

## **ACTION PLAN FOR PM-DAKSH (PRADHAN MANTRI DAKSHTA AUR KUSHALTA SAMPANN HITGRAHI) YOJANA**

### **I. MAIN FEATURES**

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, De-notified Tribes (DNTs), EBCs, Safai Karamcharies including Waste Pickers. 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.

The focus of the programme would be on providing high quality skills through good quality institutions so that the training can result in finding jobs or self employment ventures. Apart from this, rural artisans who have become marginalized owing to coming of better technologies in market, would be trained so as to adopt newer processes and increase their incomes.

The programme also engages with skilling the Safai Karamcharis including Waste Pickers, and Women so that they can engage in self-employment activities.

With the above in mind, a National Action Plan for the marginalized persons of SC, OBC, EBC, DNT, Safai karamcharies including waste pickers and named '**Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi**' (DAKSH) Yojana has been approved.

The scheme would be implemented by the three Corporations National Scheduled Castes Finance and Development Corporation (NSFDC), National Backward Classes Finance & Development Corporation (NBCFDC) & National Safai Karamcharis Finance and Development Corporation (NSKFDC).

### **II. OBJECTIVE OF THE SCHEME**

The main purpose of the scheme is to increase the skill levels of the target youth by providing for long term and short term skills, followed by settlement in employment/self-employment.

Apart from this, the skill levels of the artisans would be increased through Recognition of the Prior Learning (RPL) programmes. Under this, the upgradation would be of the skill/process/design so that the incomes will dramatically increase within their practicing vocations.

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A multi-pronged strategy to enhance the competency level of the target groups and make them employable both in self and wage-employment for their socio-economic development of the following sections of the target group:

- (i) artisans may improve their revenue generation capacities within their practicing vocations,
- (ii) women may enter into self-employment thereby financially empowering themselves without neglecting their domestic activities; and
- (iii) Youth may acquire long-term training and specialization in employable vocations giving them better standing in the job market.

### III. GUIDELINES OF THE SCHEME

#### Categorization of Skilling Programmes

Under PM-DAKSH Yojana, target groups of the MoSJ&E will be trained broadly in the following sub-categories:

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

- (i) **Target Group:-** Marginal rural artisans belonging to SC/OBC/EBC/DNT categories and other such entrepreneurs in addition to Safai karamcharis including waster pickers and their dependant who constitute the bottom of the pyramid.
- (ii) **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 be double from the occupation.

Specifically in respect of safai karamcharis including waste pickers, 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.

- (iii) **Period of Training:-** The duration of the training programmes will be **35 to 60 hours/5 days to 35 days** keeping in mind the occupational hours of the trainees.

- (iv) **Training Cost:-**The training cost will be limited to extent of Common Cost Norms (CCN) as applicable from time to time. The total training cost per persons which includes other expenses is also as under
- (a) NSFDC and NBCFDC : Rs.8000/-
  - (b) NSKFDC : Rs.3000/-
- (i) **Other Expenses:-** As the trainees are already employed, they will be paid Rs.2,500/- 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.
- (ii) **Share of Training Type:-**Upskilling/Reskilling will comprise of 20% of all training conducted by NSFDC, 26% by NBCFDC and 67% of training conducted by NSKFDC.

#### Short Term Courses (focus on wage/self-employment):

- (a) **Target Group:-**Most disempowered groups belonging to SC/OBC/EBC/DNT and Sanitation Workers (excluding 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 **300 hours and upto 3 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. The total training cost is Rs.22000 per person which includes other expenses also.

(e) **Other Expenses:**

- (i) For non-residential training programmes, the trainees will be paid stipend (compensation of transportation charges), @ Rs.1,500/- per month for SC candidates, Rs.1,000/- per month to OBCs/EBCs/ DNTs and Rs.1,500/- per month to Sanitation Workers (excluding Manual Scavengers) 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) For conducting skill development training programme for the sensitive target groups such as 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.1,000/- p.m.
  - Tool-kit @ upto Rs.5,000/- per trainee.
  - Mobilization and handholding @ Rs.500/- per trainee.
  - Stipend amount @ Rs.1,000/- 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 43% of all training conducted by NSFDC, 34% by NBCFDC and 33% of training conducted by NSKFDC.

**Entrepreneurial Development Programmes (EDP):**

- (a) **Target Group:-** SCs, EBCs, OBC and DNTs 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 NSQF and as notified by Ministry of Rural Development being implemented by the RSETIs in terms of letter No.I-12011/09/2016-NRLM (RSETI) dated 18.11.2017 of MoRD. The training would consist of sessions on Effective Communication Skills, Risk Taking Behaviour, Business Opportunity Guidance,

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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 90 hours (15 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. The total training cost is Rs.7000 per person which includes other expenses also.
- (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.1,500/- per candidate will be payable to assessing and certification body.
- (f) **Share of Training Type:** EDP will comprise of 22% of all training of NSFDC and 31% by NBCFDC.

**Long Term Courses (for Global Class Skills):**

- (a) **Target Group:-** SC, poor OBC, EBC, DNT youth and Sanitation Workers (excluding Manual Scavengers)/Waste Pickers (including their dependants) etc. who have been educated upto 10<sup>th</sup> 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 650 Hours or 7 months**, 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. The total training cost is Rs.45000 per person which includes other expenses also.

**(e) Other Expenses:**

- (i) For non-residential training programmes, the trainees will be paid stipend (compensation of transportation charges), @ Rs.1,500/- per month for SC candidates, Rs.1,000/- per month to OBCs/EBCs/DNTs and Rs.1,500/- per month to Sanitation Workers (excluding Manual Scavengers)/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.

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

Long Term Training will comprise 15% of all training of NSFDC and NBCFDC is 9%.

**IV. METHODOLOGY OF IMPLEMENTATION AND TIMELINES**

The DAKSH will be run through an end-to-end IT system that covers the entire ecosystem of the training programmes. This works as follows:-

- i) There will be a DAKSH portal and DAKSH App giving the areas in which training would be imparted.
- ii) The list of training agencies (which are already finalised by the implementing agencies) would be pre-fed into the software.
- iii) The eligible candidates can register for training giving their Aadhaar numbers and specify their area of interest, and also select the institution where he/she would like to take the training.
- iv) As soon as the portal is closed for receiving the applications, list of all students who have opted for a particular training institution will be given an aptitude test online and using the portal.
- v) All candidates who are found suitable based on the qualifications and the aptitude test would be communicated to the Training Provider on the DAKSH portal automatically.
- vi) The TP will have to fix the date for starting the training programme; and based on that communications will automatically go to all the candidates who opted for the training.
- vii) On the date of the beginning of the training programme, the first instalment of 30% would be released from the implementing agency (NSFDC/NBCFDC/NSKFDC) to the TPs through an online process. There should be no paper work in this regard. The internal approval processes within the implementing agency should be duly aligned to this system to ensure that the payment to the TP goes on the very first day the training starts.

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- viii) As soon as the training starts, an attendance system using Artificial Intelligence of facial biometric, installed in the training centre will be used to record attendance of all the students on the portal every day.
- ix) Only those students who are found to be regular with not less than 75% attendance would be eligible for stipend. The stipend payment would be automatied based on the attendance recorded on the portal, without any manual intervention. The payment shall go through an online process from the implementing agencies using PFMS/DBT into the account of the student.
- x) On completion of the training programme, the training agency should enter the date of the examination/assessment on the IT portal, along with the results obtained against each candidate.
- xi) This would enable releasing of the second instalment automatically and without any manual intervention.
- xii) The placement details of the candidate would need to be accurately entered by the TP after placement, alongwith the bank account in which the salary would be paid. The portal would also have the facility for student to enter the progress in the profession where he has been placed.
- xiii) On completion of the mandatory (6) months period, the release of balance 20% to the TP should get automatically initiated.

**Timelines**

The following would be the timelines for this above effort:-

S. No.	Purpose	Date
<b>First Round Trainings</b>		
1	Uploading of the approved Training Partners on the system	Before 10th April
2	Preparing the software and mobile app – approval, testing and launch	Before 1st May
3	Issue of advertisement in all newspapers calling for applications	Before 1st May 2021
4	Opening of the portals for the first round	1st May to 30 May
5	Conducting of aptitude test	1st to 15th June (online)
6	Notification to the agencies for fixing the date for starting of trainings	15th to 30th June
7	Starting of the training classes	1st July before 15 August
	<b>Second round training programme</b>	The same process will repeat from 1st October to 28th February



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April to June, 2021 (1 <sup>st</sup> Quarter)	July to September, 2021 (2 <sup>nd</sup> Quarter)	October to December, 2021 (3 <sup>rd</sup> Quarter)	January to March, 2022 (4 <sup>th</sup> Quarter)	Remarks
<ul style="list-style-type: none"> <li>• Call for EoI and selection of training partners – by 7<sup>th</sup> May, 2021.</li> <li>• Sanction of training programmes to the SSCs/TIs by 21<sup>st</sup> May, 2021.</li> <li>• Mobilization, selection of beneficiaries and uploading of data by the SSCs/TIs by June, 2021.</li> </ul>	<ul style="list-style-type: none"> <li>• Checking of data and approval for commencement of RPL programme by 15<sup>th</sup> July, 2021</li> <li>• <b>Commencement of training for 6000 candidates in last week of July, 2021.</b></li> </ul>	<ul style="list-style-type: none"> <li>• Receipt of Bills towards 1<sup>st</sup> installment of 50% CF for 6000 candidates and processing of the same during October, 2021.</li> <li>• Receipt of Bills towards 2<sup>nd</sup> installment of 50% CF for 6000 candidates during November &amp; December, 2021.</li> </ul>	<ul style="list-style-type: none"> <li>• Release of 2<sup>nd</sup> installment of 50% CF during January, 2021</li> </ul>	<ul style="list-style-type: none"> <li>• Course duration – 35 hrs/5 days.</li> <li>• Assessment &amp; Certification to take one month after course completion.</li> <li>• Receipt of bills alongwith required documents for final payment of coursefee would take onemonth after assessment &amp; certification.</li> <li>• Payment of course fee within one month of receipt of the bills and training data.</li> </ul>

## V. THE ESTIMATED NUMBERS TO BE TRAINED

A.	Corporation's Part	2021-22		
		NSFDC	NBCFDC	NSKFDC
(i)	<b>Upskilling</b>			
	Number of Trainees	4000	5500	6000
	Training Cost	320	440	180
(ii)	<b>Short Term Training</b>			
	Number of Trainees	8500	7000	3000
	Training Cost	1870	1540	660
(iii)	<b>EDP</b>			
	Number of Trainees	4500	6500	
	Training Cost	315	455	



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A.	Corporation's Part	2021-22		
		NSFDC	NBCFDC	NSKFDC
(iv)	<b>Long Term Training</b>			
	Number of Trainees	3000	1800	
	Training Cost	1350	810	
	<b>Trainees through Corporations</b>	<b>20000</b>	<b>20800</b>	<b>9000</b>
	<b>Total (T1)</b>			<b>49800</b>
	<b>Total Training Cost (C1)</b>	<b>3855</b>	<b>3245</b>	<b>840</b>
	<b>Add: Monitoring Expenses @ 1% of the training cost (C2)</b>	<b>39</b>	<b>32</b>	<b>8</b>
	<b>Total (C1 + C2)</b>	<b>3894</b>	<b>3277</b>	<b>848</b>
	<b>Total (C3)</b>			<b>8019</b>

## VI. FUNDING PATTERN

(Amount in Rupees)

Component of Training	2021-22		
	NSFDC	NBCFDC	NSKFDC
<b>Upskilling</b>	8000	8000	3000
<b>Short Term Training (300 Hrs/3 Month)</b>	22000	22000	22000
<b>EDP (90 Hrs/15 Days)</b>	7000	7000	7000
<b>Long Term Training (650 Hrs/7 Month)</b>	45000	45000	45000

\* Per trainee cost for upskilling/skill upgradation (60 Hrs/1 Month)- Rs.8,000/- for 2021-22 (Expected Training duration of 35 Hours/5 Days) for all 5 years.

\* Per trainee cost for short term course - Rs.22,000/- for 2021-22 (Expected training duration of 300 Hours/3 Months and includes stipend and assessment cost with an assumption that around 25% programmes will be residential).

\* Per trainee cost for long term course - Rs.45,000/- for 2021-22 (Expected training duration of 650 Hours/7 Months and includes stipend and assessment cost with an assumption that around 25% programmes will be residential).

\* Per trainee cost for EDP course - Rs.7,000/- for 2021-22 (Expected training duration of 90 Hours/15 days and includes assessment cost and support for food and to & fro for candidates).

## VII. MONITORING OF THE SCHEME

The Guidelines of PM DAKSH prescribes the following monitoring mechanism.

- i. The 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.
- ii. The implementation will be additionally subject to third party evaluation initiated by the Corporations and also MoSJ&E.
- iii. In addition to this, time to time, provision of inviting PMU team to visit the ongoing training sight for inspection, Instant information on WhatsApp Groups for different activities, Monitoring of training programmes by setting up CCTVs and live streaming of the session and launching of PM DAKSH Portal for Monitoring of skilling training on real time basis.
- iv. Online surveillance through CCTV, Apps etc.

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