

ACTION PLAN FOR SKILLING OF MARGINALIZED SECTIONS BELONGING TO SC, OBC AND SANITATION WORKERS, TRANSGENDERS AND OTHER SUCH CATEGORIES

1. BACKGROUND

The Ministry of Social Justice & Empowerment (MoSJ&E), caters for empowerment of the socially, educationally and economically marginalized sections of the society including SCs, OBCs, Sr. Citizens, victims of alcoholism and substances abuse, transgender persons, De-notified Tribes (DNTs), EBCs, Safai Karamcharies, Waste Pickers and Manual Scavengers. Most of the persons of target group are having minimal economic assets; therefore, provision of training and enhancing their competencies is essential for economic empowerment/upliftment of these marginalized target groups.

Many of the persons of target group belong to the category of rural artisans who have become marginalized owing to coming of better technologies in market. There is also a need to empower the women amongst the target group, who, due to their overall domestic compulsions, cannot be involved in wage employment which normally involves long working hours and sometimes migration to other cities. Similar challenges are faced by members of Sanitation Workers & Waste Pickers communities who find it difficult to get into mainstream alternate occupations and are forced to therefore engage in self-employment activities.

Similarly, the youth amongst the target group, owing to their educational backwardness also find it difficult to obtain employment with good compensation after undergoing short-term skilling courses. On the other hand it is observed that the long term vocational courses being conducted by ITIs with better market prospects are having large number of vacancies in the SC and OBC categories.

In view of the above, there is a dire need to go beyond routine skilling and instead enhance their competency levels so that artisans may improve on their revenue generation capacities within their practicing vocations, the women may enter into self-employment thereby financially empowering themselves without neglecting their domestic activities and the youth may acquire long-term training and specialization in employable vocations giving them better standing in the job market. They would either require to undergo long term programmes including ITI courses with better market for jobs or alternatively imparted some entrepreneurial development training enabling them to offer some financing and start their own small ventures.

With the above in mind, a National Action Plan for the marginalized persons of SC, OBC, EBC, DNT, Sanitation workers including waste pickers, manual scavengers, transgenders and other similar categories named '**Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi**' (DAKSH) Yojana is proposed to be put in place with a multi-pronged strategy to improve the all-round competency and adeptness of and 10 lakh persons of these categories over the next four years, beginning with nearly 1.5 lakh youth in the first year i.e. 2020-21

2. CATEGORIZATION OF SKILLING PROGRAMMES

The MoSJ&E aspires to train persons from its target group over the period of 2020-21 to 2023-24, broadly in the following sub-categories:

A. Up-skilling/Recognition of Prior Learning (RPL):

(a) **Target Group:**

Marginal rural artisans belonging to SC/OBC/EBC/DNT categories and other such entrepreneurs in addition to sanitation workers, waste pickers and their dependant who constitute the bottom of the pyramid.

(b) **Curriculum:**

The training would be *in situ*, and the trainers would approach the artisans in their works locations. On the vocation of practice such as pottery, weaving, clay & bamboo, metal work, carpentry, waste segregation, domestic workers along with financial and digital literacy etc. The trainer has to be a master craftsman or designer or a person who is well associated with the vocation. The training would consist of improving the implements, designs and processes so that the income would double from the occupation.

Specifically in respect of sanitation workers including waste pickers and manual scavengers the curriculum will include the programmes on safe & healthy sanitation practices and RPL for waste pickers, for which QPs have been developed by NSKFDC and Skill Council for Green Jobs Certification would be aligned with the standard process of Institute of Excellence coordinating the training programme.

(c) **Period of Training:**

The duration of the training programmes will be 32 to 80 hours and spaced over upto one month, duly keeping in mind the occupational hours of the trainees.

(d) **Training Cost:**

The training cost will be limited to extent of Common Cost Norms (CCN) as applicable from time to time.

(e) **Other Expenses:**

As the trainees are already employed, they will be paid Rs.2500/- per person per programme, in the form of stipend, for duration of training of Up-skilling/RPL, towards compensation of their wage loss, during the period of training.

(f) **Share of Training Type:**

Upskilling/Reskilling will comprise of 30% of all training conducted by NSFDC and NBCFDC and 50% of training conducted by NSKFDC.

B. Short Term Courses (focus on self employment):

(a) **Target Group:**

Most disempowered groups belonging to SC/OBC/EBC/DNT and Sanitation Workers/Manual Scavengers/Waste Pickers (including dependents) categories who are illiterate/semi-illiterate and unemployed. Special focus on women, members of the transgender and beggars communities etc - with primary objective of training and providing assistance to start self-employment venture.

(b) **Curriculum:**

The Curriculum of the training programmes will be as per National Skill Qualification Framework (NSQF)/National Occupational Standard (NOS), issued by Ministry of Skill Development and Entrepreneurship, Govt. of India in various job roles with focus on self employment opportunities such as self-employed tailors training, furniture making, food processing, carpet weaving, beautician workers, leather work, latex harvesting, tyre fitting along with financial and digital literacy etc. Every skill imparted shall have a component of Entrepreneurial Development Programme (EDP).

(c) **Period of Training:**

The duration of the training programmes will be normally 200 hours to 600 hours and upto 5 months, as stipulated in National Occupational Standards (NOS) and Qualification Packs (QPs). Every training will have a component of linkage with Banks for assistance to start a self employment venture.

(d) **Training Cost:**

The training cost will be as per Common Cost Norms as applicable and amended from time to time.

(e) **Other Expenses:**

(i) For non-residential training programmes, the trainees will be paid stipend (compensation of transportation charges), @ Rs.1500/- per month for SC candidates, Rs.1000/- per month to OBCs/EBCs/DNTs and Rs.1500/- per month to Sanitation Workers (including waste pickers) and their dependents.

(ii) For residential training programmes, wherever necessary, the trainees will be provided boarding and lodging and expenses compensated as per CCN, for complete duration of the training programmes. No stipend will be separately payable except in case of Safai Karamcharis; Waste Pickers & their dependants who will be paid Rs.500/- per month.

(iii) In case of Manual Scavengers and their dependants, Rs.3000/- per month (in compliance of the MS Act, 2013.) will be paid as stipend for both non-residential and residential training.

(iv) For conducting skill development training programme for the sensitive target groups such as Transgenders, Beggars, Victims of Substance Abuse etc. the training providers would require additional facilitation for mobilization, handholding, post placement support, providing toolkit and other measures. Keeping in view of the above, following may be admissible in case of programme for these sensitive target groups:

- Handholding support for refreshment, conveyance and counseling etc. @ Rs.1000/- p. m.
- Tool-kit @ upto Rs.5000/- per trainee
- Mobilization and handholding @ Rs.500/- per trainee.
- Stipend amount @ Rs.1000/- p.m. for non-residential training as already stipulated in SDTP scheme of NBCFDC subject to 70% overall attendance

(f) **Share of Training Type:**

Short term training will comprise of 20% of all training conducted by NSFDC and NBCFDC and 40% of training conducted by NSKFDC.

C. Entrepreneurial Development Programmes (EDP):

(a) Target Group:

SC and OBC youth who have preferably undergone skill training under the PMKVY and are having an entrepreneurial bent of mind.

(b) Curriculum:

The Curriculum of the training programme will essentially be modelled on the programmes of Ministry of Rural Development being implemented by the RSETIs. The training would consist of sessions on Effective Communication Skills, Risk Taking Behaviour, Business Opportunity Guidance, Market Survey, Systematic Planning, Banking – Deposits, Advances and Lending, Costing & Pricing, Time Management, Working Capital and its Management, Business Plan Preparation etc.

(c) Period of Training:

The duration of the training will normally 80 hours (10 days) or as stipulated by MoRD.

(d) Training Cost:

The training cost will be reimbursed as per the norms of MoRD for compensation which are broadly modelled as per the Common Cost Norms.

(e) Other Expenses:

(i) Payment will be made as per Common Cost Norms/Guidelines of MoRD or other relevant Government documents, as in vogue.

- (ii) Assessment and certification charges of Rs.1500/- per candidate will be payable to assessing and certification body.

(f) Share of Training Type:

EDP will comprise of 30% of all training of NSFDC and NBCFDC.

D. Long Term Courses (for global class skills) :

(a) Target Group:

SC, poor OBC, EBC, DNT youth and Sanitation Workers/Manual Scavengers/Waste Pickers (including their dependants), transgenders etc who have been educated upto 10th class or more and having aspirations to be employed in sectors having good demand in job market with starting compensation of the range of at least Rs.20,000/- p.m & above with opportunities for placement abroad.

(b) Curriculum:

The Curriculum of the training programmes will be as per NSQF, NCVT, AICTE, MSME, and other reputed certification programmes including those run by State Government entities in areas such as production technology, plastic processing, apparel technology, health care sector, tourism, aviation, nursery teachers training etc. Certification provided will be aligned with the processes of the concerned training programmes.

(c) Period of Training:

The duration of the training programmes will be six months and above and usually upto 1 year, as stipulated by the concerned board/regulatory body of the training centre.

(d) Training Cost:

The training cost will be as per Common Cost Norms for NSQF job roles or as stipulated by concerned board as applicable and as amended from time to time.

(e) Other Expenses:

- (i) For non-residential training programmes, the trainees will be paid stipend (compensation of transportation charges), @ Rs.1500/- per month for SC candidates, Rs.1000/- per month to OBCs/EBCs/DNTs and Rs.1500/- per month to Sanitation Workers (including waste pickers) and their dependants.
- (ii) For residential training programmes, wherever necessary, the trainees will be provided boarding and lodging and expenses compensated as per CCN, for complete duration of the training programmes. No stipend will be separately payable except in case of Safai Karamcharis; Waste Pickers & their dependants who will be paid Rs.500/- per month.
- (iii) In case of Manual Scavengers and their dependants, Rs.3000/- per month (in compliance of the MS Act, 2013.) will be paid as stipend for both non-residential and residential training.

(f) Share of Training Type:

Long Term Training will comprise 20% of all training of NSFDC and NBCFDC and 10% of all training of NSKFDC.

The above four programmes will be implemented through the three Apex Corporations National Scheduled Castes Finance and Development Corporation (NSFDC), National Backward Classes Finance & Development Corporation (NBCFDC) & National Safai Karamcharis Finance and Development Corporation through whom an estimated 4.25 lakh persons will be trained during next four years, which will include 92,000 in the year 2020-21.

3. METHODOLOGY OF IMPLEMENTATION

3.1 Notional Allocation

- A Notional Allocation based on the SC population of the State (for SC candidates) and on the overall population of the State in the case of training of OBC/EBC/DNT, sanitation workers including waste pickers & other categories has been made for the year 2020-21. This allocation also takes into consideration the share of the various types of training as stipulated for the three Corporations at 2 (A) to (D) above and the need to have a minimum batch size.

3.2 Training Partners

- The Corporation will extensively rely on State Skill Development Missions (SSDMs) who are expected to have ground level knowledge of the skill aspirations and employment opportunities in their state as also access to literature on Skill Gap analysis carried out by NSDC.
- In addition to above the Corporation over the past five years have identified some credible Training institutes (mostly government or having significant government holding) as also Sector Skill Councils (constituted under the aegis of MSDE) and some foundations/trusts of Corporate excellence who have a good track record of conducting relevant skill training programmes and placing the trained candidates.

3.3 Allocation of Programmes

- (a) For 2(A), 2(B) and 2(D) Expression of Interest (EOI) will be floated seeking proposals from SSDMs and the agencies identified.
- (b) While SSDMs are expected to submit proposal in sync with the aspirations and employment opportunities in the state, to eliminate chances of the other councils/institutes not submitting the state relevant proposal, they will be asked to have the proposals duly endorsed by relevant District Skilling authority or SSDM authorized functionary confirming that the proposals are relevant to the district/state for enabling wage/self-employment.

In case of NSKFDC, the training agency will require to submit the proposal duly endorsed by Municipalities, Cantonment Boards, Gram Panchayat, Railways, and

Government Hospitals etc. confirming availability of sufficient numbers of the target group who can be imparted training in proposed vocation.

- (c) After receipt and scrutiny of the proposals, the concerned Corporation will allocate numbers to the applicants giving due consideration to the past record of the agency in implementing the programme, assessment of employability of the job roles on offer etc. Specifically in case of NSKFDC, preference will be given to training of Manual Scavengers (MS). If required, the applicants will be called for interactions and also to resubmit modified proposals.
- (d) In case of in-sufficient proposals from a state, the number may be transferred to other states with good track record and from where the proposals have been received.
- (e) Specifically with respect to 2(C) i.e. EDPs, an MoU is being signed with NACER, the National Centre for Excellence of RSETIs who are under the aegis of Ministry of Rural Development for carrying out EDP programmes and building bank linkages for primarily rural youth many of whom belong to the target group of the Corporations. Simultaneously other reputed government/government promoted agencies carrying out EDP will also be engaged with, subject mutual consultations and consensus.

3.4 **Implementation of Programmes**

- Mobilization of the candidates will be done through various means of publicity by the training agencies.
- Selection Committee Meetings will be held for selection of the candidates which will have to mandatorily include a functionary of the Central/State govt. and their undertaking or PSBs/RRBs esp. in case of private training partners.
- Training courses will be in alignment with NSQF/AICTE/NCVT etc. guidelines.
- Training will be conducted as per Common Norms, NCVT etc. guidelines
- Third party assessment and certification of the candidates will be done after successful completion of the training programme.
- The trained candidates will be facilitated for placement in wage/self-employment.

4. **OUTCOME**

The targeted outcome of the competency enhancement training programmes will be as under:

- (4.1) Up-skilling Programmes: Enhancement of earnings of livelihood as self certified by the beneficiaries.
- (4.2) Short Term Training Programmes: The overall placement of the trained persons should be 70% in wage/self employment.
- (4.3) Entrepreneurship Development Programme: After completion of EDP training, at least 70% candidates should be self-employed and/or wage employed to earn their livelihood.

- (4.4) Long Term Training Programmes: The overall placement of the trained persons should be 70% in wage/self-employment with at least 70% of those employed being in wage employment.

5. MONITORING

The implementation of the training programmes will be monitored as under:

The Apex Corporations will directly monitor all the training programmes. This will include participation either directly or through their representatives in the Selection Committee Meetings, review of Selection Committee meeting minutes having details of the trainees, e-based and direct surveillance of the training programmes, consolidation of details of trained beneficiaries in the designated portal etc.

6. CONVERGENCE WITH ITI SYSTEM OF VOCATIONAL EDUCATION

A vibrant system of training exists in the ITIs set-up under erstwhile Ministry of Labour and presently with MSDE. These ITIs offer vocational selective long term courses with good employability. However the capacity of these ITIs is not being fully utilized especially in respect of seats reserved for the SC category including sanitation workers, manual scavengers and their dependants.

The Ministry will therefore put in place an incentive system to facilitate Long Term courses for six lakh persons, belonging to these target groups, in the industry linked ITIs which have good job employment potential. For this the Ministry will establish linkages with MSDE/DGET and devise a system for incentivizing the ITIs to mobilize poor SC and dependents of sanitation workers including waste pickers and manual scavengers and mentor them during course of training. In this manner a total of 6,00,000 youth will be trained by filling reserved vacancies prevailing within ITI system in next 4 years beginning with 50,000 in the first year 2020-21.

To start with, a provision of Rs.6000/- per trainee is being made for incentivising the groups as mentioned above and accordingly Rs.30.00 Crore is budgeted for this activity.

- (a) **Target Group:**
SC candidates as also dependents of sanitation workers including waste pickers and manual scavengers and with minimum 10th pass, selected on a basis by a suitable process.
- (b) **Curriculum:**
The Curriculum of the training programmes will be as per NCVT in various trades having good employment potential as assessed by ITI.
- (c) **Period of Training:**
Duration of the training programmes will be as per norms of MSDE/ DGT.
- (d) **Training Incentive:**

A training incentive of upto Rs.6000/- per trainee for any specific purpose as mutually agreed upon by MoSJE & MSDE.

(e) **Payment of training expenses:**

The MoSJ&E will release the funds towards mobilization/mentoring and or training of target group to MSDE/ affiliated agencies directly based on mutually agreed procedure.
