

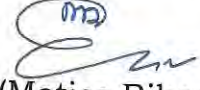
F. No. 01/36/2013-TP
Government of India
Ministry of Textiles

Udyog Bhawan, New Delhi
Dated: the 01st July 2016

OFFICE MEMORANDUM

Subject: Minutes of Empowered Committee Meeting on Integrated Skill Development Scheme (ISDS).

The undersigned is directed to refer to the meeting of Empowered Committee on Integrated Skill Development Scheme (ISDS) held on 24.06.2016 and to forward a copy of minutes of meeting for information and necessary action.


(Matias Bihan)

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To,

1. AS&FA, Ministry of Textiles
2. Additional Secretary, Ministry of Textiles
3. Joint Secretary (Skill Development), MoSD&E
4. Joint Secretary (Expenditure), Ministry of Finance
5. Director General, NSDA.
6. Development Commissioner (Handloom).
7. Development Commissioner (Handicraft).
8. Textile Commissioner, Mumbai
9. Secretary, Textiles Committee Mumbai.
10. Advisor, NITI Aayog
11. DGE&T, Ministry of Labour and Employment.
12. Chairman/Secretary, Sector Skill Council for Handicrafts.
13. Chairman/Secretary, AMHSSC.
14. Chairman/Secretary, Sector Skill Council for Textiles

Copy for information to:

- (i) PSO to Secretary (Textiles)
- (ii) PPS to JS(ISDS)
- (iii) PS to DS (KK)
- (iv) PMU

**Minutes of Empowered Committee meeting of Integrated Skill
Development Scheme (ISDS) held on 24.06.2016**

A meeting of the Empowered Committee (EC) on Integrated Skill Development Scheme (ISDS) under the Chairpersonship of Secretary (Textiles) was held at 1200 hrs on 24.06.2016 in Room No.162, Udyog Bhawan, New Delhi. List of participants is attached at **Annexure-I**. EC discussed each of the agenda items and took the following decisions after detailed deliberations:

Agenda item No.1: Review of the progress of projects under all three components of ISDS

1.1 A brief presentation on overall physical, financial progress and status of training programmes under all three components was made to the Empowered Committee. EC was informed that a training target of 12.59 lakh has been sanctioned till date, out of which, 7.01 lakh trainings have been completed. The process to empanel more Implementing Agencies (IAs) to sanction the available target was underway. On financial performance, the EC was informed that out of BE 2016-17 of Rs.150 Cr, Rs.94.36 Cr has already been spent.

Agenda item No. 2: Review of action taken on the decisions Empowered Committee held on 24.02.2016

2.1 EC was informed of the action taken Report on the decisions of previous meeting held on 24.02.2016 as in **Annexure-II**.

Agenda Item No. 3: Empanelment of new agencies and target allocation under the Component-II of ISDS:

3.1 EC was informed that a total of 144 proposals were received in response to the RFP. Out of which 72 cases were evaluated by Proposal Evaluation Committee (PEC) based on the field verification report of the TxC and desk evaluation of the proposals, 46 were found to be not meeting the requisite eligibility criteria as per RFP and 18 agencies have already been sanctioned training target. EC evaluated the capacity and ability to offer placements by following 8 agencies and decided to allocate training targets as indicated against each:

S.No.	Agency Name	Target for 2016-17
1	Women Entrepreneurs Karnataka Association, Karnataka	3500
2	Samvit Education Trust, Karnataka	2500
3	Shree Tirupati Balajee FIBC Pvt. Ltd, Indore, Madhya Pradesh	2000
	Agencies on Reimbursement Basis	Target for 2016-17
4	Ambica Shiksha Samaj Kalyan Samiti, Madhya Pradesh	1500
5	DVR Exports Pvt. Ltd., Telangana & Andhra Pradesh	1500**
6	Quess Corp. Ltd., New Delhi	1500
	Total	12500

** DVR Exports approved as IA subject to their submitting audited balance sheet.



3.1.1 Sanction of training target to the following agencies will be taken up after verification of placement tie ups by Office of Textiles Commissioner. (Agencies concerned to submit the placement tie-up to OTxC for verification).

1	Bee Kay Precision Pvt Limited, Kanpur	2500
2	Nice Computer Educational Society, Telangana	2500

3.2 Allocation of additional training targets to existing Implementing Agencies.

3.2.1 The following Implementing Agencies, who have achieved 70% of the existing allocated target and placed 70% of the trained persons were sanctioned additional training target as indicated against each:

No	IA name	Sanctioned target	Trained	Assessed	Placed	Achievable target till Mar 2017 (as per past performance)	Addl. target requested by IA	Additional target
1	Office of the Commissioner Industries, Govt. of Rajasthan	4,500	3,897 (87%)	90%	84%	4,712	10,000	5000
2	Network of Entrepreneurship & Economic Development (NEED)	10,000	8,240 (82%)	80%	88%	2,718	10,000	3000
3	Tami Nadu Spinning Mills Association (TASMA)	4,000	4,126 (102%)	99%	92%	6,001	10,000	6000
Total								14000

3.2.2 EC decided that decision on adverse observations reported by Office of Textiles Commissioner during inspection of live training centres of following agencies to be concluded first and their request for allocation of additional target may be examined in file:

No	IA name	Sanctioned target	Trained	Assessed	Placed	Achievable target till Mar 2017 (as per past performance)	Addl. target requested by IA	Additional target sanctioned
1	Wazir Advisors	30,240	26,705 (88%)	84%	83%	24,012	58,915	18000
2	NIFT-TEA Knitwear Fashion Institute	10,000	8,644 (86%)	95%	88%	11,893	80,000	6000

3.2.3 EC decided that proposal for sanction of additional training target to Implementing Agencies will be considered only when 70% of the existing target is completed and proportionate 70% trainees are placed in the wage employment.

3.3 Request of M/s Tata International Ltd for empanelling under ISDS:

3.3.1 EC was informed that M/s Tata International Ltd (TIL) had submitted a proposal for empanelment under ISDS. Office of Textiles Commissioner, after verification of training infrastructure proposed by the agency, has reported that the infrastructure proposed by the agency was primarily relating to manufacturing of leather garments. The Proposal Evaluation Committee taking into account the submissions made by the agency during the presentation held on 20.06.2016, has observed that M/s Tata International Ltd was otherwise meeting all minimum required eligibility criteria and recommended the case for consideration by Empowered Committee.

3.3.2 Representative of TIL informed EC that 'Sewing Machine Operator' passing out of TIL's training facility was first trained on textile garment stitching. Leather garments and textile garments have over 80% common operations. Components like zippers, buttons, other trims are common in textiles and leather garments. Designing, pattern making, cutting, stitching, finishing and inspection in leather garments and textile garments are similar operations. Most of TIL's professional managers are NIFT graduates from textile sector. TIL manufactures leather garments for some of the best brands like M&S, GEOX, DIESEL, ARMANI, etc. which are exported world over having 5% of the country's export in this segment.

3.3.3 TIL further informed that the component of textile in leather garments could go up significantly depending on the geographic region and season. Leather sewing machine operator should also to be an expert in cloth stitching as every piece of leather garment has approximately 50% fabric component including the cloth lining. TIL has sought to sanction a training target of 10,000 persons in which about 2000 persons would be placed within the own facilities of TIL and balance with their co-manufacturers/vendors and third party manufacturers on MoU basis.

3.3.4. EC, after considering the submissions of TIL and taking into account that TIL could ensure wage employment to the trainees, decided to empanel the agency and allocating training target of 10,000 persons commensurate with the effective

placement proposed in the MoUs of TIL with Industry. TIL will ensure that training is conducted with leather garments containing atleast 50% textile fabric.

3.4 EC was informed that in response to the RFP, 145 proposals were received of which 21 are yet to be considered by PEC and 52 to be verified by TxC. EC directed that this should be done within a week, giving priority to those who have better placement prospects.

4. Approval of assessment of persons trained under MES courses by RSA empaneled assessment agencies:

4.1 Under ISDS, Implementing Agencies (IAs) can adopt courses developed by Resource Support Agency or Modular Employable Skill (MES) courses of Directorate General of Employment and Training (DGE&T). IAs undertaking MES courses are required to get the assessment and certification of the trainees done through NCVT, DGE&T. The IAs adopting courses developed by Resource Support Agency can do the assessment of trainees through RSA empanelled assessment agencies.

4.2 EC was informed that assessment under MES courses by DGE&T was reportedly slow resulting into accumulation of pendency. Considering the delay, following agencies adopted MES courses have sought permission for undertaking assessment of trainees through RSA empanelled agencies:

No	Implementing Agency	Training target	Trained	Assessed	Backlog
1	Andhra Pradesh Industrial and Technical Consultancy Organisation Limited (APITCO)	15000	12015	5551	6464
2	Centre for Entrepreneurship Development (CED), Industries Commissionerate, Govt. of Gujarat	30000	30746	20220	8000
3	National Textile Corporation Limited (NTCL)	5588	1265	165	1100
4	Network of Entrepreneurship & Economic Development (NEED)	10000	8240	6602	1638
5	Department of Technical Education, Govt. of Haryana	20000	4293	3794	499

4.3 EC observed that the DPR of above agencies were approved before development of courses by RSA and as such they are continuing the MES courses. Considering the difficulties faced by IAs undertaking training in MES course, EC allowed RSA to examine the request of IAs for conducting assessment for MES courses by RSA empanelled agencies on case to case basis.

4.4 EC also approved the request for modification in the DPRs of agencies undertaking MES courses to adopt RSA courses for new batches to be enrolled by IAs.



Agenda item No. 5: Ratification of revised training target sanctioned to three new agencies under Component II:

5.1 EC was informed that following agencies approved during EC held on 24.02.2016 were issued formal sanction of revised training target after verification of their effective placement tie up by office of Textiles Commissioner:

No	Name of Agency	Training target as per EC dated 24.02.2016	Revised target allocated
1	Bhartiya Mahila Gramodyog Sansthan	2,500	1,285
2	Gyanodaya Information and Education Society	2,500	1,700
3	Shri Amreshwar Graminabhivruddhi Shikshan & Kalyan Sasmthe, Koppal, Karnataka	2,500	2,500

EC ratified the revised training targets allocated to the above mentioned agencies.

Agenda Item No 6: Relaxation in Common Norms notified by M/o Skill Development & Entrepreneurship

6.1 EC noted that the Ministry of Skill Development and Entrepreneurship, in order to bring about uniformity and standardization in the implementation of various Skill Development Schemes by different Ministries, has notified Common Norms. It was decided that skilling schemes would fully be transitioned to abide by Common Norms with effect from 01.04.2016.

6.2 EC noted that ISDS was being implemented in accordance with the Cabinet approved guidelines and modifications if any, require further approval of the Cabinet. EC noted that ISDS was largely conforming to the provisions of the Common Norms as follows:

1	No of provisions/ clauses as per common norms to be complied with	14
2	Fully compliant clauses under ISDS	7
3	Provisions where marginal relaxation required from Common Norms Committee under present scheme guidelines but to be incorporation in ISDS Version 2.0	4
4	Clauses which are not applicable under present scheme guidelines but to be incorporation in ISDS Version 2.0	1
5	Clauses where work in progress for compliance	2

6.3 Detailed status of conformity to the provisions and justifications necessitating flexibility in certain provisions is summarized in **Annexure-III**. EC observed that marginal flexibility is required in four provisions owing to the specific nature of the textile sector. Considering that only 9 months is left in the last Financial Year of 12th FYP, EC decided to seek relaxation in four provisions from Common Norms Committee, headed by Secretary, MoSDE.

7. Other decisions:

7.1 EC decided that specific guidelines to be worked out for self-employment under ISDS.

7.2 EC, considering that Catalytic Development Programme (CDP) under sericulture sector have been discontinued and taking into account the need of skill requirement highlighted by Central Skill Board, decided that training target may be sanctioned under sericulture sector.

7.3 Proposal to be sent to Ministry of Finance for additional funds citing the progress made so far including in the three months of 2016-17, the need following the textile reforms announced etc.

7.4 Divisions may also explore possibility of getting additional funds from Ministry of Skill Development & Entrepreneurship.

7.5 EC directed Textiles Commissioner to expedite the verification report of institutional capacity of all pending agencies for empanelment especially the proposals submitted by industry where prospects for placement are brighter.

7.6 EC also took a view that where targets have been allotted to various IAs, but where they are not able to meet the targets, rationalization may be done.

7.7 Focus of ISDS training strategy to be on PPP mode with Industry partners.



List of Participants (Meeting of Empowered Committee on ISDS held on 24.06.2016)

1. Smt. Rashmi Verma, Secretary (Textiles)- In chair
2. Shri J.K Dadoo, AS&FA
3. Smt. Pushpa Subrahmaniam, Additional Secretary, MoT
4. Dr. Kavita Gupta, Textile Commissioner, Mumbai
5. Smt. Anu Garg, Joint Secretary, ISDS, MoT
6. Dr. K.Gopal, DC (Handicraft)
7. Shri Keshav Kumar, Deputy Secretary, ISDS
8. Shri S.P Verma, Secretary, Textile Committee, Mumbai
9. Shri A.K Khullar, NITI Aayog
10. Shri Atul K. Mishra, CITI
11. Shri Suresh Chandra, CEO, DC (Handloom)



Action Taken Report on last EC meeting held on 26.02.2016

S.N o.	Decision	Action Taken
1	Empanelment of 18 new agencies and target allocation under Component II of ISDS	Out of 10 agencies on advance funding model, 6 have been released first installment and Bank Guarantee is awaited from one agency (M/s Gokaldas Images Pvt Ltd). 3 agencies have been issued formal sanction after verification of placement tie up by OTxC and release of fund is under process. 8 agencies sanctioned target on reimbursement basis have since commenced the training programme.
2	Additional target allocation to existing Implementing Agencies who have completed more than 70% of the allocated training target	Two implementing Agencies viz. Matrix Clothing Pvt. Ltd. and Sri Lakshmi Cotsyn have been sanctioned the training target. The training programme has been commenced by the agencies.
3	Approval of proposal received from National Jute Manufactures Corporation (NJMC) under Component I of ISDS	NJMC has been released the fund. The training programme has since commenced.
3	Revised decision for mandatory Aadhar card for enrolment of trainees under ISDS	Aadhaar has been made mandatory for enrolment of trainees. Validation check has been placed on MIS.
4	Approval of proposal of Indian Institute of Carpet Technology (IICT), Srinagar to provide training in unorganized sector under main phase	Fund has already been released to the agency.
5	Modification in the DPR of the Implementing Agencies selected for operating skilling unit in the Apparel and Garment making centres in NE states under NERTPS	3 proposals received from Technopak Advisors have been processed for release of funds under ISDS. A proposal submitted by Modelama Exports is under evaluation.

Annexure-III

Status of ISDS compliance with Common Norms:

S. No.	Provision of Common Norms	Status under ISDS	Remarks/Relaxation to be sought for from Common Norms Committee
1	Minimum 200 hrs duration of courses in skilling of fresh entrants to the job market	All courses are more than 300 hrs duration	Compliant
2	80 hrs duration course in case of re-skilling or skill up-gradation of persons already engaged in occupation	Not applicable as the provision is not made in the scheme	Not Applicable. However, there is felt need for up-skilling/ re-skilling and it will be incorporated in modified scheme beyond 12 th FYP.
3	Soft Skill to be an integral part of Skill programme	30 hrs soft skill has been built in all course content	Compliant
4	Alignment with National Skill Qualification Framework (NSQF) by 27.12.2016	Resource Support Agency (RSA) in Textile Committee is undertaking the exercise to align the courses.	Compliant. Process has already been initiated to align the courses developed by Resource Support Agency. Alignment will be completed before due date (24.12.2016).
5	Inputs standards: i) Training aids and equipment as per industry benchmark ii) Trainers to have undergone “Training of Trainers” iii) Content to be conforming to NSQF iv) Aadhaar Based enrolment v) Assessment to be video recorded	i) As per industry requirement ii) Being done by training partners but being standardized iii) Will be completed by due date iv) Being Done v) Though it is not being done at present but modalities for video recording are being worked out.	Compliant
6	70% employment of successfully certified trainees within 3 months (both wage and	70% mandatory placement in wage employment thus both the criteria are	Compliant. However, Ministries shall have freedom to alter the



	self) on annual basis with at least 50% of the trainees passing being placed in wage employment	fulfilled.	percentage based on specifics of the scheme
7	Under Re-skilling and up-skilling, at least 70% persons shall have at least 3% increase in remuneration within 14 months of completion of the training	As per the industry needs, the scheme has been revamped to meet the requirement of entry level workers.	Not Applicable. There is felt need for upskilling/ re-skilling and it will be incorporated for the scheme beyond 12 th FYP.
8	Funding Norms: Capital Expenditure to create /upgrade infrastructure for skill development Base Cost to be paid at the rate of Category I of Schedule II of the Notification- 10% annual increment can be approved by Common Norms Committee Hourly rate is divided into 10 cost heads Additional funds can be pooled by training providers with the approval of Ministries	Provided only to Comp-I & II agencies which is built in per trainee cost. Will be within the per hour cost as Rs. 10,000/- per trainee provided in ISDS is for 300 hrs duration courses There are 8 Cost heads but it incorporates all 10 heads mentioned in the Common Norms. ISDS provides training partner to contribute 25% of the cost through in kind or cash. Dovetailing is allowed subject to approval of Empowered Committee	Largely compliant. Small deviations from these norms will be put up for the approval of Common Norms Committee
9	Fund Flow: Progress of training of the batch as in Schedule IV of the Notification (Batch wise release 30:30:20:20 ratio)	ISDS provides advance fund release in 30:40:20:10 ratio (total Gol share is released in 4 parts)	To be relaxed. The release schedule prescribed by scheme guidelines is being followed and the system of advance funding has already been established. Capex is also part of per trainee cost under Component-I & III of the scheme and most of the state agencies are


2

		<p>released capex in advance to set up the training infrastructure. Sudden change in the release schedule would affect the Capex funded projects sanctioned to State Governments. However, the proportionate milestones including placement of trainees are ensured before release of each of the installations. Taking into account that only 9 months is left in 2016-17, it is proposed that the existing system may be continued till completion of the 12th FYP. Common Norms Committee may consider relaxing this provision.</p>
10	<p>Refundable Security Deposit of Rs.1000/- for courses of level 5 above, Rs.500/- for 3 & 4 and Rs.250/- for level 1 & 2 can be taken from trainees to ensure seriousness</p>	<p>No security deposit is obtained from trainees. However, Training partners can charge fee from trainees to meet the gap in funding regarding which Ministry will write to them.</p>
11	<p>Third Party Assessment mandatory and funding ranges from Rs.600/- to Rs.1500/-</p>	<p>3rd party assessment is mandatory across the scheme and funding is between Rs 600/- to 800/- per trainee.</p>
12	<p>Mandatory placement tracking for one year (for fresher) and 4 months for re-skilled</p>	<p>Placement tracking for six months is mandatory. However, MIS need to be</p>
		<p>To be relaxed. Considering the prevalent attrition rate and the</p>



	persons. Innovative system to be developed for tracking along with incentives.	equipped to capture the tracking	tendency of the workers to move on from industry to another owing to various reasons, tracking of trainees for 14 months would be difficult. Placement and tracking (atleast for 6 months) is mandatory under as per the scheme guidelines. Considering the specific nature of the industry and also taking into account that only 9 months is left in 2016-17. In view of the specific nature of the industry, Common Norms Committee may relax this provision. Common Norms Committee may consider relaxing this provision.
13	Performance Evaluation of the scheme to be done in every three years	Pilot phase was evaluated by 3 rd party in 2014-15. Impact Assessment of the scheme in 12 th FYP is being done.	Compliant
14	Empanelment: At national level, a single process for empanelment of training providers/assessors	Under PPP mode, RFP procedure is adopted for empanelment of training partners. For other components (Government agencies/institutions), DPR is called for directly.	Compliant

