

Skill Development Initiative Scheme (SDIS)

(Based on Modular Employable Skills)

The SDIS was launched by the Ministry of Labour and Employment in 2007-08 with the objective of meeting the growing requirement of skilled manpower in the industry through short-term courses.

The need for a scheme

It is an established fact that, the skill level and educational attainment of the workforce determines the productivity as well as the ability to adapt to the changing industrial environment. A majority of Indian workforce does not possess marketable skills which is an impediment in getting decent employment and improving their economic condition.

A large number of school drop outs do not have access to skill development for improving their employability. The educational entry requirements and long duration of courses of the formal training system are some of the impediments for a person of low educational attainment to acquire skills for his livelihood.

Besides, priority is also given to covering those above the age of 14 years who have been either engaged or withdrawn as child labour so as to enable them to learn employable skills in order to get gainful employment. Cluster approach has been adopted with a view to further reducing the incidence of child labour; parents of child labour could also be enrolled on a preferential basis for providing skills so as to improve their employability.

The Objectives

- I. To provide vocational training to school leavers, existing workers, ITI graduates, etc. to improve their employability by optimally utilizing the infrastructure available in Govt., private institutions and the Industry. Existing skills of the persons can also be tested and certified under this scheme.
- II. To build capacity in the area of development of competency standards, course curricula, learning material and assessment standards in the country.

Training

- I. *Institutional Training - Craftsmen Training through Industrial Training Institute (ITI)*
 - The craftsman training is provided to youth with the objective to prepare semi-skilled workers for the industry.
 - The educational qualification varies from class VIII pass to Class XII pass depending upon the trades.
 - The duration of training varies from six months to three years.

- The trainees after completion of craftsmen training appear in the All India Trade Test to get National Trade Certificate awarded by National Council of Vocational Training (NCVT),
- The NCVT is recognized for the purpose of recruitment to the subordinate technical posts at the shop floor level within the country as well as abroad.
- The State Governments through Industrial Training Institutes/Industrial Training Centres (ITIs/ITCs) impart institutionalised vocational training under Craftsman Training Scheme, which is one of the flagship programmes run by the DGE&T.

II. On the Job Training - Apprenticeship Training through Industry

- Training to school leavers and ITI graduates with the objective to prepare skilled workers for the industry.
- The educational qualification varies from class VIII pass to Class XII pass depending upon the trades.
- The duration of training varies from one year to four years.
- All India Trade Tests for apprentices are conducted under the aegis of NCVT.
- Successful apprentices are awarded National Apprenticeship Certificate by the NCVT

III. Skill Development Initiative on Modular Employable Skill (MES)

MES is 'Minimum Skill Set' which is sufficient to get an employment in the world of work. Skill Development Initiative on Modular Employable Skill (MES) has been developed in close consultancy with Industry, State Governments & Experts in pursuance of excellence in vocational training.

MES allows skills up-gradation/formation, multi entry and exist, vertical and horizontal mobility and lifelong learning opportunities in a flexible manner and allows recognition of prior learning. The skill is to be assessed by the Assessing Body mainly from the Industry organizations. NCVT issues certificate of skills acquired through informal means/competence assessed.

Click here for details of the courses offered:



MES Courses.pdf

The updated list may be downloaded from website: www.dget.gov.in/mes

Key features of the scheme are:

- Demand driven short term training courses based on Modular Employable Skills (MES) identified and decided in consultation with Industry. MES is the 'Minimum Skills Set' which is sufficient for gainful employment or self employment in the world of work.
- Central government facilitates and promotes training while industry, private sector and state governments provide training to the persons

- Optimum utilisation of existing infrastructure available to make training cost effective.
- Flexible delivery mechanism (part time, weekends, full time, onsite) to suit needs of various target groups.
- Different levels of programmes (foundation, skill formation and upgradation) to meet demands of various target groups of industry and commerce.
- The services of existing or retired faculty or guest faculty are being utilized.
- Courses are available for persons having completed 5th standard and onwards.
- Testing of skills of an individual acquired informally in competency and issue of NCVT certification on qualifying it successfully.
- Testing of skills of trainees by independent assessing bodies, including industry organizations such as FICCI, CII, etc. which do not involve in training delivery, to ensure an impartial assessment by the employer itself.
- Essence of the scheme is in the certification on vocational training from the NCVT that is nationally and internationally recognized in world of work in the Government (Centre and State) as well as private sector.

Beneficiaries of MES

- Workers seeking certification of their skills acquired informally
- Workers and ITI graduates seeking skill upgradation
- Early school drop-outs and unemployed
- Previously child labour and their families

Age Limit

The minimum age limit for persons to take part in the scheme is 14 years with no upper age limit.

The training

The training under SDI scheme is provided at various Vocational Training Providers (VTPs) registered under Central Government, State Governments, Public and Private Sector and Industrial establishments/Institutes etc.

VTPs provide counselling & vocational guidance, training facilities as per norms, impart quality training, post training support to trainees in getting employment.

Fees & Reimbursement

All VTPs have been given necessary powers to collect the training fee from trainees.

VTPs have been vested with such powers to reimburse training fee to successful trainees collected from trainees on successful completion of training under SDIS

State Societies shall ensure that the training fee charged from the trainees is reimbursed to the successful candidates by the VTPs.

Project Management, Monitoring and Evaluation

A State Committee has to be formed to have effective coordination with all stakeholders like Industry, other ministries, State Governments and Trade Unions to advise and guide the project implementation.

The State Committee will be chaired by concerned Secretary/Principal Secretary of Labour & Employment to the State Government. This Committee will have representatives of major stakeholders

A National Project Management Cell (NPMC) in DGE&T Headquarters and six Regional Cells in Regional Directorate of Apprenticeship Training have been set up. These are responsible for implementation as well as monitoring of the activities of SDI/ MES Scheme in the country. The NPMC and regional cells are under the administrative control of Directorate General of Employment and Training in the Ministry of Labour & Employment, which is the coordinating agency. DGET has the highest authority/access/permission in the SDIS application. RDAT has the next level of access after DGET

The Regional Cell

The Regional Cell is responsible for periodic inspection of Vocational Training Providers (VTP) and Assessing Bodies (AB) for the trainings and assessment conducted respectively and candidate registrations, verification of the results of candidates and issuing certificates for successful candidates.

Each Regional Cell at RDAT has one Project Coordinator (SDI) of the level of Joint Director assisted by one Assistant Project Coordinator (SDI) responsible for implementing the scheme in the respective region.

Assessing Body

Is responsible for:

- Registration of candidates and collection of assessment fee,
- Conduct testing in respect of skill areas under Modular Employable Skills (MES)
- Reimbursement of the assessment fee as per conditions
- Maintain records of assessment.

For information on the Assessing Bodies



Assessment.pdf

Contacts

For any query on the scheme please contact

Director, RDAT
MSO Building, E-Wing,
1st Floor, D F Block,
Sector-1 Kolkata

Telephone Nos: 033-23210331
23340364
Fax 033-23211404
Email: rdatkol@nic.in

If the query is not resolved by the Regional Cell, please contact at following address:

**Deputy Director General (Apprenticeship Training),
Directorate General of Employment & Training,
Ministry of Labour & Employment,
Shram Shakti Bhawan, Rafi Marg, New Delhi - 110001 (India)
Phone: +91 11 23710485, 23001232
E-mail: mes-dget@nic.in**

Click here for the Application Form



Application form.pdf

Source: <http://dget.gov.in/mes/Downloads/SDIManual1Oct.pdf>
http://planningcommission.nic.in/plans/mta/11th_mta/chapterwise/chap9_employ.pdf

<https://www.sdi.gov.in/SDISData/SDIS%20Documents/CWeb%20Portal%20User%20Manual%20VTP%20SR513.pdf>