



*Industry  
Intervention  
under  
Utkarsh Bangla*

***Rationale:*** “Skill Development is not a goal in itself, it must result in employment.”

## **General Rules/ Guidelines:**

- Objective of any Skill Development and Vocational Program is to provide sustainable livelihood to the beneficiary.
- It's a TP's primary responsibility to provide settlement (Wage/ Self Employment) to every trainee.
- As per CNN a minimum 70% settlement is mandatory for every TP, out of which 50% should be wage employed and 20% could be self employed.
- A tracking of placed candidates for 3 months after employment is mandatory.
- It's advisable to have a full time State Level Manager – Placement for every TP.

# *Settlement Types*

## • **Wage Employment**

- Arrangement where a candidate gets remuneration against his work on a regular basis (in most of the cases monthly salary)
- A TP needs to arrange CPDs (Campus Placement Drives) for placing their candidates in various organization. The job nature in most of the cases are “Full – Time”.
- Minimum Salary should be as per Wage Laws of State but it’s advisable that the salary should not be less then Rs. 5000/- P.M.
- Proof documents to be submitted for placement verification by TPs are – Offer Letter/ Appointment Letter, Salary Slip (3 Months) and Bank Statements (3 Months)

## • **Self Employment**

- In this arrangement a person works for himself and earns money through that.
- TP need to arrange a credit linkage to establish his venture. His earning should not less then Rs. 3500/- P.M.
- Proof of documents to be submitted are Credit Linkage proof, Trade License, Action Photograph and bank statement

# *Industry Intervention at Skill Development*

- Direct Placements from TPs, ITIs, Polytechnics and VTCs at district level by CPDs
- District Level Job Fairs Participation
  - By District Administration/ Employment Exchange
  - By PBSSD/ NSDC/ SSC organized
  - By District Level Industry Associations
- Flexi MoU (Memorandum of Understanding)
- NAPS (National Apprentice Promotional Scheme) or NEEM (National Employability Enhancement Mission)

# *Industry Resource Cell (IRC)*

- Coordinate with State & National Level Industries & their association
- Management & Coordination of placements in all scheme
- Identify & aggregate demand of manpower
- Handling and hand holding pool of Placement Managers & Career Counsellors of TPs. 1 TP = 1 Dedicated State Placement Manager 1 TC = 1 Career Counsellor
- Coordinate for convergence with Industry & other department at state level
- Coordinate with NSDC Industry Cell, SSCs & WorldSkills India
- At district level DPM will be representative of IRC.

# ***Role of District Skill Development Committee***

- Ensuring presence of GM – DIC (District Industry Centre), Director RSETI and LDM in every DSDC Meeting
- Block level demand mapping and youth aspiration mapping
- Conducting workshops at DIC or Industry Association with Industry Representatives and collating the demand in collaboration with SPMU, PBSSD. Training Centre Representatives, ITI and Polytechnic Principals should be called for such workshops.
- Informing SPMU, PBSSD for required Placement Drives on specific sector

# ***KRAs of DPMU towards Industry Intervention***

- During monitoring of TC cross verification of Placement Documents and flag the issues to SPMU, if any.
  - Random call to candidate about his/ her current status
  - Random call to employers for verification purpose
  - Random visit to self employed candidates in district
- Coordination and handholding for organizing CPDs at TC.
- Regular interaction with DIC office, Industry Association and district level industries. A fortnight visit is advisable.
- Organizing Job Fairs in coordination with DIC/ Industry Association/ SPMU
- Any other specific task assigned by IRC.



***Thanks & ?***