

**Planning Commission  
(LEM Division)**

**Subject: Minutes of the Fifth Meeting of the National Skill Development Coordination Board (NSDCB) held on 15-09-2010 at 11.00 AM in Room No.122, Yojana Bhawan, Planning Commission.**

The list of participants is annexed.

Deputy Chairman, Planning Commission and Chairman National Skill Development Coordination Board (NSDCB) welcomed all the NSDCB members and the special invitees and initiated discussion on the various agenda points.

2. Agenda item 1: Deputy Chairman, Planning Commission and Chairman NSDCB mentioned that the minutes of the last meeting of the NSDCB held on April 5, 2010, may be taken as approved and in case any NSDCB Member has any views the same could be sent by Email.

3. Agenda item 2: Regarding the Status of the State Skill Development Missions (SSDM), the statement circulated was referred to and it was mentioned that 25 States and 5 UT's had already set up the Missions. Member Secretary (PC) presented a brief analysis of these SSDM's and mentioned that (i) most of the SSDM's are chaired by the Chief Ministers/Administrators with due representation of private sector and NGO's, (ii) the States of Meghalaya, Mizoram and Tripura are yet to set up the SSDM's and efforts were on to set up the same, (iii) there is a need to increase momentum of skill development at the State level through these SSDM's and by giving emphasis on PPP through their Skill Development Missions. DCH pointed out that a portal on National Skill Development Coordination Board be set up where the minutes, reports, action taken reports etc. of NSDCB could be uploaded for wider public dissemination. The various presentations and minutes of the Regional Conferences held with State Governments on Skill development by Planning Commission in August-September 2010 could also be uploaded there. The State Governments may also forward the minutes of their SSDM meetings, best practices and any other experiences to the NSDCB for uploading in the portal. This would help in free flow of information to the private sector on government initiatives in skill development.

4. Agenda Item 3: A detailed power point presentation on strategy for increasing the training capacity of Health and Family Welfare sector was made by Dr. Naresh Trehan, Chairman Medicity and Dr Shabnam Singh, Chief Medical Affairs, Max Health Care. The presentation broadly covered the macro issues related to the current environment, solutions and recommendations for the Health

and Family Welfare Sector. The paper presented in detail the present and the likely status of the three broad categories of Health care workers namely (i) direct clinical workers, (ii) technical support staff, and (iii) ancillary administrative & business staff and it was mentioned that India falls in the categories of countries with critical shortage of health service providers (Doctors, Nurses and Midwives). It was also mentioned that Nurses and Midwives represent the largest share in Health workforce. The regional profile of these categories means that 60 per cent of health workers reside in urban areas and 70 per cent of health workers are employed in the private sector. Only half of all nurses were employed in private sector against vast majority of doctors. Thereafter, the gender dimension of the composition of these categories was highlighted. For doctors, it was mentioned that 17 per cent of all doctors in India are females and there are only 2 female doctors per 100, 000 female population which needs to be significantly improved. The analysis of health service providers across skill levels for India vis-à-vis global parameters was also presented. For example, India has 0.6 doctors per 10, 000 population against global average of 1.23. The corresponding ratio for Nurses is 0.8 for India against a global average of 2.56.

5. While reacting to the issues of skill shortage in the Health and family Welfare sector, Member Secretary (PC) mentioned that the possibility of using ESIC hospitals under the MoLE and utilizing their infrastructure for skill training needs to be explored. With reference to the recommendation for further easing land requirements for opening new medical colleges, it was proposed that a higher FAR/FSI be allowed, in urban areas, for land acquired for setting up medical and allied health educational institutions (in the same manner as a higher FAR/FSI is allowed for the hospitality sector).

6. The latter part of the presentation focused on the Competency issues and inappropriate skill mixes and gaps in service coverage in PHC's. Dr Naresh Trehan also flagged the issues related to: (a) procedural simplifications needed for addressing the health manpower issues including opening of more medical colleges, (b) preparedness (in terms of training / retraining needs) required to address the tropical and emerging disease pattern changes, (c) remuneration issues, (d) interventions expected from the Government for training of different categories of workers and for certification, (e) licensing of paramedics and other staff. In this context, Secretary (H & FW) clarified the existing licensing requirements and the procedures and the recent steps taken to simplify the same. DCH requested Secretary (Health & Family Welfare) to discuss further easing of land requirements for medical colleges in urban areas with the Ministry of Urban Development and send a detailed note covering the issues on: (i) Stress on the use of discontinuous land (ii) Increase in FAR/FSI in urban areas. The note should also address the issue of allowing private medical colleges to use public clinical infrastructure (district/municipal hospitals) for clinical teaching/practical experience. However, private players would be asked to provide educational and academic facilities in such cases. The other decisions taken include:

1. Ministry of Labor & Employment may explore the opportunity to allow use of ESI hospitals for both medical training and medical education on PPP basis.
2. Secretary (H &FW) to circulate a paper listing the proposed changes in MCI regulations.
3. Secretary (H &FW) may explore the opportunity of moving courses/modules/academic fields not directly related to the practice of medicine away from MCI and assign to appropriate regulatory authorities.
4. With reference to hiring international faculty in medical and allied colleges, Secretary (H & FW) to discuss the issue with DoPT. DCH promised to intervene, if required.

7. M/o Rural Development representative informed that under NRLM 50 per cent allocation is made for rural BPL youth to train in different sectors including Health Care. MoLE representative informed that DGET develops training modules on non medical sectors but on account of Medical Council of India's objections regarding module for paramedical courses these courses have not started. In this context, DCH pointed out that the issues not falling under the purview of the Medical Council of India can be taken up by the sector specific councils. Dr.Trehan may prepare a Report on the current issues stalling skill development initiatives in the health sector and forward to NSDC for their specific inputs. A Core team consisting of Dr Trehan, Dr Shubnum Singh, Secretary (Health) and Planning Commission may deliberate on the specific recommendations in Dr Trehan's paper. The meeting of the Core Group should be held at the earliest.

8. Agenda item 4: This agenda was related to Action Taken Report on the Task Force (chaired by Member, Dr. NJ), which was set up to examine the recommendations of the Sub Committee Report on "Remodeling of India's Apprenticeship Regime". DDG (MoLE) informed that the recommendations of the Task Force were considered by MOLE and a Draft CCEA Note circulated with proposed amendments. Shri Manish Sabharwal, Chairman Team Lease mentioned that in the proposed amendment to the Apprenticeship Act, 1961 there is a proposal that 50 per cent of the apprentices should be absorbed by the industry. He felt that this proposed clause is against the spirit of the recommendations of the Task Force. The Chairperson agreed to re examine the issue.

9. Agenda Item 5: Report of the Sub Committee on "Re-orientation of the Curriculum for Skill development on continuous basis" could not be taken up in the meeting as the Joint Secretary (M/HRD) was not present.

10. Agenda Item 6: On the Report of the Sub Committee on "Establishing Institutional Mechanism for providing access to information of skill inventory and

skill maps on real time basis” chaired by Shri S. Sadagopan, Director, IIIT, Bangalore, DDG (MoLE) informed that the Report has been finalized and briefed the participants about the major recommendations of the Report.

11. On the recommendation on entrusting creation/maintenance of Labour Market Information System (LMIS) to IAMR, DCH observed that this recommendation is not practical. It would be better if the work is entrusted to the sector specific skill councils. NSDC informed that 21 reports which had been commissioned by NSDC regarding specific sectors are complete and have been put on the NSDC web site. One sector skill council has been approved and others are in the process of being set up. One of the issues that industry was concerned about was the legal status of sector skill councils. While it was pointed out that even the NCVT did not have the backing of a legal act, and that the role and functioning of Sector Skill Councils was outlined in the policy, after discussion it was agreed that Shri Manish Sabharwal, Chairman Team Lease along with NSDC would forward a Paper on the need for statutory/legal status for the sector specific skill councils to the Board. In addition a note relating to other issues on training would be forwarded to the Board as well. After the discussion on this agenda item, DCH requested Member Secretary (PC) to chair the meeting as he had to leave for some urgent work.

12. Agenda Item 7: While reviewing the Status of the training targets for the Central Ministries as indicated in the National Policy on Skill Development, Member Secretary (PC) made certain general observations like (i) the need to provide complete and accurate information on training capacity and targets, (ii) the need to avoid double counting in training target data, (iii) coordinate with respective State counterparts to place the targets on more robust basis and (iv) use extensively IT and IT related services to deliver training and achieve the targets as envisaged under the National Policy on Skill Development. She also observed that the target of 500 million skilled youth by 2022 needs to be re-worked. The Ministries should try to coordinate with the State Governments so that the individual targets allocated to the Ministries could be attained. More sectors need to be identified for meeting the target of 500 million skilled youth by 2022. Thereafter, she invited representatives of the individual Departments/Ministries for interventions. The statement about the Central Ministries was circulated. The Ministry wise comments/observations are as follows:

MoLE: The target of 100 million trained persons by 2022 is likely to be met through the existing institutions and creation of new institutions such as 1500 new ITI's and 5000 SDC's.

HRD: Measures being taken to achieve the target of 50 million trained persons by 2022. Further coordination with MoLE and State Governments is requested.

Transport: The target of 30 million is mainly for drivers. Member Secretary suggested that M/o Road Transport & Highways should take State Transport Secretaries on board so that they meet at least 50 per cent of these targets. The possibility of opening driving Institutes in PPP mode needs to be examined. NSDC pointed out the need for major reforms in the procedures related to the issue of driving licenses. Representative of Govt. of Orissa informed that under SSDM, they are providing driver training and license (after successfully completion).

Agriculture: The revised target is substantially lower than the National Policy target of 20 million.

Rural Development: The target of 20 million is mainly for training of rural BPL youth who are given 1 to 3 months placement based training. The present training capacity is about 12 lakh persons per annum based on the existing institutions under the Ministry of Rural Development.

CIDC: The total training target is 20 million. There is a need to communicate these targets to State Governments. Inter-sectoral coordination is needed as construction targets are linked with most of the other sectors covered in the National Policy on Skill Development. Representative of Govt. of Orissa said that the Construction sector has huge potential, so state govt. has been training the youth through Construction Academy.

MSME: Two thirds of the target of 15 million is for self employment and the remaining for wage employment. The existing institutions need strengthening for achieving the targets. For Labour Market Information System, Industry Associations should do this work instead of institutes under the Government departments.

Urban Development: The target of 15 million trained persons by 2022 is realistic. However, there is a need to coordinate with other departments.

Information Technology: The training targets for the Ministry may need to be reworked as the actual needs of the sector are not captured by the existing targets. Based on the existing targets, plan has already been worked out in detail and the same are at EFC stage. The funding of the Skill development efforts is very crucial. Member Secretary (PC) observed that the Ministry of IT could play a larger role in attaining the target of 500 million skilled youth by 2022 and all

Ministries should tie up with them for quick training delivery. A preparatory meeting to the full NSDC meeting would be held shortly headed by MS (PC) wherein the targets assigned to the different Ministries would be discussed in detail and a solution for removing the double-counting of targets by different Ministries is avoided.

Textiles: The target is 10 million trained persons by 2022. Member Secretary (PC) observed that the Ministry of Textiles is doing good work in skill development and the summary of the report sent by them will be circulated to all the Ministries (copy enclosed).

Women & Child Development: The training target is 10 million trained persons by 2022. The main targets are under Kishori Shakti Yojana and are likely to be met.

Social Justice & Empowerment: The target of 5 million persons is for training of various vulnerable groups such as senior citizens, disabled persons etc. There is a separate chapter in the National Policy on Skill Development.

Tourism: The existing target of 5 million is only for the schemes under the Ministry. The other Ministries/States are doing a lot for the Tourism sector and their efforts are not reflected in these targets.

Housing and Urban Poverty Alleviation: The National Policy on Skill Development did not keep a separate target for the Ministry. Swarn Jayanti Shahri Rojagar Yojana has an important skill component with present training component of 2 lakh persons per annum.

National Skill Development Corporation: Training target is 1500 million skilled persons by 2022. The activities have started. Skill Gaps studies for twenty-three sectors have been done by ICRA. The detailed work Plan has been worked out for NSDC. Member Secretary (PC) ascertained from NSDC whether Ministry of Commerce could be roped in for achieving the targets under National Policy on Skill Development. CEO, NSDC informed that the Export Promotion Councils functioning under the Ministry of Commerce are already Members of NSDC and so there is an institutional mechanism to incorporate their inputs. Member Secretary emphasized the need for better coordination between NSDC & MoLE.

13. On agenda Item 8 on NIIT suggestions with regard to Vocational Education Programmes of MHRD, no discussion took place because the representatives of NIIT could not attend the meeting.

14. On agenda Item 9 on the Five Regional Conferences on Skill Development, these were organized during the month of July/August to review the SSDMs, the

details circulated by Planning Commission were noted. The minutes of these Conferences would be placed on the PC web site.

15. On agenda Item 10 on the Status of National Skill Development Corporation (NSDC) activities, a detailed note was circulated by the CEO of NSDC. He also informed that all the information were available on the website of NSDC. Member Secretary (PC) desired to speed up the work of formation of Sector Skill Councils and skill gap analysis.

The meeting ended with a vote of thanks to the chair.

**Planning Commission  
(LEM Division)**

**Subject: Minutes of the Meeting of National Skill Development Coordination Board (NSDCB) held on September 15, 2010 at 11 AM in Room No 122, Yojana Bhawan, Planning Commission.**

**Planning Commission**

1. Shri.Montek Singh Ahluwalia, Deputy Chairman
2. Smt.Sudha Pillai, Member Secretary
3. Dr.S.P Seth, Pr.Adviser (LEM)
4. Shri.Amitabha Baattacharya, Sr.Consultant (HRD)
5. Smt.Naini Jayaseelan Adviser (LEM)
6. Shri.Nagesh Singh, Adviser (PAMD)
7. Shri.Munish Kumar, Director (LEM)
8. Shri.K.N Pathak, Joint Adviser (LEM)
9. Smt.A Srija, Director (LEM)
10. Shri.Anil Kumar Sharma, Deputy Adviser (LEM)
11. Dr.J.S Tomar, Research Officer (LEM)
12. Dr. Sandeep Mishra, Young Professional (LEM)

**Central Ministries**

1. Shri.Sudhir Kumar, Additional Secretary, Ministry of Women and Child Development
2. Shri.K.M Acharya, Secretary, Ministry of Social Justice and Empowerment
3. Shri.Sanjay Bandopadhyaya, Joint Secretary, Ministry of Road Transport and Highways
4. Dr. Amitabh Rajan, Principal Secretary and Commissioner (Investment), Government of Maharashtra, Maharashtra Sadan, New Delhi
5. Shri.R.K Chugh, Dy.DG (Training), Ministry of Labour and Employment
6. Shri.N.Mohan Das, DEA, D/o of Higher Education
7. Shri.T.Vijay Kumar, Joint Secretary, M/o Rural Development
8. Shri.Bimal Julka, DG, D/o Currency, M/o Finance, 166-D, North Block
9. Shri.Madhav Lal, Additional Secretary & Development Commissioner, Micro, Small and Medium Enterprise, Nirman Bhavan, New Delhi
10. Shri.Devesh Chalurvech, ADG, M/o Tourism
11. Shri.A.Nanad Kumar, Director, D/o Animal Husbandry, M/o Agriculture
12. Shri.A.K.Mehta, ADG (AE), ICAR
13. Shri.R.K Mittal, ADG (EQR), ICAR
14. Shri.V.Venkatachalam, Additional Secretary, M/o Agriculture
15. Smt.Sujatha Rao, Secretary, M/o Health & Family Welfare



16. Shri.R.Chandrashekhar, Secretary, (IT), M/o Information Technology
17. Dr.Ashok Vishandass, DDG, D/o Chemicals & Petrochemicals
18. Shri.A.K Pansha, Economic Adviser, D/o Fertilizers
19. Shri.P.K Mohanty, Additional Secretary, M/o Urban Housing and Poverty Alleviation
20. Shri.Deepta G P, Director, M/o Urban Housing and Poverty Alleviation
21. Shri.E.P Nivedta, Director, M/o Urban Development
22. Shri.Keshan Desiraju, Additional Secretary, M/o Health and Family Welfare
23. Shri.D.Bandyopadhaya, Director, O/o Development Commissioner, M/o Micro, Small, and Medium Enterprises
24. Shri.R.L Singh, Director, DGE&T, M/o Labour and Employment
25. Shri.D.K Bhawsar, Assistant Education Adviser, M/o Human Resource Development

#### **State Governments**

1. Shri.V.V Yadav, Labour Commissioner, D/o of Labour and Employment, Government of Orissa
2. Shri.M.G.V.K Bhamu, Resident Commissioner, Government of Assam
3. Shri.M D. Ekhlage Ahmed, Joint Labour Commissioner, Government of Bihar
4. Shri.J.Shukla, Dy Resident Commissioner, Government of Assam

#### **Construction Industry Development Council**

1. Shri.P.R Swarup, DG,
2. Shri.Ashutosh Bhardwaj, Adviser

#### **NASSCOM**

1. Dr. Sandhya Chintala Senior Director

#### **National Skill Development Corporation**

1. Shri.Dilip Chenoy, MD & CEO

#### **Experts**

1. Dr.Naresh Trehan, CMD, Medanta, Medicity, Gurgaon
2. Shri.Manish Sabharwal, Chairman, Teamlease, Bengaluru
3. Smt.Neha Daing, Max India, New Delhi
4. Dr.Shabnam Singh, Chief Medical Officer, Max Healthcare, New Delhi

#### **PSS Central Institute of Vocational Education, Bhopal**

1. Dr. V.S. Mehrotra, Associate Professor

## Brief on Integrated Skill Development Scheme

### Background

The projected size of the Indian textile industry by 2011-12 as per the Report of the Ministry of Textiles Working Group for Textiles & Jute Industry for the 11<sup>th</sup> Five year Plan, is US \$ 115 billion (US \$60 billion domestic market and 55 billion exports). The sector wise employment for all segments, including Textiles, apparel, handicrafts, handlooms, sericulture, jute etc, is projected to grow to a total of 45.19 million by 2011-12. As per the 11<sup>th</sup> Plan target, in spinning, weaving, knitting, processing and clothing segments alone, by 2011-12, the manpower requirement would be 6.5 million<sup>1</sup>.

2. The shortage of skilled labour has been ranked as the second most severe business constraint by the Textile industry, as per a study report in June 2009 on the Impact of Economic slowdown on the Indian Textile and Clothing Industry<sup>2</sup>. The report identifies non-availability of trained labour as an impediment to long term growth, and advocates skill development centres to run certified training courses focussing on specific skills required in the industry. While recognizing that the economic slowdown has adversely affected textile and clothing exports to the EU and US in the past year(which accounted for 64% of total T&C exports in 2007-08), the report predicts a recovery and an average CAGR of 3.9% for exports to the US, and 4.7% for EU for the period 2009-15. As per the CII (Confederation of Indian Industries) update of August 2009<sup>3</sup>, there would be an earlier revival of growth in the textile industry than previously anticipated.

3. In this backdrop, the manpower requirements for skilled and semi-skilled work forces, as well as supervising and managerial level assumes significance and entails a review and restructuring of the textiles education and training infrastructure in the country. A proper harnessing of the training and education infrastructure is a prerequisite to cope with the huge skilled manpower requirement for this sector. The emerging new technologies in weaving, spinning, processing, non-wovens, knitting, etc., require knowledge-based skilled manpower even at the shop floor. The missing links are orientation towards modern technology, retraining, skill upgradation, managerial skill, entrepreneurship development, etc.

4. It is estimated that with the present resources (viz. the various institutions and schemes where skill development is a sub-component), the Ministry of Textiles can train approximately 7.5 lakh persons over the next 5 years in various segments. This falls far short of the projected manpower

<sup>1</sup> Ministry of Textiles – Report of Working Group for Textiles & Jute Industry for the XIth Five year Plan(2007-12)

<sup>2</sup> Study on Impact of Economic slowdown on Indian textile and Clothing Industry- IMACS(study commissioned by Confederation of Indian Textile Industry and others)

<sup>3</sup> Quarterly industry and economic update of CII – August 2009

requirement. There have been several efforts in addressing this skill gap in the past. There is a need to ensure greater coordination and focus on outcomes of such interventions, so that the need of the industry for trained manpower is met in an effective manner. Since the numbers to be trained are very large, it is imperative to ensure optimal utilisation of existing resources within the Ministry, by making some additional investments, and simultaneously harnessing the available resources in the private sector, through an integrated framework.

### Current Proposal

5. Keeping this in mind, Ministry of Textiles has conceptualized an Integrated Skill Development Scheme for meeting the skill gap requirements. The Scheme aims to impart employable skills in different segments (textiles, apparel, handlooms, handicrafts, sericulture, jute etc.).

6. The proposed scheme would have two broad components-

**Component 1** – Skill development by augmenting and strengthening the capacity of institutions and schemes under Ministry of Textiles. Through this component, the target would be to train estimated additional 12.75 lakh persons in various skill sets covering all segments under the ambit of the Ministry of Textiles over a period of 5 years.

**Component 2** – Skill development in partnership with the private sector. The target would be to train an estimated 18.25 lakh persons in all segments through a PPP model over a period of 5 years.

- It would cover all segments under the ambit of the Ministry viz.
  - i) Textiles and Apparel
  - ii) Handicrafts
  - iii) Handlooms
  - iv) Jute
  - v) Sericulture
  - vi) Technical Textiles
- The tentative estimated financial outlay for the 11<sup>th</sup> Plan period is Rs. 168 crore for 2010-11 and Rs. 225 crore for 2011-12.

Government of India  
Ministry of Textiles  
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**Component-1**

**Skill development by augmenting and strengthening the capacity of institutions and Schemes under the Ministry of Textiles**

There is a strong institutional structure and several instruments and valuable training experience available within the ambit of the Ministry of Textiles towards skill development, and it is estimated that with these existing resources, 7.5 lakh persons can be trained in different segments over the next 5 years. The Scheme proposes to leverage on these existing resources and maximize their potential through upgradation/enhancement/deepening of these capacities. By upgrading the facilities of the Powerloom and Weaver's Service Centres (44 PSCs and 25 WSCs) and 8 Textile Research Associations (TRAs); 56 Apparel Training and Design Centres (ATDCs); 5 Indian Institutes of Handloom Technology (IIHTs); institutions, institutional tie-ups and schemes set up for training in Handicrafts; 9 main Research and Training institutes under the Central Silk Board for Sericulture; Institute for Jute Technology (IJT); 4 Centres of Excellence for Technical Textiles, etc. The programme aims to address the shortage of trained manpower and to tap the huge employment potential of the sector to achieve the aim of inclusive growth through economic empowerment.

**Implementation Mechanism for various segments under Component-1:**

- The Nodal Agency for execution and operation would be Apparel Export Promotion Council/Textiles Commissioner/Development Commissioner (Handlooms)/Development Commissioner (Handicrafts)/Central Silk Board/Jute Board for their concerned subject areas.
- Project Implementation Committee will be constituted by the designated Nodal Agencies to oversee the implementation of the projects and periodically monitor performance outcomes.
- Successful trainees will be certified by an identified accreditation agency.
- Progress will be reviewed by a Committee under Chairpersonship of Secretary (Textiles) every six months.
- All expenditure under the project will be audited by the C&AG.
- It is proposed to train 31 lakh persons at an estimated additional financial outlay of Rs.2204 crores over a period of 5 years through these initiatives.

**Component-2**  
**Skill development through partnership with the private sector**

Under this component, the Scheme would aim towards imparting employable skills through a demand driven programme with measurable outcomes in partnership with the private sector. The outcomes would be two-fold viz. (a) Certification of all successful trainees through an accredited agency and (b) Tracking the trainees and incentivizing the Implementing Agency for ensuring successful placement of trainees. The scheme would cover skill sets from entry/basic to supervisory level in the segments of Handicrafts, Handlooms, Jute, Sericulture, Spinning, Powerloom Weaving, Processing, Knitting, and Apparel.

The salient features of this component of the scheme are as under:-

- The resources of the private sector will be harnessed, by incentivizing training through an outcome based approach.
- The Ministry of Textiles would operate the Scheme in a PPP mode with the Industry Associations, established NGOs and Agencies with the requisite expertise in conducting large scale training programmes. The Strategy is to leverage on the existing infrastructure and substantial experience of all these stakeholders by ensuring their active participation from the design to the implementation stages of the project.
- The Implementing Agency (IA) is required to formulate a comprehensive project for the proposed skill development, clearly highlighting the targets, the strategy for mobilization of trainees, training methodology, assessment and certification, training centres, industry linkages for the purpose of placement, and other relevant details. Each such project shall target to train at least 2500 persons over a period of 5 years.
- The IA may enter into partnership with service providers or agencies for delivery of the programme. However, the responsibility for design, execution and outcomes will rest solely with the IA.
- The Scheme does not envisage construction of any new buildings for the purpose of implementation of this programme. The existing infrastructure available with the industry, State Governments, Educational Institutions and others will be utilized to set up the training classrooms and workshops.
- Each training centre shall be equipped with necessary machinery, tools and teaching aids required to conduct the training effectively.

Government of India  
Ministry of Textiles  
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- **Funding pattern:** Each of the projects will be funded to the extent of 75% of the cost of the project, with an overall ceiling of Rs.7500 for each trainee who successfully completes training. Successful candidates will be certified by an accredited agency. In those cases, where 50% of the trainees are employed/self-employed within 6 months of receiving training, a bonus will be given as an incentive to the IA.
- This assistance through the Scheme would be towards capital as well as O&M expenditure of the training, and also towards the need based expenses towards travel, boarding & lodging and stipend of the trainees. The remaining funds will be mobilized by the IA through various other sources including the industry, State Governments and others. Such contribution can be in the form of kind like buildings, machinery, etc or in cash.

All projects would be approved by a Project Approval Committee (PAC) consisting of Secretary, Ministry of Textiles; Advisor/Director, Planning Commission; AS&FA, Ministry of Textiles and Joint Secretary, dealing with the subject. Programme outcomes would be monitored by the PAMC. The Ministry will ensure a mid-term evaluation and end of project impact assessment with the help of Textile Committee and other reputed independent National Level Institutes. An MIS system would be set up to ensure tracking of beneficiaries and to serve as a "skills exchange" for the Industry.

7. The proposed Scheme thus targets skill and capacity development of an additional 42 lakh persons through the two components as mentioned above, to meet the skill gaps in various segments of the Textile and Handicrafts Industry.

8. The scheme of the Ministry is in keeping with the vision as reflected in the National Employment Policy as under:

*"The employment intensity of growth of other sectors/sub-sectors needs to be assessed and made a criterion in according growth priority. Policies should be evolved to encourage growth of employment-intensive sectors. But in the case of social sectors, it should be clearly recognized that their development plays a two fold role by generating employment directly and by improving employability by building human capabilities and skills."* NEP-2008, Policy provision

Approval of this scheme is, thus, indispensable towards meeting the National Skill Development Policy's sectoral target of training 100 lakh persons by the year 2022 in the Textile sector.

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