

Skill Development for PwDs

1. Persons with disabilities in India face many challenges when looking to develop employable skills and in gaining meaningful employment. While India has ratified the United Nations Convention on the Rights of People with Disability (UNCRPD), persons with disabilities continue to face many difficulties in the labour market.

2. According to census 2011, there are 2.68 Crore Persons with Disabilities (PwDs) in India (1.50 crore male and 1.18 crore female PwDs). Even though, persons with disabilities constitute a significant percentage of the population of India, their need for meaningful employment largely remains unmet, in spite of implementation of “The Persons with Disabilities Act, 1995”. In the overall population, the number of disabled is proportionately higher in rural areas, accentuated by general poverty considerations and poor access to health services. The rural disabled are significantly disconnected from skills and markets.

3. Improving vocational training and employment opportunities for persons with disabilities is a critical element for enhancing the quality of life for individual with disability, their families, but there are also substantial gains for the broader economy. There are substantial costs to individuals and to society associated with these poor employment outcomes for persons with disabilities. The World Bank considers that leaving persons with disabilities, outside the economy, translates into a foregone GDP of about 5% to 7%. In addition to the individual and family benefits, there is also a strong economic imperative to increased labour force participation which will help to address country’s shortage of skilled labour force, while at the same time reducing fiscal pressures associated with welfare dependency.

4. The existing Skill Training Landscape for PwDs

- National Skill Development Corporation (NSDC).
- Vocational training courses offered by National Institutes of Department of Empowerment of Persons with Disabilities and its affiliate organisations like National Handicapped Finance and Development Corporation (NHFDC), National Trust etc.
- Ministry of Labour and Employment supervising more than 20 Vocational Rehabilitation Centres for Handicapped (VRCHs), more than 10,000 ITIs and more than 1000 Employment Exchanges.
- Technical and Vocational courses, being offered through Community colleges, IITs and Universities, affiliated with Ministry of Human Resources Development.
- NGOs focusing on vocational training and skill development.
- Private sector training organizations: Under the CSR initiative, many organizations have done exemplary work.
- Public Sector Undertakings have also contributed substantially to vocational training of persons with disabilities.
- National Rural Livelihood Mission of Ministry of Rural Development.
- National Urban Livelihood Mission of Ministry of Urban Development.
- Vocational training / livelihood programs of other Central Govt. Ministries and

State Governments.

5. The Big Gap

- According to the Census 2011, about 1.34 crores persons with disabilities are in the employable age of 15 to 59 years. About 99 lakh persons with disabilities in the employable age group were non-workers or are marginal workers.
- Persons with disabilities are among the poorest in the population.
- Urgent need to scale up the skill training infrastructure in view of the huge demand- supply gap.
- The training, being offered through various institutions / mechanisms is non-homogenous, lacks quality and is low on employability.
- Very low access of the present training infrastructure to the PwDs in rural areas.
- Low level of involvement of private sector in the skill training of PwDs.
- The skill training offered by various ministries / departments to the PwDs is fragmented or overlapping.

6. There is an imminent need for:

- Quality Vocational Training with high employability.
- Homogenous training curriculum & methodology.
- Use of latest technology in training, content generation and monitoring of training.
- Synergistic participation of the Private Sector and NGOs in the training and placement process.
- Targeted optimal use of CSR funds.

7. The National Action Plan for Skill Training of PwDs

A National Action Plan for Skilling the Persons with Disabilities has been prepared by the Department of Persons with Disabilities (Divyangjan) (DEPwD) with the following main components:-

A Project Monitoring Unit (PMU) has been set up in the Department of Empowerment of Persons with Disabilities. The PMU has the following components:

- Training need assessment unit
- Content Generation unit
- Training Monitoring and Certification unit
- Employer Connect unit
- IT Unit to provide support for creation of E-learning modules, monitoring of training, E-certification and training centres / creation and maintenance of a job portal.

8. The vocational / skill training would be provided by a network of skill training providers led by NGOs, private training institutions and Public Sector / Govt. Sector training institutions like VRCs. The vocational training would be provided by a cluster of training providers scattered over the country, having an established track record of providing skill training with high employability ratio. These training partners would be provided outcome based financial support by DEPwD and Ministry of Skill Development & Entrepreneurship (MSDE). Synergistic support would be provided to these training providers by the National Institutes of

DEPwD, training institutions of Ministry of Human Resource Development, Ministry of Micro, Small & Medium Enterprises, other Central Ministries and State Governments.

9. A separate cross cutting Sector Skill Council for PwDs is being created in collaboration with Ministry of Skill Development & Entrepreneurship and the private sector. Rehabilitation Council of India (RCI), in consultation with the Sector skill council and various National Institutes of the DEPwD would help generate a homogenous course curriculum and certification mechanism for the training providers.

10. The Department would help these training providers by connecting them with various private sector organizations and PSUs for providing employment connect as well as for obtaining CSR support.

11. The Department will coordinate with State Governments to support proactively by offering infrastructure and resource support to these clusters of Vocational Training Providers.

12. The skill training will be provided by a network of more than 200 clusters of 'Training Partners', thus setting a target of skilling about 500 PwDs in the first year for each of the cluster. The lead NGO may empower and take the help of small NGOs in the rural areas for the skill training but every such training centre will be monitored by the PMU. The network of training providers and capacity thereof will keep increasing every year.

13. Objective & Coverage

- a) The guidelines will cover Persons with Disabilities (PwDs) with not less than 40% disability and having a disability certificate to this effect issued by a competent medical authority.
- b) **30% reservation for women candidates:** As an endeavour to encourage women, 30% of the total intake of each training program shall be earmarked for women candidates.
- c) The skill training will be provided through training institutions recognised by this Department as per the eligibility conditions contained herein.

1. Conditions of Eligibility

Eligibility of the Trainees

- (a) A citizen of India,
- (b) A person with disability with not less than 40% disability and having a disability certificate to this effect issued by any competent medical authority.

Disability is as defined under Section 2 of the RPwD Act, 2016 read along with Section 2(j) of the National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999 and/or under any relevant legal Statute in force.

- (c) **Age:** Not less than 15 years and not more than 59 years of age on the last date of receipt of application for the course.
- (d) The applicant should not have undergone any other skill training course sponsored by Govt. of India during the period of two years prior to the last date of receipt of application for the course applied for.

2. Eligibility of the implementing agencies (training providers)

- (a) The scheme will be implemented through the implementing organizations/institutions, hereinafter referred to as “*training partners*”. Financial assistance will be provided by way of Grant-in-Aid for organizing training programs to the following categories of organizations:
 - i) Departments of the States Governments / Union Territories, or
 - ii) Autonomous Bodies / Statutory Bodies / Public Sector Undertakings set up by Central / State Governments / UT Administrations including Central / State Universities, or
 - iii) National Institutes / CRCs /DDRCs / RCs / Outreach Centres under MSJ&E, or
 - iv) Organizations registered under Societies Registration Act, 1860, or Indian Trusts Act, 1882 or Companies Act, 1956 who are recognized for skill training by Central / State Government Departments or subordinate bodies there-under.
- (b) The organization shall have not less than three years experience of organizing skill training programs.
- (c) In case of Non-Government Organizations, they shall be registered with the **NGO-Partnership (NGO-PS) of the NITI Ayog** and should have obtained a **Unique ID**. The unique ID should be mandatorily quoted by the NGO at the time of application for grants.

3. Procedure of Application and Selection

STAGE – I

- A. Expression of Interest will be invited from eligible organizations to get registered as “training partner” to provide skill training to PwDs under the scheme by issuing an advertisement in the leading newspapers and through the websites and other media outlets. The pro-forma for application and list of documents to be attached are given in **ANNEXURE-I** and **ANNEXURE-II** respectively. Applications received for empanelment as training partners will be scrutinized and placed before a **Selection Committee** who will make selection based on the criteria of previous experience,

expertise, infrastructure and manpower available and other similar relevant considerations. The selection of training partners will be a continuous process.

(a) **Composition of the Selection Committee:** The Committee to select the training partners would constitute the following:

1)	Joint Secretary concerned in DEPwD,	- Chairperson
2)	Joint Secretary & Financial Adviser (in-charge of DEPwD) or in his absence Director(IFD),	- Member
3)	Joint Secretary concerned in the Ministry of Skill Development & Entrepreneurship or any officer nominated by him/her not below the rank of Director/Deputy Secretary.	- Member
4)	Chairman & Managing Director, National Handicapped Finance & Development Corporation.	- Member
5)	Director/Dy. Secretary concerned in DEPwD,	-Member-Convener
6)	One representative from each of the following organizations- (i) National Skill Development Corporation (NSDC), (ii) Confederation of Indian Industries(CII), (iii) Federation of Indian Chamber of Commerce and Industries (FICCI)	- Members
7)	Chief Executive Officer of Sector Skill Council for PwDs	- Member
8)	Three representatives from various NGOs working in the Field of rehabilitation and training of PwDs (Representing different types of disabilities). These members may be co-opted by the Department for every meeting of the Selection Committee.	- Members

- (b) The Committee may invite an expert, as a special invitee, as and when it deems necessary.
- (c) The Committee will hold periodic meetings (at least one in each Quarter) to select amongst the organizations, who have sent proposals, to be designated as training partners.
- (d) Till the formation of the Sector Skill Council and its full operationalization, the Committee will also decide / approve the proposed curriculum of various skill training courses being offered and will monitor the quality of training provided through personal visits and other kinds of feedback.
- (e) The non-official members of the Selection Committee shall be entitled to TA / DA at the rates admissible to an officer equivalent to Director of the Govt. of India.
- (f) The organizations found suitable by the Selection Committee shall be empanelled as “Training partners” for a period of three years for organizing training programs for PwDs under this scheme.

STAGE II

B. The organizations who are empanelled as training partners shall submit fresh project specific applications (both technical and financial) in respect of the training programs proposed

to be conducted by them duly recommended by the concerned State Govt. / UT where the skill training are to proposed. The following procedure will be adopted to consider their project specific proposals:-

- (i) In case of Empanelled Training Partners who are Government organizations, the State Government's Recommendation (SGR) may not be insisted upon. The reason being the NITI Aayog's condition for SGR is applicable to NGOs only.
- (ii) In case of Empanelled Training Partners who are Non-Government organizations, the following procedure shall be adopted:-
 - (a) Existing National Skill Development Corporation (NSDC) / Sector Skill Council (SSC) partners / Deendayal Disabled Rehabilitation Scheme (Vocational Training Centre) grantee organizations may be straightway considered without waiting for the recommendations of the concerned State Government.
 - (b) In case of ETPs not covered under (a) above, if the recommendation is not received from the concerned Department of the State / UT Government, within 30 days, recommendation of the concerned District Magistrate / District Collector shall be accepted as sufficient.
 - (c) If recommendation is not received even from the level of concerned District Magistrate / District Collector, within one month of the submission of the PSP by ETP to the concerned State/UT Government, then the following procedure shall be adopted:-
 - (c.1) An inspection by a team of not less than two members through Skill Council for Persons with Disabilities (SCPwD) or an inspection team of two members authorized by this Department wherein at least one member should be from this Department or any other office under control of this Department shall be done.

The Project Specific Proposals (PSPs) will be scrutinized and if found suitable by the Selection Committee shall be sanctioned financial assistance in the form of grant-in-aid.

17. Training Curriculum

- a) NSDC has constituted a Sector Skill Council for PwDs.
- b) Once, the Sector Skill Council is fully operational, it will through interactions with industry and other Sector Skill Councils, devise the job roles and occupational standards for PwDs, which will become a basis for deciding the training curricula for various skill training courses.
- c) Till the Sector Skill Council is fully operational, the Committee referred to above, will, while approving the training partners, also decide on the curriculum to be adopted by the training provider for the skill training of PwDs.

- d) Rehabilitation Council of India (RCI) and National Institutes (NIs), associated with DEPwD will be associated by the Committee in creating a homogenous training curriculum for various jobs.

18. Funding norms

(A) The Common Norms for Skill Development Schemes as notified by the Ministry of Skill Development & Entrepreneurship vide Notification No. H-22011/2/2014-SDE-I dated 15th July, 2015 and dated 20.05.2016, as amended from time to time, shall apply *mutatis mutandis* in respect of the entire funding norms including training cost, boarding and lodging cost, transport / conveyance cost, third party certification cost, post placement support etc.

(B) The amount on account of boarding/lodging allowance, transport/conveyance allowance etc. for the trainees will be released in the following manner:-

(i) The amount due on account of boarding / lodging allowance and transport / conveyance allowance etc. admissible to the trainees will be paid to the Empanelled Training Partners (ETPs) along with the training cost. Payment will be made in three installments (i.e. 30%, 50% and 20% as prescribed in Common Norms of MSDE).

(ii) In case of those ETPs who have been released first installment of 30% of training cost, they will be released the amount due on account of boarding / lodging allowance and transport / conveyance allowance admissible to the trainees being trained by them.

(iii) On receipt of the amount from DEPwD, the ETPs shall be liable to remit these elements to the trainees directly to their bank accounts as per their entitlement and furnish a report to this Department containing detailed information like name, address, Aadhaar number, bank a/c no. etc.

(iv) In cases an ETP makes arrangement for hostel, or transport for the trainees, it can deduct the charges from the amount received from this Department under these heads and show a statement of expenditure to this effect.

19. Quality Monitoring of the Training:

The Department of Empowerment of Persons with Disabilities will evolve a mechanism for monitoring the quality of training being provided by the training providers which shall be binding on all the training providers.

20. Administrative Expenses for Skill Development:

In order to implement the National Action Plan for skill development of PwDs, the following administrative expenses are likely to be involved –

- a) Setting up of PMU as per para 6.07 and engagement of required manpower for

PMU

- b) Publishing advertisements and other publicity materials to generate awareness among the targeted beneficiary group.
- c) Conducting of impact evaluation of the scheme
- d) Developing of a software / web-portal for implementation and monitoring of the scheme
- e) Conducting workshop, seminar and publishing literature etc. for awareness of scheme

The above expenditure or any other expenditure incidental to implementation of the NAP, shall be met out of 2% of administrative expenses of the annual budget under the SIPDA Scheme.

21. Other Conditions

- a) The Implementing Agency i.e. the training providers will abide by the conditions for grant-in-aid as provided in the Scheme.
- b) The Implementing Agency will maintain a website and prominently display details of grant-in-aid received, purpose thereof, events organized and list of beneficiaries and their job placements.
- c) The cost norms for specific trades/job roles would be as per the cost category prescribed in Schedule II of the Notification issued by the Ministry of Skill Development & Entrepreneurship vide No. H-22011/2/2014-SDE-I dated 15th July, 2015 and dated 20.05.2016, as amended from time to time.
- d) NGOs selected as training partners shall comply with the Common Guidelines for implementation of Central Sector schemes as notified by NITI Ayog vide O.M. No. M-11/16(2)/2015-VAC dated 10th September, 2015, as amended from time to time.
- e) Implementing Agency (IA) shall open a separate Bank account for the project.
- f) IA shall maintain separate account / records as per GFR provisions.
- g) IA shall provide Statement of Accounts (for the project) comprising, interalia, a copy each of the statement of (a) Receipt and Payment Statement, (b) Income and Expenditure Statement (c) Balance Sheet and (d) Item wise expenditure details comparative statement.
- h) Details of trainees may be linked with disability certificate / UDID Card, whichever is applicable for identification.

22. Convergence with other Skill Development Schemes.

The component of Skill Development will have convergence with other Skill Development Schemes run by other Ministries / Departments, including that of Ministry of Skill Development and Entrepreneurship, complying with the common norms for Skill Development. In case the Ministry of Skill Development and Entrepreneurship decides to fund all Skill Development Schemes, then this component of SIPDA Scheme shall be discontinued. The Department will utilize the Centres set up by ERNET India in the Department of Electronics and Information Technology for the training on Skill Development. *The component of Skill Development being funded by this Department under Deendayal Disabled Rehabilitation Scheme (DDRS) will be discontinued as soon as the programme of Skill Development commences under SIPDA.*

23. Review and Monitoring

The progress of implementation of the guidelines will be reviewed by a **Selection Committee** as indicated in para 6.16 of the Scheme. MIS based monitoring mechanism would be

put in place for effective monitoring of the programs.

24. Jurisdiction of the Scheme

The jurisdiction of the guidelines is up to providing prescribed financial support to the training partners for providing skill training to PwDs. The Scheme does not cover employment aspects of the trainees and also does not provide for any kind of assistance to the awardees in seeking employment anywhere, after his/her having availed of the training.

25. Furnishing of False Information

If any trainee or training partner has furnished any false information / document and is established as false, he / she / it will be debarred from the benefit and an action will be initiated for recovery of the amount spent with 15% compound interest thereon. Such trainee or training organization will also be black- listed for future and appropriate legal action can be taken against them.

26. Litigations

Any litigation on matters arising out of these guidelines will be subject to sole jurisdiction of the courts situated in National Capital Territory of Delhi.

27. Change in the Provisions of the guidelines

The provisions of these guidelines can be changed at any time at the discretion of the Department of Empowerment of Persons with Disabilities, Government of India.

28. Review of the guidelines

Department of Empowerment of Persons with Disabilities (Divyangjan) may, at its discretion, undertake review of these guidelines as and when required.