

## Awareness programme on National Skill Certification & Monetary Reward Scheme

NSDC is a first-of-its-kind Public Private Partnership (PPP) in India set up to facilitate the development and upgrading of the skills of the growing Indian workforce through skill training programs. NSDC supports skill development efforts, especially in the unorganised sector in India by funding skill training and development programmes. It also engages in advocacy and training programmes, in-depth research to discover skill gaps in the Indian workforce, and developing accreditation norms. NSDC, co-promoted by the finance ministry with the mandate to involve the private sector in training 500 million people by 2022 is planning to set up 28 Sector Skill Councils (SSCs) across verticals. NSDC has provided the financial support to the SSCs for undertaking activities like creation of a sector, identify & provide training & certification to the

One such Skills Development Council is the Leather Sector Skills Council (LSSC). LSSC is formed during October 2012 under Sec 25 company under the aegis of NSDC for the execution of the skills building plans for the Leather industry in India as one of the major problems confronting the leather industry now is the shortage of skill manpower, particularly for performing shop floor level operations like cutting, stitching etc and non-availability of trained manpower is a major stumbling block which is affecting our productivity & price competitiveness.

The main aim of the LSSC is to play an effective role as the representative of National Agency facilitating the development of skills solutions for industry players in acquiring & developing the requisite skilled manpower needed to sustain the envisioned growth of the leather & leather goods industry. The target set to provide certification to about 2 million learners/workforce by 2020. To achieve this goal LSSC has taken an initiation to coordinate with Industry, Education & Training Providers and Government to ensure capacity building for availability and organization levels across



*Shri Rajendra K. Jalan, Chairman, CLE addressing the participants*

the country.

In this context, Central Regional Office of the Council has received very positive response from the Industry in the first phase. Seventeen Companies have sent their applications for training of about 2200 workforce. In order to implement the scheme in an effective manner and for successful completion of approved training programs according to the standards prescribed by the NSDC & Leather Sector Skills Council, a Briefing Meeting was organized by the Central Regional Office with the Training Partner Central Footwear Technology Institute, Agra & the member-participants on 23rd October, 2013 at 11.00 a.m. at CLE's Committee Room. The meeting was attended by the 13 member-participants & the Sr. officials from CFTI, Agra. Shri Rajendra Kumar Jalan, Chairman, CLE was specially invited to chair the programme.

Shri Rajendra Kr.Jalan, Chairman, CLE welcomed the Experts & member-participants and briefed about the background of this ambitious Scheme of NSDC which was launched by the Hon'ble Union Minister of Finance Shri P. Chidambaram on August 16, 2013 with an objective of encouraging skill development across the country by providing training on certain job roles to both existing & new

workers. He said today our total export from the country in leather & leather products is Rs.25000 crores and we expect double within 5-7 years which can be possible only when the Industry would have skilled man power. Training through latest methods to workers by trainers from different centres will improve their skill levels efficiently and ultimately has positive effect on production.

Chairman, CLE further informed that in India, we are one of the 6 Councils which has been identified to organize the training programme. Courses have been made with the consent of Experts from Industry & Training Institutes. Target to train about 42000 workforce has been given to the LSSC by 31st March 2014. He informed that LSSC has developed Fast Track National occupational Standards (NOS) for 5 job roles in the Leather Industry and developing 17 more job roles in the next phase of 5-6 months. The main motto is to provide Quality Training to the workforce by quality trainers. He seek suggestions from the Industry if any, for modification in the Curriculum which will be included only after the evaluation & national consensus.

The Chairman appreciated the efforts of Regional Director –CR for organizing this briefing meet before



A view of the participants

starting the training programme. This forum provide the Industry & TPs to clear the concept of this scheme for future action plan. He asked the CFTI Director Shri S.K. Sahoo to report him after completion of training .

Shri O.P. Pandey , Nodal Officer, Leather Sector Skill Council gave a power point presentation on the National Skill Certification & Monetary Reward Scheme – Implementation in Leather Industry by Leather Sector Skill Council covering the introduction, key performance indicators, Objectives of LSSC, about the scheme, Scheme operation , benefits of the scheme to various stakeholders, about training providers & Assessment Agencies . He invited Shri S.M. Sahoo , Director CFTI for detailed presentation on the implementation of the scheme :

After briefing the role of CFTI in the scheme, Mr. Sahoo covered the following details in the presentation :

### STAR-- Skill Development Training

#### Objective:

To encourage skill development for youth by providing monetary awards for successful completion of approved training programmes.

#### Aims:

- To encourage standardization in the certification and initiate registry of skills
- To increase productivity of the existing workforce and align the training and certification to the needs of the country;
- To provide monetary awards for skill certification to boost employability and productivity of youth by incentivizing them for skill training
- To reward the candidates by authorised institutions.
- To benefit 10 lakh youth



Shri Sanatan Sahoo, Director, CFTI making the presentation

Leather Sector Skill Council has identified the Training Programmes to be conducted for Footwear Industry on the following job roles-

1.	Cutter- Footwear	-Level 4
2.	Stitcher- Leather Goods/ Garments	- Level 4
3.	Assistant Operator- Footwear	- Level 2

### STEP BY STEP IMPLEMENTATION OF THE SCHEME-

#### STEP 1: Mobilization of the participants

Leather & leather product Industry to provide list of eligible workers along with application forms duly filled in by the individual candidates.

(Enclosures- Application, 4 Passport Size Photographs, Photo- copy of ID Proof, Aadhar Card, Qualification, Caste certificate, Bank A/c Details)

#### STEP 2: Eligibility

- i. Indian National
- ii. Qualification: minimum 5th standard pass.
- iii. Possessing Unique Identification (UID) ie. Aadhar Card.
- iv. Bank Account in own name of the candidate for disbursing the monetary reward directly to the trainees

If the candidates does not possess either Aadhar card or Bank account or both, at the time of registration, it has to be completed within seven days- responsibility will be of Training Partners

#### STEP 3 : Submission of Details of the participants by CFTI to LSSC

(i) CFTI will submit the details of participants through the NSDC Skill Development Management System(SDMS).

#### STEP 4: Entry of the Details of the candidates in NSDC-SDMS electronically.

All the required data of the students including the UID and bank accounts has to be entered into the SDMS database .

**Step-5: Training of the candidates at the factory premises. The highlights are:**

- Training will be provided at the factory premises only
- The training duration is for 30 working days (60 hours)
- The batch size will be restricted to a maximum of 40.
- The time slot will be decided by the industry employer
- The training partner (CFTI) will identify the trainers and the Training of Trainers (TOT) will be conducted for adequate competency and standard practices.
- The TP(CFTI) will depute one trainer and one assistant trainer for giving training to each centre.
- Both Theoretical and practical classes will be conducted.
- Training will be provided on Technical skill, Soft skill and Health & Safety.
- The On -Job Practices will also be carried out

**The topics and modules to be covered are as follows :**

Sl. No	Topic/Module	Durations (Hrs)	Key Learning Out comes
1	Overview on leather Industry and Generic skills	04	The operator will be able to <ul style="list-style-type: none"> <li>- Explain importance of footwear industry and describe footwear manufacturing process</li> <li>- Explain general hazards or risk that can lead to accidents.</li> <li>- Follow basic safety, Health and Hygiene measures.</li> <li>- Carry out communication effectively with co-workers in writing and orally.</li> <li>- Read the documents that are necessary for them to read to carry out operator's task</li> </ul>
2.	Prepare for Footwear stitching Operation	10	<ul style="list-style-type: none"> <li>- Select the correct component parts for the style being worked on</li> <li>- check that the materials to be used are free from faults and report if any</li> <li>- carry out operations at a rate which maintains work flow and meets production targets</li> <li>- sort and place work to assist the next stage of production and minimize the risk of damage</li> <li>- complete forms, records and other documentation</li> <li>- work in conformance to legal requirements, organizational policies and procedures</li> </ul>
3.	Carry out stitching operation	30	The operator will be able to <ul style="list-style-type: none"> <li>- perform hand stitching operation</li> <li>- perform machine stitching operation</li> </ul>
4	Maintain the Work area, tools and machine	6	The operator will be able to <ul style="list-style-type: none"> <li>- ensure housekeeping and safety</li> <li>- maintain workplace, tools and equipment</li> </ul>
5	Contribute to achieving product quality in stitching processes.	4	The operator will be able to <ul style="list-style-type: none"> <li>- identify and use materials required based on the job card/work ticket</li> <li>- take the necessary action when materials do not conform to company quality standards</li> <li>- test, sort, track feed and examine work in progress</li> <li>- carry out quality checks at specified intervals according to instructions</li> </ul>

6	Comply with Health, Safety and security requirements at work	4	<p>The operator will be able to</p> <ul style="list-style-type: none"> <li>- identify and correct(if possible) malfunctions in machinery and equipment</li> <li>- minimize health and safety risks to self and others due to own actions</li> <li>- monitor the workplace and work processes for potential risks and threats</li> <li>- carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned</li> <li>- undertake first aid , fire fighting and emergency response training ,if asked to do so</li> <li>- take action based on instructions in the event of fire, emergencies or accidents</li> <li>- follow organization procedures for shutdown and evacuation when required</li> </ul>
7	Comply with Industry regulatory and organizational requirements	2	<p>The operator will be able to</p> <ul style="list-style-type: none"> <li>- carry out work functions in accordance with legislations, organizational guidelines and procedures</li> <li>- apply and follow policies and procedures within your work practices</li> <li>- identify and report any possible deviation to ethical requirements</li> </ul>

**Step-7: Assessment of the skill/ performance of the trainees.**

Each trainee will be assessed by an independent assessor/ assessing institute and will submit the report to the LSSC. The details of the assessment will be entered into SDMS and forwarded to the LSSC electronically.

**Step-8: Validation and Certification.**

The assessment agency in association with LSSC, will award a secure certificate with a QR barcode for successful completion through the SDMS. The certificate will be electronically verified using a CAM device and linked to UID number of the candidate.

**Step- 9: Qualifying for Award and certification**

The award and issue of the certificates will be captured in SDMS and after successfully meeting all eligible criteria the candidate will be eligible for monetary award.

**Step -10 Monetary Award**

After verification of the secure certificate by the approved TP(CFTI) and updation of SDMS, NSDC will instruct the bank to credit the candidate's bank account directly. (a minimum of Rs. 3000/- per candidate)

The Director, CFTI concluded the presentation session

Nodal Officer, LSSC sought inputs from the member-participants towards formulation of the training session

In the Question Answer session, member-participants interacted with the experts. The gist of same is as under :

**1. Designing & Lasting should be included in Job Roles -**

Nodal Officer, LSSC Shri O.P. Pandey informed that once the scheme is run successfully, 17 more job roles as explained by the Chairman will be included in the second phase of the scheme.

CFTI informed that very soon an extension centre of CFTI is also going to open in Kanpur

**2. Regarding Aadhar Card what help can be get from TPs :**

RD, Nodal Officer suggested the participants to provide a list of those workers who do not have Aadhar Card . TP will initiate action immediately at their end. CFTI Director said that a team will visit the factory on receiving the list of workers for this job and try to over it with in 7 seven days.

CFTI clarified that in any case if the Aadhar Card of any worker could not be made for any reason, that worker

will not be able to get the certificate or monetary reward as per the standards set by the NSDC.

**3. Regarding opening of Bank A/c of the workers :**

Nodal Officer suggested that the Employer can approach their banker to open the Saving A/cs. for their workers. In case if any help is needed from TPs will assist.

**4. Minimum Qualification Required to be Eligible Trainee :**

The minimum qualification has been fixed for eligibility is Class Fifth so that they may be able to read & understand the Modules .

**5. Modules :**

CFTI Director informed the participants that the Modules have been prepared a per the National occupational Standards (NOS).

Nodal Officer informed the participants that the Handouts of modules will be provided in local language i.e. in Hindi in Kanpur so that the workers may be able to understand the course.

Nodal Officer also proposed to keep Briefing session with trainees in each & every unit before starting the training session in order to ease the process & better understanding.

## 6. Monitoring :

CFTI Director informed after the training session, the trainers will remain on the work place every day to supervise & ensure that the workers learnt the technique are using it in their work.

The profiles of the trainers will be provided to the participant Company.

## 7. Duration of Training :

Nodal Officer, LSSC informed that the time slot for training session will be decided as per the convenience of the Company and hours may be increased by reducing no. of days. It is suggested that Sunday may also be used, if the company agree.

## 8. Certification & Monetary Reward :

It is informed by the TPs that CLRI has been identified as an Assessment Agency who will assess the performance of trainees after the completion of training. Thereafter, the certificates will be awarded to the trainee.

In case if any worker could not clear the assessment test, another chance



*Interaction session*

may be given for preparation .

The member-participants were quite satisfied with the clarification. It is decided to start the Training Process in the following 3 companies from 11th October, 2013 as pilot scheme :

1. Rahman Industries Ltd., Unnao
2. Arvind Footwears Pvt. Ltd., Kanpur
3. Fancytex Global Pvt. Ltd. Gwalior

Shri S. K. Sahoo, Director, CFTI informed that a Training Programme for the Trainers is going to be held from 6-9th November, 2013 at CFTI, Agra. On 8th or 9th November, 2013 there will be an Interactive session with Trainers, Industry members & Nodal Officer ( Regional Director).

Thereafter the programme concluded with Vote of thanks by Shri O.P. Pandey, Nodal Officer, Leather Sector Skill Council and invited for the Lunch.