCs and deliver a few training programmes with corporate partners						<i>Proposed P&DSCs, VTCs and Corporate Partners</i>
1.8.5	Introduce Basic Competencies at work module to School Students.						
1.8.3	Carry out competency assessment for NVQ1 certification in partnership with school authorities.						<i>Proposed P&DSCs, NAITA, VTA</i>

Objective 2: Promote TVET System as a pathway that assures employment with upward and lateral mobility and attract more youth, to follow TVET courses allowing efficiency in delivery

Strategy 2.1: Strengthen Career Guidance and Counseling activities in the province to be more Productive.

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
2.1.1	Establish a CG committee in each District comprising mainly representatives of major public and private sector training institutes to plan, implement, coordinate and monitor their career guidance and counseling activities.						Proposed P & DSCs
2.1.2	Prepare a database of trained career guidance and counseling officers available in the two districts. Form a network of resource persons in district and the province including school system.						
2.1.3	Prepare and implement the annual action plan for career guidance and counseling for target groups						Proposed P & DSCs, CG District Committee, VTCs
2.1.4	Arrange for sector experts to introduce or talk on careers and occupations in relevant industries to students in career guidance or social marketing programs						
2.1.5	Arrange for Career Guidance officers to meet regularly to share experiences and learn from each other, the good practices, innovative initiatives and also to give recognition to high performers						
2.1.6	Plan and implement training for skills upgrading of CG & C officers as envisaged in TVET policy directives						

Strategy 2.2: Improve Social Image of Skilled Craftsmen/Technicians and Give Recognition / Value to their skills in the community.



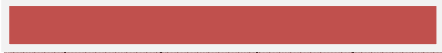
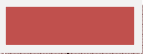
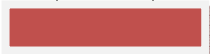
Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
2.2.1	Continue social marketing of vocational training through printed and electronic media (supported by MYASD and TVEC)						<i>Proposed P & DSCs, TVEC and VTCs ,</i>
2.2.2	Promote participation of skilled youth- vocational trainees and practicing young craftsmen(within agreed age limits) in Skills Competitions initiated by MYASD						<i>Proposed P & DSCs and VTCs, TVEC & MYASD</i>
2.2.3	Celebrate winners from the province in award ceremonies with publicity and provincial council patronage						<i>Proposed P & DSCs and sponsors</i>
2.2.4	Continue to support the winners in offering better employment and further skills acquisition opportunities for higher NVQ levels and financial assistance in start up business etc:						<i>Proposed P & DSCs, VTCs and sponsors</i>

Strategy 2.3: Promote TVET among School Children through Active Participation of VTCs in Partnership with School System

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
2.3.1	Organise exhibitions and open days in training centres for school children to visit						<i>Proposed P & DSCs, VTCs, Zonal Education Directors and school principals</i>
2.3.2	Organize for school children to visit mega development projects, industries and workplaces, Arrange for guided tours in industry sites/premises led by industry personnel						
2.3.3	VTCs to take active role in teaching subjects in technology stream , doing practical work preferably in VTC workshops and sponsor technology clubs in Schools						
2.3.4	Documentation of successful events and activities and reporting to parent organization and district consortium						<i>VTCs</i>

Objective 3: Improve Quality and Relevance of TVET Courses

Strategy 3.1: Promote Registration of VT centres and Accreditation of Courses

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
3.1.1	HRDA will make use of DS divisions human resources (recently recruited graduates) and proposed district TP consortium to identify unregistered training centres						<i>Proposed P & DSCs and TP consortia, HRDA-NWPC</i>
3.1.2	Prepare and implement a plan to register all vocational training centres with TVEC in liaison with HRDA(Within A Year)						<i>ATPA TVEC, (HRDA involvement by order No 1, 2012 related to HRDM of NW)</i>
3.1.3	Promote Training centres to use NCS, Curriculum Outlines and Teacher and Learner Guides, if the training courses are in relevant vocations where competency standards are available						
3.1.4	Team up with all public sector VTCs to get their relevant courses accredited in 2013 as directed by MYASD						<i>Proposed P & DSCs, TVEC, HRDA VTCs</i>
3.1.5	Prepare and implement a special plan for accreditation of all Nurse Assistant courses conducted in NWP by private sector enabling NVQ certification (All Courses to be						<i>Proposed P & DSCs, TVEC, HRDA/WDC</i>

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
	accredited Within 2 Yrs)						
3.1.6	Prepare and implement a special plan for accreditation of all courses on cook, room boys, stewards and barmen conducted in NWP by private sector enabling NVQ certification (All Courses are to accredit Within 2 Yrs) WDA to take the lead role in coordination and facilitation						<i>Proposed P & DSCs, TVEC, HRDA/ WDA</i>
3.1.7	Prepare lists of registered training centres and accredited training centres in each district indicating the located DS division as well and display in all Divisional Secretariats						<i>Proposed P & DSCs , HRDA</i>

Strategy 3.2: Training of Trainers

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
3.2.1	UniVoTec to strengthen its teacher training function and design and deliver a certificate level teacher training course and make compulsory for all trainers in public and private sector to follow.						<i>TVEC and UniVoTec</i>
3.2.2	Recruit and deploy adequate number of qualified trainers in both Tamil and Sinhala media and of both gender as well, for the purpose of gender & ethnic equity and equality in teaching staff and also in student recruitment and training delivery.						<i>Proposed P & DSCs Training providers , VTCs</i>

3.2.3	All new teachers to undergo teacher training prior to deployment in the class rooms							<i>Proposed P & DSCs, Training providers , VTCs</i>
3.2.4	Identify training needs of trainers to facilitate development of labour market responsive TVET system to meet long term objectives and short term requirements of accreditation of courses.							<i>Proposed P & DSCs Training providers , VTCs HRDA</i>
3.2.5	Prepare action plan for training of trainers for NVQ certification incorporating lifelong learning skills for developing professionalism and skills for delivery of life skills training and entrepreneurship development in trainees and submit to training organization and UniVoTec for implementation							<i>Proposed P & DSCs, TVEC, UniVoTec and Training providers , VTCs and HRDA</i>
3.2.6	Plan and implement programmes for regular upgrading of above skills of trainers with mandatory release of trainers for such training							<i>Proposed P & DSCs VTCs</i>
3.2.7	Provide regular opportunities for trainers using market place concept to meet and share experiences, lessons learnt and exemplary practices.							<i>Proposed P & DSCs TVEC, TPs HRDA and district consortium</i>

Strategy 3.3: Strengthen NVQ Assessments

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
3.3.1	Prepare a plan and implement training of NVQ assessors to meet geographical, occupation, language and gender requirements. Promote Technician and supervisors in construction sites to be assessors						<i>Proposed P & DSCs, TVEC, UniVoTec</i>

3.3.2	Get all NVQ assessors' compliance and adherence to Assessors Code of Ethics and made known to those assessed as well						<i>Proposed P & DSCs, TVEC, training providers</i>
3.3.3	Introduce and display at VTCs the appealing procedures for any possible disagreements with NVQ assessment results for justice and fairness						

Strategy 3.4: Improve Image and Performance of Training Centres

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
3.4.1	Organise training centres to enhance their learning environment and appearance attractive to trainees, parents and public. Start with the necessary facelifting for carpentry schools under PC in the province						<i>Proposed P & DSCs, VTCs</i>
3.4.2	Recognize high performers in teaching and learning through competitions including best performing training centres through performance appraisals and competitions among centres						<i>Proposed P & DSCs, Training and Sponsors</i>

Objective 4: Meet Skills and Human Resources Training Requirements in the Economic Sectors

Strategy 4.1: Develop Strategies and Implement Training in Occupations in Coconut _ Plantation sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.1.1	Implement training programmes for occupations for which NCSs are already available and relevant to NWP- Plant Nursery Development Assistant, Agricultural Equipment Mechanic, Pest Controller						<i>Proposed , P & DSCs, VTCs</i>
4.1.2	Develop NCSs, curricula and other teaching and learning materials to cover more occupations - DC and Oil						<i>TVEC, NAITA, UniVoTec,</i>

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
	Mills operators						
4.1.3	Plan and implement training programmes based on new NCSs and curricula developed						<i>Proposed P & DSCs, VTCs</i>
4.1.4	Design and implement In-service training for capacity building of 820 field & other officers						<i>Proposed P & DSCs, CRI, CDTC, WUSL</i>
4.1.5	Design and implement a two year diploma course in agriculture for BA graduates who are employed as Kapruka Purawara coordinating officers(125)						<i>Proposed P & DSCs, SoA of DoA, TC-Kuliyapitiya, WUSL</i>
4.1.6	Develop funding proposals to carry out trainer training and also for all training programmes and submit to funding agencies (government & others).						<i>and resource organizations</i>
4.1.7	Develop and implement the trainer training programmes for VT trainers, extension and development officers						<i>Proposed P & DSC, CCD and CRI, WUSL</i>
4.1.8	Develop and implement packaged programs and also one day programs for estate owners, care takers and managers on crop management practices from planting up to harvesting, soil and moisture conservation practices in farmer field School (4000)						<i>Proposed P & DSCs and Wayamba University CCB, CRI</i>
4.1.9	Develop and implement short term training programs covering all farmer groups on organic fertilizer production and application and Inorganic fertilizer requirement and method of fertilizer applications-(3000/6000)						<i>Proposed P & DSC, Regional Research Ins - Makandura, CCB & CRI</i>
4.1.10	Awareness Programs for factory workers, on Good Manufacturing Practices (GMP) and personal hygiene in achieving high quality products in DC and oil Mills (7500)						<i>Proposed P & DSC, CDA & CRI, Resource persons from suitable organization</i>

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.1.11	Training on potential of coconut end products and their marketing for entrepreneurs (9000)						<i>Proposed P & DSC, CDA, CCB & CRI</i>
4.1.12	Implement short term skills upgrading and livelihood training in coir industry for farmer/ worker community in coconut plantation						<i>CDA, CRI & IDB, Proposed P & DSC</i>
4.1.13	Plan and implement apprenticeship training for DC and Oil mills operators, DC cutters, Coconut pluckers and other sundry workers						<i>Proposed P & DSCs, NAITA, VTA, CDA</i>
4.1.14	Implement programme to assess competencies of practising craftsmen and workers on Recognition of Prior Learning basis.						<i>Proposed P & DSCs, NAITA, VTA</i>

Strategy 4.2: Develop Strategies and Implement Training in Occupations in Agriculture_ Sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.2.1	Implement training programmes for occupations for which NCSs are already available and relevant to NWP -Field Assistant (Agriculture), Agricultural Equipment Mechanic, Pest Controller, Boiler Operator, Landscaping Technician, Fruit & Vegetable Processor, Floriculture & Landscape Gardening Technology						<i>Proposed P & DSCs, VTCs</i>
4.2.2	Develop NCSs, curricula and other teaching and learning materials to cover more existing occupations and for new and emerging occupations-Rice Mill Operator, Combined Harvester Operator						<i>TVEC, NAITA, UniVoTec,</i>
4.2.3	Plan and implement training programmes based on new NCSs and curricula developed						<i>Proposed P & DSCs, VTCs</i>
4.2.4	Develop funding proposals to carry out trainer training and all other skills upgrading/ training programmes and submit to funding agencies.						<i>Proposed P & DSCs/ Resource institutes</i>

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.2.5	Develop and implement training for Staffs on Extension Management;; Productivity Management; Urban Agriculture -255 officers						<i>Proposed P & DSCs DoA, Zonal resource centres, WUSL</i>
4.2.6	Develop and implement the trainer training programmes for VT trainers,Agriculture instructors, extension and development officers						<i>Proposed P & DSC, DoA, WUSL</i>
4.2.7	Develop and implement short term Training on Production and Productivity Enhancement for Farmers 35,000 and 1,900 households						<i>Proposed P & DSCs Provincial DoA, Zonal resource centres ,</i>
4.2.8	Develop and implement short term training Food for Life at Households Levels-15,250 farmers						<i>Agriculture school</i>
4.2.9	Develop and implement short term Training for Sustainable Management of Natural Resources- 2,000 farmers representing societies						<i>Wariyapola, TC Kuliyapitiya; WUSL</i>
4.2.10	Develop and implement Training for Agribusiness -12,000 farmers						<i>Proposed P & DSCs DoA, Zonal resource centres, WUSL</i>
4.2.11	Develop and implement training for Staffs in Extension Management; Training Management and Skill; Productivity Management; Urban Agriculture-255 officers						<i>Proposed P & DSCs DoA, Zonal resource centres, WUSL</i>
4.2.12	Develop short term skills upgrading and livelihood training in Paddy , vegetable Floriculture, Betel and Cashew cultivation						<i>Proposed P & DSCs and DAE , WUSL</i>
4.2.13	Develop funding proposals to carry out trainer training and worker skills upgrading programmes and submit to funding agencies.						<i>Proposed P & DSCs/ Resource institutes</i>
4.2.14	Develop and implement the trainer training programmes for VT trainers, agriculture instructors, extension and development officers						<i>Proposed P & DSC, DoA, WUSL</i>
4.2.15	Implement above short term skills upgrading and livelihood training for farmer community in agriculture						<i>Proposed P & DSC, DoA, ZRCs ,</i>

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
							AS & TC
4.2.16	Plan and implement apprenticeship training for, nursery assistants, mill and boiler operators						Proposed P & DSCs NAITA, VTA
4.2.17	Implement programme to assess competencies of practising craftsmen and workers on Recognition of Prior Learning basis.						Proposed P & DSCs NAITA, VTA

Strategy 4.3: Develop Strategies and Implement Training in Occupations in Livestock_ Sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.3.1	Implement training programmes for occupations for which NCSs are already available - Animal Feed Production Assistant (Field Operations), Animal Feed Mill Operator, Milk Collecting Centre Assistant and Milk Machine Operator						Proposed P & DSCs, TCK, SoAW
4.3.2	Design and Implement NCSs, curricula and other teaching and learning materials for occupations in livestock sector Dairy assistant, Poultry Assistant						TVEC, NAITA, UniVoTec,
4.3.3	Plan and implement training programmes based on new NCSs and curricula developed						Proposed P & DSCs VTCs
4.3.4	Develop and implement Diplomas related to the sector, Degrees related to the sector(External), Post graduate certificates and diplomas related to the sector (convert Art graduates to the sector – 600						Proposed P & DSC, WUSL
4.3.5	Develop funding proposals to carry out trainer training and worker skills upgrading programmes and submit to funding agencies.						Proposed P & DSCs
4.3.6	Develop and implement the trainer training programmes for VT trainers, extension and development officers						Proposed P & DSCs, DPAH,

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.3.7	Develop and implement short and medium term skills upgrading and livelihood training in livestock sector including Clean dairy and poultry product processing and value addition, post harvest losses of animal produce, Management of Dairy waste, Artificial insemination, Diseases control, Strategic feeding during dry periods etc – 23,000						<i>Proposed P & DSCs</i> <i>DPAH, WUSL, TCK, SoAW</i>
4.3.8	Implement programme to assess competencies of practising craftsmen and workers on Recognition of Prior Learning basis.						<i>NAITA, VTA and Proposed P & DSCs</i>


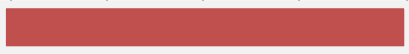


Strategy 4.4: Develop Strategies and Implement Training in Occupations in Fisheries_ Sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.4.1	Implement training programmes for occupations for which NCSs are already available Out Board Motor Mechanic; Fiberglass Laminator, Boat Building Technician						<i>Proposed P & DSCs, VTCs</i>
4.4.2	Develop NCSs, curricula and other teaching and learning materials for new and emerging occupations Fishing Technician , Skipper-Boat navigation include diving and life saving skills as a module and Scuba Diver						<i>TVEC, NAITA, UniVoTec,</i>
4.4.3	Plan and implement training programmes based on new NCSs and curricula developed						<i>Proposed P & DSCs</i> <i>VTCs</i>
4.4.4	Develop and implement fish feed formulation certificate and diploma courses for the small scale producers and self mixer.						<i>Proposed P & DSC,</i> <i>WUSL</i>



4.4.5	Develop and implement Diplomas related to the sector, Degrees related to the sector(External), Post graduate certificates and diplomas related to the sector (convert Art graduates to the sector (405)							<i>Proposed P &DSC, WUSL</i>
4.4.6	Develop skills upgrading and livelihood training in fisheries sector including Ornamental Fish Culture, Shrimp and prawn culture, Fish hatchery management Canoe repairing, Fishing gear production Net mending, Post harvesting technology Value addition processes							<i>Proposed P & DSCs NAQDA, CEYNOR, WUSL Fisheries unit of Provincial MoA</i>
4.4.7	Develop funding proposals to carry out trainer training and worker skills upgrading programmes and submit to funding agencies.							<i>Proposed P & DSCs, MoF</i>
4.4.8	Develop and implement the trainer training programmes for VT trainers, extension and development officers							<i>MoA, Proposed P & DSC</i>
4.4.9	Implement above short term skills upgrading and livelihood training for fisher farmer community in fisheries sector.(9,960)							<i>Proposed P & DSC MoA, NAQDA, CEYNOR, WUSL</i>
4.4.10	Implement programme to assess competencies of practising craftsmen and wokers on Recognition of Prior Learning basis.							<i>Proposed P & DSCs, NAITA, VTA</i>

Strategy 4.5: Develop Strategies and Implement Training in Occupations in Construction _
Sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.5.1	Continue to Implement training for occupations for which NCS, Curricula and assessment materials are already available Craftsmen in various vocations (1620 annually)-Include training in Bar Bender Technical grade occupations (220						<i>Proposed P & DSCs, VTCs</i>

	annually) Operators and Mechanics of Construction equipment (90 numbers annually)						
4.5.2	Develop NCSs, curricula and other teaching and learning materials for new occupations- steel fixers, scaffold fixers						<i>TVEC, NAITA, UniVoTec</i>
4.5.3	Plan and implement training programmes based on new NCSs and curricula developed						<i>Proposed P & DSCs and VTCs</i>
4.5.4	Develop and implement short term Skills upgrading training for those already employed in above occupations for productivity improvements and better wages (a total of around (16,000 craftsmen)						<i>Proposed P & DSCs in partnership with NCASL and CCI, VTCs</i>
4.5.5	Implement assessment programmes to recognize prior learning of practising craftsmen and employees for NVQ certifications						<i>Proposed P & DSC, VTA, NAITA in partnership with CCI and NCASL</i>

Strategy 4.6: Develop strategies and implement training in occupations in Automobile
Industry and Light Engineering _ sector

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.6.1	Continue to implement training programmes for occupations for which NCSs already exist <ul style="list-style-type: none"> • Welder/ Fabricator (Metal) • Three Wheeler Mechanic/, Motor Cycle Mechanic • Automobile Mechanic /Automobile painter/ Auto mobile Tinkers and Auto Painter/ Auto electrician 						<i>Proposed P & DSC, VTCs</i>
4.6.2	Develop competency Profiles and Curricula to cover occupations like Hydraulic Technician, Vehicle Upholstery Maker						<i>Proposed P & DSC, TVEC, NAITA, UniVoTec</i>

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.6.3	Plan and Implement training programmes for above occupation.						<i>Proposed P & DSC, VTCs</i>
4.6.4	Convert Auto Section of CoT Kurunegala as the dedicated training institute for Auto mobile Industry in the province						<i>Proposed P & DSC and DTET</i>
4.6.5	Plan and Implement short term skills upgrading and technology transfer programs for practicing craftsmen in Auto industry – 3,600 and Light Engineering						<i>Proposed P & DSC, CoTK, IDB , VTCs</i>
4.6.6	Review NCSs already developed to make them more relevant to the labour market demands, such as clustering competencies of in board, out board, three wheeler, motor cycle mechanics to a single occupation–Light Engine Mechanic						<i>Proposed P & DSC, TVEC, UnivoTec</i>

Strategy 4.7: Develop strategies and implement training in occupations in Textile, Garments and Handloom sector

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.7.1	Plan and implement training programmes with increased numbers for occupations for which NCSs already exist- specially for Industrial Sewing Machine Operator, Quality Checker and production supervisor						<i>Proposed P & DSC, VTCs</i>
4.7.2	Develop and Implement training for Counsellors						<i>Proposed P & DSCs and Apparel makers Association</i>
4.7.3	Develop and implement Counselling programmes for young workers already employed in the Garment sector						<i>Proposed P & DSCs , PDT, Apparel Makers Association and VTCs</i>

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.7.4	Develop and implement skills training for occupations in handloom industry sector <ul style="list-style-type: none"> • Weavers • Dye Workers 						<i>Proposed P & DSCs and PDT</i>
4.7.5	Develop and implement apprenticeship and OJT training in occupations in Garment and Hand Loom industries Specially for ISMO in Garments						<i>Proposed P & DSC, NAITA, Brandix</i>
4.7.6	Develop and Implement short term skills upgrading and livelihood training in hand loom industry sector in colour combination, calculation and estimation, buying proper materials , packing and labelling system for finished products and finding markets for product etc						<i>Proposed P & DSCs and DTNWPC</i>
4.7.7	Develop and implement entrepreneurial development training programmes for centre managers and persons already engaged in handloom industry						<i>Proposed P & DSCs DTNWPC, and VTCs</i>

Strategy 4.8: Develop strategies and implement training in occupations in Service _ sector

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.8.1	Plan and implement training programmes with increased intakes for occupations for which NCSs already exist- specially for Sales Representative, Secretary (secretarial practice) Supermarket Customer Service Assistant Store Keeper, Bio-Medical Technician, Nurse Assistant , Optician (Ophthalmic/Technician)						<i>Proposed P & DSC VTCs</i>
4.8.2	Develop NCSs, curricula and other teaching and learning materials for new occupations in economic sectors: <i>Whole Sale and Retail Trade; Health</i>						<i>TVEC, NAITA, UniVoTec</i>

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
	<i>sector(Pharmacist Assistant and Public relation Officer)</i>						
4.8.3	Plan and implement training programmes based on new NCSs and curricula developed						<i>Proposed P & DSCs , VTCs</i>
4.8.4	Develop and implement apprenticeship and OJT training in occupations in Accounting Assistant, Book Keepers, Office Administration Asst, and Secretarial Assistant.						<i>Proposed P & DSCs and NAITA</i>
4.8.5	Develop and implement entrepreneurial development training programmes for interested trainees and persons engaged in Service subsector- Whole Sale and Retailing, Financial Service, Health and Transport and Communication						<i>Proposed P & DSC, VTCs</i>
4.8.6	Implement programmes to recognize prior learning of practising craftsmen and employees						<i>Proposed P & DSC, VTA, NAITA,</i>

Strategy 4.9: Develop strategies and implement training in occupations in Small and Cottage Industries and Livelihood Occupations

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.9.1	Develop and implement short term skills upgrading and livelihood training in cottage industry sub sectors in Pottery, Clay Ornamental Products Coconut Based and Value added Products Food and Beverages Textiles, Apparel and Leather Products Wood, Wood Production and Furniture Saltern industry Handicrafts Clay Bricks Pottery for 3,650 persons annually						<i>Proposed P & DSC, MRID&RD, PDI, IDB EDB</i>

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.9.2	Develop and implement training to offer food handlers certificate for employees engaged in food preparation and serving businesses as stipulated in Food Act						<i>Proposed P & DSC, Health authorities with VTCs,</i>
4.9.3	Develop and implement entrepreneurial development training programmes for interested persons engaged in SCIs						<i>Proposed P & DSC, SEDU/MYAS D, VTCs</i>
4.9.4	Implement programmes to recognize prior learning of practising craftsmen and employees						<i>Proposed P & DSC VTA, NAITA</i>

Strategy 4.10: Develop Strategies and Implement Training in Occupations in Hotels and Tourism _ Sector

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.10.1	Plan and implement training for a total of 2,280 youth persons annually in various occupations in following categories manual and operatives technical, clerical related and supervisory						<i>Proposed P & DSCs WDA VTCs NAITA</i>
4.10.2	NAITA to enter into partnerships with suitable and willing restaurants and hotels for OJT training. With WDA facilitation						<i>Proposed P & DSCs, WDA, NAITA</i>
4.10.3	Plan and Implement Apprenticeship and on the job training Initially for 60 numbers in manual & operative and 100 numbers in technical, clerical related and supervisory vocations in restaurant sub sector annually						<i>Proposed P & DSCs, NAITA, WDA</i>
4.10.4	Develop and implement training programmes for Tourist Guides- Area, and Site Guides Eco/Nature interpreters						<i>proposed P & DSCs WDA, SLTDA, Nature conservati</i>

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
							ons agencies,
4.10.5	Develop and implement training for community oriented river and beach tourism –small boats and ferry services to interior places through rivers						Proposed P & DSCs WDA, SLTDA, Nature conservati ons /adventure agencies,
4.10.6	Develop and implement training programs to provide livelihood opportunities for vendors, small tourist shop owners etc:						Proposed P & DSCs WDA SLTDA
4.10.7	Develop and Implement training courses in nature tourism, agro tourism, adventure tourism, sports tourism,						Proposed P & DSCs SLTDA VTCs, WDA
4.10.8	Implement assessment programmes to recognize prior learning of practising craftsmen and employees						Proposed P & DSCs VTA, NAITA, WDA

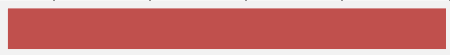

Strategy 4.11: Develop Strategies and Implement Necessary Actions to promote Foreign Employment _ Sector

Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
4.11.1	Establish a job placement centre (JPC) at PC to promote employment overseas						Proposed JPC and PSC
4.11.2	JPC to Liaise with Foreign employment agencies operating in the province and Sri Lanka Bureau of Foreign Employment to research into						Proposed JPC and PSC, SLBFE,

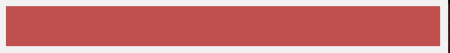


Activity No	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
	competency requirements in foreign jobs specially for skilled workers						HRDA
4.11.3	Establish Skills Conversion centres with a few major Training Institutions						JPC, NAITA, DTET, APTA I
4.11.4	Implement gap filling programmes inclusive of knowledge and information on special engineering standards practiced, the tools and equipment being used in foreign work environment						JPC, NAITA, DTET, APTA I
4.11.5	Expand SLBFE orientation training programmes inclusive of language and <i>coping skills</i> in North Western province in collaboration of the JPC of the provincial council						JPC, HRDA SLBFE
4.11.6	Explore for new labor markets with new service areas like care for elderly Design and Implement training for Caregiver						JPC, TVECS LBFE
4.11.7	Capture new skills and qualifications of returning migrant workers for up-skilling of would be migrant workers						JPC, TVEC and NAITA, VTCs
4.11.8	Implement assessment programmes to recognize prior learning of migrant workers for NVQ certification for enhancing further employment at higher skills level						JPC, VTA, NAITA, HRDA
4.11.9	Include English language and Communication skills to vocational training courses						JPC, SLBFE, VTCs
4.11.10	Increase facilities to learn foreign languages in the province						JPC, SLBFE, VTCs

Objective 5: Improve employability of TVET completers

Strategy 5.1: Initiate programmes to enhance employability skills of TVET course completers

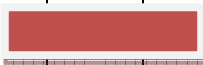

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
5.1.1	Integrate life skills/soft skills development, with TVET programmes and implement NCS on Basic Competencies to work						Proposed P & DSCs VTCs and TVEC
5.1.2	Develop and implement a system to promote social and creative engagement of TVET trainees						

Strategy 5.2: Develop Entrepreneurship Skills to Promote Self Employability

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
5.2.1	Integrate entrepreneur sensitizing programmes already developed with TVET programmes						<i>Proposed P & DSCs and VTCs</i>
5.2.2	Reactivate entrepreneurship development programmes						
5.2.3	Develop and implement a follow up programme to provide post training support linked up with starter loan schemes such as SEPI loans from relevant agencies						<i>Proposed P & DSCs VTCs and Banks</i>




Objective 6: Introduce Labour Market Analyses to Planning Unit of Provincial Council

Strategy 6.1: Strengthen planning unit of provincial council to coordinate with TVET institutions, chambers and other industry stakeholders etc. to match demand for and supply of skills

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
6.1.1	Train Staff of the Provincial Council on Labour market Analysis						<i>TVEC and, Proposed PSC</i>
6.1.2	Develop and maintain a mechanism to obtain data on school leavers from school system and supply from vocational training system and skill demand from the Industry sectors						

Objective 7: Strengthen planning unit of provincial council to monitor implementation of VET plan in the Province

Strategy 7.1: Establish Provincial and District TVET Steering Committees and Coordinate and Monitor the Implementation of the VET Plan in the Province.

Activity No.	Activity	Period of Implementation					Responsible Agencies
		2013	2014	2015	2016	2017	
7.1.1	Appoint and make functional a provincial TVET Steering Committee and District Steering Committees comprising representatives from stakeholders including both public and private VTCs, Provincial Council, District Secretariats and TVEC						<i>TVEC and PCNWP</i>
7.1.2	Establish reporting formats to monitor the progress in implementation of VET plan						
7.1.3	Meet regularly to review, monitor and evaluate the progress of the VET plan implementation and take necessary measures for desired outputs						<i>TVEC and Proposed P & DSCs</i>

5.2 Final Validation of VET Plan

This VET plan was prepared with inputs from training providers in the North Western province and TVET officials, based on forecasts of human resources and skills requirements of the industry sectors identified in the respective sector study reports. The industry skills requirements were initially validated at relevant validation workshops with the participants representing state and provincial administrations, economic and industry sectors and training providers in the province. Final validation workshops was held on 4th April, 2013 in Kurunegala. This was the culmination of all efforts in the process of developing this VET plan. This in essence symbolized the handing over the ownership of this VET plan and the responsibility of its implementation to the provincial administration and training providers in the North Western province. This will hopefully result in successful integration of the skills development into provincial development strategies and employment creation programs of the province

5.3 Implementation of VET Plan

The North Western Provincial Council, two District secretariats and the TVEC will play the key roles in coordinating, monitoring and reviewing the progress of the implementation of the activities recommended in the VET Plan to their successful completion and achievement of the desired results. However, the training providers who will implement the plan at the ground level are to be assisted by TVET stakeholders at the provincial and national levels in a planned and coordinated manner to achieve the intended results.

5.3.1 Provincial Council's Role

North Western Provincial Council will be the focal point in administering the VET plan. The proposed TVET Provincial Steering Committee comprising adequate number of representatives from economic sectors, civil administration and training providers, will meet regularly to review the progress of VET Plan implementation. This committee will be assisted by, HRDA (which has the mandate by order no 1 of 2012 related with human Resource Development and Management- Law no. 1 -1994 NW to register and give licenses to all registered training organization in the

province) and District Steering Committees to be established for Kurunegala and Puttalam to monitor and review VET Plan implementation at the district levels. The Provincial Steering committee will monitor and review VET plan implementation in the le province.

5.3.2 District Secretariat's Role

It is expected that the District Secretariats for Kurunegala and Puttalam districts that represent the central government in the province will play the role of a coordinator cum facilitator during the period of VET Plan implementation in the two districts. The District Secretariats will share the available resources with the Provincial council in this regard

5.3.3 TVEC's Role

TVEC as the regulatory body for the TVET sector in the country will facilitate all recommended new initiatives and other development activities proposed in the VET Plan. It will assume a proactive role in monitoring, reviewing and evaluation during the VET plan implementation period.

Annexure: A

Outputs of Training Providers Workshops

Two final action planning sessions were held with training providers in the two districts, the manpower demand analyses and relevant forecasted figures for the next five years in different occupations in the 11 industry sectors were presented to the training providers. Their inputs were invited under the following themes.

Increase Accessibility to TVET

- Establish new training centres to improve geographical distribution
- Introduce new training courses to cater more occupations
- Deliver existing courses at full capacities
- Increase female participation in nontraditional courses
- Include vulnerable groups for inclusive growth

Quality Training Delivery of TVET Courses

- Registration of TVET Institutions
- Accreditation of TVET courses for NVQ certification
- Training of Trainers

Plan for Meeting Skills Gaps in Industry Sectors

- Plantation- Coconut
- Agriculture, Livestock and Fisheries
- Hotels and Tourism
- Textile, Garments and Handloom
- Small and Cottage Industries
- Automobile and Light Engineering
- Foreign Employment

Feedbacks given by training providers at the workshops are summarized below.

A.1 Increase Accessibility for More and Different Youth Groups by Improving Geographical Dispersion of and Course Mix in VTCs.

Examine the possibility of establishing new training institutions of both public and private sectors in DS divisions where there are none. The concerns that TVET delivery is concentrated mainly in urban areas, warrants serious consideration in deciding the locations for any new training institutions.

With the introduction of TVEC's Policy document on National Strategy on TVET Provision for Vulnerable People in Sri Lanka, all VTCs are expected to respond through actions. Training providers are expected to; review and expand occupational and training choices for the disabled; strengthen career guidance; provide flexible entry and exit, limited but employable skills through more practical as opposed to theoretical training.

All training providers to offer special vocational training programmes to physically challenged or differently-abled youth accompanied with necessary improvements to physical facilities for their easy access, design of work place and suitable learning resources etc. Training institutes could also make special efforts to include a few disabled youth initially in a couple of training programmes. This way TVET could be made accessible to vulnerable groups with special needs, providing them with livelihood skills.

Institutes under the provincial Department of Social Services offering some form of livelihood skills to youth of special needs are faced with the problem of shortage of teachers. Request was made to TVEC for assistance to overcome this difficulty. Perhaps TVEC could intervene to coordinate and give guidance for collaborative efforts. TVEC will initiate discussions between public sector training institutions (mainly VTA) and both Provincial and central government Department of Social Services to work together to share the services of vocational teaching staff at VTCs for possible collaborative vocational training.

Four VTA training centres in Puttalam district conduct Tamil medium vocational training in ICT, Beauty-culture, Hair Dressing, Dress Making, Electrical and Aluminum Fabrication. VTA was

able to offer such training apparently due to the availability of Tamil speaking Muslim instructors in these four centres. In some courses instruction is bilingual in both Sinhala and Tamil languages. Around 180 students are presently following these courses.

NAITA is also arranging with a NGO to deliver training in Fisheries sector in Kalpitiya. This will cater the school leavers from Tamil medium schools, thus increasing their accessibility to vocational training. Again dearth of teachers who could teach in Tamil language is a problem to be solved.

Private sector participation in TVET to be promoted by giving them tax concession and also by introducing some form of levy system in which employers could reclaim back their contributions if they are involved in up-skilling of their employees.

A.2 Expand, Contract or Withhold Current Training Courses Based on Requirements.

Two District rationalization committees of the Ministry of Youth Affairs and Skills Development in NW province comprise only the training centres under DTET, VTA, NAITA and NYSC .The committee meets to plan and execute career guidance programs and also to work out strategies for the recruitment of students to their centres for optimum resource utilization. Could PC through its Human Resource Development Authority mobilize all TVET centres, both public and private sector under a kind of consortium for sharing of information and other possible collaborations? District consortium will have a better composition with private sector and NGO run training institutes, in addition to having public sector institutions under DTET, NAITA, VTA and NYSC as their members. This will bring all training providers in a district together, making any rationalization program more effective, benefiting the TVET sector at large in the district. This group could jointly decide and agree on local training needs and which VTCs to offer what training courses etc. Also these forums could be a place for sharing of information, experiences and lessons learnt.

Discontinue training or discourage commencing of new courses by training providers in occupations where trained outputs in the province seem to exceed the forecasted annual additions to workforce in the said occupations. However the possibility of the inter provincial labour migration or inability in the recent past to meet the demand in most skilled job categories in the lucrative foreign labour market may justify continuation of such training courses for a limited period.

In special reference to the two year carpentry courses conducted at carpentry schools run by the provincial council on its inability of enroll adequate number of students, suggestions had been made to consider in reducing the duration of the course and also to make the training centres more attractive with necessary improvement to its appearance etc: to create a pleasant learning environment.

A.3 Identify New Programmes or Courses to be Offered

Close study on the course mix in the two districts with other provinces especially the Western province was suggested. For the purpose of equity and accessibility, both nationally and provincially relevant courses are to be introduced to the training institutes in the North Western province.

The training providers need to act, often innovatively, devising methods and means to overcome inadequacy if any, of resources both human and physical, where no training is offered, but demand in labour market for certain occupations or vocations is clearly visible.

Need to design and offer courses in certain occupations due to widely -spread usage of modern implements and appliances, in larger numbers, e.g. the machinery which are becoming increasingly popular among farmers in paddy cultivation. One example is the demand for mechanics for repairing of combine harvesters and threshing machines.

Competency standards enabling relevant NVQ certifications are to be developed for occupations like poultry assistant, tourist guide in hotels and tourism industry, machine operator

in desiccated coconut and coconut oil industries, ornamental fish breeder and for the most common and highly demanded occupations in the industrial and commercial organizations like public relations officer, the security guards and the security officer.

Navigation of leisure boats, along with need for diving and life saving skills for crews on board open new training opportunities, not only in fisheries but also in tourism sectors.

Training providers need to keep track of the planned development projects in the province and the resulting human resource requirements during and after the projects' implementation and be prepared to act proactively to cater such arising skills requirements.

A.4 Improve Quality of Training Delivery

(a) Registration of TVET institutions

All unregistered training centres are to be registered or renewed their registrations at TVEC within a stipulated time period, preferably within a year and should be made the responsibility of the training institutes. HRDA under the provincial council can play a major role as all training and HR development institutes in the province are required by law to register with HRDA and possess valid licenses which need renewal annually. TVEC to collaborate with HRDA for getting VTCs registered with TVEC as well to ensure quality vocational training delivery.

Any organization or individual considering to establish a new training centre or commencing a new training course, needs to plan for registration, accreditation and quality training delivery at the planning stage itself, and TVEC if requested, should assume an advisory role to assist the interested party.

Institutions failing to satisfy the requirements of registration, should seek support and guidance from TVEC.

(b) Accreditation of TVET Courses for Award of NVQ Certificates

The training programmes, for occupations where National Competency Standards are already available, are required to be accredited to ensure quality and relevance of training. All public sector training providers are required, by a directive from MYASD, to get all their courses in vocations where NCS are available, accredited by 2013.

Training for Nurse Assistant is done solely by private sector training institutions in North Western province, 9 courses are offered in Kurunegala district of which only one course is accredited, the course in Puttalam district is accredited as at the end of 2011. It was suggested to promote the private sector institutes to get the rest of the Nurse Assistant courses accredited with necessary guidance and assistance from TVEC.

The Accredited Training Providers Association should play a bigger role, in getting the private sector and NGO assisted training institutions, to register at TVEC and their courses accredited by TVEC. However this may call for some assistance from TVEC and other relevant authorities in strengthening APTA, to assume that bigger role.

Failures in getting courses accredited are mainly due to inadequacy of available equipment in the training centre and lapses in the documentations needed to be submitted and also not having updated records of teaching and learning processes in the centre.

TVEC continues to assist training institutions by giving financial grants to purchase some of the equipment required to give certain skills stipulated in the training standards, on submission of proper proposals by such training institutions.

Institutions failing to satisfy the requirements of accreditation, should seek support and guidance from TVEC.

Special reference was made at the discussions; to the heavy construction machinery operator training conducted by private sector institutes. These machinery and equipment bought at very

high initial capital cost will also incur high operational cost in conducting training. Instead of trying to reduce the recommended hours of instruction, required to achieve the competency level, for cost reduction (to be within accepted course fees), suggestions were made to combine training delivery with provision of service (production) as well. Deliver training while utilizing the machinery and equipment in actual production or service performance for which these are designed and manufactured.

(c) Training of Trainers

Trainers play a major role in the quality of training delivery. The training could be of low quality, if the teachers are not competent (lacking in skills and knowledge) and also not committed. Teaching is a distinct skill that needs to be developed and therefore there is a need for training of trainers in pedagogy and or andragogy.

The teacher needs to be qualified at a minimum of one level higher than the level for which s/he teaches in a given NVQ course. If the teacher intends to teach at NVQ level 4, how can the teacher get qualified at NVQ level 5/6 was the query raised by a private training provider. Although some CoTs offer courses at NVQ 5/6 level, all such courses are offered as full time courses and no part time courses are yet available. Similarly NVQ 5/6 levels will not be awarded on RPL basis.

The capacities for training, also specially in Technical Colleges under DTET are drastically reduced due to shortages of adequate number of teachers/ trainers , probably due to inability to recruit suitable teachers in required numbers. The immediate need is to recruit adequate number of teachers.

Training providers are to arrange to train their teachers and trainers on continuous basis to update their knowledge and skills. In addition measures are to be taken to inculcate professionalism among trainers so that they themselves seek new knowledge and skills.

Opportunities for teachers to work in industry on regular basis are to be arranged so as to expose them to new technologies as well as to enable them to explore for themes and ideas to develop industry based assignments for students to work on, as part of training of students for the world of work.

All training organizations and institutions must legally be obliged to facilitate the trainers to acquire the said skills of teaching to meet the standards. It is the responsibility of public sector institutions (UniVoTec) to do the training of teachers working in private sector training institutes.

A.5 On the Job Training to Trainees

Training Institutions in the province appreciate the role played by NAITA in organizing ‘on the job training’. However following suggestions were made during training providers workshops

NAITA to approach public Ayurvedic hospitals to work out an apprenticeship scheme or on the job training opportunities for students following the Ayurvedic Diploma courses, initially for a period of 2 weeks in the early stages of training to follow up with training for 6 more months at the end of the course. NAITA agreed to look for opportunities with the public sector Ayurvedic hospitals. Trainee nurse assistants usually get their on the job training at private hospitals arranged by the training providers themselves with the hospital authorities.

NAITA is already in apprenticeship training partnership with Hoteliers for training of Room Boys, Barmen, Stewards and Pastry Makers.

A.6 Career Guidance and Counseling Programmes

Establish a task group for each district to develop annual Career Guidance and Counselling action plan and monitor implementation and review the progress regularly. Career Guidance and Counseling programmes are to be done jointly by the training providers who usually have funds allocated annually for the purpose. Presently the absence of such joint programmes has made

Guidance and Counseling activities in the sector less effective and more costly. The suggested structural arrangement must also include the net work of schools as well.

The Career Guidance and Counseling should also include personality development, CV writing, skills in job seeking and skills in facing interviews etc:

Social Marketing programmes to give social recognition to skilled occupations to be continued. One such programme was the Island-wide Skills competition organized by MYASD in 2012 for 16 occupations with awarding of prizes of LKR 250,000.00 for the first place, LKR 150,000.00 for the first runner up and LKR 100,000 to second runner-up winners

Organizing awareness programmes, seminars, career liking tests, career fairs and open days in vocational training centres for school children specially those in Grade 9 to Grade 12 etc jointly by training providers and schools.

The target groups for CG & C programmes should include not only students, but also parents, teachers, local politicians and school drop outs as well.

Awarding of NVQ certificates for successful IT and Technology stream students in school system is one of the best and effective NVQ promotional campaigns suggested.

Suggestions were also made for VTCs to collaborate with schools and get involved in delivering theory and practical portions of the Technology Subjects taught in schools, at the vocational training centres. This is a more effective way of promoting TVET sector among school children, exposing them early, to available training opportunities at VTCs.

A.7 Training Providers Perception of Meeting the Skills in the Ten Economic Sectors Studied

(a) Coconut Plantation_ Sector

Training centre attached to CRI in Lunuwila conducts training for coconut pole pluckers (using Bamboo poles) to be employed in CRI owned plantations; on how to prepare and season bamboos for long term usage and on transporting and actual handling of the poles in plucking of coconuts. However attracting youth for this occupation is difficult due to its lower social acceptance. If through training and certification, recognition and social acceptance could be given, more youth may take up this task.

CRI training institute offers training for coconut growers in all aspect of coconut cultivation including pest control and fertilizer usages. Training needs are identified direct or through regional offices of CCB and CRI offers training to institutional staff of the coconut related organizations including newly recruited graduates as development officers.

NAITA to introduce apprenticeship training in coconut plantation sector. However this is possible only if enterprises are formed to organize the existing pool of coconut pluckers and provide their services to coconut estates or coconut growers of small holdings (Similar to Aban's Cleaning Services). Supply of labour for coconut plucking could also be good business.

Also a scheme of insurance to cover the risk of certain occupations eg. Coconut Pluckers (mainly the climbers) as a solution for attracting more workers to such occupations and retaining them for longer period is suggested.

Training of DC and Oil mills operators, under NAITA apprenticeship training scheme is also suggested.

(b) Fisheries_ Sector:

Initially training of development and extension officers in the fisheries unit of provincial Ministry of Agriculture who could, in a multiplier effect, do community based training for fisher folks is suggested. The training needs along with the numbers in existing and also in the future workforce to be trained are already identified.

Training in ornamental fish breeding is also suggested.

Special Courses on operation, maintenance and repairing of (electronic) navigation equipment, fish finders, GPS etc are to be offered specially to skippers and deckhands of Multi Day boats.

Training in diving and life saving/disaster handling for all operators of motor boats was suggested.

Training on boat navigation leading to coxswain license including leisure boating in Tourism is also suggested.

NAITA is suggesting such training in Kalipitiya in Tamil medium in collaboration with a NGO for fishers in the area.

(c) Construction_ Sector:

Training institutions in North Western province will continue the current training programmes for new entrants to the construction industry. 85% of already employed craftsmen estimated (around 14,000), who had no formal training, need to be trained and certified.

As the contractors have scheduled completion dates, it may not be possible for them to release workers for training at training institutes, however by selecting experienced skilled supervisors from construction sites and training them as trainers and assessors, more of already employed craftsmen could be up-skilled and certified on RPL basis.

(d) Automobile and Light Engineering _ Sector

Automobile industry is a prominent economic activity in Kurunegala district with a large number of enterprises involved in importing motorbikes, vehicles and also one company in assembling motor cars and many more in supply of spare parts and automotive repairing & maintenance. Therefore, special attention to meet the growing demand for technicians and craftsmen is suggested.

The recent developments at the College of Technology (Technical College) Kurunegala with the addition of a state of the art technology paint booth in the auto painting workshop at a cost of LKR 10 million and also upgrading of automotive and tinkering workshops all with KOICA funding were highlighted. KOICA, the funding agency has emphasized the need for taking the new technology to the practicing craftsmen employed by the private enterprises. With the proposed introduction of Auto Air Conditioning courses, CoT- Kurunegala could take the lead role as the dedicated training institute in vocational training in automotive industry in NW province.

Most of the Light Engineering sector skills requirements can be met by courses generally offered by training centres. The need for knowledge and skills upgrading of the employed work force arises due to improved or changed technologies featured in new models, regularly introduced to the consumer market.

The module on entrepreneurial development with customer focus quality services needs to be included as part of the training courses to built capacity for innovative approaches, in finding markets and keeping long term customer loyalty.

Training to be planned only for 1-2 day durations preferably in 3-6 months period in institutions or work places for the existing work force. Courses are to be designed and offered on need assessments by training institutions. It is also suggested to certify the practicing craftsmen for relevant NVQ levels on RPL basis.

Industrial Development Board could provide training on new technologies to practicing craftsmen and has already included such training in its annual training plan.

Organize Craftsmen clubs to give recognition to the club members' skills and also for updating their competencies in pace with any technology changes. Support the membership for their livelihood in terms giving insurance coverage as practiced in Plumbers and Electricians clubs sponsored by certain Companies selling products used in plumbing and electrical works.

(e) Textiles, Garments and Handloom _ Sector

Main issue for the garment industry is shortage of industrial sewing machine operators as the operator turn-over is found to be high. A better social image for the operators should be built up through the media (TV, Radio, Newspapers) with the involvement of the authorities.

A Public- Private –Partnership has already being established between Brandix and NAITA, to provide training to 350 youth in industrial sewing machine operation in a six month training program. Brandix will provide materials and machinery needed for training, while NAITA will pay for the resource persons. However NAITA is looking for a building space for the training centre and Provincial Council is to allocate a place in a suitable location for the institutional training. Initial 3 months training is in the training centre followed with 3 month on the job training at a Brandix factory, once the training is completed, successful trainees will be absorbed to Brandix. NVQ accreditation will be sought for, although it may not be possible to satisfy the TVEC requirements at the inception, still once OJT is completed at Brandix, trainees could be assessed to be awarded NVQ on RPL basis after one and half years at Brandix for NVQ3 followed by NVQ4 after five years working experience in industry.

Sahana Information Technology Centre is already involved with training of Industrial Sewing Machine Mechanics in addition to Production Management, Juki Machine Operator and Work Study. 5 types of Jucki Machines are being used for training purposes, however to train 15 numbers in a batch requires more units, around 5 units from each type. Funding sources for such expansion are available at Both TVEC and provincial Council. However initial proposal is to be made to TVEC for detailed study of the proposal for its relevance and effectiveness before funding could be made available either from TVEC or Provincial Council.

All the garment factories should recruit counselors where one counselor is considered enough for one factory.

(f) Services _ Sector

The need for training of Pharmacist Assistant, in addition to Nurse Assistant was emphasized by a health sector training provider.

Similarly the Public Relation Officer in any service providing institute, is the first person expected to meet its customers. PRO plays a decisive role in determining the success or failure of the institute. Thus the proper training of persons for this occupation with necessary soft skills and personality attributes has become very crucial.

(g) Small and Cottage industries _ Sector

The annual addition to the workforce in Small and Cottage industries in the province is estimated to be around 3,700 in 900 additional new production or service units. Most training providers in both public and private sectors as well as NGO run training centres in the two districts in North Western province conduct courses regularly in carpentry, wood carving , masonry, dressmaking, pattern making, Zig Zag sewing and fabric printing, tailoring, food technology etc:

Training on good work practices and entrepreneurship development with emphasis on quality of services and customer satisfaction, suggested to be included in all vocational training.

It is also suggested to educate bankers about the central bank recommendation of releasing loans without collaterals to entrepreneurs having vocational skills certified at NVQ3 level.

As some of these new entrants to the sector may be people who would need to turn the developed skill into a livelihood, it may be necessary to create market linkages for their products/ services through some relevant institutions.

(h) Hotels and Tourism_ Sector

Training of crafts and operative level workforce to cater the needs of the new and expanding capacities in accommodation sub sector, due to the increase in tourist arrivals in the country, is to be well planned and delivered. Similarly with this increase of tourist arrivals specially from neighboring countries like India, there is an emergence of business opportunities for small entrepreneurs to establish way side restaurants and eating places as most of these tourists prefer to eat cheaper, outside the hotels. Training of workforce for such informal sector employment is also to be focused on to establish, maintain and deliver quality of such services.

Public and Private training providers in the province could become franchisees of the (SLITHM) under its direction to deliver training programmes.

Language training programs in German, French and English etc are to be included in courses in this economic sector.

As training of tourist guides and issuing of licenses are the exclusive functions of SLITHM and Sri Lanka Tourism Development Authority at the national level, training of area and site guides can be undertaken by other approved Agencies in province. North Western Provincial Council is already involved in training Area and Site guides.

NAITA is to expand its apprenticeship training in Hotels and Restaurants and accommodate more trainees in the training scheme.

(i) Foreign Employment

Identify the reasons and competency mismatches of experienced skilled craftsmen for not being able to satisfy the requirements, in the lucrative foreign labour market, in association with SLBFE, Foreign Employment Agencies and offer training for gap filling.

Well planned and designed Training provision to align skills and knowledge and practices of the migrant workers to suit the engineering standards and practices in the labour markets in the hosting countries seems a priority. This conversion by familiarizing migrant workers to norms, standards and practices in workplaces in the host country is to be done at an identified training centres (Conversion Centres).

In the *pre-departure* stage, the State has already established minimum requirements to qualify for labour migration pertaining to age, literacy and suitability for selected work categories. Recognizing that migration for employment is a voluntary decision and a right enjoyed by all citizens, the State will undertake measures to assist potential men and women migrants in their decision-making process to migrate for employment and will prevent dissemination of misleading information. Measures will be put in place to prevent exploitation and abuse in recruitment of migrant workers, upgrade training courses to improve competence and capacity, assist in preparation for travel and employment overseas, and conduct all necessary medical tests prior to departure. Migrant workers need to be able to avail themselves of pre-departure counseling and psychological preparation for working and living overseas.

Annexure B:

A Tracer Study on NVQ Recipients, Trained and Assessed in Training Institutes in the North Western Province.

Box1: Inter-provincial Migration for Employment

77.0 per cent of the total number of already employed NVQ holders qualified and trained in the North Western province continues to live and work in the province. The remaining 23.0 per cent crosses borders to districts in other provinces for work.

However, it is interesting to note that, there are students from 21 districts covering all 9 provinces in the country, enrolling in VTCs in the province to follow courses seeking to get qualified at NVQ competency levels. Around 24 per cent of trainees in TVET in North Western province comes from 19 other districts in the country.

Background:

In the process of developing this provincial VET plan, demands for human resources in terms of types of skills to be provided and numbers to be trained in each occupation in order to meet skills requirements in eleven economic sectors in the North Western province were forecasted. In deciding the numbers to be trained by vocational training providers in the North Western province, the possibility of migration of trained youth to other provinces for employment in the country as well as to foreign job markets have to be considered. Thus the extent of such cross boarder migration is to be explored in this tracer study.

Similarly, are there trainees living in other provinces get enrolled in the training institutions in North Western province for skills acquisition and if so, what is the proportion of such enrollment?

Overall Objective of the Study:

To study the extent of possible inter-provincial migration of TVET graduates in the North Western Province to other provinces for employment and also the extent of inter-provincial migration for TVET to North Western province from districts outside the province.

Specific objectives

To study the extent of employability of youth trained in VT centers in the North Western province.

The status of employment (Whether Employee /Own Account worker (Self Employed)/Employer/ Unemployed) of the course completers - Province wise and District wise.

Expectations of TVET graduates for further qualifications through upward and lateral mobility in NVQ framework of Sri Lanka

Methodology:

This section deals with the population of the study, how the sample was selected, the instruments used for the survey and the methods of analysis.

The postal questionnaire survey method was selected for this research as this is used to gather fairly basic data which can then be collated to draw a broad picture. A questionnaire was circulated to ask the same questions from all informants among a selected group (NVQ holders), and then use the specific findings to generalize among the larger population of course/training completers.

There were a total of 3,118 NVQ certificates issued in North Western province up to 30th September, 2012. Total of 2,234 certificates for 24 occupations/ sectors had been issued to 2,038 persons in Kurunegala district. In Puttalam district, a total of 884 NVQ certificates in 16 vocations had been issued to 795 persons. Thus there was less number of NVQ certificate holders in persons, as some were qualified in more than one vocation (eg. beautician and hair stylist). The total number of 2,833 in North Western province comprised the total population for

this tracer study and this number was thought to be manageable as well. The names and the addresses of all the persons to be contacted for the survey were picked from TVEC data base.

The questionnaire was prepared in Sinhala language. It was mailed with a stamped envelope and explanatory letter to NVQ certified personnel qualified through training providers in North Western province. The data was coded and entered to a database. SPSS package has been used to analyze the data. Charts and tables were used to represent the output.

The questionnaire, comprising structured questions as well as open ended questions was in 5 parts. Part one is allocated for the personnel information. It consisted of seven questions. Part two consisted of one question only, and was to determine the level of school education of respondents which asked about the highest qualification that they have obtained from the schools. Part three, contained twenty questions which focused on vocational training that the respondents have undergone leading to the awarding of relevant NVQ qualifications. Part four had 25 survey questions intended to derive information which would lead to understand the factors related to employability and the relevance of the NVQ qualifications obtained to the status of employment, whether recognition given at place of work and or in immediate social circle or any other special benefits received because of the NVQ qualification. Questions were included in this section to derive whether and also the extent of any cross boarder migration occurred from district of vocational training received to the district of employment. This part also included questions to learn about any future aspirations related to further skills and knowledge acquisition to qualify for higher NVQ levels. Part five had five questions, allocated for those NVQ holders who are currently not employed. It was to find out reasons for unemployment and also intended to learn the respondent's expectations for higher education or further learning under the NVQ framework.

Study Limitations:

The scope of the study is limited to NVQ holders in the North Western province, mainly because of the convenience in having their contact addresses in the TVEC NVQ data base for mailing the questionnaires to the target population of the survey.

Through, the survey was confined to cover the employability and possible interprovincial migration of trained and competent course completers (assessed for competency as evident from awarding NVQ certification), circumstances of students, who have followed other technical and vocational training even in vocations where NCS are yet to be developed will not be revealed with this study. Therefore it would have been more effective if the course completers of other courses and even those who are without any NVQ certificates are included in the tracer study. Then the validity of the analysis would have been stronger.

Data Collection

The questionnaire was posted to all 2,833 NVQ Certificate holders and collected back by the post. 837 NVQ certificate holders responded to the mail survey and it is 29.5 per cent of the total population.

Data Analysis and Findings

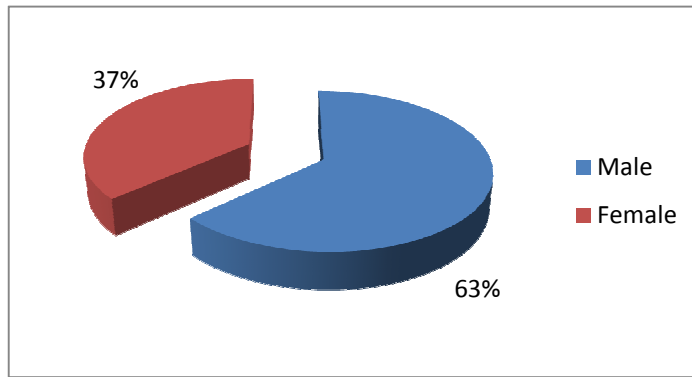
Data analysis has been done basically by quantitative methods using of SPSS as the data collection was done by the survey method. Simple cross tabulations and graphs were used to analyze the data.

Table B1 shows that among all NVQ certificate holders participated in the survey, totaling 837 who acquired training and qualified from North Western province, 674 numbers did so through training centres in Kurunegala, while remaining 163 numbers qualified through centres in Puttalam district.

In this survey among NVQ certificate holders in the North Western province, 63.6 per cent of the respondents are males and 36.4 are females.

Figure B1: Gender Distribution of the NVQ Certificate Holders in

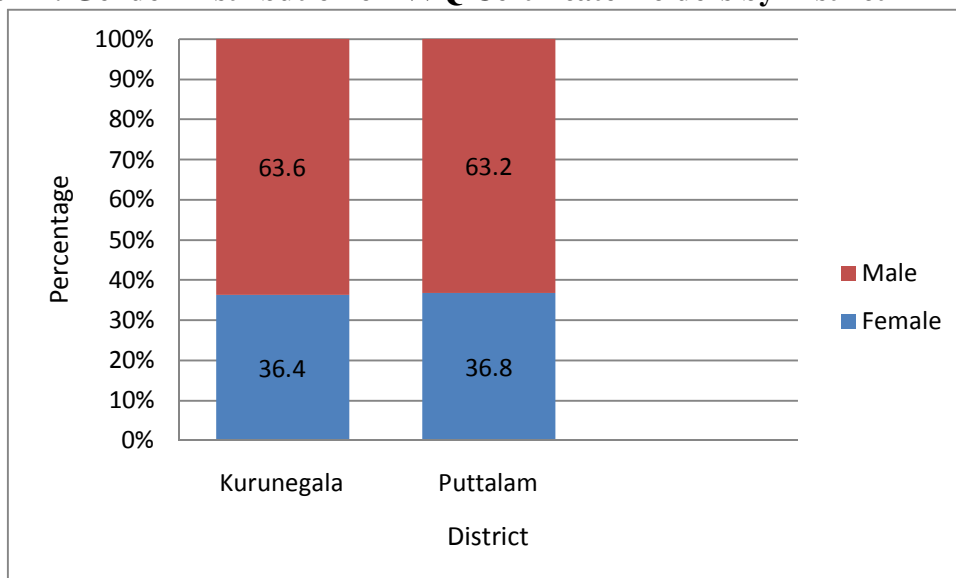
North Western Province



Source: Developed by IS-TVEC

The gender distribution among the respondents in the two districts are almost the same as for the province. Males are 63.6 per cent and 63.2 per cent in Kurunegala and Puttalam districts respectively.

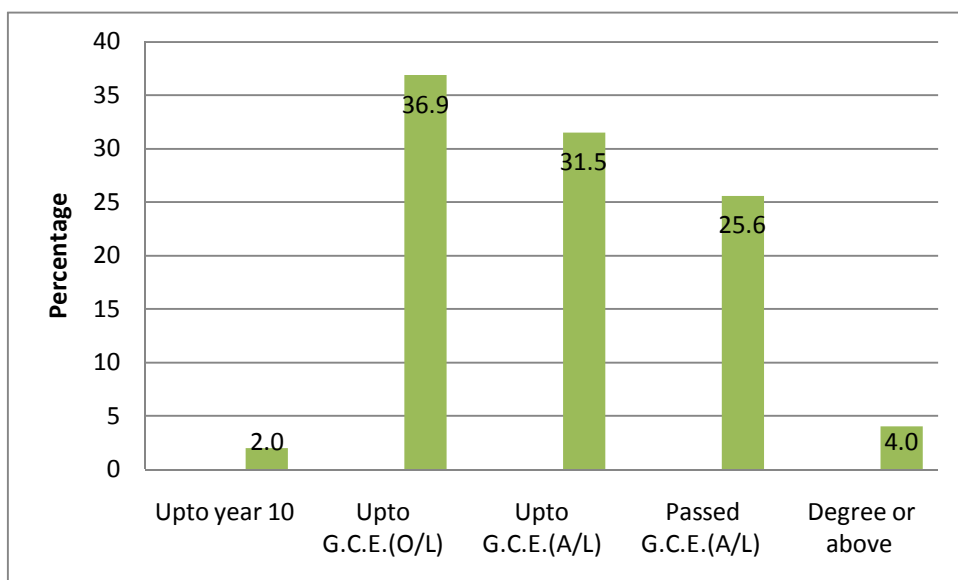
Figure B2: Gender Distribution of NVQ Certificate Holders by District



Source: Developed by IS-TVEC

It is interesting note that among the NVQ holders in North Western province 36.9 per cent have studied only up to G.C.E. (O/L) examination, 31.5 per cent have studied up to G.C.E. (A/L) examination, 25.6 per cent have passed the G.C.E. (A/L) examination and 4.0 per cent of NVQ holders have degrees.(Figure B3)

Figure B3: Respondents by Education Level



Source: Developed by IS-TVEC

Table B1: Distribution of Trainee Enrollment in VTCs in NWP by District of their Residence

District of Residence	District Where Training Received		NWP	Total Number Trained Gender-wise			% of Total Number
	Kurunegala	Puttalam		Female	Male	Total	
	No Trained	No Trained	Total No Trained				
Colombo	3		3	1	2	3	0.36
Gampaha	11	4	15	5	10	15	1.79
Kalutara	7		7	3	4	7	0.84
Kandy	22	3	25	2	23	25	2.99
Matale	9		9	4	5	9	1.08
Nuwara Eliya	13		13	7	6	13	1.55
Galle	6		6	1	5	6	0.72
Matara	6		6	2	4	6	0.72
Hambantota	5		5		5	5	0.60
Mulativu	1		1		1	1	0.12
Batticaloa		1	1		1	1	0.12
Ampara	4		4		4	4	0.48
Trincomalee	3	9	12	1	11	12	1.43
Kurunegala	465	26	491	197	294	491	58.66
Puttalam	28	120	148	62	86	148	17.68
Anuradhapura	13		13	3	10	13	1.55
Polonnaruwa	8		8	2	6	8	0.96
Badulla	17		17	5	12	17	2.03

District of Residence	District Where Training Received		NWP	Total Number Trained Gender-wise			% of Total Number
	Kurunegala	Puttalam		Female	Male	Total	
	No Trained	No Trained	Total No Trained				
Monaragala	9		9	3	6	9	1.08
Rathnapura	6		6	2	4	6	0.72
Kegalle	38		38	5	33	38	4.54
	674	163	837	305	532	837	
Percentages	Kurunegala	Puttalam	NWP	Females	Males		
	80.5%	19.5%	100%	36.4%	63.6%	100%	

Source: Developed by IS-TVEC

However, it is interesting to note that out of the total number of 837, only 639 (76.3 per cent) live in the province, that is 23.7 per cent of trainees have actually come from districts outside the North Western province. There are students from 19 other districts covering all provinces in the country, enrolling in VTCs in the province seeking to get qualified at NVQ competency levels. Thus around 24 per cent of trainees in TVET in North Western province come from almost all other districts in the country.

Survey results (in Table B2) also show that out of these trainees arriving and enrolling in North Western province, 29.3 per cent seek to qualify as construction equipment operators, 22.7 per cent as automobile mechanics and 15.7 per cent as nurse assistants, all these three occupations accounting for 67.7 per cent of the total number.

It is also important to note that the training in occupations of Construction Equipment Operator and Nurse Assistant for NVQ certification is provided only by private training institutions in the province. Similarly Major share in training for Automobile Mechanic occupation is again provided by a private training institute in Kurunegala district. It appears that trainees from other districts outside North Western province are attracted by accredited private training institutes, mainly in the Kurunegala district for their reputation for good quality training. *Therefore interprovincial migration from other provinces to North Western province does occur for vocational training*

Table B2: Distribution of Trainees enrolling in Training Institutions in NW province by District of Living and Course

Residence District	Course Name	Training District	Total
--------------------	-------------	-------------------	-------

			Kurunegala	Puttalam	
Colombo		Construction Equipment Operator	3		3
	Total		3		3
Gampaha		Automobile Mechanic	4	0	4
		Beautician	0	1	1
		Beautician & Hair Stylist	3	1	4
		Computer Application Assistant	1	0	1
		Construction Equipment Operator	2	0	2
		Plumber	0	1	1
		Refrigeration & Air Conditioning Mechanic	1	1	2
	Total		11	4	15
Kalutara		Construction Equipment Operator	3		3
		Nurse Assistant	4		4
	Total		7		7
Kandy			1	0	1
		Automobile Mechanic	5	0	5
		Beautician & Hair Stylist	1	0	1
		Computer Application Assistant	1	0	1
		Computer Graphic Designer	2	0	2
		Construction Equipment Operator	4	0	4
		Electrician	2	3	5
		Heavy Vehicle Operator	3	0	3
		Motor Cycle Mechanic	2	0	2
		Nurse Assistant	1	0	1
	Total		22	3	25
Matale		Automobile Mechanic	1		1
		Beautician	1		1
		Beautician & Hair Stylist	1		1
		Construction Equipment Operator	3		3
		Drafting Technology	1		1
		Nurse Assistant	1		1
		Refrigeration & Air Conditioning Mechanic	1		1
	Total		9		9
Nuwara Eliya		Construction Equipment Operator	4		4
		Electrician	1		1

Residence District		Course Name	Training District		Total
			Kurunegala	Puttalam	
		Nurse Assistant	8		8
	Total		13		13
Galle		Construction Equipment Operator	5		5
		Nurse Assistant	1		1
	Total		6		6
Matara		Construction Equipment Operator	4		4
		Nurse Assistant	2		2
	Total		6		6
Hambantota		Construction Equipment Operator	4		4
		Sewing Machine Mechanic	1		1
	Total		5		5
Mulativu		Construction Equipment Operator	1		1
	Total		1		1
Batticaloa		Plumber		1	1
	Total			1	1
Ampara		Construction Equipment Operator	3		3
		Heavy Vehicle Operator	1		1
	Total		4		4
Trincomalee		Automobile Mechanic	1	0	1
		Computer Application Assistant	0	1	1
		Construction Equipment Operator	2	0	2
		Electrician	0	2	2
		Household Electrical Appliance Repairer	0	1	1
		Nurse Assistant	0	1	1
		Plumber	0	3	3
		Welder	0	1	1
	Total		3	9	12
Kurunegala		Not mentioned	7	0	7
		Aluminum Fabricator	2	0	2
		Automobile Air Conditioning Mechanic	1	0	1
		Automobile Mechanic	99	1	100
		Automobile Painter	13	0	13
		Automobile Tinker	2	0	2

Residence District	Course Name	Training District		Total
		Kurunegala	Puttalam	
	Beautician	15	0	15
	Beautician & Hair Stylist	35	1	36
	Computer Application Assistant	139	1	140
	Computer Graphic Designer	5	0	5
	Computer Hardware Technician	7	0	7
	Computer Networking	0	1	1
	Construction Craftsman	2	0	2
	Construction Craftsman (Masonry)	4	0	4
	Construction Equipment Operator	15	0	15
	Construction Site Supervisor	1	0	1
	Construction Technology	2	0	2
	Drafting Technology	5	0	5
	Electric Motor Winder	1	0	1
	Electrician	33	4	37
	Electronic Motor Winder	0	1	1
	Fabricator(Metal)	1	0	1
	Fitter (General)	1	0	1
	Gas and Arc Welding	1	0	1
	Heavy Vehicle Operator	4	0	4
	Household Electrical Appliance Repairer	4	0	4
	ICT Technician	1	0	1
	Industrial Electronic Craftsman	5	1	6
	Industrial Sewing Machine Operator	1	0	1
	Information Technology	1	0	1
	Jewellery Maker (Goldsmith)	1	0	1
	Linesman	0	1	1
	Motor Cycle Mechanic	7	0	7
	Nurse Assistant	14	1	15
	Plumber	0	4	4
	Radio, TV and Allied Equipment Repairer	2	0	2
	Refrigeration & Air Conditioning Mechanic	11	2	13
	Secretary	1	0	1
	Welder	7	4	11
	Welder (Manual Metal Arc)	2	0	2

Residence District		Course Name	Training District		Total
			Kurunegala	Puttalam	
		Welding Technology	2	0	2
		Wood Craftsman	1	2	3
		Wood Craftsman (Buildings)	1	0	1
		Wood Craftsman (Furniture)	9	2	11
	Total		465	26	491
Puttalam		Not mentioned	0	1	1
		Automobile Air Conditioning Mechanic	0	3	3
		Automobile Mechanic	6	12	18
		Beautician	0	2	2
		Beautician & Hair Stylist	0	12	12
		Computer Application Assistant	4	36	40
		Computer Graphic Designer	1	0	1
		Computer Hardware Technician	0	1	1
		Construction Craftsman (Masonry)	0	1	1
		Construction Equipment Operator	2	0	2
		Electrician	6	10	16
		Electrician (Industrial)	0	1	1
		Electronic	0	1	1
		Industrial Electronic Craftsman	0	1	1
		Motor Cycle Mechanic	0	1	1
		Nurse Assistant	5	17	22
		Plumber	0	1	1
		Radio, TV and Allied Equipment Repairer	0	6	6
		Refrigeration & Air Conditioning Mechanic	3	11	14
		Welder	1	2	3
		Welder (Manual Metal Arc)	0	1	1
		Total		28	120
Anuradhapura		Automobile Mechanic	4		4
		Computer Application Assistant	2		2
		Computer Graphic Designer	1		1
		Construction Equipment Operator	2		2
		Drafting Technology	1		1
		Electrician	1		1
		Heavy Vehicle Operator	1		1

Residence District		Course Name	Training District		Total
			Kurunegala	Puttalam	
		ICT Technician	1		1
	Total		13		13
Polonnaruwa		Automobile Mechanic	2		2
		Computer Application Assistant	2		2
		Construction Equipment Operator	3		3
		Drafting Technology	1		1
	Total		8		8
Badulla		Automobile Mechanic	6		6
		Construction Equipment Operator	5		5
		Nurse Assistant	6		6
	Total		17		17
Monaragala		Automobile Mechanic	1		1
		Construction Equipment Operator	5		5
		Nurse Assistant	3		3
	Total		9		9
Rathnapura		Automobile Mechanic	1		1
		Construction Equipment Operator	2		2
		Electrician	1		1
		Nurse Assistant	2		2
	Total		6		6
Kegalle		Automobile Air Conditioning Mechanic	1		1
		Automobile Mechanic	20		20
		Automobile Painter	3		3
		Automobile Tinker	1		1
		Beautician & Hair Stylist	1		1
		Computer Application Assistant	4		4
		Construction Equipment Operator	3		3
		Nurse Assistant	2		2
		Refrigeration & Air Conditioning Mechanic	3		3
	Total		38		38

Source: Developed by IS-TVEC

As shown in Table B3, 78.6 per cent of NVQ holders qualified in North Western province had industry or work place training, as part of the course of study or programme of training

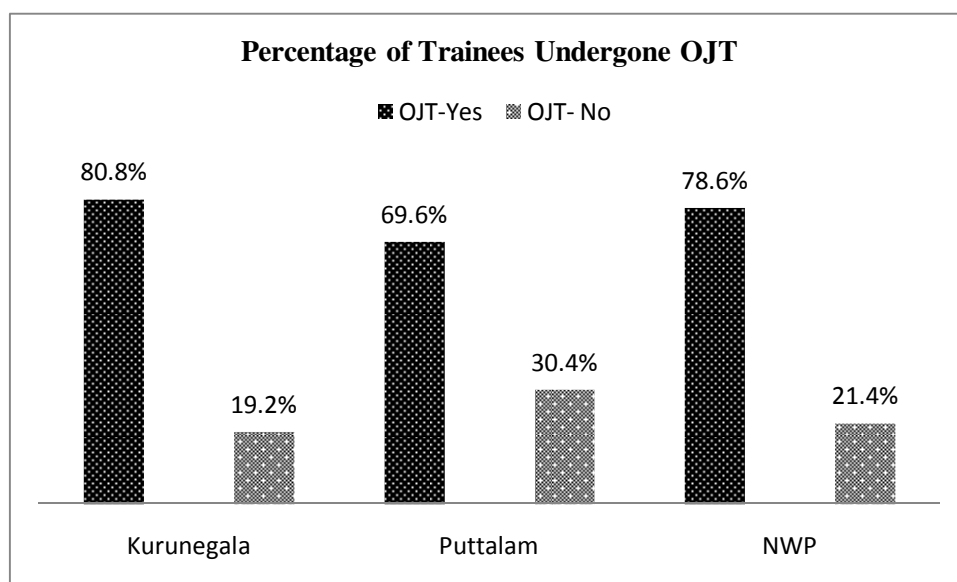
and only 21.4 per cent have claimed they have not undergone on the job training. In Kurunegala District 80.8 per cent, and in Puttalam district 69.6 per cent of the NVQ holders had the opportunity for On the Job training.

Table B3: Number of Respondents Undergone OJT District- wise

Whether Undergone OJT	Kurunegala		Puttalam		Total in NWP	
	No of Respondents	%	No of Respondents	%	No of Respondents	%
Yes	257	80.8	55	69.6	312	78.6
No	61	19.2	24	30.4	85	21.4
Total	318	100.0	79	100.0	397	100.0

Source: Developed by IS-TVEC

Figure B4: Number of Respondents Undergone OJT in NWP by District



Mode of NVQ Certification in North Western Province

Table B4 shows that in the North Western province, 11 per cent of NVQ holders had been certified on the Recognition of Prior Learning basis. 52 per cent had followed vocational training at institutions and assessed on CBT mode for NVQ certification, as part of the training delivery. However it is interesting to note that close to 37 per cent have not responded to this question apparently not certain about the difference between these two accepted modes of NVQ certification.

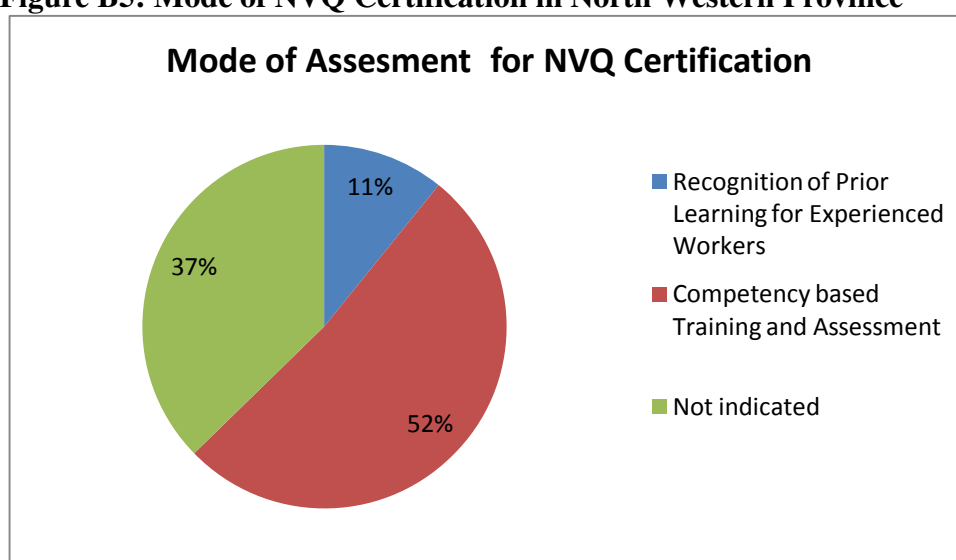
Table B4: Mode of NVQ Certification in North Western Province by District of Residences

Mode of	Kurunegala	Puttalam	All other Districts	Total
---------	------------	----------	---------------------	-------

NVQ Certification	No. of Respondents	%	No. of Respondents	%	No. of Respondents	%	No. of Respondents	%
RPL	47	9.6	10	6.7	35	15.5	92	10.6
CBT	287	58.4	82	55.4	81	35.8	450	52.0
Total	334	68.0	92	62.1	116	51.3	542	62.6
Not Indicated	157	32.0	56	37.9	110	48.7	323	37.4
Total	491	100	148	100	226	100	865	100

Source: Developed by IS-TVEC

Figure B5: Mode of NVQ Certification in North Western Province



Employability of NVQ Holders

52.8 per cent of NVQ holders qualified from the training institutions in the North Western province responded to the survey, are employed and 47.2 per cent said they are not working at the time of the survey (Please refer Table B5, Figures B6 & B7). It is interesting to note that the highest employment is recorded among NVQ holders living in Puttalam district with 55.2 per cent of them claiming they are already employed. The employment of those NVQ holders living in Kurunegala district is 52.8 per cent while among those residing outside the North Western province, 50.8 per cent said they are working.

Table B5: Employment of all NVQ holders Qualified from North Western Province

District of Residence	Total
-----------------------	-------

		Number	%
Kurunegala	Employed	252	52.8
	Not Employed	225	47.2
	Sub Total	477	100.0
Puttalam	Employed	80	55.2
	Not Employed	65	44.8
	Sub Total	145	100.0
Other Districts	Employed	95	50.8
	Not Employed	92	49.2
	Sub Total	187	100.0
All NVQ holders Qualified from Training Institutions in NWP	Employed	427	52.8
	Not Employed	382	47.2
	Total	809	100.0

Source: Developed by IS-TVEC

Figure B6: Employment of All NVQ Holders Qualified from NWP

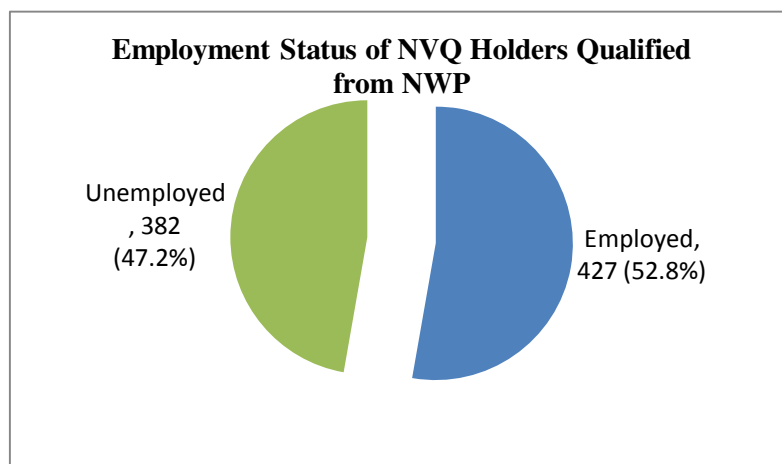
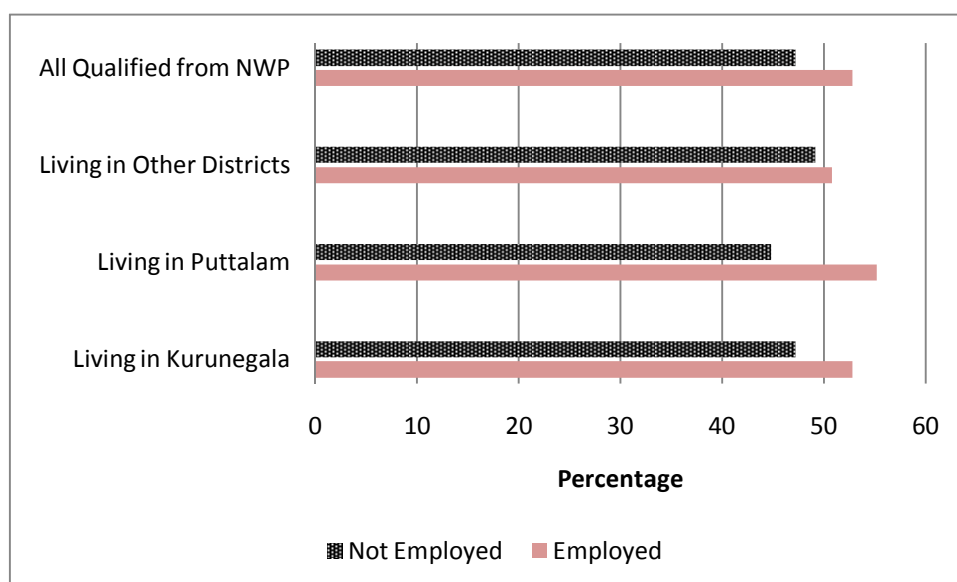


Figure B7: Employment of All NVQ Holders Qualified from NWP by District



Status of Employment as Employee/ Own Account Worker/ Employer

Table B6 shows that, 84.6 per cent of employed NVQ holders, qualified in North Western province work as employees and are in paid employment, 9.1 per cent are self employed while around 6.3 per cent are employers. Among employed NVQ holders living in Kurunegala District, 81.9 per cent are in paid employment, 10.2 per cent are self employed/ or own account workers and 7.2 per cent are employers. In Puttalam district, 83.1 per cent of employed NVQ holders are in the category of employees, 9.7 per cent are own account workers and 7.2 per cent are employers

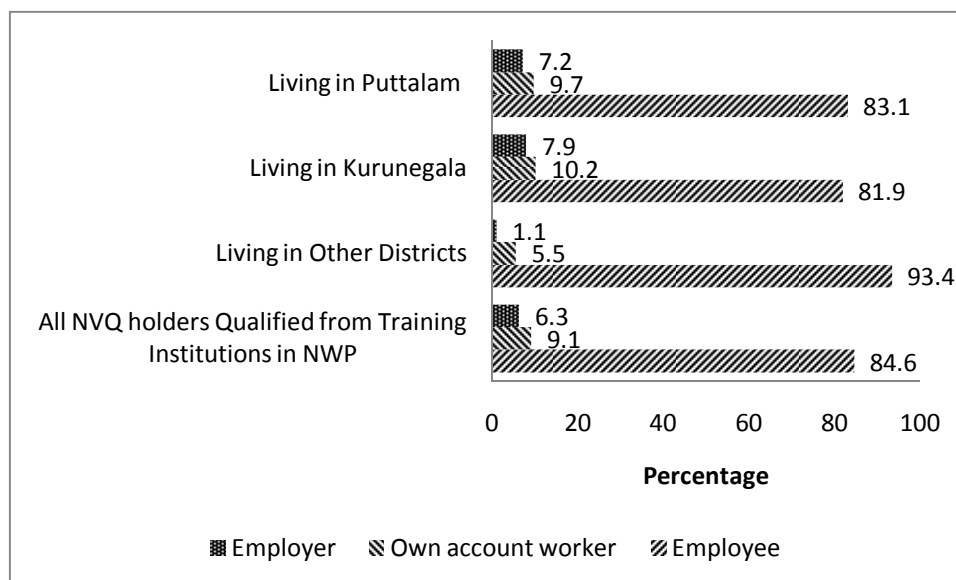
Table B6: Status of Employment of NVQ Holders by District

District of Residence		Number of Respondents	Percent
Kurunegala	Employee	208	81.9
	Own account worker	26	10.2
	Employer	20	7.9
	Total	254	100
Puttalam	Employee	69	83.1
	Own account worker	8	9.7
	Employer	6	7.2
	Total	83	100

District of Residence		Number of Respondents	Percent
Other Districts	Employee	85	93.4
	Own account worker	5	5.5
	Employer	1	1.1
	Total	91	100
All NVQ holders Qualified from Training Institutions in NWP	Employee	362	84.6
	Own account worker	39	9.1
	Employer	27	6.3
	Total	428	100

Source: Developed by IS-TVEC

Figure B8: Employment Status of NVQ Holders by District



Inter-provincial Migration for Employment

It is interesting to note that 77.0 per cent of the total number of already employed NVQ holders qualified and trained in the North Western province continue to live and work in the same province. The remaining 23.0 per cent of these trained and competent NVQ holders cross borders to districts in other provinces for work. (Please refer Table B7). 10.5 per cent of qualified and competent workers trained and living in the North Western province are employed in Colombo district, 6.2 per cent work in Gampaha and 2.0 per cent in Auradhapura district.

Further analysis indicates that in North Western province 74.1 per cent of trained and NVQ qualified, competent persons work in the district where they had their vocational training and skills assessment had taken place.

Table B7: Employment of NVQ Holders by District

District of working	District of Residence		Total	Percentage of Total employed
	Kurunegala	Puttalam		
Colombo	27	5	32	10.5
Gampaha	13	6	19	6.23
Kandy	2	0	2	0.66
Matale	1	0	1	0.33
Galle	0	1	1	0.33
Jaffna	1	0	1	0.33
Mannar	1	0	1	0.33
Vavuniya	1	0	1	0.33
Mulativu	1	0	1	0.33
Kilinochchi	2	0	2	0.66
Ampara	1	0	1	0.33
Trincomalee	1	0	1	0.33
Kurunegala	167	2	169	55.4
Puttalam	7	59	66	21.6
Anuradhapura	6	0	6	1.97
Kegalle	1	0	1	0.33
Total	232	73	305	100.0
Employment in the province	Yes	No	Inter provincial migration	
	235	70	70	23.0%

Source: Developed by IS-TVEC

Perceptions of Recipients on their Personal Benefits of NVQ

Table B8 indicates, *over 95 per cent of recipients claim that NVQ certificates awarded have not lead to any salary increases in their current jobs.* It is possible that it may not have occurred to the current employers yet, of the risk of losing a competent NVQ certified worker in a competitive labour market. *28.6 per cent of respondents had got employment after receiving NVQ. Around 4.2 per cent of NVQ recipients were able to get better jobs with higher salaries. 12.5 per cent of the total number of NVQ recipients has been offered jobs in foreign labour*

market, which is interesting to note. Close to 36.7 per cent of the NVQ recipients felt that there is better social recognition for them after their achievements in receiving a NVQ. 23.1 per cent of NVQ recipients in North Western province say that they have received opportunities for higher vocational education indicating that increasingly more trainees are now realizing the opportunities offered for upward mobility in the National Vocational Qualification Framework.

Table B8: Percentage Distribution of NVQ Certificate Holders Perception of Personal Benefits of NVQ

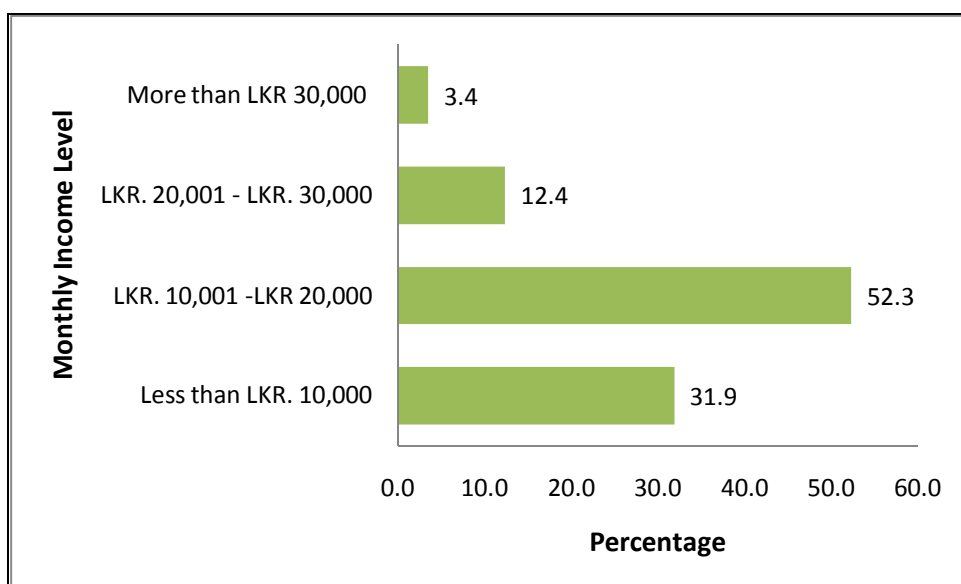
	Received a salary increment	Got a Job	Found another job with a higher salary	Found a foreign job	Got well social recognition	Able to go for higher studies
Yes	4.5	28.6	4.2	12.5	36.7	23.1
No	95.5	71.4	95.8	87.5	63.3	31.2
Total	100.0	100	100	100.0	100.0	100.0

Source: Developed by IS-TVEC

Distribution of Monthly Income Levels of NVQ Recipients

According to the figure B10, it could be seen that a highest share of 52.3 per cent of employed NVQ holders earn a monthly income in the LKR. 10,001 - LKR. 20,000 range. 31.9 per cent of employed NVQ holders earn less than LKR. 10,000 and 12.4 per cent of them earn between LKR.20,001 and LKR. 30,000. Presently only a small percentage of 3.4 are said to earn more than LKR. 30,000 per month.

Figure B10: Distribution of the monthly income levels of NVQ Holders as /Employees/Own Account Workers/Employers



Source: Developed by IS-TVEC

Currently Unemployed NVQ Recipients Qualified from North Western Province.

The survey results (Table B9) show that among the currently unemployed NVQ holders, 42.4 per cent are females and 57.6 per cent are males. The highest unemployment rate is in Computer Application Assistant occupation with 31.4 per cent of which more than three quarters. (77.5 per cent) are women. The next highest unemployment rate is in Automobile Mechanic occupation with 17.3 per cent followed by Construction Equipment Operator with 11 per cent, of which all most all are males.

Table B 9: Currently Unemployed by Gender and Occupation/NVQ

Occupation	Gender		Total	%
	Female	Male		
Computer Application Assistant	93	27	120	31.4
Automobile Mechanic	0	66	66	17.3
Construction Equipment Operator	1	41	42	11
Nurse Assistant	32	2	34	8.9
Electrician	0	26	26	6.8
Beautician & Hair Stylist	16	1	17	4.5
Refrigeration & Air Conditioning Mechanic	0	10	10	2.6
Automobile Painter	0	7	7	1.8
Beautician	7	0	7	1.8
Computer Hardware Technician	0	6	6	1.6
Drafting Technology	3	3	6	1.6
Plumber	0	5	5	1.3
Computer Graphic Designer	2	2	4	1.0

Occupation	Gender		Total	%
	Female	Male		
Heavy Vehicle Operator	0	4	4	1.0
Wood Craftsman (Furniture)	1	3	4	1.0
Motor Cycle Mechanic	0	3	3	0.8
Welder	0	3	3	0.8
ICT Technician	2	0	2	0.5
Industrial Electronic Craftsman	0	2	2	0.5
Computer Networking	0	1	1	0.3
Construction Craftsman	1	0	1	0.3
Construction Craftsman (Masonry)	0	1	1	0.3
Construction Technology	1	0	1	0.3
Electronic	0	1	1	0.3
Fabricator(Metal)	0	1	1	0.3
Fitter (General)	0	1	1	0.3
Gas and Arc Welding	0	1	1	0.3
Information Technology	1	0	1	0.3
Linesman	0	1	1	0.3
Radio, TV and Allied Equipment Repairer	0	1	1	0.3
Secretary	1	0	1	0.3
Welder (Manual Metal Arc)	0	1	1	0.3
Wood Craftsman	1	0	1	0.3
	162	220	382	
	42.4%	57.6%		

Source: Developed by IS-TVEC

VET Plan Feedback Form

Rev./ Mr./ Ms.		
Name	Address	(Optional)
Occupation	Telephone No.	Fax No.

Q1 How did you first come across VET Plan? (Please Tick) **Q2 Why did you read VET Plan? (Please Tick)**

<input type="checkbox"/> Saw it in a library	<input type="checkbox"/> Saw it in an embassy	<input type="checkbox"/> Saw it in a	<input type="checkbox"/> I'm Interested in Vocational Training	<input type="checkbox"/> I
<input type="checkbox"/> was attracted by the Newspaper	<input type="checkbox"/> Someone told me about it	<input type="checkbox"/> cover	<input type="checkbox"/> I was interested in the article	<input type="checkbox"/> I was
<input type="checkbox"/> acted by	<input type="checkbox"/> Saw it in store	<input type="checkbox"/> Saw it on the Internet	<input type="checkbox"/> Saw it at TVEC	<input type="checkbox"/> th data
Other.....				
<input type="checkbox"/> Others.....				

Q3 What did you think of the sections in VET Plan (Please Tick)

	<u>Good</u>	<u>Neither Good Nor Bad</u>	<u>Bad</u>
A. Economic Profile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Human Recourse Profile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Survey Findings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Training Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Mechanism for Coordination and plan Implementation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Tables and Charts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please fold here

Q4 Has VET Plan increased your understanding of industry have Sector (Please Tick)

<input type="checkbox"/> Yes, very much	<input type="checkbox"/> Yes, a little	<input type="checkbox"/> No, not much
<input type="checkbox"/> I learnt more about		
<input type="checkbox"/> Don't know to skills		
has given me		

Other.....

Q6 Overall rating of the VET Plan (Please Tick)

<input type="checkbox"/> Very Good	<input type="checkbox"/> Good	<input type="checkbox"/> Neither good nor bad	<input type="checkbox"/> Not good	<input type="checkbox"/> Don't know
------------------------------------	-------------------------------	---	-----------------------------------	-------------------------------------

Please fold here

Q5 if you replied YES to Q4, how do you think you benefited from VET Plan (Please Tick)

<input type="checkbox"/> I have learnt about pol's	<input type="checkbox"/> I have
<input type="checkbox"/> training situation	<input type="checkbox"/> I have found issues that related
<input type="checkbox"/> It has helped me in my field of research	<input type="checkbox"/> It
<input type="checkbox"/> hints on how to succeed in the business	<input type="checkbox"/>

Please complete the questionnaire and return it to reach us in one of the following ways

By post:

By fax: 011-2555007

By e- mail: ajith@tvec.gov.lk

Thank you very much for your co-operation!