

COORDINATED ACTION ON SKILL DEVELOPMENT



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1. Coordinated Action on Skill Development

Coordinated Action on skill development as proposed by Planning Commission was approved by the Cabinet on 15th May, 2008. The Coordinated Action is the major initiative for achieving 11th Plan objective of inclusive growth and development through coordination and harmonization of skill development initiatives of different players. The action aims at creation of a pool of skilled manpower in numbers with adequate skills that meets the employment requirement across various sectors of the national economy. The approved Coordinated Action on Skill Development envisages setting up of institutional structure involving PM's Council on Skill Development for policy direction to be supported by National Skill Development Coordination Board (NSDCB) chaired by Deputy Chairman, Planning Commission and National Skill Development Corporation under Ministry of Finance. The institutional structure has been put in place.

Prime Minister's National Council on Skill Development

PM's Council on National Skill Development has Union Ministers of key Ministries of Finance, HRD, MSME, Heavy Industries and Public Enterprises, Rural Development, Housing and Urban Poverty Alleviation, Labour, Deputy Chairman, Planning Commission, Chairperson, National Manufacturing Competitiveness Council, Chairperson of National Skill Development Corporation and six experts in the area of skill development. The main functions of the Council are:-

- (i) To lay down overall broad Policy objectives, financing and governance models and strategies relating to skill development.
- (ii) To review the progress of schemes, and guide on mid-course corrections, additions and closure of parts or whole of any particular programme / scheme,
- (iii) Coordinate Public Sector/Private Sector Initiatives in a framework of a collaborative action.

The Council has set a target of creating 500 million skilled person by 2022 with emphasis on inclusivity so as to deal with divides of gender, rural / urban, organized / unorganized, employment and traditional / contemporary work place. It has laid down the core governing principles and operating strategies for skill development. Some of the key governance principles for skill development strategy include designing of programmes under which the learner can pay the

skill provider directly, skills are fungible and bankable, individuals are enabled to convert their knowledge and skills through adequate testing and certification into higher diplomas and degrees. The emphasis is on promoting multiple models of delivery that can respond to differing situations in various States and to utilize existing available infrastructure of educational institutions for skill development after school hours without affecting formal education. The State Governments are encouraged to set up the State-level coordination body for skill development.

National Skill Development Coordination Board

The NSDCB is entrusted with the coordination and harmonization of the Governments' initiatives for skill development spread across the seventeen Central Ministries and State Governments with the initiatives of the National Skill Development Corporation. It has twelve members which includes Secretaries of Central Ministries of Labour & Employment, Rural Development, Finance, Higher Education; Chief Secretaries of Four States by rotation, for a period of two years; three Distinguished Academicians / Subject Area Specialists; and Chairperson / Chief Executive Officer of the National Skill Development Corporation besides Deputy Chairman, Planning Commission as Chairman and Secretary, Planning Commission as the Member Secretary of the Board. The main functions of the Board include:

- (i) Enumerating strategies to implement the decisions of the Prime Minister's National Council on Skill Development
- (ii) To develop suitable operational guidelines and instructions to achieve the objectives of skill development requirement of the economy.
- (iii) Initiating solutions and strategies to address the problems of regional imbalance in skill development infrastructure; socio-economic, rural-urban and gender divide; quality teachers; ensuring effective utilization of investment in terms of money and infrastructure; integrating varying existing regulatory institutions; involving private sector to develop skills for wage/self employment and Promoting apprenticeship / on-the-job training for creation of skilled personnel to address both unemployability and unemployment problems.
- (iii) Encouraging the State governments to put in place similar institutional structures.

- (iv) Establishment of National Skill Inventory and National Database for Skill Deficiency Mapping on National Web Portal to facilitate exchange of information between prospective employers and job seekers .
- (v) Coordinating and facilitating the repositioning of Employment Exchanges as Outreach points for storing and providing information on employment and skill development
- (vi) Coordinate the establishment of a “Credible accreditation system” and a “guidance framework” for all accrediting agencies of different Ministries and Private Players
- (vii) Monitoring, evaluating and analyzing the outcomes of the various schemes and programmes and apprising the Apex Council.

The Board has constituted five Sub-Committees to look into various aspects of the skill development viz. Curriculum revision; Remodeling Apprenticeship Training; Evolving Vision on the Status of Vocational Education and Training in Educational System; Institutional Mechanism for Skill Mapping and Skill Inventory on Real Time Basis and Improvement in Accreditation and Certification System.

National Skill Development Corporation

The National Skill Development Corporation (NSDC), a non-profit Company under Section 25 of the Companies Act, has been set up under the Ministry of Finance. It has a equity base of Rs 10 crore of which 49% is contributed by the Govt and 51 % by the private sector. The Corporation has two tier structure viz a 15 Member Board and a National Skill Development Fund (NSDF) as a 100% government owned Trust to facilitate its mandate of coordinating and stimulating private sector initiative in the area of skill development with enhanced flexibility and effectiveness. The 15 members of the Board include six government nominees, one of whom is the Chairman (a private person) of the Corporation and 9 are private members including Chief Executive Officer. The NSDF, operating arm of the NSDC, is created with corpus with Rs. 995.10 crore as Government owned Trust to receive financial contributions from donors, private entities, government (both Central and State), statutory bodies, financial institutions etc. The NSDC and NSDF would enter into an Investment Management Agreement whereby NSDF would provide funds to NSDC for furtherance of the objective of skill development in accordance with the approved work and financial plan. The NSDC would charge a

management fee from NSDF for managing its resources. The beneficiaries of the Trust are the youth of India which require skill development and vocational training. Its main functions are as follows:

- (i) It will make periodic as well as an annual report of its plans and activities and put them in the public domain.
- (ii) Establishing a Trainee Placement and Tracking System for effective evaluation and future policy planning.
- (iii) Establish credible independent Certification systems for both V.E. and V.T. with the scope for permitting vertical and horizontal mobility within and between V.E. and V.T.

2. Order Constituting PMs National Council on Skill Development

No. 360/31/C/8/08-ES.II
GOVERNMENT OF INDIA
(BHARAT SARKAR)
Prime Minister's Office
(Pradhan Mantri Karyalaya)
New Delhi

Dated : 1st July, 2008

NOTIFICATION

1. In pursuance of the decision of the Cabinet at its meeting held on 15.5.2008 on "Coordinated Action for Skill Development and setting up of the National Skill Development Corporation", **Prime Minister's National Council on Skill Development** is constituted as follows:

Chairperson : Prime Minister

Members

1. Minister of Human Resource Development
2. Finance Minister
3. Minister of Heavy Industry and Public Enterprises
4. Minister of Rural Development
5. Minister of Housing and Urban Poverty Alleviation
6. Minister of Labour and Employment
7. Deputy Chairman, Planning Commission
8. Chairperson, National Manufacturing Competitiveness Council
9. Chairperson of the National Skill Development Corporation

Six Experts in the area of Skill Development

10. Dr. C.K. Prahlad
11. Sh. Nandan Nilekani
12. Sh. Manish Sabharwal
13. Smt. Laila Tayabji
14. Smt. Renana Jhabwala
15. Sh. Rajendra Pawar

Member Secretary : Principal Secretary to PM

2. Functions of the Prime Minister's National Council on Skill Development would be to :

- (a) Lay down broad policy objectives, strategies, financing and governance models to promote skill development;
- (b) Review progress of activities relating to skill development periodically and provide mid-course corrections, including changes in part or whole of current schemes under implementation;
- (c) Orchestrate Public Sector / Private Sector Initiatives in a framework of collaborative action.

3. Prime Minister's National Council on Skill Development would meet periodically to discharge the above functions.

(sd-)
(T.K.A. Nair)
Pr. Secretary to PM

3. Order Constituting National Skill Development Coordination Board

No. Q-19019/2/08-LEM/LP
Government of India
Planning Commission

Dated : July 24, 2008

ORDER

1. In pursuance of the decision of the Cabinet at its meeting held on 15.5.2008 on "Coordinated Action for Skill Development" and setting up of the National Skill Development Corporation", National Skill Development Coordination Board is constituted as follows:

Chairperson : Deputy Chairman, Planning Commission

- Members :
1. Secretary, Ministry of Finance
 2. Secretary, Ministry of Human Resource Development
 3. Secretary, Ministry of Labour and Employment
 4. Secretary, Ministry of Rural Development
 5. Secretary, Ministry of Housing and Urban Poverty Alleviation
 6. Chief Secretary, Government of Assam
 7. Chief Secretary, Government of Bihar
 8. Chief Secretary, Government of Maharashtra
 9. Chief Secretary, Government of Orissa

Three experts in the area of Skill Development

10. Dr. Naresh Trehan,
Chairman and Managing Director,
Global Health Private Limited,
Medicity, B-2, 2nd Floor,
The Mira, Corporate Suites,
Ishwar Nagar, Mathura Road, New Delhi.
11. Sh. Som Mittal,
President, NASSCOM
International Youth Centre
Teen Murti Marg, Chanakya Puri,
New Delhi – 110 021.

12. Uzzramma,
DASTAKAR Andhra,
95/A, Park Lane,
Behind Siddam Shetty Complex,
Secundrabad.

Member Secretary: Secretary, Planning Commission

The Chairperson of the Coordination Board may co-opt other officers / experts to facilitate its deliberations, as Special invitees.

2. Functions of National Skill Development Coordination Board would be

(i) Enumerate Strategies to implement the decisions of the Prime Minister's National Council on Skill Development and develop appropriate operational guidelines and instructions for meeting the larger objectives of skill development needs of the country.

(ii) The Coordination Board will, subject to broader policy directives from the Prime Minister's National Council on Skill Development, make appropriate and practical solutions and strategies to address the following concerns, to be adopted by both the prongs – the Union and State Governments as well as the National Skill Development Corporation – and also develop system of institutionalizing measures to this end :

- ◆ Regional Imbalances in skill development infrastructure.
- ◆ Strategy to address the socio-economic (SC/ST/OBC, Minorities and BPL etc.), rural-urban, gender divides.
- ◆ Strategize the action to address the chronic dearth of quality teachers, to ensure that investment in terms of money and infrastructure are fully utilised.
- ◆ Integration of the existing regulatory institutions such as AICTE, NCVT etc. into the new format of skill development. Synergy between public and private initiatives in skill development (including RUDSET of M/o RD and EDI of M/o MSME), fitting in the regime of modular skill development programmes.
- ◆ Incentivising and/or making it obligatory for private sector to develop skills over and above the requirements for captive-wage employment.

- ◆ Apprentice training/ on-the-job training as a route to skill development and as a reliable source of skilled personnel for addressing both unemployability and unemployment problems.
 - ◆ Ensure that each sectoral and temporal Action Plans should build-in long term measures with a self-corrective mechanism.
- (iii) Encourage the state governments to put their activities in such structures that may be modeled along similar lines or in any other way as deemed suitable by the State Governments.
 - (iv) Assessment of skill deficits sector wise and region wise and plan action so as to bridge the gaps, and move towards the establishment of a "National Skill Inventory" and another "National Database for Skill Deficiency Mapping" on a national web portal – for exchange of information between employers and employment seekers.
 - (v) Coordinate and facilitate the repositioning of Employment Exchanges as Outreach points for storing and providing information on employment and skill development, and to encourage them to function as career counseling centres.
 - (vi) Coordinate the establishment of a "Credible accreditation system" and a "guidance framework" for all accrediting agencies, set up by various Ministries and/or by private players.
 - (vii) Monitor, evaluate and analyze the outcomes of the various schemes and programmes and apprise the Apex Committee of the same.

3. **Terms of Reference of the Coordination Board:**

- (i) The Coordination Board would ordinarily meet once in a quarters.
- (ii) The admissibility of TA/DA in respect of official members for attending the meetings of the Coordination Board shall be governed by the respective service rules applicable in their case and borne by the concerned department to which they belong.
- (iii) The admissibility of TA/DA in respect of non-official members of the Coordination Board (Academics / Subject Specialists) shall be governed by the provisions of

SR 190(a), as per the entitlement of Grade I Officers of the Government. The Expenditure on this account shall be debited to the budget grant of the Planning Commission.

- (iv) Secretarial Assistance to the Coordination Board shall be provided by the Labour, Employment & Manpower Division, Planning Commission (Tel. No. 2304 2592).

(sd-)

(S. Kesava Iyer)

Under Secretary to the Govt. of India

To:

1. Chairman and all Members of National Skill Development Coordination Board (as per list attached).
2. Principal Secretary to the Prime Minister.
3. Cabinet Secretary
4. All Secretaries to the Government of India
5. Additional Secretary and Financial Adviser, Planning Commission
6. NIC for putting on the website

Copy to:

PPS to DCH / MOS / Members / Secretary / Pr. Advisers / Sr. Advisers / Advisers

(S. Kesava Iyer)

Under Secretary to the Govt. of India

4. NATIONAL SKILL COUNCIL: VISION, STRATEGY AND CORE PRINCIPLES

1. VISION

- (a) **Massive Ambition:** Our aspirations must exceed our current resources. Our vision should create 500 million skilled people by 2022.
- (b) **High Inclusivity :** We must design the skill system for inclusivity and to deal with the divides of gender, rural / urban, organized / unorganized employment, and traditional / contemporary work place.
- (c) **Dynamic and Self-healing :** The system must be designed so that supply (trained candidates) adjusts dynamically to changes in demand.

2. STRATEGY

- (a) **Folding the future in:** If we start from our current position, we are likely to extrapolate. Folding the future in allows us to innovate.
- (b) **Skills must be made Fungible :** The rigid boundaries between categories of Education e.g. diplomas and degrees has created a structure of rigid "caste systems" within education. This must be transformed into a more open / flexible system that permits competent individuals to accumulate their knowledge and skills, and convert them through Testing and Certification into higher diplomas and degrees.
- (c) **Skills must be made Bankable :** We must make the process of skill acquisition bankable, especially for the poor. This will force a demand driven approach.
- (d) **Co-created Solutions :** The States and Districts within States are in various stages of development. We have to accept a very asymmetric India as a starting point. We have to work with States, civil society and community leaders. Public-private partnerships are only one part of the broader concept of co-creation.

- (e) **Game-changing Delivery / Innovation** : To give an example, the Planning Commission proposal conceives setting up 50,000 Skill Development Centers over the plan period. If we need to game change delivery, an alternative model could be to make available very public institution above the high school level, numbering over two lakhs in the country, after class hours for skill development by the Private Sector. Necessary regulations could be brought in by the local management authority of the particular educational institution. It would immediately make available the stock of public investment to combine with private sector capacity thereby helping the private sector to generate skills at lower costs, as it will not have to invest in buildings for skill training.
- (f) **Multi-lingual Instruction; English as a Vocational Skill** : English is a vocational skill. It substantially improves labour mobility and improves employment outcomes since English is now like Windows, an operating system for business. Accelerated English learning classes must be included in Vocational training curriculums and attempts must be made to incentivize English instruction.

3. CORE OPERATING PRINCIPLES

- (a) **Government Money must target Market failure; No need to crowd out or complete with private financing** : Private resources are becoming available in specific industries and functions. The 19 Central Ministries and their budgets must target the massive market failure in vocational training for labour market outsiders (less skilled, less educated, people from small towns, women, women coming back from a child break, etc) mostly via funding innovations.
- (b) **Decentralize; Encourage and Incentivize States to form Skill Missions** : Most Delivery systems (ITIs, Employment Exchanges, Employment Officers, etc) are controlled by States. States must be incentivized to set up missions that do not undertake delivery but as an aggregator and aligner of skill efforts. Activities for the mission include funding public and private delivery, underwriting apprenticeships, introducing performance management systems for skill delivery, revamping Employment Exchanges, Creating an Asset Bank, Activating SCVTs, etc.

- (c) **Do not use money for Building or Hard Assets** : Very little of the massive increase in funds for skill development in the 11th Plan should be used for building or hard asset creation. The system today does not have a hardware problem but a software problem. Additionally there are many government buildings (both centre and state) that could be put into an asset bank (with no transfer of title or ownership) and used for private and public delivery.
- (d) **Focus on Modularity, Open architecture and Short Term Courses; do not reimburse for courses more than six months** : Vocational training cannot replace what should have been taught in schools. The current phase of reform (next five years) should focus on short, relevant and effective courses that get candidates into the workplace. The Ministry of Labour has evolved a framework called the Modular Employability Scheme (MES) that is more nimble and must replace all traditional NCVT curriculums. Requiring longer courses to emerge by welding together modules keeps the system dynamic and open to feedback. But the repair pipeline will run dry if the prepare pipeline is not fixed and skill efforts must be accompanied by a huge dose of education reform.
- (e) **Separate financing from delivery; Make public money available for private and public delivery** : Today government money is only available for government delivery. This lack of choice and competition (between delivery models and methods) blunts incentives to make the system effective, scalable and self-healing (real time feedback to curriculum based on demand). The principle of “let a thousand flowers bloom” in the context of business models, pedagogies, delivery technologies and methodologies must be encouraged.
- (f) **Link financing to outcomes; overwhelming metric should be jobs** : Today public and private training is financed largely on input metrics No. of courses, no. of students, faculty etc. Unlike education, outcomes in vocational training are easy to measure binary; it either leads to a job or not. We need to move all government financing linked to placement ratios and outcomes. Subsidiary metrics

could be drop out ratios and entry / exit gate assessment distance.

- (g) **Use Candidates as financing vehicles rather than institutions; Create choice and competition** : The bulk of the financing must be made available directly to candidates rather than to training institutions. This could be structured as a scholarship, skill voucher, outcome based reimbursement, etc but candidate choice is crucial to creating competition and making the system self-healing, effective and scalable.
- (h) **Create infrastructure for on-the-job-training; Encourage Apprenticeships** : Formal training is powerful but formal apprenticeships are a powerful vehicle for skill development because of “learning while earning” and “learning by doing”. The enabling infrastructure for large numbers of formal apprentices needs to be built that includes modifications to the Apprenticeship Act, Integrating the MES scheme of DGET, equipping Employment Exchanges to offer matching etc.
- (i) **Create Infrastructure for Information Asymmetry; Publicize Rating and Outcome Information for Training Institutions** : Most candidates today are making training choices without any information around outcome metrics (largely jobs). We need to create a framework and infrastructure for information dissemination around key metrics for public and private training institutions. The framework would include a voluntary rating and participatory ranking system that would be different from current accreditation framework.
- (j) **Infrastructure for Effective Entry / Exit gate; Effective Assessment and Credible Certification** : Today both entry and exit gates for vocational training are wide open. But assessment is more important than training and an entry gate must be effective at “binning” candidates into various pools. The exit gate must serve as credible certification that would allow employers to use it as a proxy to fast track job applicants. Credible certification greatly reduces friction because of the “signaling value”.

- (k) **Restructure Employment Exchanges to Career Centers :** Employment Exchanges need to be restructured as aggregators who will channelize candidates into jobs, apprenticeships and training. They will need to be equipped with capabilities for assessment, career counseling, training registration, electronic registration, call and email handling etc.
- (l) **Expand Formal Employment :** Formal employment is not only fiscally attractive but more amenable to financing innovations, has more effective matching and a higher "corridor" effect from improved employability. This will require a review of existing state and central legislation that encourages or amplifies informal or unorganized employment.

4. APPROACH TO METRICS

- (a) **Diversity of Skills (Number of Skills) :** There is a need to identify, catalog and project the range and depth of skills e.g. Traditional, Industrial-era and Post-Industrial era skills to understand and present the vast array of skills that individuals can choose from.
- (b) **Talent Pool (Number of Skilled):** The ultimate measure is the "500 Million" we are envisioning. The idea is to track the population of, skilled, not to go down the path of estimating needs etc.
- (c) **Employment Outcomes (No. of Jobs) :** Vocational education must ensure a job for those that seek it. The conversion rate must be an anchor metrics for all spending and institutions.

5. Decisions taken in the meetings of the National Skill Development Coordination Board (NSDCB) held under the Chairmanship of the Deputy Chairman, Planning Commission.

(a) First meeting held on 10th September, 2008 at 11.30 a.m. in Room No. 122, Yojana Bhavan, New Delhi.

1. Constitution of Sub-Committees for :

- (i) Reorienting the curriculum on continuous basis.
 - (II) Rethinking on the status to be accorded to vocational education and training in the educational system.
 - (iii) Remodeling of Apprenticeship training as another mode for on-the-job training.
 - (iv) Setting up an institutional mechanism for providing access to information on skill inventory and skill maps on real-time basis.
 - (v) Improvement in existing accreditation and certification system
2. Setting up State-level Skill Missions may be considered for addressing the problems of multiple interfaces with the State Governments in securing approvals etc.
3. Facilitating investment into self-employment models, including in agricultural sector, so as to develop skills for sustainable occupation.

(b) 2nd Meeting held on 31st October, 2008 at 10.00 a.m. in Room No. 126, Planning Commission.

- Providing enabling environment for industry to play a larger role
- Putting in Place suitable regulatory and legal mechanism for improving utilization of existing infrastructure
- Making the system self sustaining and self healing
- Elaborating PPP model in the context of Vocational Education

6. Orders constituting five Sub-Committees of the National Skill Development Coordination Board

- (a) **Sub-Committee on re-orientation of the Curriculum for Skill development on continuous basis.**

No. Q-19019/2/08-LEM/LP
Government of India
Planning Commission

Yojana Bhawan, New Delhi
Dated the 20th November, 2008

OFFICE ORDER

Subject:-Constitution of Sub-Committee on re-orientation of the Curriculum for Skill development on continuous basis.

In pursuance of the decision taken in first meeting of the National Skill Development Coordination Board, held on 10th September, 2008, it has been decided to constitute a Sub-Committee for examining issues relating to re-orientation of the Curriculum for Skill development on continuous basis. The Sub-Committee shall comprise of the following:-

1.	Dr. Swati A. Piramal, Vice Chairperson, Piramal Life Science and Director, Piramal Healthcare Limited. Mumbai.	Chairperson
2.	Shri Subhas Khuntia, Joint Secretary, Ministry of Human Resources & Development, Govt. of India, New Delhi.	Member Secretary
3.	Shri Amarjeet Sinha, Joint Secretary, Ministry of Health, Govt. of India, New Delhi.	Member
4.	Executive Director or his Representative, ITC Limited, New Delhi.	Member
5.	Director General or his Representative, Society of Indian Automobile Manufactures (SIAM), New Delhi.	Member
6.	General Secretary or his Representative, Indian Printing, Packaging & Allied Machinery Manufacturers Association, NOIDA.	Member
7.	Secretary or his Representative, Association of Motion Pictures and TV Programme Producers, Mumbai.	Member
8.	President or his Representative, Federation of Small Scale Industries, Varodra.	Member
9.	Shri Sanjay Dave, Director, Agricultural and Processed Food Products Export Development Authority (APEDA), New Delhi	Member

The Chairman of the Sub-Committee may co-opt other expert in the field to facilitate in the deliberations of the sub-committee.

2. Terms of Reference for the sub-committee will be the following:-
- Identify the areas of overlap between different streams such as University, AICTE, and NCVT etc. and make recommendations to avoid duplication.
 - Identify the areas of void, i.e. particular skills for which there is no standard curriculum or providers and make recommendations to assign the making of curriculum to

- appropriate bodies including special / existing sectoral / inter-sectoral skill councils. In particular, Study-Groups to be set up for evolving bouquets of skills in the twenty-one high Growth sectors.
- iii. Identify other skill development modules / courses which are already within the specific charge of an established body with a view to prod such bodies into reviewing the course curricula in tune with the developing ground realities.
3. The admissibility of TA/DA in respect of members representing Central or State Government Ministries/Departments for attending the meetings of the sub-committee shall be governed by the respective service rules applicable in their case and borne by the concerned Ministry/Department to which they belong.
4. The admissibility of TA/DA in respect of non-government members of the sub-committee shall be governed by the provisions of SR 190 (a), as per the entitlement of Grade I officers of the Government. The Expenditure on this account shall be debited to the budget grant of the Planning Commission for 2008-09 under **“MH2203-00.800-18-18.00.11-Domestic Travel Expenses”**.
5. Secretarial assistance to the sub-committee shall be provided by the Ministry of Human Resources & Development, Shastri Bhawan, New Delhi.
6. Sub-committee shall submit its report to the Govt. within three months from the date of issue of this order.

(S. Mukherjee)
Deputy Secretary to the Govt. of India

To

- i. Chairperson & Members as per list attached.
- ii. Secretary, Ministry of Human Resources and Development, New Delhi.
- iii. Secretary, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.
- iv. AS & FA, Planning Commission.
- v. Shri S. S. H. Rehman, Executive Director, ITC Limited, Thapar House, 2nd Floor, 124, Janpath, New Delhi, (Fax No. 011-23368750)
- vi. Shri Dilip Chinoy, Director General, Society of Indian Automobile Manufacturers (SIAM), India Habitat Center, Core 4-B, 5th Floor, India Habitat Centre, Lodhi Road, New Delhi – 110 003, (Fax: 91-11-24648222)
- vii. Shri K.S. Khurana, General Secretary, Indian Printing, Packaging & Allied Machinery Manufacturers Association Plot No C-54, Sector-62, Institutional Area, Noida – 201307, U.P, Telefax : 2400109.
- viii. Shri Anil Nagrath, Secretary, Association of Motion Pictures and TV Programme Producers, Aroma Co-op. Hsg. Soc., Room No. 3, Building No. 3, MHADA, Opp. Oshiwara Police Station, Andheri (W), Mumbai - 400 053. (Fax no. 022- 2633 2997)
- ix. Shri Hitender Bhai Panchal, Federation of Small Scale Industries, 210-212, Palace Plaza, 2nd Floor, Albaug Road, Nr. Kashiviswanath Temple, Vadodara -390001 Gujarat. (Fax: 0265-2642894)

- x. Shri Sanjay Dave, Director, Agricultural and Processed Food, Products Export Development Authority (APEDA), 3rd Floor, NCUI Building, Siri Institutional Area, August Kranti Marg, New Delhi-110016, (Fax no. 011-26534870)

Copy to:-

- (i) PS to Deputy Chairman, Planning Commission
- (ii) PS to Member (LEM), Planning Commission
- (iii) PPS to Secretary, Planning Commission
- (iv) PS to Pr. Adviser (LEM)

(b) Sub-Committee on remodelling of apprenticeship training as another mode for on the job training

No. Q-19019/2/08-LEM/LP
Government of India
Planning Commission

Yojana Bhawan, New Delhi
Dated the 20th November, 2008

OFFICE ORDER

Subject: - **Constitution of Sub-Committee on remodelling of apprenticeship training as another mode for on the job training.**

In pursuance of the decision taken in first meeting of the National Skill Development Coordination Board, held on 10th September, 2008, it has been decided to constitute a sub-committee for examining issues relating to remodelling of apprenticeship training as another mode for on the job training. The sub-committee shall comprise of the following:-

1.	Shri Manish Sabharwal, TeamLease Services (P) Ltd., Bangalore	Chairman
2.	Shri Desraj, DDG, DGET, Ministry of Labour & Employment, Govt. of India, New Delhi.	Member Secretary
3.	Shri J.D, Butange, Director of Vocational Education and Training, Govt. of Maharashtra, Mumbai.	Member
4.	Pr. Secretary (Labour), Govt. of Orissa, Bhubaneswar.	Member
5.	Dr. C.T. Mahajan, Additional Apprenticeship Adviser, Ministry of Human Resource Development, Department of Higher Education, Govt. of India, New Delhi.	Member
6.	Ms. Manju, Dy. Director (Establishment & Manpower Planning), Ministry of Railways, Rail Bhawan, New Delhi.	Member
7.	Executive Director (HRD) or his Representative, Maruti Udyog Limited, New Delhi.	Member
8.	Vice President or his Representative, BOSCH Mico Pvt. Ltd. Bangalore.	Member
9.	Secretary or his Representative, Gujarat PHD Chambers of Commerce, Ahemdabad.	Member
10.	Secretary General or his Representative, ASSOCHAM, New Delhi.	Member

The Chairman of the sub-committee may co-opt any other expert in the field to facilitate deliberations of the sub-committee.

2. Terms of Reference for the sub-committee will be the following.
 - i. Identify issues why employers, especially in the private sector, are averse to taking apprentices.
 - ii. Examine the adaptability of the German Dual Training System to Indian Conditions, and if so, suggest modalities.

- iii. Identify issues why the State Governments do not accord the necessary sanctions for taking apprentices.
- iv. Identify reasons why candidates for apprenticeship are not enthusiastic towards the system.
- v. Identify other issues that have made the system unpopular.
- vi. Suggest ways and means and other safeguards for overcoming the aforesaid problems.
- vii. Suggest amendments to the Apprenticeship law.

3. The admissibility of TA/DA in respect of members representing Central or State Government Ministries/Departments for attending the meetings of the sub-committee shall be governed by the respective service rules applicable in their case and borne by the concerned Ministry/Department to which they belong.

4. The admissibility of TA/DA in respect of non-government members of the sub-committee shall be governed by the provisions of SR 190 (a), as per the entitlement of Grade I officers of the Government. The Expenditure on this account shall be debited to the budget grant of the Planning Commission for 2008-09 under “**MH2203-00.800-18-18.00.11-Domestic Travel Expenses**”.

5. Secretarial assistance to the Coordination Board shall be provided by the Directorate General of Labour & Employment, Ministry of Labour & Employment, Govt. of India, Sharam Shakti Bhawan, New Delhi.

6. Sub-committee shall submit its report to the Govt. within three months from the date of issue of this order.

(S. Mukherjee)

Deputy Secretary to the Govt. of India

To

- i. Chairman & Members of the sub-committee.
- ii. Chief Secretary, Govt. of Orissa, Bhubneswar.
- iii. Secretary, Ministry of Labour & Employment, Govt. of India.
- iv. Secretary, Ministry of HRD, (Department of Higher Education), Govt. of India.
- v. Chairman, Railway Board, Rail Bhawan, New Delhi.
- vi. Chief Secretary, Govt. of Maharashtra, Mumbai.
- vii. AS & FA, Planning Commission.
- viii. DG, DGET, Ministry of Labour & Employment, Govt. of India, Sharam Shakti Bhawan, New Delhi.
- ix. Executive Director (HRD), Maruti Udyog Limited, 11th Floor, 25, Jeevan Prakash, Kasturba Gandhi Marg, New Delhi.
- x. Secretary General, ASSOCHAM, 1 Community Centre, Zamurdpur, Kailash Colony, New Delhi-110048 (Fax no. 011-46536481-82).
- xi. Secretary, Gujarat Chamber of Commerce & Industry, Shri Ambica Mills, Gujarat Chamber Bldg, Ashram Road, Post Box No.4045, Ahmedabad, (Fax no:- 079-26587992).
- xii. Vice President, BOSCH Mico Pvt. Limited, Houser Road, Bangalore-30

Copy to:-

- i. PS to Deputy Chairman, Planning Commission
- ii. PS to Member (LEM), Planning Commission
- iii. PPS to Secretary, Planning Commission
- iv. PS to Pr. Adviser (LEM)

(c) **Sub-Committee on evolving the vision on the status of Vocational Education and Vocational Training the Education System**

No. Q-19019/2/08-LEM/LP
Government of India
Planning Commission

Yojana Bhawan, New Delhi
Dated the 20th November 2008

OFFICE ORDER

Subject: - **Constitution of Sub-Committee on evolving the vision on the status of Vocational Education and Vocational Training the Education System.**

In pursuance of the decision taken in first meeting of the National Skill Development Coordination Board, held on 10th September, 2008, it has been decided to constitute a sub-committee for examining issues relating to on evolving the vision on the status of Vocational Education and Vocational Training the Education System. The sub-committee shall comprise of the following:-

1.	Prof. Krishna Kumar, Director (NCERT) and Joint Director, Pandit Sunderlal Central Institute of Vocational Education, Bhopal.	Chairman
2.	Joint Secretary, Ministry of Micro Small and Medium Enterprises, Govt. of India. New Delhi	Member Secretary
3.	Shri Somasundaram, Director, DGET, Ministry of Labour & Employment, Govt. of India, New Delhi.	Member
4.	Secretary or his Representative, Central Board of Secondary Education. New Delhi.	Member
5.	Director General or his Representative of CII, New Delhi.	Member
6.	Shri J.S. Chopra, President, or his Representative, Automotive Component Manufacturers Association (ACMA), New Delhi.	Member
7.	Ms. Minu Thomas, Director, or her Representative, Dr. Reddy Foundation, Hyderabad.	Member
8.	President or his representative, SEWA, Ahmadabad.	Member

The Chairman of the sub-committee may co-opt any other expert in the field to facilitate deliberations of the sub-committee.

2. Terms of Reference for the sub-committee will be the following:-
- Identify pitfalls of the existing vocational education system, with particular reference to utilization of seating capacity, mobility of vocationally educated students to the general stream of education, addition of skills (measured by modules of employable skills) to the students at the end of the courses.
 - Make recommendations as to whether the existing system of vocational education is to be continued with or without modifications, or be abolished. Suggest ways of implementing the modifications if any recommended.
 - Assess the labour market outcomes of the students of vocational training vis-à-vis those of general education. Make recommendations as to whether the existing system of

- vocational training is to be continued in its present form, and if not what structure is desirable to keep with the demand of the times.
- iv. Examine whether the German Model of Dual Training can be applied in India, through pilot project. Recommend the method of integrating this technique with the Indian Educational System.
 - v. Set up a UGC – AICTE – NCVT joint committee to evolve a National Qualifications Framework.
3. The admissibility of TA/DA in respect of members representing Central or State Government Ministries/Departments for attending the meetings of the sub-committee shall be governed by the respective service rules applicable in their case and borne by the concerned Ministry/Department to which they belong.
4. The admissibility of TA/DA in respect of non-government members of the sub-committee shall be governed by the provisions of SR 190 (a), as per the entitlement of Grade I officers of the Government. The Expenditure on this account shall be debited to the budget grant of the Planning Commission for 2008-09 under **“MH2203-00.800-18-18.00.11-Domestic Travel Expenses”**.
5. Secretarial assistance to the Coordination Board shall be provided by the Ministry of Micro, Small and Medium Enterprises, Govt. of India, Udyog Bhawan, New Delhi.
6. Sub-committee shall submit its report to the Govt. within three months from the date of issue of this order.

(S. Mukherjee)
Deputy Secretary to the Govt. of India

To

- i. Chairman & Members of the sub-committee.
- ii. Secretary, Ministry of Labour & Employment, Govt. of India, Sharam Shakti Bhawan, New Delhi-110001
- iii. Secretary, Ministry of Micro Small and Medium Enterprises, Govt. of India, Udyog Bhawan, New Delhi-110011.
- iv. AS & FA, Planning Commission.
- v. DG, DGET, Ministry of Labour & Employment, Govt. of India, Sharam Shakti Bhawan, New Delhi.
- vi. Secretary, Central Board of Secondary Education, 2, Community Centre, Preet Vihar, Delhi-110092.
- vii. Director General, Confederation of Indian Industry, 23, Institutional Area, Lodhi Road, New Delhi-110003
- viii. Mr J.S. Chopra, President, ACMA, 6th Floor, Capital Court, Olof Palme Marg, Munirka, New Delhi 110 067. (Fax: 011 -2616 0317).
- ix. Ms. Minu Thomas, Director, Dr. Reddy's Foundation, 6-3-655/12, Somajiguda, Hyderabad-500082. (Fax: 040-23301085).
- x. President, Self Employed Women's Association, SEWA Reception Centre, Opp. Victoria Garden , Bhadra, Ahmedabad - 380 001. India, (Fax: 079-25506446).

Copy to:-

- i. PS to Deputy Chairman, Planning Commission
- ii. PS to Member (LEM), Planning Commission
- iii. PPS to Secretary, Planning Commission
- iv. PS to Pr. Adviser (LEM), Planning Commission.

(d) Sub-Committee on Establishing Institutional Mechanism for providing access to information of skill inventory and skill maps on real time basis.

No. Q-19019/2/08-LEM/LP
Government of India
Planning Commission

Yojana Bhawan, New Delhi
Dated the 20th November 2008

OFFICE ORDER

Subject: - Constitution of Sub-Committee on Establishing Institutional Mechanism for providing access to information of skill inventory and skill maps on real time basis.

In pursuance of the decision taken in first meeting of the National Skill Development Coordination Board, held on 10th September, 2008, it has been decided to constitute a sub-committee for examining issues relating to establishing institutional mechanism for providing access to information of skill inventory and skill maps on real time basis. The sub-committee shall comprise of the following:

1.	Shri S. Sadagopan, Director, IIIT, Bangalore	Chairman
2.	Shri Sharda Prasad, DG, Directorate General of Employment & Training, Ministry of Labour & Employment, Govt. of India, New Delhi.	Member Secretary
3.	Shri K.K. Mittal, Commissioner & Secretary (Labour), Govt. of Assam.	Member
4.	Shri C.V. Shome, Director, Employment and Training, Government of Gurarat.	Member
5.	Shri S.J. Amalan, Director, or his Representative, Apex Hi Tech Institute, Bangalore.	Member
6.	Mr. Aric Jacob, Director, or his Representative, Bangalore Hotel Academy, Bangalore.	Member
7.	Dr. R.C. M Reddy, Managing Director, or his Representative, IL & FS, New Delhi.	Member
8.	Chairperson or his Representative, Film & Television Producers Guild of India Ltd., Mumbai.	Member
9.	Executive Director or his Representative, Gem and Jewellery Export Promotion Council, Mumbai.	Member
10.	Ms. Sangeeta Reddy, Executive Director (Operations) or her Representative, Apollo Hospital, New Delhi.	Member
11.	Shri J.S. Chopra, President, or his Representative, Automotive Component Manufacturers Association (ACMA), New Delhi	Member
12.	Chairman or his Representative, FICCI Skill Development Forum, New Delhi.	Member

The Chairman of the Sub-Committee may co-opt any other expert in the field to facilitate deliberations of the sub-committee.

2. Terms of Reference for the sub-committee will be the following:-

- i. Lay down the meta-data for the National Skill mapping database. Assign the creation of database to expert agencies.
 - ii. Lay down the meta-data for the National Skill gap / inventory. Assign the creation of the inventory to expert agencies.
 - iii. Consider the ways and means by which the said databases may be placed in the public domain. Initialize the process of data updation through Employment Exchanges.
 - iv. To be set up as a Multi-disciplinary Committee.
3. The admissibility of TA/DA in respect of members representing Central or State Government Ministries/Departments for attending the meetings of the sub-committee shall be governed by the respective service rules applicable in their case and borne by the concerned Ministry/Department to which they belong.
4. The admissibility of TA/DA in respect of non-government members of the sub-committee shall be governed by the provisions of SR 190 (a), as per the entitlement of Grade I officers of the Government. The Expenditure on this account shall be debited to the budget grant of the Planning Commission for 2008-09 under “**MH2203-00.800-18-18.00.11-Domestic Travel Expenses**”.
5. Secretarial assistance to the Coordination Board shall be provided by the Directorate General of Employment & Training, Ministry of Labour & Employment, Govt. of India, Sharam Shakti Bhawan, New Delhi.
6. Sub-committee shall submit its report to the Govt. within three months from the date of issue of this order.

(S. Mukherjee)
Deputy Secretary to the Govt. of India

To

- i. Chairman & Members of the sub-committee.
- ii. Secretary, Ministry of Labour & Employment, Govt. of India,
- iii. Chief Secretary, Govt. of Assam,
- iv. Chief Secretary, Govt. of Gujarat,
- v. AS & FA, Planning Commission.
- vi. Shri S.J. Amalan, Director, Apex Hi Tech Institute, FTI Campus, Tumkar Road, Bangalore-56022.
- vii. Dr R.C.M Reddy, Managing Director, IL & FS, Niryaat Bhawan, Rao Tula Marg, New Delhi-110047 (Fax no. 011-46002255)
- viii. Chairperson, The Film & Television Producers Guild of India Ltd., G-1, Morya House, Veera Indl. Estate, Off Oshiwara Link Road, Andheri (W), Mumbai 400 053 (Fax no. 022-5691 0661)
- ix. Shri Aric Jacob, Director, Bangalore Hotel Academy, 7,4th Main, Tavarekere Main Road, Bangalore, 560029
- x. Executive Director, Gem and Jewellery Export Promotion Council, 5th Floor, Diamond Plaza, 391-A Dr. Dadasaheb Bhadkamkar Marg, Mumbai - 400 004. (Fax: 022-23808752/23804958)
- xi. Ms. Sangeeta Reddy, Executive Director (Operations), Apollo Hospital, New Delhi. (Fax no. 011-26823629).
- xii. Mr J.S. Chopra, President, ACMA, 6th Floor, Capital Court, Olof Palme Marg, Munirka, New Delhi 110 067. (Fax: 011 -2616 0317).
- xiii. Chairman, FICCI Skill Development Forum, Federation House, Tansen Marg, New Delhi-11001 (Fax no. 011-23327014).

Copy to:-

- i. PS to Deputy Chairman, Planning Commission.
- ii. PS to Member (LEM), Planning Commission.
- iii. PPS to Secretary, Planning Commission.
- iv. PS to Pr. Adviser (LEM), Planning Commission.

(e) **Sub-Committee on Improvement in accreditation and certification system**

No. Q-19019/2/08-LEM/LP
Government of India
Planning Commission

Yojana Bhawan, New Delhi
Dated the 20th November, 2008

OFFICE ORDER

Subject: - **Constitution of Sub-Committee on Improvement in accreditation and certification system.**

In pursuance of the decision taken in first meeting of the National Skill Development Coordination Board, held on 10th September, 2008, it has been decided to constitute a Sub-Committee for examining issues on Improvement in accreditation and certification system. The Sub-Committee shall comprise of the following:-

1.	Shri Som Mittal, President NASCOM, New Delhi.	Chairperson
2.	Shri Amar Singh, Joint Secretary, Ministry of Rural Development, Govt. of India, New Delhi.	Member Secretary
3.	Shri Sanjay Kothari, Joint Secretary, Ministry of Tourism, Govt. of India, New Delhi.	Member
4.	Joint Secretary (AICTE), Department of Higher Education, Government of India, New Delhi.	Member
5.	Dr. R.L. Singh, Director, Ministry of Labour & Employment, Govt. of India, New Delhi.	Member
6.	Col. (Dr.) Harmeet Singh Sethi, Head Skill Development, or his Representative, CII, New Delhi..	Member
7.	Dr. Darlie Koshy, DG (ATDC/IAM), or his Representative, Apparel Export Promotion Council, Gurgaon, Haryana.	Member
8.	Representative of State Govt. of Tamil Nadu (Nominated by Chief Secretary, Govt. of Tamil Nadu)	Member
9.	Shri Analjit Singh, Chairman and Managing Director, or his Representative, Max India Limited, New Delhi.	Member

The Chairman of the Sub-Committee may co-opt other expert in the field to facilitate in the deliberations of the sub-committee.

2. Terms of Reference for the sub-committee will be the following:-
- Suggesting ways and means/mechanism for alternative framework for accreditation of (a) institutional and (b) curriculum.
 - Suggesting ways and means/mechanism for alternative framework for certification (a) institutional, and (b) curriculum.
 - Identifying inhibitive factors for emergence of an alternative to AICTE/NCVT.
 - Suggesting framework for rationalization in terms of curriculum, value of certification etc.
 - Assessment of the extent of need for sectoral/regional accreditation and certification system.

- vi. Suggest ways and means for establishing a sectoral credible accreditation system and a guidance framework for all accrediting agencies.
- vii. Suggesting national framework for performance measurement and rating ranking of institutions.
- viii. Frame sector specific informally acquired skills.
- ix. Establishing linkages with ISO, accreditation and certification.

3. The admissibility of TA/DA in respect of members representing Central or State Government Ministries/Departments for attending the meetings of the sub-committee shall be governed by the respective service rules applicable in their case and borne by the concerned Ministry/Department to which they belong.

4. The admissibility of TA/DA in respect of non-government members of the sub-committee shall be governed by the provisions of SR 190 (a), as per the entitlement of Grade I officers of the Government. The Expenditure on this account shall be debited to the budget grant of the Planning Commission for 2008-09 under **“MH2203-00.800-18-18.00.11-Domestic Travel Expenses”**.

5. Secretarial assistance to the sub-committee shall be provided by the Ministry of Rural Development, Kirshi Bhawan, New Delhi.

6. Sub-committee shall submit its report to the Govt. within three months from the date of issue of this order.

(S. Mukherjee)
Deputy Secretary to the Govt. of India

To

- i. Chairperson & Members as per list attached.
- ii. Secretary, Ministry of Rural Development, Govt. of India, Kirshi Bhawan, New Delhi.
- iii. Secretary, Ministry of Tourism, Transport Bhawan, Govt. of India, New Delhi.
- iv. Secretary, Department of Higher Education, Govt. of India, New Delhi.
- v. Secretary, Ministry of Labour & Employment, Govt. of India, Sharam Shakti Bhawan, New Delhi.
- vi. Col. (Dr.) Harmeet Singh Sethi, Head Skill Development, Confederation of Indian Industry (CII), The Mantosh Sondhi Centre, 23, Institutional Area, New Delhi.
- vii. Chief Secretary, Govt. of Tamil Nadu.
- viii. Dr. Darlie Koshy, DG (ATDC/IAM), Apparel Export Promotion Council, Gurgaon-122003 (Fax no. 95124-2708004, 2708005).
- ix. Shri Analjit Singh, Chairman and Managing Director, Max India Limited, New Delhi

Copy to:-

- i. PS to Deputy Chairman, Planning Commission.
- ii. PS to Member (LEM), Planning Commission.
- iii. PPS to Secretary, Planning Commission.
- iv. PS to Pr. Adviser (LEM), Planning Commission.

7. NATIONAL POLICY ON SKILL DEVELOPMENT

A National Policy on Skill Development has been formulated by the Ministry of Labour & Employment and which has been approved by the Cabinet in its meeting held on 23rd February, 2009.

The objective is to create a workforce empowered with improved skills, knowledge and internationally recognized qualifications to gain access to decent employment and ensure India's competitiveness in the dynamic Global Labour market. It aims at increase in productivity of workforce both in the organized and the unorganized sectors, seeking increased participation of youth, women, disabled and other disadvantaged sections and to synergize efforts of various sectors and reform the present system. The salient features of the Policy are :

- (a) Demand driven system guided by labour market signals thereby reducing skills mismatch.
- (b) Expansion of outreach using established as well as innovative approaches.
- (c) National Vocational Qualifications Framework which will inter-alia include opportunities for horizontal and vertical mobility between general and technical education, recognition and certification of competencies irrespective of mode of learning.
- (d) System to deliver 'competencies' in line with nationally and internationally recognized standards.
- (e) Focus on new emerging occupations.
- (f) Focus on pre-employment training and Life long learning
- (g) Equity consideration – adequate participation of women, disabled persons and disadvantaged groups including economically backward & minorities – enhancing their access to training; improving employability and increasing employment opportunities.
- (h) Stress on research, planning and monitoring
- (i) Involvement of social partners – responsibility for management and financing of the system would be shared with all

stakeholders and provide greater space for Public Private Partnership.

- (j) Promoting excellence.
- (k) Use of modern training technologies including distance learning, e-learning, web based learning, etc.
- (l) Skill upgradation of trainers, their quality assurance, and improvement of status.

8. SKILL DEVELOPMENT AND TRAINING PROGRAMMES OF CENTRAL GOVERNMENT

Sl. No.	Ministry/ Department	Schemes/ Programmes/ Institutions having provision for Vocational Education and Training programme	Target Group	Duration of Training (long-term / Short-term)
1	<p><i>M/o Agriculture</i></p> <p>(i) Department of Agriculture Research & Education</p> <p>(ii) Department of Animal Husbandry, Dairying & Fisheries</p>	<p>Training in Agricultural Extension (21 training centres), Training in use of Agricultural Implements & machinery, Soil Conservation Training Centre, LFQC&TI, NPPTI, Cooperative Education and Training.</p> <p>Under the <u>University stream</u>, various (12) under-graduate, post-graduate and Ph.D. courses are offered (DARE).</p> <p>There is one Central Agricultural University, thirty-one State Agricultural Universities (SAUs) and four National Institutes of Indian Council of Agricultural Research having the status of Deemed to be University.</p> <p>ICAR also arranges need based training programmes in any of State Agricultural University or ICAR Institutes in new and emerging areas.</p>	<p>Person engaged in Agricultural institutions and support services, members of cooperatives and Farmers. Under KVK, 550/589 districts are covered.</p> <p>Students with Qualifications as usual under University stream of education.</p> <p>Students with Qualifications as usual.</p> <p>Individual scientists or groups of scientists.</p>	<p>Short term courses</p> <p>U.G. courses – 4 years (except for veterinary courses i.e. of 5 years), P.G. courses – 2 years and Ph.D. as usual.</p> <p>As usual.</p> <p>One week to three months (or longer duration, as fixed).</p>

Sl. No.	Ministry/ Department	Schemes/ Programmes/ Institutions having provision for Vocational Education and Training programme	Target Group	Duration of Training (long-term / Short-term)
		<p>CIFNET – Regular courses (2) and special training courses (14)</p> <p>CIFNET – Refresher courses (4)</p> <p>CIFNET – Other Organizations viz college including engineering and foreign nationals (14)</p>	<p>10th Standard students</p> <p>Lecturers/in-service</p>	<p>6-18 months</p> <p>4 weeks</p> <p>3 days to 14 weeks</p>
2	<i>M/o Food Processing Industries</i>	<p>Grants were provided to NGOs for setting up of 326 Food Processing & Training Centres (FPTCs) during 1992-93 to 2000-01.</p> <p>Institutions like Central Food Technology Research Institute, Paddy Processing Research Centre, PHTC, Council of Entrepreneurial Development Programme (EDP) are also running training courses.</p> <p>Person power development in rural areas (FPTC Scheme)</p> <p>Entrepreneurship Development Programme</p> <p>Programmes for development of human resources in food processing, testing, training,</p>	<p>Persons living in rural areas with preference being given to women, SC, ST and other weaker sections of society</p> <p>Mainly persons in Food Processing Industry</p> <p>Open</p> <p>Open</p> <p>Candidates aspiring to be</p>	<p>Short term</p> <p>SHORT-TERM</p> <p>SHORT-TERM</p> <p>AICTE approved diploma/degree</p>

Sl. No.	Ministry/ Department	Schemes/ Programmes/ Institutions having provision for Vocational Education and Training programme	Target Group	Duration of Training (long-term / Short-term)
		quality management etc.	Managers, technician/ technologists, and entrepreneurs	courses' durations as usual (Long-term)
3	M/o Health & Family Welfare	<p>Basic Training of multipurpose health worker (Female & Male)</p> <ul style="list-style-type: none"> ♦ 478 ANM/ MPW(F) Training Centres ♦ 28 HFWTC & 30 Basic MPWA(M) Schools <p>Promotional training of Female Health Assistant in 42 training centres. Training is also provided by Safdarjung Hospital, St. John Ambulance, NTCP, NPCB, NMHP, NACP, INC, CBHI, CLTRI, PWTRC, ECH etc.</p>	<p>-Educated youth with minimum 10th pass</p> <p>-Persons working in Health & family Welfare programme</p>	<p>12 to 18 months</p> <p>Short term</p>
4	M/o Heavy Industries & Public Enterprises	Counselling, Retraining and Redeployment of Rationalized Workers of CPSEs (Formerly NRF)	Workers who opt for voluntary retirement, rendered surplus or retrenched from CPSEs	Short term courses
5	M/o Human Resource Development	<p>Vocationalisation of Secondary Education (6800 schools covered)</p> <p>Polytechnics (1244) + Institutions for diploma in pharmacy (415), hotel management (63), architecture (25)</p>	<p>Student having passed 10th class</p> <p>10th pass</p>	<p>2 years</p> <p>3 years diploma</p>

Sl. No.	Ministry/ Department	Schemes/ Programmes/ Institutions having provision for Vocational Education and Training programme	Target Group	Duration of Training (long-term / Short-term)
		<p>Community Polytechnic Scheme (675 CPs)</p> <p>Jan Shikshan Sansthan (157 Vocational Training Centres run by NGOs offering more than 250 courses)</p> <p><i>Support For Distance Education & Web Based Learning (NPTEL)</i></p> <p>National Institute of Open Schooling - Distance Vocational Education Programmes [Practical training through Accredited Vocational Institutes (AVIs)]</p> <p>Apprenticeship Training for student of +2 Vocational stream</p> <p>National Programme on Earthquake Engineering Education (NPEEE)</p>	<p>Poorer section of society in both rural and urban areas</p> <p>Disadvantaged groups of adults. Priority is given to adult neo-literates/ semi-literates, SC and ST, women/girls, oppressed, migrants, slum/ pavement dwellers and working children</p> <p>Engineering and physical sciences under-graduates/post graduates in the country; all teachers/faculties in science and engineering Universities in India</p> <p>School leavers with 5th, 7th, 8th and 10th pass</p> <p>Students passing out of +2 Vocational stream</p>	<p>(3 to 6 months)</p> <p>Need Based (1- 4 weeks)</p> <p>(Designing course material – time bound project)</p> <p>6 months to 2 years</p> <p>One year</p> <p>Faculty development through short-term crash programmes</p>

Sl. No.	Ministry/ Department	Schemes/ Programmes/ Institutions having provision for Vocational Education and Training programme	Target Group	Duration of Training (long-term / Short-term)
			Recognized engineering colleges/ polytechnics and schools of architecture having related academic degree or diploma programme	and long-term programmes
6	D/o Information Technology	DOEACC - 'O' level CEDTI	Students or working persons with 10+2 pass It conducts courses in the field of Electronics, Telecommunications, IT, Process Control & Instrumentation	Flexible duration for passing examination Short term courses
7	M/o Labour (DGET)	Craftsmen Training Scheme (CTS) (5114 ITIs) Apprenticeship Training Scheme (ATS) (20,800 establishments) Crafts Instructor Training Scheme (CITS) (6 Institutes) Advanced Vocational Training Scheme and Hi-tech Training Scheme (65 centres)	School leavers with 8 th , 10 th and 12 th pass School leavers with 8 th , 10 th and 12 th pass or National Trade Certificate (from NCVT) Holder Instructors of ITIs Industrial Workers/ Technicians	One to Three years 6 months to 4 years 1 year Short Term courses

Sl. No.	Ministry/ Department	Schemes/ Programmes/ Institutions having provision for Vocational Education and Training programme	Target Group	Duration of Training (long-term / Short-term)
		<p><i>Supervisory Training (2 institutes)</i></p> <p><i>Women Training Institutes(11 institutes)</i></p> <p><i>Central Staff Training and Research Institute</i></p> <p>Model Training Institutes and Model Industrial Training Institutes</p>	<p>Supervisors from Industry</p> <p>Women (School leavers, Instructors and others)</p> <p>Training Executives and Principals</p> <p>School leavers with 8th, 10th and 12th pass</p>	<p>Long and short term</p> <p>Long and short term</p> <p>Short Term</p> <p>One to Three years</p>
8	M/o Rural Development	<p>National Institute of Rural Development (NIRD) Conducts about 150 programmes</p> <p>Swarnjayanti Gram Swarozgar Yojana (SGSY)</p>	<p>Practicing Manager in rural development</p> <p>Focus is on the vulnerable groups among the rural poor. SC/ STs should account for a minimum of 50%, women for 20% and disabled for 3% of the total swarozgaris during a year.</p>	<p>Short term Courses</p> <p>Need based short term</p>
9	M/o MSME [Small Industries Development Organisation (SIDO)]	<p>Entrepreneurship Development Programme, Skill Development Programme (SDP), Management Development Programme</p> <p>□ It has 72 institutes/ bodies.</p> <ul style="list-style-type: none"> ▪ SSSI – 30 ▪ Br. SSSI- 28 ▪ RTC – 4 ▪ Tool Rooms – 8 	<ul style="list-style-type: none"> ◆ Workers ◆ Educated unemployed youth ◆ Entrepreneurs 	<p>Both short term and long term</p>

Sl. No.	Ministry/ Department	Schemes/ Programmes/ Institutions having provision for Vocational Education and Training programme	Target Group	Duration of Training (long-term / Short-term)
		<ul style="list-style-type: none"> ▪ <i>PPDC – 2</i> 		
10	<i>Khadi & Village Industries Corporation</i>	51 Training Centres run 35 types of programmes	Unemployed rural youths, In-job Artisans/Supervisors working in KVI instts, Prospective Entrepreneurs, Beneficiaries of different Govt. Schemes desirous of undertaking KVI activities.	2 months to 12 months
11	<i>M/o Social Justice & Empowerment</i>	National Institute of Mentally Handicapped, National Institute for the Orthopaedically Handicapped, Institute for Physically Handicapped, National Institute for the Hearing Handicapped, National Handicapped Finance and Development Corporation, National Scheme of Liberation and Rehabilitation of Scavengers and their Dependents, National Scheduled Castes and Scheduled Tribes Finance and Development Corporation, Rehabilitation Council of India	Disadvantaged and marginalized sections of the society viz., SC, Minorities, B.C., Persons with disabilities, Aged Persons, Street children and victims of Drug Abuse etc.	<ul style="list-style-type: none"> ➤ Short term training upto six months duration ➤ Orientation Programmes upto one week duration
12	<i>M/o Textiles</i>	Decentralized Training Programme, 24 Weavers' Service Centres, Cooperative Training, 13 Power loom Centres, Indian Jute Industries Research Association, Central Wool Development Board, Central Silk Board, Training Centres for Handicrafts, North –eastern Handicrafts and Handlooms development Corporation	Skill upgradation of Workers in textile industry	<ul style="list-style-type: none"> ➤ Mainly short term (15 days to 3 months). ➤ Some courses under Handicrafts are of 1 year duration.

Sl. No.	Ministry/ Department	Schemes/ Programmes/ Institutions having provision for Vocational Education and Training programme	Target Group	Duration of Training (long-term / Short-term)
		Apparel Export Promotion Council (AEPC)	Workers in Garment Industry	3 months to 1 year
13	<i>D/o Tourism</i>	15 Food Craft Institutes under State Governments	10 th Pass	6 months – 1 year
14	<i>M/o Tribal Affairs</i>	Vocational Training Centres (VTC) in Tribal Areas. (100% central assistance is given to State/ UT / NGO for setting up VTs.	Unemployed Tribal youth (Each person is given training in two trades)	6 months in VTC and 6 months with master craftsmen
15	<i>M/o Urban Development & Poverty alleviation</i>	Urban Self Employment Programme under Swarna Jayanti Shahari Rozgar Yojana (SJSRY)	Urban Unemployed or underemployed poor below poverty line	Short term (2-6 months) subject to minimum 300 hours
16	<i>HUDCO & others in Construction sector</i>	640 Building Centres (HUDCO) Company run schools (NBCC HCC, L&T, ECC etc.) & association etc. Construction Industry Development Council (CIDC) & others	Persons engaged in Construction Industry Worker& Supervisor having qualification of Vth to XIIth Standard	Short term courses Short term courses 1 month to 6 months
17	<i>D/o Women & Child Development</i>	Support to Training and Employment Programme for Women (STEP) Swalamban (previously NORAD)	To provide updated skills and new knowledge to poor and assetless women traditional sectors To train poor women mostly in	Short term courses

Sl. No.	Ministry/ Department	Schemes/ Programmes/ Institutions having provision for Vocational Education and Training programme	Target Group	Duration of Training (long-term / Short-term)
		<p>Training in Home scale preservation of fruits and vegetables, <i>(by Community Food and Nutrition Extension Units (CFNEUs)</i></p> <p>Central Social Welfare Board (programmes are organised by voluntary organisations)</p> <p>Women Empowerment Programme in collaboration with IGNOU (Training programme on “Empowering women through SHG”)</p> <p>Kishori Shakti Yojana</p> <p>Other programmes like UDISHA, Training of Anganwadi Workers, NIPCCB, Rashtriya Mahila Kosh etc.</p>	<p>non-traditional trades House wives and Adolescent girls with a view to promote preservation and consumption of fruits and vegetables which provide much needed micronutrients, as well as to provide necessary skills which could be useful for income generation purposes.</p> <p>To train women in marketable trades and also to upgrade their skills for getting remunerative employment opportunities</p> <p>To organise women into effective Self Help Groups</p> <p>To train and equip adolescent girls to improve home based and vocational skills</p>	<p>Two weeks</p> <p>Minimum 60 days</p>

**9. Statement for Number of Government & Private ITIs/ITCs with Seating capacities in Various States/Union Territories
As on 01-04-2010**

Sl. No	Name of State/UTs	Government		Private		Total	
		No.of ITIs	Seating Capacity	No.of ITCs	Seating Capacity	ITIs/ITCs	Seating Capacity
	Northern Region						
1	Chandigarh	2	968	0	0	2	968
2	Delhi	16	11132	57	4140	73	15272
3	Haryana	82	20824	85	9128	167	29952
4	Himachal Pradesh	70	8260	82	7004	152	15264
5	Jammu and Kashmir	37	4087	1	110	38	4197
6	Punjab	94	19316	153	15008	247	34324
7	Rajasthan	114	13264	668	76671	782	89935
8	Uttar Pradesh	300	31500	564	63886	864	95386
9	Uttarakhand	59	6395	29	2534	88	8929
	Sub-Total	774	115746	1639	178481	2413	294227
	Southern Region						
10	Andhra Pradesh	109	22510	506	97644	615	120154
11	Karnataka	150	25682	1046	78814	1196	104496
12	Kerala	36	15916	482	52890	518	68806
13	Lakshadweep	1	96	0	0	1	96
14	Pondicherry	6	1352	9	508	15	1860
15	Tamil Nadu	60	21832	627	62590	687	84422
	Sub-Total	362	87388	2670	292446	3032	379834
	Eastern Region						
16	Arunachal Pradesh	5	512	0	0	5	512
17	A& N Islands	1	273	0	0	1	273
18	Assam	28	5696	3	80	31	5776
19	Bihar	34	11433	225	32569	259	44002
20	Jharkhand	20	4672	95	24232	115	28904
21	Manipur	7	540	0	0	7	540
22	Meghalaya	5	622	2	320	7	942
23	Mizoram	1	294	0	0	1	294
24	Nagaland	8	944	0	0	8	944
25	Orissa	26	8464	495	84100	521	92564
26	Sikkim	2	516	0	0	2	516
27	Tripura	8	944	0	0	8	944
28	West Bengal	51	12700	22	1320	73	14020
	Sub-Total	196	47610	842	142621	1038	190231
	Western region						
29	Chhattisgarh	87	10224	29	3376	116	13600
30	Dadra & Nagar Haveli	1	228	0	0	1	228
31	Daman & Diu	2	388	0	0	2	388
32	Goa	10	3264	4	380	14	3644
33	Gujarat	153	56172	350	20744	503	76916
34	Madhya Pradesh	160	24862	75	9954	235	34816
35	Maharashtra	388	86124	297	35620	685	121744
	Sub-total	801	181262	755	70074	1556	251336
	Grand total	2133	432006	5906	683622	8039	1115628