



Pre – launch meeting with Stake holders of Textile Sector Skill Council

**Presentation by
Dr J V Rao
Consultant (TSC)
Confederation of Indian Textile Industry**

The presentation covers.....



- About NSDC & funding for Training Provider (TP)
- Textile Sector Skill Council (TSC) – objects, functions, & deliverables
- Benefits to TPs
- Protocols for affiliating TP to TSC
- About Qualification Pack (QP) & National Occupational Standards (NOS)

<http://nsdcindia.org/>

The National Skill Development Corporation ('NSDC') has been set up under the PM's National Council on Skill Development with the primary mandate of enhancing, supporting and coordinating private sector initiatives for skill development. It is a one of its kind, Public Private Partnership in India.

It promotes skill development by catalyzing **creation of large, quality and for-profit** vocational institutions/Training Providers (TP).

It provides funding to build scalable, for-profit vocational training initiatives.

Its mandate is also to enable support systems such as quality assurance, information systems and train the trainer academies either directly or through partnerships.

To fulfil its objectives, NSDC is looking for proposals to create training institutes that are innovative in operating model and can have a 'multiplier' effect for skill development

- The Proposal should preferably be focused on utilizing the funds from NSDC for bridging any operational viability gaps rather than for building infrastructure.
- NSDC will prefer Proposals that ensure sustainability in the long run and include partnerships with employers, state governments, and financial institutions for providing loans to the trainees to fund the course fees and/or self-employment opportunities.
- NSDC will fund proposals in the form of either loan or equity participation and proposals should not expect any grant funding from NSDC.

How to apply to NSDC as TP ?



A Proposal template is available on NSDC's website for private players and non-profit players (*Invitation for Proposals*).

The proposals, among other parameters, will be evaluated through the following guidelines:

- Sustainability of Business models in the medium-long term**
- Partnerships with prospective employers, state governments and financial institutions.**
- The NSDC will adopt a phased and detailed due-diligence process to select proposals.**

The criteria for selection of the proposal:

- Alignment with the NSDCs mission**
- Robustness of overall plan and operating model**
- Ability to leverage partnerships, financial requirements and management capability**

Indian Sector Skill Councils



- 1. Automotive Skills Development Council**
- 2. Security Sector Skill Development Council**
- 3. Retailers Association's Skill Council of India**
- 4. Media & Entertainment Skill Council**
- 5. IT-ITeS Sector Skill Council**
- 6. Health Care Sector Skill Council**
- 7. Rubber Sector Skill Council**
- 8. Gems & Jewellery Skill Council of India**
- 9. BFSI Sector Skill Council of India**
- 10. Leather Sector Skill Council**

- 11. Electronics Sector Skills Council**
- 12. Food Industry Capacity and Skill Initiative**
- 13. Telecom Sector Skill Council**
- 14. Agriculture Skill Council of India**
- 15. Logistics Sector Skill Council**
- 16. Indian Plumbing Sector Skill Council**
- 17. Capital Goods Skill Council**
- 18. Construction Skill Development Council of India**
- 19. Life Sciences Sector Skill Council**
- 20. Indian Iron & Steel Sector Skill Council**
- 21. Aerospace & Aviation Sector Skill Council**
- 22. Skill Council for Mining Sector**

23. Power Sector Skill Council

24. Apparel, Made-ups and Home Furnishings Sector Skill Council

25. Textile & Handloom Sector Skill Council

26. Handicrafts & Carpets Sector Skill Council

27. Beauty & Wellness Sector Skill Council

28. Tourism & Hospitality Sector Skill Council

29. Earthmoving & Infrastructure Building Equipment Sector Skill Council

30. Sports, Physical Education, Fitness and Leisure Skill Council

31. Management and Management Services Skill Council

32. Hydro Carbon Sector Skill Council



....will be launched in Sept 2014

TSC's Objective

TSC proposes to leverage existing industry's infrastructure as well as public infrastructure for its training initiatives. Therefore to meet TSC's training initiatives the industry has to commit itself by signing an MOU with TSC to ensure industry participation.

TSC Governing Body Members

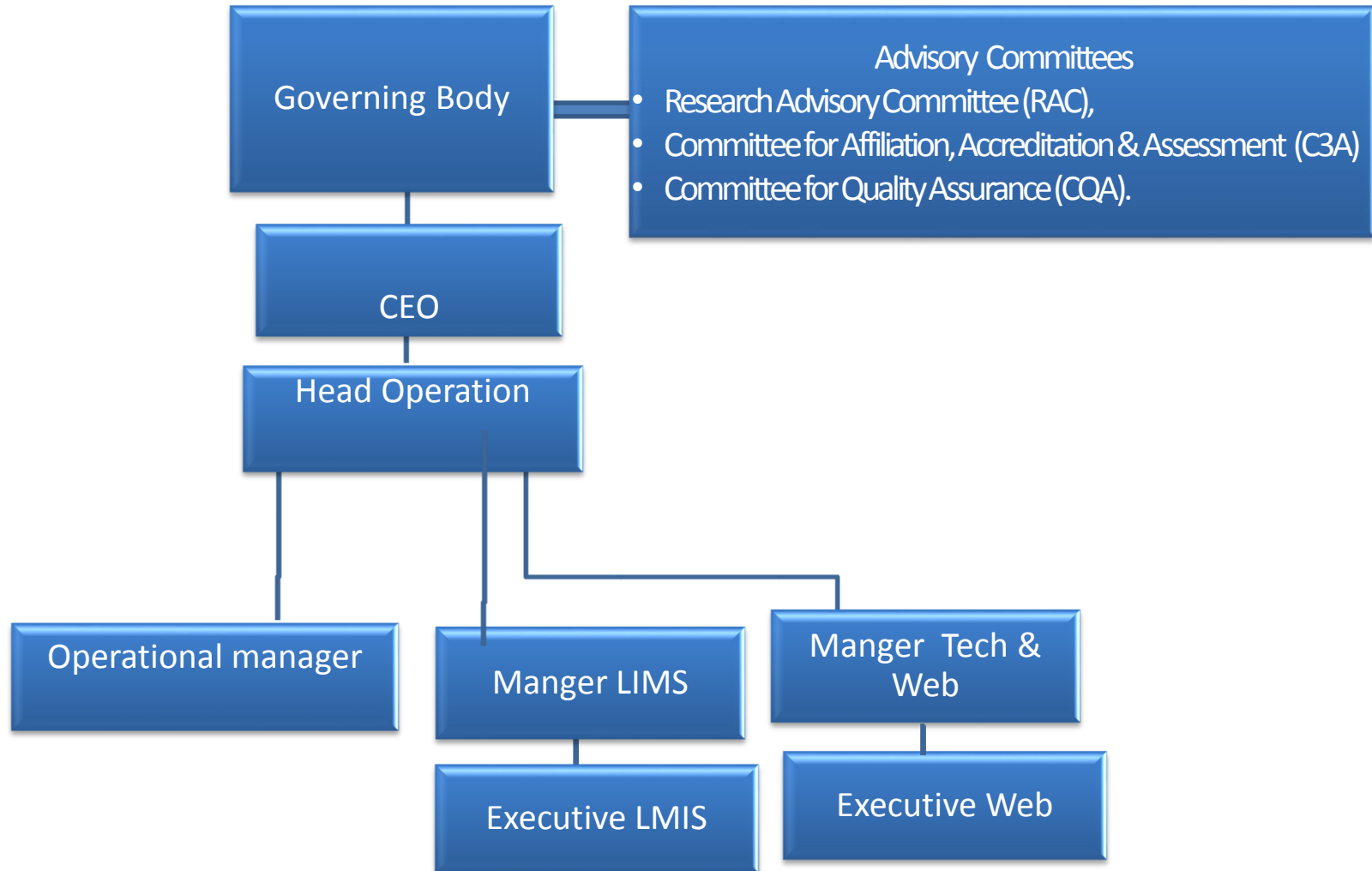


1. CITI
2. SIMA
3. NITMA
4. RTMA
5. SRTEPC
6. TEXPROCIL
7. PDEXCIL
8. DENIM MANUFACTURES ASSOCIATION
9. INDIAN SPINNERS ASSOCIATION
10. EASTERN INDIA TEXTILE MILLS' ASSOCIATION
11. MILL OWNERS ASSOCIATION, MUMBAI
12. THE MADHYA PRADESH TEXTILE MILLS ASSOCIATION
13. AHMEDABAD TEXTILE MILLS ASSOCIATION
14. FEDERATION OF INDIAN ARTSILK WEAVING INDUSTRY

REPRESENTATIVES FROM

15. NITRA/BTRA/SITRA/ATIRA on rotational basis
16. REPRESENTATIVE FROM O/o DEVELOPMENT COMMISSIONER OF HANDLOOMS
17. REPRESENTATIVE FROM NSDC

Organization Chart



1. Quality Assurance:

Facilitate right kind of training to workers on state-of-the-art technologies:

- Develop standard occupational procedures for various jobs in consultation with stake holders
- Assist mills to establish training centers at the mill premises or at any convenient location(s) & will affiliate them to TSC
- Will undertake third party evaluation of trainees & award certificates
- Train existing workers
- Organize training of trainers (TOT) programs

2. Labor Market Information System (LMIS)

- Identify skill development needs & prepare catalogue of skill types
- Develop skill development plan & maintain skill inventory
- Act as a career guidance for textile sector
- Set up Labor Market Information System to assist planning and delivery of training

3. R&D

- Benchmark international standards
 - Productivity analysis of human resources
 - Identifying 'technology' to be taken up for teaching & training
- .

Proposed Operating Model



Activity	Operating Model
Identification of skill development needs & LMIS	Manpower study proposed to be outsourced
Occupational standard development	Will be outsourced - subject experts from industry
Standardization of processes <ul style="list-style-type: none">• to affiliate Training partners &• accreditation of assessing agencies	Advisory Committees - TSC
Evaluation of trainees & Certification	Evaluation of trainees –industry experts will be outsourced Certification will be done by SSC
Training of Trainers programs	Industry expert will be outsourced

Key Deliverables in 10 years



• Number of Job Roles	357
• Certifications	11,60,502
• Trainers to be Trained	3,772
• Training Partners to be Affiliated	577

Benefits for Training Providers (Textile mills)



Mill's Training center is no longer a “COST CENTER” !!

- **Monetary benefits:**
 - Mills would be eligible to participate in central & state government funded programs for skill development. Some of the GoI schemes are:
 - Standard Training Assessment & Reward (STAR) scheme funded by NSDC
 - Integrated Skill Development Scheme (ISDS) funded by Ministry of Textiles, GoI
 - K V I C (Ministry of Micro, Small & Medium Industries, GoI
 - Ministry of Rural Development
 - Ministry of Labour & Employment
 - Ministry of Tribal Affairs
 - Ministry of Communications & Information Technology
 - Ministry of Women and Child Development
 - The schemes provide part or full financial assistance to the training provider to meet the expenses incurred in conducting the training programs. The schemes also have provision to provide stipend to the trainees

- Non monetary benefits:
 - Alignment of TSC and training partners (mills) thro' process of affiliation will focus on learning and development of learners so that they are easily employable in the mills.
 - The affiliation facilitates the mills to maintain high standards of quality in imparting necessary skills by developing customized curriculum with the help of NOS to meet local/cluster requirements.
 - Thus it encourages the mills to pursue continual excellence so that they are always in tune with the latest requirements of the sector
 - Industry recognized certification of the successful trainees
 - Access to international bodies available in similar space

- **Corporate Social Responsibility (CSR) is made compulsory under the Companies Act and was passed by parliament, comes into effect from April 1, 2014.**
- **All companies with turnover of Rs.1,000 crore and more - or a net worth of Rs 500 crore and more or net profit of Rs.5 crore and more - will have to spend at least two percent of their three-year average profit every year on CSR activity,“**
- **Promoting education, including special education and employment enhancing vocation skills (especially among children, women, elderly, and differently abled persons) are considered as CSR activities.**

Govt's notification on Skill Development



- It has been notified by Govt to implement National Skill Qualification Framework (NSQF). The decision was taken by the Cabinet committee on Skill development which met on 19th Dec 2013.

To ensure smooth transition from the current practice of conducting vocational training programs by various agencies, the implementation time table for rolling out the NSQF would be

- After 3rd anniversary date of this notification
 - Government funding would not be available for any training program which is not NSQF compliant
- After 5th anniversary date of this notification
 - It shall be mandatory for all training and educational programs/ courses should be NSQF compliant
 - All training and educational institutes shall define eligibility criteria for admissions to various courses in terms of NSQF levels

Institutions Eligible to Affiliate to TSC



1. Training Organizations/Institutions set up by NSDC funding.
2. Training Institutions set up/affiliated by Government of India :ITIs/ITCs; Institutions approved by AICTE; College/ Institutes recognized by UGC; Schools / Institutes approved by Central or State Boards of Secondary Education; Any other institute set up by Central or State/ UT government
3. Private Training Institutions independently operating in Vocational Space.
4. Training institutions set up by private companies to meet skilled manpower requirement for in-house needs or for the sector
5. Company/Firm/Society/Trust - Any of the above fulfilling any of the following criteria:
 - An organization providing training under Apprentices Act, 1961 for last three years from the date of submission of the application.
 - An organization registered in India, conducting business in the domain of skill development & training, having Permanent Income Tax Account Number (PAN) and Service Tax Registration Number and audited accounts of statements at least for last one year.

- 1. TP will apply for affiliation to TSC for a NOS based course pertaining to a specific job role (Qualification Pack).**
- 2. TP can affiliate one or more courses to TSC. For each course corresponding to a Qualification Pack, the TP will take an affiliation from TSC. Thus there can be multiple affiliations of a TP with TSC.**
- 3. TP can also take affiliations from multiple SSCs; for courses pertaining to their sectors.**
- 4. TSC will affiliate the institution of the TP for the NOS based courses that the institution is offering.**

The requirements for affiliation of a TP are classified into 4 sections

Section 1: Institution and Management Profile

Section 2: Quality Aspects in Institution Governance

Section 3: Training Operations – Processes

Section 4: Performance, Measurement and Improvement

Qualification Pack (QP) National Occupational Standards (NOS)



QP comprises the set of occupational standards together with the educational, training and other criteria required for a job role.

- NOS describe what individuals need to know and understand in order to carry out a particular job or function
- NOS are performance standards that individual must achieve when carrying out functions in the work place, together with specifications of the underpinning knowledge and understanding
- In short, NOS describes
 - performance criteria for each of the elements to perform a particular task
 - knowledge & understanding with reference to organizational context and technical domain
 - skills with respect to core skills and professional skills

Performance criteria of the tasks

1. Take charge of shift
2. Stopping & Starting a loom
3. Weaver's knot
4. Attending warp break
5. Attending weft break
6. Battery filling
7. Other work practices
8. Handing over the shift

Knowledge & Understanding

- A. Organizational context
- B. Technical Knowledge
 - i. About the product
 - ii. About the raw material
 - iii. Different types of looms
 - iv. Different types of weaves
 - v. Causes of fabric defects
 - vi. Inspection standards
 - vii. British & American systems of grading
 - viii. Safety mechanism

Skills

A. Core skills

- I. Read, write & communicate
- II. Plan & manage work
- III. Etc.....

B. Professional skills

- i. Should put 15 knots/min
- ii. Fill 24 pirns in a battery in 2 minutes
- iii. Pick finding in 15 to 30 seconds
- iv. Warp break in 45 to 60 seconds
- v. Weave fabric free from defects

To meet TSC's training initiatives.....

The industry has to commit itself to the initiative by signing an MOU with TSC to ensure industry participation. Its participation would be in course content development, providing trainers where there is shortage of qualified trainers and recruiting manpower from TSC affiliated institutions.

*Thank
You*

Together WE can and WE will make a difference