

Structure of the Presentation

- Opportunities & Challenges Ahead: Demographic Trend vis a vis Skill Development
- National Skill Development Policy & Entrepreneurship, 2015
- Guidelines : DDU-GKY, Himayat & Roshini
- Various Skill Development Programs of ministries
- Common Cost Norms

Utilizing Demographic Dividend: Opportunities DDU- Ahead GKY

- Estimated that the average age of the population in India by 2020 will be 29 years as against 40 years in USA, 46 years in Europe and 47 years in Japan: Opportunity to utilize younger population
- During the next 20 years the labour force in the industrialized world is expected to decline by 4%, while in India it will increase by 32%: Need of providing them for jobs
- Around 64% of India's population is expected to be in the age bracket of 15–59 years by 2026, with only 13% of the total aged above 60 years: Larger productive group with less dependents
- Around 93% of the Indian workforce is employed in the unorganized or informal sector, which lacks any kind of formal skill development system: Recognition of formal sector not extended to unorganized sector
- An additional net incremental requirement of 109.73 million skilled manpower by 2022 in twenty four key sectors: Chance to fill this gap by skilling the workforce
- Also to mainstream youth of conflict zones by providing them jobs: Channelizing the energy positively

Break Up of Incremental Requirement Across Sectors

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S.N	Sector	Employment Base in 2013 (million)	Projected Ept. by 2022 (million)	Incremental HR Requirement (2013-22)
1	Auto and Auto Components	10.98	14.88	3.9
2	Beauty and Wellness	4.21	14.27	10.06
3	Food Processing	6.98	11.38	4.4
4	Media and Entertainment	0.4	1.3	0.9
5	Handlooms and Handicrafts	11.65	17.79	6.14
6	Leather and Leather Goods	3.09	6.81	3.72
7	Domestic Help	6	10.88	4.88
8	Gems and Jewelry	4.64	8.23	3.59
9	Telecommunication	2.08	4.16	2.08
10	Tourism, Hospitality & Travel	6.96	13.44	6.48
11	Furniture and Furnishing	4.11	11.29	7.18
12	Building, Construction and Real Estate	45.42	76.55	31.13

Break Up of Incremental Requirement Across Sectors

S.N.	Sector	Employment Base in 2013 (million)	Projected Ept. by 2022 (million)	Incremental HR Requirement (2013-22)
13	IT and ITES	2.96	5.12	2.16
14	Construction Material and Building Hardware	8.3	11	2.7
15	Textile and Clothing	15.23	21.54	6.34
16	Healthcare	3.59	7.39	3.8
17	Security	7	11.83	4.83
18	Agriculture	240.4	215.6	(24.8)
19	Education/ skill development	13.02	17.31	4.29
20	Transportation and Logistics	16.74	28.4	11.66
21	Electronic and IT Hardware	4.33	8.94	4.61
22	Pharma and Life Sciences	1.86	3.58	1.72
23	BFSI	2.55	4.25	1.7
24	Retail	38.6	55.95	17.35
	Grand Total	461.1	581.89	120.79

Challenges Ahead

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- Poor recognition of “skill” in skilled/semi skilled sector
- Lack of job oriented training/skill development programs
- Skill development programs of the Central Government over the years have been spread across more than 20 Ministries/Departments without any robust coordination and monitoring mechanism to ensure convergence
- Ensuring participation of women & vulnerables: Chance to include them into productive workforce
- Matching the requirements of market according to needs

National Policy on Skill Development & Entrepreneurship-2015

DDU-GKY

Vision

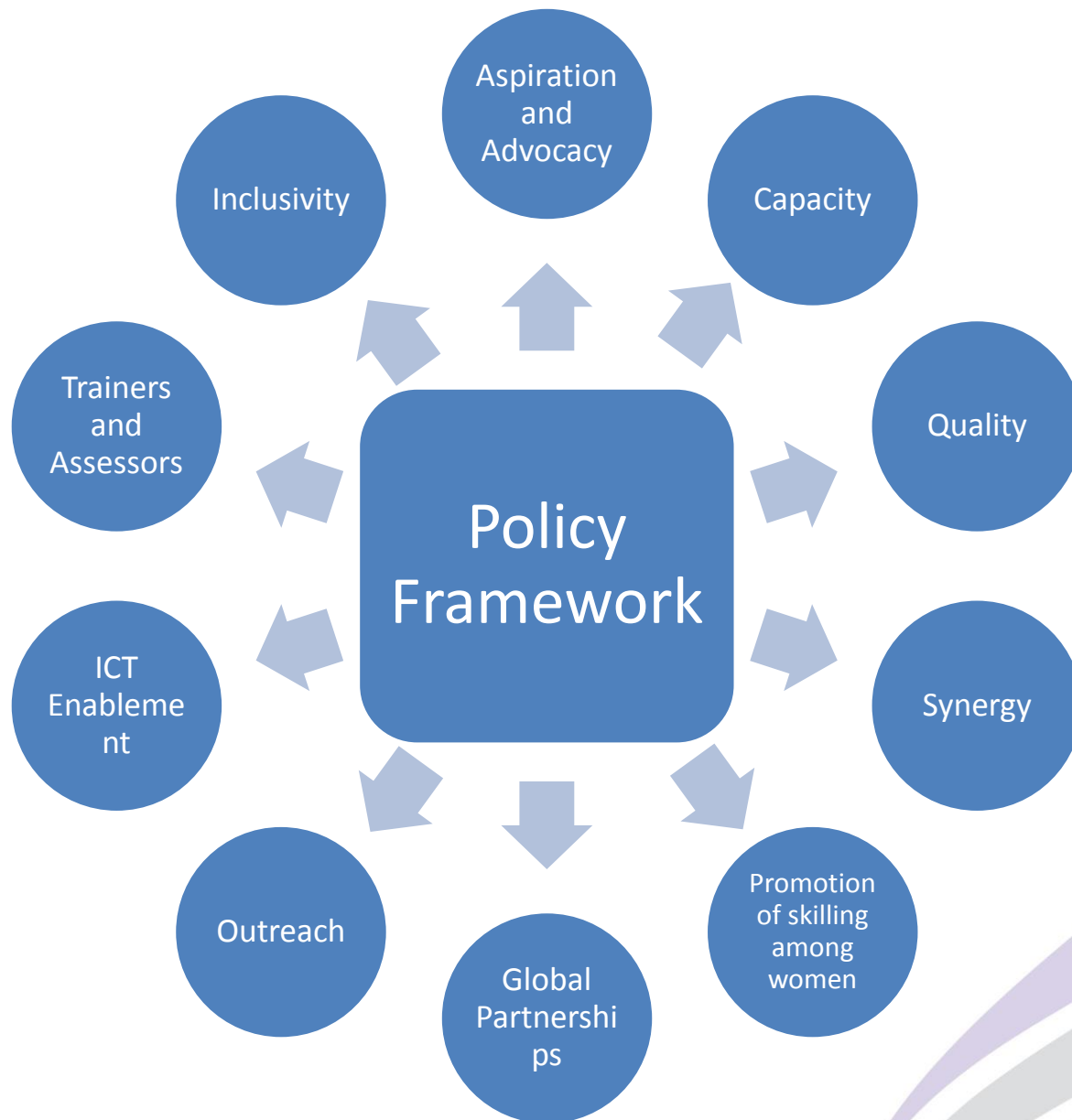
- To create an ecosystem of empowerment by Skilling on a large Scale at Speed with high Standards and to promote a culture of innovation

Mission

- Create a demand for skilling across country
- Correct & align skilling with competencies
- Connect supply of skilled human resources with sectoral demands
- Certify and assess in alignment with global and national standards

Objectives

- Make quality vocational training aspirational for both youth and employers
- Ensure both vertical and horizontal pathways to skilled workforce
- Increased employability and better livelihoods for individuals
- Increase the capacity and quality of training infrastructure & trainers
- Aligning supply of skilled workers with sectoral requirements/Use of IT
- Promote national standards in skilling through active involvement of employers
- Ensure skilling needs of socially & geographically disadvantaged are met
- Leverage modern technology to ensure scale, access and outreach
- Recognise the value of on-the-job training



Governance Structure

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MSDE will play lead role in implementation of the policy with key stakeholders being Central/State Ministries & industry employers:

NSDA

Operationalise & implement National Skills Qualification Framework (NSQF)
Operationalise National Skills Qualification Committee (NSQC) to meet its objectives
Develop national protocols for registration & accreditation of private training providers



NSDC

Catalyse funding through debt, equity, grants etc.
Implementing skills voucher programme
Initiating and incubating Sector Skills Councils (SSCs)



DGET

Setting up framework for structure of courses, assessment, curricula creation, affiliation, accreditation of institutes, under NCVT
Develop national standards on syllabi, equipment, scale of space, duration of courses and methods of training
Coordinate functioning of Industrial Training Institutes (ITIs)

Sector Skill Councils



- Industry led & industry governed bodies to link industry with manpower
- Preparing a catalogue of types of skills
- Development of a sector skill development plan and maintain skill inventory
- Standardization of affiliation, accreditation, examination and certification process in accordance with NSQF
- Plan and facilitate the execution of Training of Trainers along with NSDC and States
- Promotion of academies of excellence
- Will lay special emphasis on the skilling needs of ST/SC, differently abled and minority populations
- Employment at decent wages

Financing

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Government would need to collaborate with various stakeholders to mobilise funds to meet the needs of skill development

NSDF

Set up by Government to encourage skill development
Collates all funds/donations from all sources



CSR

Companies to be encouraged to spend at least 25% of their CSR funds on skill development
Earmark at least 2% of its payroll bill for skill development in respective sectors
Funds to be routed through SSC's or NSDF



Government Schemes

All Government schemes across sectors to be encouraged to apportion 10% of scheme budget towards skill development in local regions in required sector
Provision of Skill Vouchers(SV),scholarships, rewards etc. to meet the training cost needs
Credit guarantee fund set up in form of NCGTC(National Credit Guarantee Trustee Company) to support skilling initiatives through loans

Monitoring & Evaluation

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Policy Implementation Unit(PIU)

- Main body overlooking the implementation of policy: housed at MSDE with Secretary as Chairperson & representation from NITI Ayog
- PIU to be made responsible to NSDM: to present reports and findings every quarter to Steering Committee of NSDM
- Listing all action points as mentioned in the policy
- Identify all agencies involved and map actionable points to those agencies
- Coordinate with all agencies

Impact Assessment

Annual as well as 5 year targets to be set up for each stakeholder by PIU: undertaken to ensure that targets are met with in timeframe

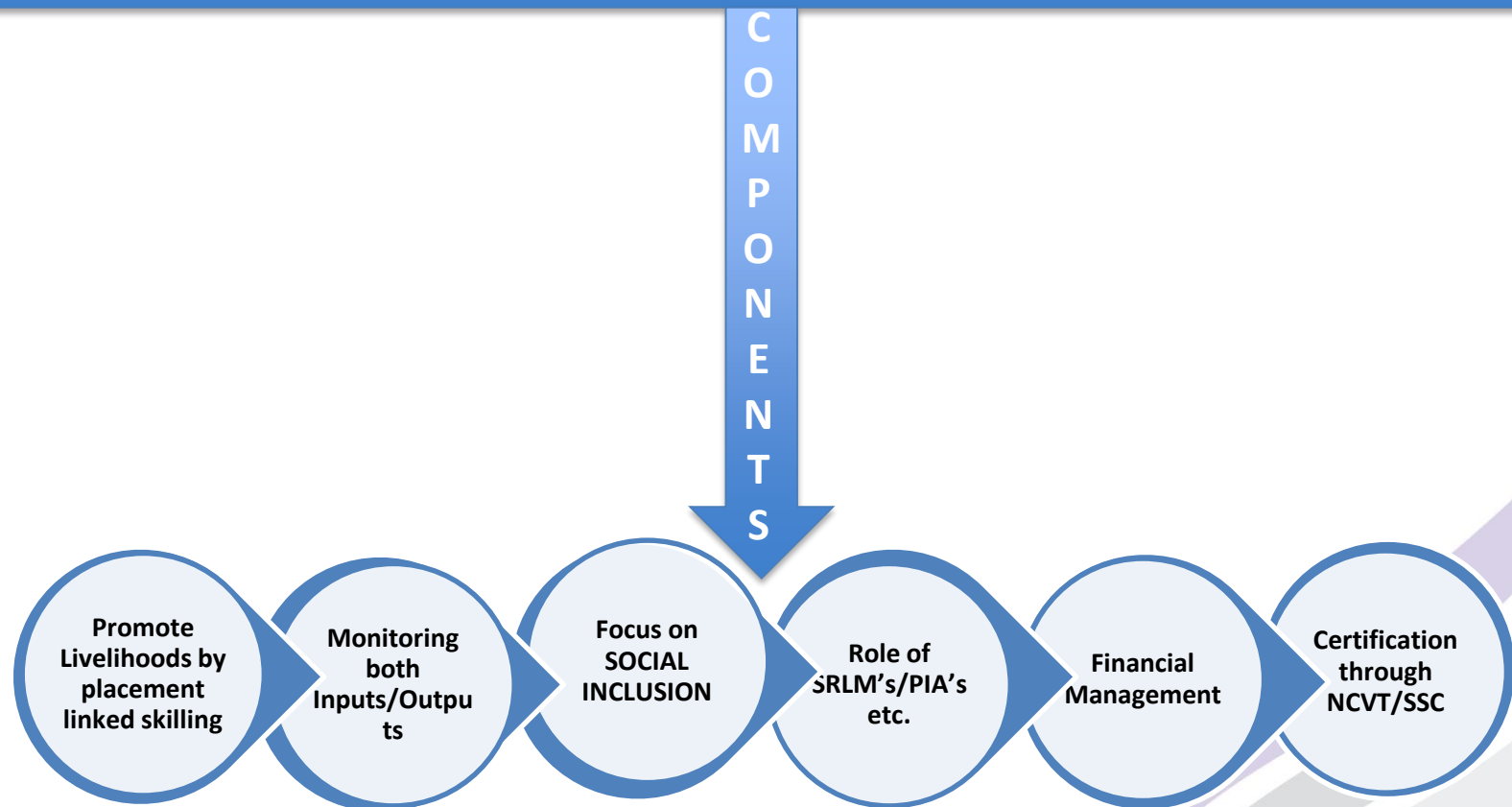
Few Monitoring Indicators:

- Number/registrations of youth interested in skilling
- Number of youth registered in training programmes
- Number of youth assessed and certified by regulatory authorities
- Placement rate of skilled trainees
- Number of accredited/affiliated training providers/centres
- Number of certified trainers, sector-wise
- Number of skilled persons engaged in overseas employment

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)

GKY

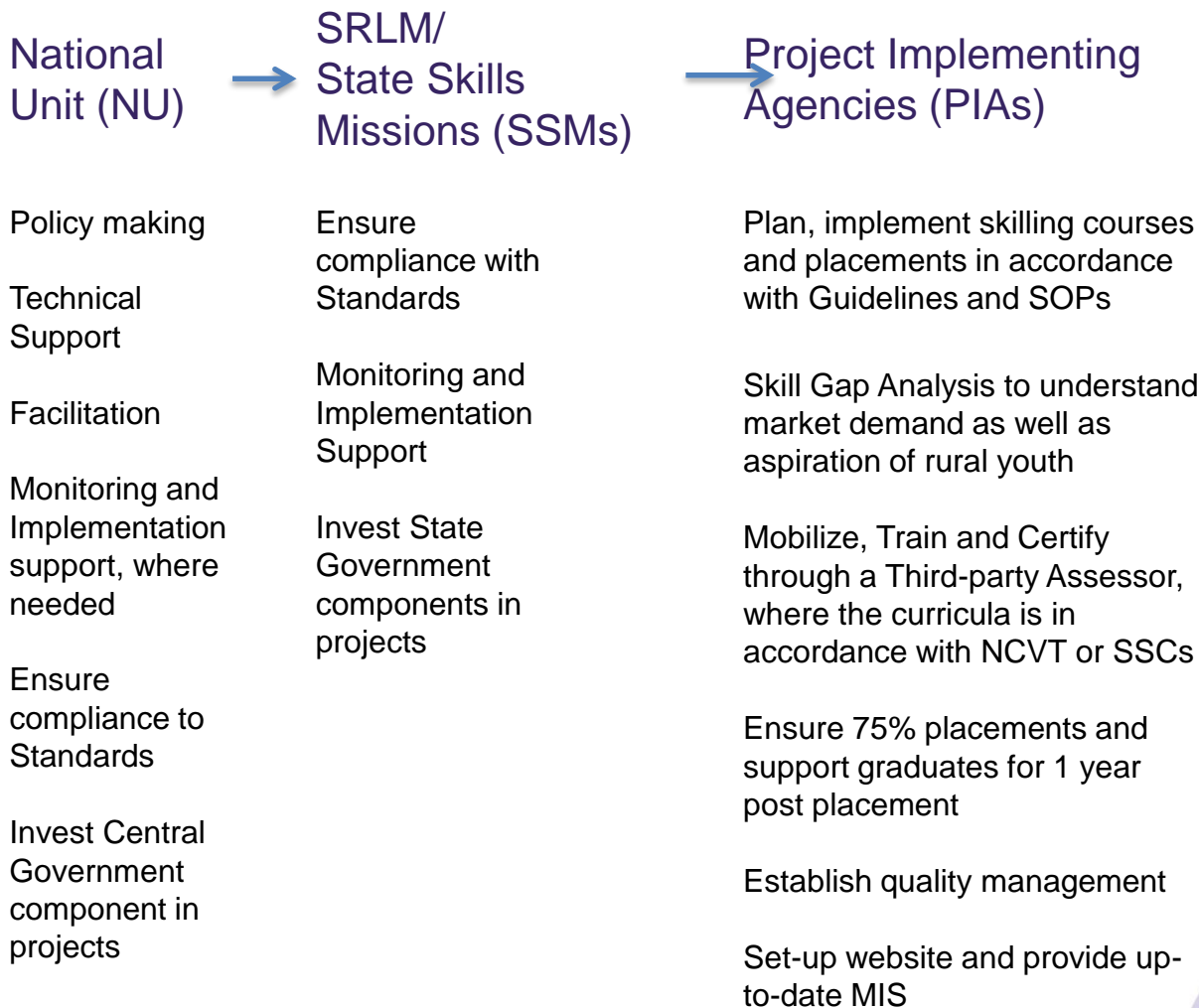
DDU-GKY: Placement linked skilling of rural youth with help of various stakeholders



Deen Dayal Upadhyaya Grameen Kaushalya Yojana

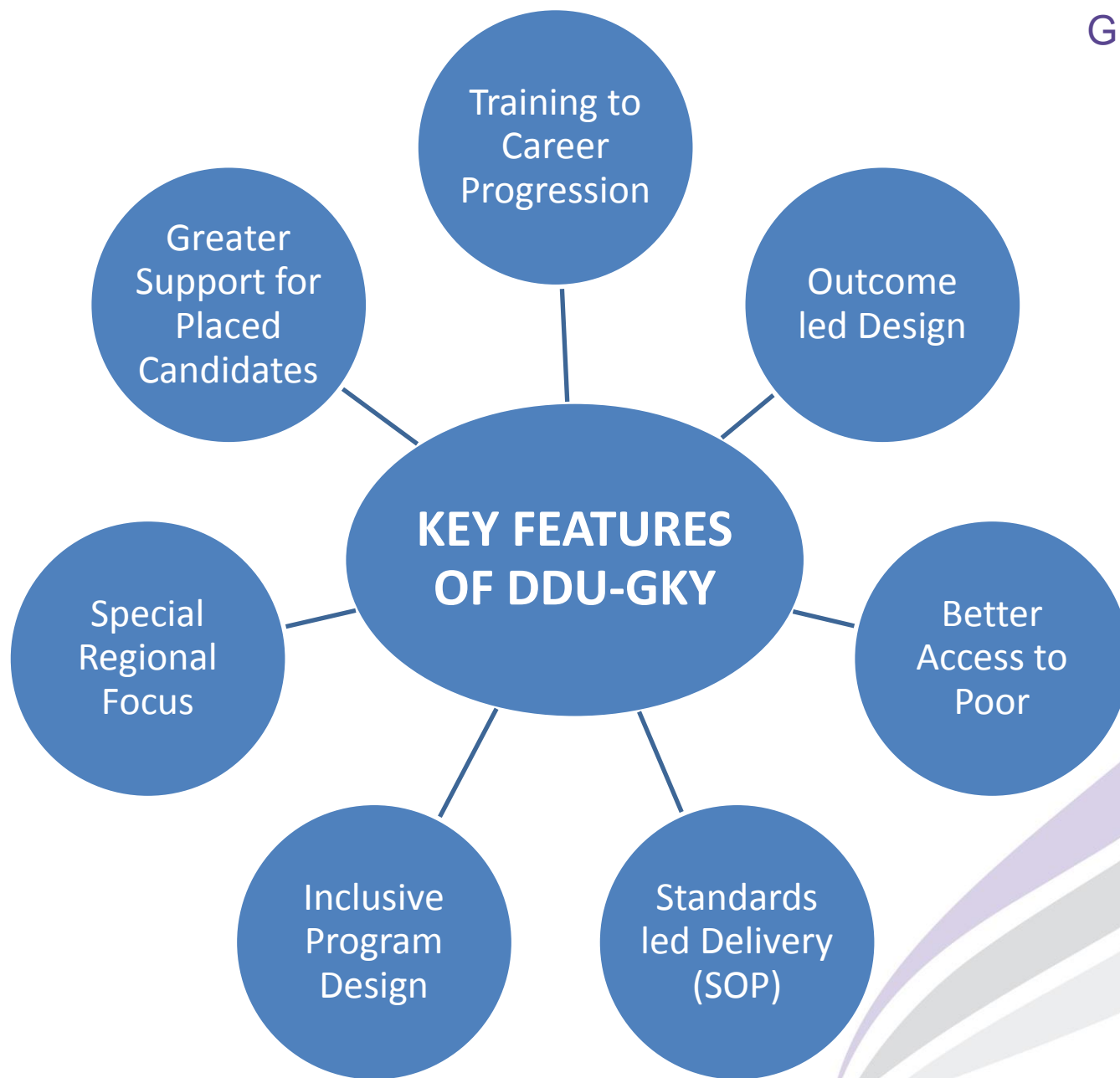
DDU-GKY

Three-tier Implementation architecture and delivery process



Priority for:

- Foreign placements (500 or more, USD 500 per month)
- Champion Employers (10,000 jobs with assured career progression)
- Captive Employment (500+ jobs)
- Industrial Internship - 1 year with 75% placement (Rs.10,000 per month)
- Educational institute (CGPA = 3.5 or more)
- Community College (received funding from UGC or AICTE)
- Courses more than 1 year long (with PIA support)
- PIA who has completed 3 SGSY special projects in last five years
- PIA having skilled 20,000 candidates with 75% placement in the last 5 years





APPROACH OF DDU-GKY

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S.No.	Processes/Aspects	Explanation
1	Training to Career Progression	Placement linked skilling Proof of regular wage employment Post placement tracking(upto 1 yr) Retention(work upto 1 yr at least)
2	Social Inclusion	All trainees from poor background Free of cost SC/ST/Women/Minorities/PTVG/PWD
3	Easing Migration	Support Centers Financial Assistance
4	Monitoring both Inputs & Outputs	Focus on both training processes, quality and placement Fund release linked to results
5	Capacity Building	States to be encouraged to become AP from YP Consent & state share mandatory Enhancing capacity of PIA's
6	Community Involvement	Involving GP's & SHG's

KEY ASPECTS OF DDU-GKY

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S.N.	Aspects	Explanation
1	Eligibility (Section 3.1.1, Ch-3)	Rural Youth:18-35 Yrs SC/ST/Women/PCTG/PWD:upto 45 Yrs Identification through: BPL/MNREGA/RSBY/BPL or AAY PDS Cards/SECC/PIP
2	Focus on SC/ST/Women/Minorities/Special Groups (Sec 3.1.2 & 3.1.3, Ch-3)	SC/ST: 50% Minorities: 15% Women: 1/3 rd of all beneficiaries PWD: 3% of all beneficiaries State Provisions for special groups like victims of trafficking, manual scavengers, transgender, bonded labours etc.
3	Activities by SRLM (Sec 3.2.1-3.2.1.6, Ch-3)	Skill Gap Assessment: data to be taken from SECC, NSDC, GP wise demands etc. Job Melas: Organized by SRLM's & PIA's IEC: Budget of 1.5% of project cost paid to PIA available from MoRD Migration Support Centres: help with movement of candidates to place of work outside own state

KEY ASPECTS OF DDU-GKY

DDU-GKY

S.N.	Aspects	Explanation
		<p><u>Alumni Support:</u> by respective SRLM's</p> <p><u>Capacity Building:</u>By centre for SRLM/PIA/Staff/Trainers etc.</p> <p><u>Sensitization Workshops:</u></p> <ul style="list-style-type: none"> ➤ Preparation of SPIP/AP: Readiness conditions for AP ➤ Protocols for monitoring projects ➤ Strategy for implementation ➤ Protocols for selection of PIAs ➤ Protocols for pre sanction field appraisal ➤ Audit practices and transparency norms ➤ Protocols for inspection and compliance ➤ Monitoring of DDU-GKY training centres ➤ Expenditure verification of PIA accounts ➤ Use of MIS to monitor PIA performance ➤ Quality audit of class room transactions using CCTV footage ➤ Enhancing the DDU-GKY brand by standardising the look and feel of DDU-GKY training centres and the quality of training <p><u>Certification of Master Trainers:</u> To be trained by NIRD in a phased manner</p>

KEY ASPECTS OF DDU-GKY

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S.N.	Aspects	Explanation
4	<p>Activities by PIA (Sec 3.2.2.1-3.2.2.3, Ch-3)</p>	<p><u>Mobilisation</u>: SRLM can suggest, PIA can suggest or Hybrid approach (GP/PIP)</p> <p><u>Counselling</u>: to prospective trainees on the nature of work in the sector/trade, availability of jobs, deliverables by the employer, entitlements, growth prospects and risks involved</p> <p><u>Selection</u>: on the basis of aptitude tests (psychometric and others) and counselling (by trained counsellors)</p> <p><u>Training:</u></p> <p><u>Infrastructure-</u></p> <ul style="list-style-type: none"> Furniture, layout, colour scheme & signage-establishing the DDU-GKY brand Lab, classroom and IT facilities-Training aids Geo-tagged time-stamped aadhar authenticated biometric attendance Fire fighting equipment First aid, hygiene, drinking water, canteen & washroom facilities Internet and email access Access control facilities Power back up Projection and copying equipment High speed access to the workflow driven, internet enabled ERP of the PIA (and SRLM and MoRD when ready) CCTV recording facilities

KEY ASPECTS OF DDU-GKY

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S.N.	Aspects	Explanation
	<p>Activities by PIA(Contd.)</p>	<p><u>Other Aspects in Infrastructure-</u> Each training centre(TC) should have separate space for each domain Trg infrastructure may be owned, hired or part of a franchise agreement Each TC should remain in existence for at least three months from the date of completion of training or until 75% of those trained have been placed (whichever is later). Mobile centres are not permitted Non-residential TCs should be located near the homes of trainees Residential TCs to be certified by SRLM/CTSA MoRD to setup cost committee to look into trade wise cost for skilling which require high cost</p> <p><u>Trainers:</u> Should possess the knowledge, skills and attitude needed to be a good trainer in his/her domain Tested and verified by the Q team of the PIA and verified by the SRLM or its TSA CCTV recording to be used for attitude assessment</p> <p><u>Content:</u> Certified by National Council for Vocational Training (NCVT) or Sector Skills Council (SSC) or any other agency notified for the purpose by MoRD</p>

KEY ASPECTS OF DDU-GKY

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S.N.	Aspects	Explanation
	Activities by PIA(Contd.)	<p><u>Training Methods:</u> Training is delivered in an innovative and trainee friendly manner with adequate audio visual tools and participatory methods</p> <p><u>Finishing and work readiness Module:</u> centres should be staffed by specially trained high quality trainers who are adept at providing inputs that ensure high success rates at placement interviews and post placement retention. These centres should:</p> <ul style="list-style-type: none">➤ Run short residential courses typically 7-10 days long. During this trg. alumni should meet and inspire the current batch➤ Have a dedicated team that helps candidates find accommodation, get access to health care etc.➤ Finding alternate jobs➤ Provide counselling and advice on personal issues <p><u>Note: one-time travel cost to the training centres will be allowed based on actuals with a maximum limit of Rs 4500/- per trainee</u></p> <p><u>Assessment & Certification:</u> <u>Continuous Assessment</u>-in the form of announced and unannounced quizzes, assignments and other types of tests. The questions asked, answers given and marks obtained by each trainee should available in the password protected area of the PIAs web site</p>

KEY ASPECTS OF DDU-GKY

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S.N.	Aspects	Explanation
	<p><i>Activities by PIA(Contd.)</i></p>	<p>These marks will be verified during bimonthly inspections of each training centre by the SRLM or its TSA as well as by NIRD/NABARD Consultancy (NABCONS)</p> <p><u>Third party certification</u>-Independent certification and assessment by third party agencies (empanelled by NCVT/SSC/ notified by MoRD) of both curriculum and the skill, knowledge and attitude level of each trainee as acceptable to the industry or employer is mandatory.</p> <p><u>Own certification</u> - Own certification in cases of established brands can be used if approved by MoRD in advance.</p> <p><u>PLACEMENT:</u> a minimum placement of 75% of trained candidates is a <u>non-negotiable</u> in DDU-GKY</p> <p><u>Captive placement-</u> PIAs can train and absorb the trained persons in their own organisations. They should submit own manpower requirement based on a realistic estimate of current needs. Captive placement for a second batch of trainees will not be allowed, if more than 50 % of DDU-GKY youth placed with the same organisation has left within a span of six months.</p>

KEY ASPECTS OF DDU-GKY

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S.N.	Aspects	Explanation
	Activities by PIA(Contd.)	<p><u>Placement providing jobs having regular monthly wages at or above the minimum wages:</u> salary slip from the HRD/certificate issued by the employer indicating wages paid and counter signed by the employee along with the bank statement indicating that wages have been paid by crossed demand draft or money transfer will demonstrate proof of regular wage employment</p> <p><u>Placement in government organisations/with government contractors involved in public service delivery-</u> Placement in public service delivery programs such as NRHM, MGNREGS etc. & institutions such as PRI, etc. are allowed provided it is continuous & full time and minimum wages is provided and proof of employment is available</p> <p><u>Placement foreign countries:</u> Jobs which can provide a minimum salary of Rs. 25,000 are permitted. Trainings that have the potential to provide salaries in the above range will only be approved.</p> <p><u>*Cost Norms of PIAs: Attached in the next slide</u></p>

Unit Training Cost per candidate of basic sub-components(Table 1;Pg 32)

S. N	Item	3 Mth (576Hrs)	6 Mth (1152Hrs)	9 Mth (1728Hrs)	12 Mth (2304Hrs)
1	Training Cost(Rs.)	13696	19152	23562	26602
2	Boarding and Lodging (Unit Cost/day for residential training)				
a	State Headquarters @ Rs 166 per day	14940	29880	44820	59760
b	District Headquarters @ Rs 120 per day	10800	21600	32400	43200
c	All other locations other than (a) and (b) above @ Rs 75 per day	6750	13500	20250	27000
3	Food and To & Fro charges	9000	18000	27000	36000
4	Post Placement Support				
a	Placement within District of domicile (Rs 1000 p.m for 2mths)	2000	2000	2000	2000
b	Placement within State of domicile(Rs 1000 p.m for 3 mths)	3000	3000	3000	3000
c	Placement outside State of domicile (Rs 1000 p.m for 6 mths)	6000	6000	6000	6000
5	Uniform cost (cost of one pair is Rs 1000, 2 pairs provided in case of 9 m and 12 m course)	1000	1000	2000	2000
6	Minimum wages for placements in India (per month)-Cost to Company (CTC)or minimum wages whichever is Higher	6000	8000	12000	15000
7	Minimum wages for placements abroad	25000	25000	25000	25000

KEY ASPECTS OF DDU-GKY

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S. N.	Aspects	Explanation
5	Funding Pattern (Sec 5.1,Ch-5)	75%: Centre; 25%:State

Instalment (Table-6,Pg 56)	Release Condition
25% of Project Cost	On sanction of project and signing of MOU.
50% of project cost	On: <ul style="list-style-type: none"> a. Spending 60% of funds disbursed as 1st instalment as visible in web site. b. Achieving 40% of physical target inclusive of sub-targets such as for SC/ST, minorities etc. c. Submitting audited expenditure statement like P&L statement, Balance sheet etc with respect of previous year for cases after 30th September.
15% of project cost	On: <ul style="list-style-type: none"> a. Spending 90% of funds disbursed as 1st and 2nd instalments as visible in website. b. Achieving 90% of physical target inclusive of sub-targets such as for SC/ST, minorities etc. c. Submitting audited expenditure statement like P&L statement, Balance sheet etc with respect of previous year for cases after 30thSep

KEY ASPECTS OF DDU-GKY

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Instalment	Release Condition
10% of project cost	On achieving all targets and submission of project closure docs as well as signed score card. However, the release of the 4 th instalment will not be held up till the one year tracking is complete.

S.N.	Aspects	Explanation
6	Tablet Computers (Sec 3.2.2.5,Ch-3)	A provision to provide tablet computers to trainees during the course One-time expenditure of Rs 5000 per trainee for tablet(Only for A & B categories-Category C could be included later after studying its impact after 1 yr):Min. specs mentioned in guidelines
7	Post Placement Support(PPS) -(Sec 3.2.2.7,Ch-3)	To be paid to the trainee in full at the end of each month to the bank account of the working youth on receipt of salary slip
8	Retention Support (Sec 3.2.2.8,Ch-3)	<ul style="list-style-type: none"> ➤ Innovation in course design ➤ Constant updating of training content to keep up with market requirements ➤ Long term relationship with both alumni and employers ➤ Up to date knowledge of the job market

KEY ASPECTS OF DDU-GKY

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S. N.	Aspects	Explanation
9	Support for Career Progression (Sec 3.2.2.9,Ch-3)	An additional payment to PIAs of Rs. 5000/- for every person trained by the PIA who crosses a salary of Rs. 15,000/- per month and holds it for a minimum of 90 calendar days within one year of completion of training
10	Enhanced Support for residential training/transport and food (Sec 3.2.2.10,Ch-3)	<ul style="list-style-type: none"> ➤ Paid Rs.50/day currently ➤ Will be increased based on the location of the hostel/residential facility in State headquarters or District headquarters or any other city/ town other than State HQ or District HQ
11	Incentives for live distance training (Sec 3.2.2.11,Ch-3)	Rs.500/candidate if 30% teaching hours covered using live distance trg.
12	Counselling for trainees placed in foreign countries (Sec 3.2.2.12,Ch-3)	Rs.10,000/- per trainee will be payable to the PIA

Program Administration: AP, YP & MSP

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- All the states are divided into AP & YP. The effort is to help YP state become a AP state going forward.

States that fulfil the following *five conditions* are designated as AP states(Sec 4.1.1,Ch-4):

- 1) Have a full time COO/Program Manager in charge of skills and placement.
- 2) Have a dedicated skills team at the state level to support COO skills.
- 3) Have a dedicated skills team at the district and sub district level to support COO skills.
- 4) Have a policy that is aligned with the national guidelines on how to appraise new and ongoing projects.
- 5) Have a policy clarifying how DDU-GKY PIAs can use spare capacity (men and material) in government institutions and buildings.

YP States:

Need to get individual projects approved by the EC in MoRD as notified by the Ministry

MSP:

- No new MSP will be sanctioned, but helping PIAs bring these projects to an orderly closure is the joint responsibility of both the state and central Govt.
- Assisted by NIRD and NABCONS the two designated CTSA's

State Perspective Implementation Plan (SPIP)

Meaning: A projection on skilling needs in the medium term (seven years) covering no. of youth to be trained & placed, trades & sectors within which trainings need to be done, areas for innovation & for special projects. Baseline information from SGA, market scans and surveys, literature reviews etc. would need to be collated to undertake a situation analysis of the scenario in the State for skilling the poor.

Following Strategies to be followed(Sec 4.6,Ch-4):

- Capability development and augmentation of service providers in the area of skilling
- Interventions for local economic development through skilling solution
- Interventions for safe migration and support service
- Development of systems for sustained skill interventions
- Enabling greater infrastructural access/availability and innovative rent sharing
- Enhancing access of and outreach to the most vulnerable among the poor
- Long term mobilisation, including participatory identification of the poor
- Convergence platforms and their continued engagement
- Employer engagement and opportunities for skill augmentation and reskilling

PIA's: Necessary Conditions & Eligibility Criteria

Sec 4.7, Ch-4: Table 5 (Pg-47-49)

Registered under Indian Trust Acts or any State Society Registration Act or any State Cooperative Societies or Multi-State Cooperative Acts or the Companies Act 2013 or the Limited Liability Partnerships Act 2008

OR

Government or a semi-government organization at the State and National Level

'A' CATEGORY PIA	'B' CATEGORY PIA	'C' CATEGORY PIA	NECESSARY CONDITIONS
<ul style="list-style-type: none">Foreign Placements for over 500 candidates p.a.	<ul style="list-style-type: none">Foreign Placements for between 220-499 candidatesCaptive Employers for between 200-499 candidatesEducational Institutes of high reputeCompleted 1 DDU-GKY projectTraining Institutes with an annual turnover of Rs. 15 Crores and moreNSDC Partner	<ul style="list-style-type: none">All entities that do not qualify as either 'A' or 'B'	<ul style="list-style-type: none">a) Legal Entity more than 3 years oldb) Positive Net Worth for at least 2 out of last 3 yearsc) Turnover in excess of at least 25% of the proposed project <p>EXCEPTIONS</p> <p>NSDC Partners exempted from a) and b) above</p>

Order for Prioritization for Selection

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Y

The following is the order of priority within Category 'A' PIAs

- a) Foreign placements (500 or more candidates, salary of US\$ 500 per month)
- b) Champion Employers (10,000 jobs in 2 years with assured career progression)
- c) Captive Employment (500+ jobs)
- d) Industrial Internship - 1 year with 75% placement (500 or more candidates, salary Rs.10,000 per month)
- e) Long term Courses more than 1 year long (over 100 candidates)
- f) Educational institute (CGPA = 3.5 or more) or Community College (received funding from UGC / AICTE)
- g) PIA who has completed 3 SGSY special projects/ DDU-GKY projects in last five years
- h) PIA having skilled 20,000 candidates with 75% placement in last five years
- i) Any other project by a Category 'A' PIA

The following is the order of priority within Category 'B' and 'C' PIAs

- a) Foreign placements (200 – 499 candidates, salary of US\$ 500 per month)
- b) Captive Employment (200-499 jobs)

Support Structures at National Level

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Body	Composition	Activity
National Advisory Group (Sec 4.4.1,Ch-4)	drawn from among Policy Planners, other Central Ministries, State Govts, Industry, Academia, CSO, Industry & International Organisations	<ul style="list-style-type: none"> ➤ Identify policy and implementation issues ➤ Identify issues related to convergence with other skill development initiatives ➤ Identify and disseminate best practices related to DDU-GKY across States
Empowered Committee (EC)- (Sec 4.4.2,Ch-4)	<ol style="list-style-type: none"> 1. Secretary, RD, Chairperson 2. Additional Secretary & Financial Advisor, Member 3. Additional Secretary (Rural Livelihoods)- Member 4. PS/ Secretary (RD) from States- Invitees 5. Poverty and RD Experts/Bankers- Invitees 6. JS (Skills) & Addl. CEO, NRLPS,Member-Convenor 	<ul style="list-style-type: none"> ➤ Approve all policy matters relating to DDUGKY ➤ Approve APYP & SPIP ➤ Approve innovative projects including innovative project proposals for the special groups & conflict areas ➤ Approve large scale captive skilling projects, Industry Internship projects, Projects with course duration of more than 12 months ➤ Any other matters

Monitoring and Evaluation

Role of TSA

Central and State Governments can procure services of competent TSA to monitor their DDUGKY project.

Concurrent monitoring of PIA as basis for fund release under AP and YP

Concurrent monitoring through an internet enabled ERP system will make it possible for all stakeholders to monitor the performance of the PIA against agreed performance indicators.

Concurrent monitoring Outputs

- Fortnightly monitoring and guidance notes to PIAs using online MIS of PIA by TSA's
- Monthly inspection of training centres by Q team of PIA
- Bi-monthly inspection of training centres by State TSA/SRLM officials
- Tri-monthly inspection of training centres by MoRD's CTSA
- GPS enabled bio-metric attendance of trainer and trainees
- Read-only access to project bank account

Program Evaluation of DDU-GKY

Evaluation of DDU-GKY will be conducted as per the frequency and terms of reference approved by the EC and shall be undertaken after one year of commencement of DDU-GKY

Enhance employment opportunities available to the youth in the State of Jammu & Kashmir (J&K) involving both the public and private sectors with an aim of training 1 Lakh youth by 2017 with placement for at least 75%

Key Features:

- **Placement linked**, market driven skilling program-under PPP
 - **MoRD is nodal agency** in implementation & provides both technical and financial assistance
 - **Cover all youth** from rural and urban areas and, BPL and non-BPL category
 - **2 components**- Provision of salaried employment(70% of funds to be utilized for this) and self-employment(30% of funds to be utilized for this)
 - **Placement for youth** will be provided all over the country, within J &K and outside
 - **Community Involvement** : PRI's to be given importance along with govt. institutions (BDO's)
 - Post Placement Support
 - **Release of Funds** in 3 instalments- 25:50:25
- 1st Instalment**: released after the approval of the project by PAC.
- 2nd Instalment**: Utilization of 60% of 1st installment and achievement of corresponding physical target. Submission of UC's/Audit Reports.
- 3rd Instalment**: Utilization of 90% of the total available funds and achievement of corresponding physical targets. Submission of UC's/Audit Reports. MoRD to have Verification /evaluation of project progress by third party / independent agency.

KEY PROCESSES INVOLVED

S.N.	Processes/Aspects	Explanation
1	Identification of Project Area	Cover all urban/rural areas
2	Mobilization/Selection of candidates	Community Involvement;18-35 Yrs.(Rural/Urban BPL, Urban APL)
3	Preliminary Screening	Through Aptitude Test
4	<u>Training:</u>	
a	Training Content	Prospective Employers/Industry
b	Course Duration	3-9 Months
c	Certification & Assessment(CA)	Independent CA by TPA
5	Salary PPS	>6000 p.m. for 3 Mths trg(Rs.8000 for 6 mth & 12,000 for 9 mth trg.) @Rs. 2000/- pm for 6 mths for trainee completed 3 mths trg. @Rs. 1000/- pm for 2 mths for trainee completed 6/9 mths trg.
6	M & E	Data on MIS; Done by Agency approved by MoRD
7	Funding Pattern	100% by MoRD

ROSHNI: Learn & Earn

DDU-

ROSHNI: Placement linked skill development for rural youth in 27 LWE (Left Wing Extremism) affected districts in India

WHY: These are IAP districts which are marked by high incidents of poverty, low education & limited employment opportunities & threat of violence

List of Districts:

SN	STATE	DISTRICT	SN	STATE	DISTRICT	SN	STATE	DISTRICT
1	AP	Vishakhapatnam	11	CG	Kondagaon	21	ODI	Kandhamal
2	BIH	Gaya	12	JHK	Chatra	22	ODI	Koraput
3	BIH	Jamui	13	JHK	Garhwa	23	ODI	Malkangiri
4	CG	Balrampur	14	JHK	Gumla	24	ODI	Nuapada
5	CG	Bijapur	15	JHK	Latehar	25	ODI	Raigada
6	CG	Sukma	16	JHK	Palamu	26	UP	Sonebhadra
7	CG	Kanker	17	JHK	W.Singhbhum	27	WB	W.Midnapore
8	CG	Narayanpur	18	MP	Balaghat			
9	CG	Bastar	19	MAH	Gadchiroli			
10	CG	Dantewada	20	ODI	Gajapati			

Key Features

- **Market linked skill training program**: Shall be implemented through PPP
- Training for **salaried employment**
- 50% to be **women**
- Special efforts to include **PTG's**
- **Demand driven** program
- **Assured placement** for 75% of trainees
- **No new infrastructure** to be ceated:Utilise existing govt & private infrastructure
- **Release of Funds- 25:50:15:10**

1st Instalment: released after the approval of the project by PAC

2nd Instalment: Utilization of 60% of 1st installment and achievement of corresponding physical target. Submission of UC's/Audit Reports

3rd Instalment: Utilization of 90% of the total available funds and achievement of corresponding physical targets. Submission of UC's/Audit Reports

4th Instalment:Completion of 100% target;Submission of completion report/Audit Report

KEY PROCESSES INVOLVED

S.N.	Processes/Aspects	Explanation
1	Identification of Project Area	Covers identified LWE 24 districts in 9 states
2	Mobilization/Selection of candidates	Community/PIA;18-35 Yrs.(As per BPL/PIP)
3	Preliminary Screening	Through Aptitude Test
4	<u>Training:</u>	
a	Training Content	Prospective Employers/Industry
b	Course Duration	3-12 Months
c	Certification & Assessment(CA)	Independent CA by TPA
5	Salary/Wages	Higher than minimum wages
6	M & E	Data on MIS;SRLM/NIRD/NABCONS would advice PIA on fortnightly basis
7	Funding Pattern	75%- Centre ; 25% -State



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Skill Development Programs of Various Ministries/Departments



Comparative Analysis of SDP's Across Various Ministries

Ministry/Dept.	Name of Scheme	Duration	Centre:State Ratio	Trg.Cost/Candidate
Housing and Urban Poverty Alleviation(NULM)	Employment through Skill Training and Placement (EST&P)	Minimum 3 months (approx. 400 hrs of technical training plus 30 hours for soft skills). hours for soft skills training). If the MES Curriculum is being followed, then the basic and advanced level skill training courses may be combined to ensure a minimum of 400 training hours.	75:25	Rs. 15,000 (Rs. 18,000 for North-Eastern States and J&K)
	Self-employment Program (SEP)	One component under SEP is Entrepreneurship Development Program which is for 3-7 days for individual and group entrepreneurs	75:25	Rs. 2 lakh for individual enterprises and Rs. 10 lakh for group enterprises.

Ministry/Dept.	Name of Scheme	Duration	Centre:State Ratio	Trg.Cost/Candidate
Ministry of Commerce & Industry (Dept. of Industrial Policy & Promotion)	Human Resource Development Sub-Scheme of Indian Leather Development Program	Primary Skill Development - 4 weeks (plus 2 weeks of OJT); Secondary Skill Development – at least 2 weeks; Training of Trainers Program - To be decided by the training providing agencies.	100%-Centre	i) Primary Skill Development - Max Rs.15,000/ trainee; ii) Secondary (Skill Upgradation) - Rs.5,000/trainee or as per actuals (whichever is less); ii) Training of Trainers - Max of Rs. 2,00,000/trainer or actual cost (whichever is less).
	Support to Artisans Scheme	Not specified in guidelines	100%-Centre	Not mentioned



Ministry/Dept.	Name of Scheme	Duration	Centre:State Ratio	Trg.Cost/Candidate
Ministry of Communications and Technology	NIELIT's capacity enhancement plan on skill development (erstwhile DOEACC)	80 hours (avg)	Central Scheme	NA
	CDAC's capacity enhancement plan on skill development to enhance existing training capacity	457 hours (avg)	Central Scheme	41944
	Scheme for financial assistance to select six States/Uts for Skill Development in Electronics System Design and Manufacturing sector	3 - 6 months	Central Scheme	5,500- 17,000

Ministry/Dept	Name of Scheme	Duration	Centre:State Ratio	Trg.Cost/Candidate
Ministry of Food Processing Industries	National Mission on Food Processing (Scheme of Technology Upgradation/Establishment/Modernisation of Food Processing Industries)	18 months (from date of issue of approval letter)	75%-25% (90:10 in case of NE States)	-
Ministry of Textiles	Integrated Skill Development Scheme (ISDS)	1-3 months	75%-Centre 25%- Fee/Industry Contribution	Rs. 10,000 (i.e. 75% Govt, 25% fee/industry contribution; pooling of funds from other sources is allowed)
Ministry of Development of North East Region	Capacity Building and Technical Assistance (CBTA)	Short duration: 6 months; Medium Duration: above 6 months and below 1 year; Long Duration: Above 1 year	-	Varies from course to course

Ministry/Dept	Name of Scheme	Duration	Centre:State Ratio	Trg.Cost/Candidate
Ministry of Labor & Employment (MoLE)- DGET	SDI (Services)	200 hours	Centre: NA State: 20% funds for 2014-15 & 30% from FY 2015	4400/month
	SDI (Manufacturing)	200 hours	Centre: NA State: 20% funds for 2014-15 & 30% from FY 2015	5500/month
	Craftsmen Training Scheme (CTS)	6 months-3 years		3000/month

Ministry/Dept	Name of Scheme	Duration	Centre:State Ratio	Trg.Cost/Candidate
Ministry of Minority Affairs (MOMA)	Seekho aur Kaamao (Learn & Earn)	3 months	100%-Centre	Max Rs.20,000
Ministry of Social Justice and Empowerment: National Safai Karamcharis Finance & Development Corporation (NSKFDC)	Institutional Linkages Program (ILP)	6-12 months	100%-Centre	1500 per month
NSKFDC	Skill Upgradation Training Program (STP)	2 months	100%-Centre	1500 per month
NSKFDC	Entrepreneurship Development Program (EDP)	1-12 months	100%-Centre	1500 per month
National Scheduled Castes Finance and Development Corporation	Skill Development Training Program	-	100%-Centre	1500 per month

Ministry/Dept	Name of Scheme	Duration	Centre:State Ratio	Trg.Cost/Candidate
Ministry of Women & Child Development	Support to Training and Employment Program for Women (STEP)	3/6 months	90%-Centre 10%-PIA	Rs. 14,000 (3 months); Rs. 20,000 (6 months)



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COMMON COST NORMS



What, Why & How: Common Cost Norms

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What: Rationalization of Central Govt. schemes on Skill Development for providing norms for SD schemes implemented by GoI

Why: Numerous Ministries have various cost norms for their own SD schemes which resulted in implementation issues; This was done to align training programs being managed by various ministries & establish some kind of standardization as far as cost is concerned

How: Major Norms classified under 4 Schedules-

- a) SCHEDULE – I: Base Cost
- b) SCHEDULE – II: List of Trades (Categorized into 40 sectors/trades)
- c) SCHEDULE – III: Categorization of Indian Cities for residential training costs(As per 2008-6th Pay Commission)
- d) SCHEDULE – IV: Fund Flow Mechanism

Comparative Analysis : CCN v/s DDU-GKY

DDU-

Component	CCN (MSDP)	DDU-GKY
Minimum duration of training	Minimum of 200 Hours	576(Min) Hrs- 2304(Max) Hrs
Training Content	Must conform to NSQF(notified on 27/12/13) & all training/educational programs/courses so as to be NSQF compliant by 27/12/16	Certified by National Council for Vocational Training (NCVT) or Sector Skill Council (SSC) or any other agency notified by MoRD
Placement	Employment (both wage and self) of at least 70% of the successfully certified trainees within 3 months of completion of training, with at least 50% of the trainees passing out being placed in wage employment	Placement of 75% candidates is mandatory
Self-employment	Candidates to be employed gainfully in livelihood enhancement occupations which are evidenced in terms of trade license or setting up of an enterprise or becoming a member of producer group or proof of additional earnings (bank statement) or any other suitable and verifiable document as prescribed by the respective Ministry/Department	There is no provision for self-employment

Component	CCN (MSDP)	DDU-GKY
<p><u>Cost Norms</u> a) Unit Cost Norms</p>	<p>Training Cost are differentiated for Category I, II & III <u>Training cost per hour:</u> Rs 38.5 per hour for trades/sectors in Category I Rs 33 per hour for trades/sectors in Category II Rs. 27.5 per hour for trades/sectors in Category III</p>	<p>Fixed Cost Model <u>Training Cost per hour:</u> 576 hours: Rs 23.77 1152 hours: Rs.16.25 1728 hours: Rs. 13.63 2304 hours: Rs. 11.54</p>
<p>b) Boarding & Lodging (Residential)</p>	<p>Schedule I (3): X category cities/towns: @ Rs 300 per day Y category cities/towns: @ Rs250 per day Z category cities/towns: @ Rs 200 per day Rural areas and any area not notified as a municipal/town area: Rs. 175</p>	<p>State HQ: @Rs 166 per day District HQ: @Rs 120 per day All other locations @ Rs 75 per day</p>
<p>c)Transport Cost</p>	<p>Schedule I (2): For candidates from Special Areas undergoing training outside such Special Areas, to and fro transport costs as per actual, subject to a maximum of Rs. 5000 per trainee, shall be payable</p>	<p><u>Non Residential:</u> Food and To & Fro charges: Rs. 9000, 18000, 27000 and 36000 (576, 1152, 1728 ad 2304 hours) <u>Residential:</u> One time travel cost of as per actuals or Rs.4500 per trainee</p>

Component	CCN (MSDP)	DDU-GKY
d)Post Placement Support	<p><u>Placement within district of domicile:</u> Rs 1500 for 1 month for men and 2 months for women</p> <p><u>Placement outside district of domicile:</u> Rs 1500 for 2 months for men and 3 months for women</p>	<p><u>PPS within district of domicile:</u> Rs1000/month for 2 months</p> <p><u>PPS within state of domicile:</u> Rs 1000/month for 3 months</p> <p><u>PPS outside state of domicile:</u> Rs 1000/month for 6 months</p>
Third Party Certification & Assessment Costs	<p>Costs for certification and assessment shall be payable to an independent third party. This amount shall be over and above the Base Cost, and shall range from Rs. 600 to Rs. 1500 per candidate as decided by individual Ministries/Departments.</p>	<p>The cost of payment to third party certification & assessment is included in the unit training cost</p>
Refundable Security Deposit	<p>Training Providers shall charge a refundable security deposit of Rs. 1000 per candidate (for NSQF Level 5 and above), Rs. 500 (for NSQF Levels 3 & 4), and Rs. 250 (for NSQF Levels 1 & 2) at the commencement of the training</p>	<p>No refundable security deposit is taken under DDU-GKY.</p>

Component	CCN (MSDP)	DDU-GKY
Other costs /incentives	<ul style="list-style-type: none"> ➤ For every candidate, where outcome achievement is above 70% to 85%, the Training Provider should be paid an additional amount of Rs.3000/- of the base cost per candidate ➤ For every candidate where outcome achievement is above 85%, the Training Provider should be paid an additional amount of Rs. 5000/- of the base cost per candidate 	<ul style="list-style-type: none"> ➤ <u>Retention Support</u>:Rs. 3000 per person retained in employment for 365 days. ➤ <u>Career Progression</u>: Rs 5000 for every person trained by the PIA who crosses a salary of Rs. 15,000 per month and holds it for a minimum of 90 calendar days within one year of completion of training. ➤ <u>Live distance training</u>: An amount of Rs 500 per candidate will be payable to the PIA if at least 30% of the teaching hours are covered using live distance training techniques



Going Ahead Spreading Smiles.....



THANK YOU..