

No. 01/06/2018-ISDS
Government of India
Ministry of Textiles

Udyog Bhawan, New Delhi
Dated: 15th June, 2018

OFFICE MEMORANDUM

**Subject: Minutes of the Stakeholders Meeting on “समर्थ (Samarth)”-
Scheme for Capacity Building in Textiles Sector under the
Skill India Mission**

The undersigned is directed to forward herewith minutes of the stakeholder meeting on “समर्थ (Samarth)”-Scheme for Capacity Building in Textiles Sector under the Skill India Mission held on 14th May, 2018 under the Chairpersonship of Hon’ble Minister of Textiles at Speaker Hall, Constitution Club of India, New Delhi.

2. This issues with the approval of Competent Authority.


(Balram Kumar)
Deputy Secretary
Tel: 2306 3728

Encl: As above

To,

All Participants

Copy to:-

- (i) PS to HMOT
- (ii) PS to HMOST
- (iii) PSO to Secretary(Textiles)
- (iv) PS to Joint Secretary(HRD)
- (v) PA to Deputy Secretary(HRD)

Minutes of the Stakeholders Meeting on “समर्थ (Samarth) ”- Scheme for Capacity Building in Textiles Sector under the Skill India Mission

Venue: Speaker Hall, Constitution Club of India, New Delhi

Date: 14th May, 2018

The stakeholders meeting on “समर्थ (Samarth) ” - Scheme for Capacity Building in Textile Sector (SCBTS)” under the Skill India Mission was organised at Speaker Hall, Constitution Club of India, New Delhi on 14th May 2018. The objective of the workshop was to familiarise the stakeholders with the scheme and also facilitate the understanding of the guidelines besides getting feedbacks from the stakeholders.

2. The workshop was held under the Chairpersonship of Smt Smriti Zubin Irani, Hon'ble Minister of Textiles and was attended by 210 participants including officers of State Governments, representatives of the Implementing Agencies (IAs) Assessment Agencies (AAs), representatives of Sector Skill Councils (SSCs), Exports Promotion Councils, Textile Trade & Industry including traditional industries, Project Monitoring Unit (PMU) and Officers of the Ministry of Textiles, Textiles Committee & Ministry of Skill Development and Entrepreneurship (MSDE).

3. At the outset, Hon'ble Minister of Textiles highlighted the importance of the Scheme and explained how the objectives of the Scheme would help in addressing the skill requirements of the Textile industry. She further emphasised that the success of the Scheme would depend on the proactive participation of all the stakeholders including the key actors of the Scheme implementation including IAs, AAs, RSA & different organisations of the Ministry. She called upon all the participants to share their views on further improving the implementation of the Scheme to achieve its desired objectives.

4. Welcoming all the dignitaries on dais and other delegates, Shri Anant Kumar Singh, Secretary (Textiles) in his opening remarks briefly explained the objectives of the 'Samarth' Scheme and the need for continuing the skill

development efforts under the Ministry of Textiles due to specific positioning of Textile sector as a high employment generating sector and huge skilling requirements of the Textile industry. He briefly outlined the major features in 'समर्थ(Samarth)' that have been newly introduced and informed the stakeholders that the scheme targets training 10 lakh persons over a period of 3 years (2017-2020) in National Skills Qualifications Framework (NSQF) compliant courses and stipulates 70 percent placement of the trainees within 3 months of the training. He further informed that under 'Samarth', the whole process of training will have to be videographed and kept for one year so that its veracity could be ascertained anytime for taking corrective actions. Secretary(T) also mentioned about mandatory Public Grievance Redressal Mechanism and Internal Complaint Committee which is to be constituted under the Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal) Act, 2013 by all the Training Partners under the new Scheme.

5. Shri Puneet Agarwal, Joint Secretary (Ministry of Textiles) addressed the stakeholders through a presentation, highlighting the key pointers of "समर्थ (Samarth) "-Scheme for Capacity Building in Textile Sector. The presentation started with the discussion on Integrated Skill Development Scheme (ISDS) progress (including Physical and financial progress), followed by the Institutional Mechanism, Key features & changes adopted under the समर्थ (Samarth) " as per the policy framework for Skill Development and the Common Norms specified by the MSDE. Copy of the presentation is annexed as **Annexure-I**.

6. Thereafter, Hon'ble Minister of Textiles requested all the stakeholders to share their views.

7. The stakeholders shared their feedback on various issues relating to the Scheme including all the implementation aspects of the Scheme and its scope. Issues relating to changing of nomenclature of Implementing Agencies as 'Industry Implementing Partners', relaxation of norms for release of funds

and Bank Guarantee, study on Global Standards and best practices on Skill development, issues relating to course curriculum, specific courses for woollen and carpet sectors, inclusion of spinning and weaving, Training of Trainers (TOT), industry consultation, emphasis for training on 115 Aspirational Districts etc. were flagged by the various stakeholders which were responded to by the Hon'ble Minister of Textiles and the officials of Ministry of Textiles (MOT). A detailed note on issues raised and responses given is at **Annexure-II**.

8. After detailed discussion, Shri Ajay Tamta, Hon'ble Minister of State for Textiles, in his brief address emphasised on the need for skilled manpower to strengthen the Textiles Industry of the country and the potential of '*Samarth*' in addressing this skilling requirement of the industry. He further stated that the consultative stakeholders meeting gives an indication that the system is accessible to all the stakeholders and the target of 10 lakhs as envisaged in the Scheme will create huge job opportunities in the country besides providing Skilled manpower to the industry.

9. In the end, **Smt. Smriti Zubin Irani, Hon'ble Minister of Textiles summed up with the following action points as emerged from the detailed deliberations in the Consultative Stakeholders Meeting:**

- (1) Meeting of Industry representing Spinning and Weaving sectors may be organized with the officials of the MSDE and MOT at Joint Secretary and Secretary level to sort out all issues relating to skilling in Spinning & Weaving sectors.
- (2) A joint meeting of officials of MSDE & MOT may be organized with CMAI for sorting out skilling issues relating to domestic retail and manufacturing sector.
- (3) The details of existing training centers operated under ISDS scheme in 61 of the 115 Aspirational districts shall be shared with all stakeholders.

- (4) Grading of the skillset of trainees may be reworked and aligned with respect to pre-production, production and post-production activities.
- (5) A separate meeting will be taken to sort out issues relating to availability or otherwise of job roles relating to Made-ups & home furnishing segments in the present courses & taking corrective action wherever required.
- (6) Textiles Committee, the Resource Support Agency (RSA) in consultation with SSCs will prepare a detailed process plan regarding Training of Trainers (TOT) and inform all stakeholders accordingly.
- (7) The details of course curriculum adopted under '*Samarth*' be shared with relevant industry stakeholders for their feedback.
- (8.) Scope for dovetailing funding under '*Samarth*' scheme with any other prevailing schemes of other funding agencies /State Govt./Central Govt. to be looked into.
- (9) Timelines for all activities to be set.
- (10) Need for special interventions for the wool as well as carpet segments under the '*Samarth*' will be looked into.
- (11) Industry meeting may be called with regard to training of trainers.
- (12) ILFS& other agencies who have been involved in formulating these schemes should not be made beneficiaries of the schemes as this would amount to conflict of interest.
- (13) The syllabus for training should be aligned with NSQF and the industry should have access to the curriculum in order to workout their training programme.

Hon'ble Minister concluded by highlighting the importance of collaborative efforts that will be required from all the stakeholders for skilling and upskilling in the textile sector.

Meeting ended with the vote of thanks to the chair



वस्त्र मंत्रालय, भारत सरकार
Ministry of Textiles Government of India

समर्थ

Scheme for Capacity Building
in Textiles Sector

MEETING OF STAKEHOLDERS

14th May, 2018



Skill India
कौशल भारत - कुशल भारत

Outline

**Integrated Skill
Development Scheme
(ISDS): Progress**

**" समर्थ (Samarth)"
Highlights**

**Institutional
Mechanism – MOT**

**" समर्थ (Samarth)"
Scheme - Key Changes**

**Discussion &
Feedback**



ISDS – Key Features

- Launched as pilot phase in October, 2010; scaled up in Aug, 2013 to train 15 lakh persons with an outlay of Rs. 1900 crores
- Covered entire textile value chain including traditional sectors
- Three components: Institutions/TRAs under MoT; Private bodies ; & State Government Agencies
- Maximum Government assistance - Rs. 10,000/- per trainee



Overall Progress: ISDS

Years	Financial allocation (in Rs. Cr)	Financial achievement (in Rs. Cr)	Target Sanctioned	Physical achievement (in persons)	Assessed (in person)	Placement (in persons)
2010-2018	1430.61	927.13	12,02,076	11,14,545	10,45,586	8,41,859
Women Trained		SC Trained	ST Trained	PH Trained		
7.94 lakh (71.27%)		2.32 lakh (20.82%)	0.77 lakh (6.9%)	3176 (0.28%)		

ISDS – Segments covered

Name of the Sector	Trained	% trained to total trained	Placed	% placed to trained
Apparel and Garmenting	968726	86.92	724833	74.82
Jute	41792	3.75	34439	82.41
Spinning	34267	3.07	32535	94.95
Handicrafts	28369	2.55	21418	75.50
Sericulture	20823	1.87	12471	59.89
Weaving: Power loom and composite mills	14128	1.27	12704	89.92
Handlooms	4592	0.41	1871	40.74
Technical Textiles	1848	0.17	1588	85.93
Total	11,14,545	100	8,41,859	75.53



" समर्थ (Samarth)"

Scheme for Capacity Building in Textiles Sector

- CCEA approved new scheme on 20th December, 2017
- Guidelines issued on 23rd April, 2018
- RFP for empanelment to be issued

Scheme Objective

To provide demand driven, placement oriented skilling programme to incentivize the efforts of the industry in creating jobs in the organized textile sector and traditional sectors through respective Sectoral Divisions/organizations of Ministry of Textiles; and to provide livelihood to all sections of the society across the country.

Duration

Upto 2019-20

Budget Estimate

Rs. 1300 Crores

Implementing Agencies

Textile Industry
Training Institutions/Organizations of the Ministry of Textiles /State Governments
Training Institutions/NGOs/Societies/Trusts/Organizations/Companies/
Start Ups/Entrepreneurs

Training Target Segments

10 lakh persons (9 lakh in organized and 1 lakh in traditional sector)
Covers entire value chain of Textiles except spinning and weaving in organized sector



Institutional Mechanism - MOT

Ministry of Textiles

Inter-Ministerial Committee (IMC) chaired by Union Minister of Textiles for overall supervisory role to monitor the progress

Empowered Committee chaired by Secretary for effective monitoring & implementation

Project Management Unit (PMU)

Overall Project management and monitoring

Management and Maintenance of centralized web based MIS

Implementing Agencies

Overall execution of sanctioned project as per the scheme guidelines

Ensuring placement and Post placement tracking

Resource Support Agency (Textile Committee) & SSC

Formulation of course curricula and empanelment of Assessment Agencies

Work in sync with Sector Skills Councils (SSCs), Quality arm of Samarth



Institutional Mechanism - MOT

Physical verification Agencies

Physical verification of the training infrastructure and recommendation for empanelment

Surprise physical visits of the active training centres

Assessment Agencies

Conducting 3rd party assessment of the trainees

Uploading of results in the MIS

Sectoral Organization under Ministry

DC Handloom, DC Handicraft, National Jute Board, Central Silk Board having strong field representation

Involved in implementation and monitoring of training programmes

Various Stakeholders in SAMARTH



" समर्थ (Samarth) " – Key Changes

- 100% physical verification of Training centres before allocation of training target
- 70% mandatory placement within 3 months of completion of training and placed trainees to be retained for 3 months
- Aadhaar Enabled Biometric Attendance System (AEBAS) with minimum 80% attendance for assessment
- Training by certified Trainers having Training of Trainers(ToT) certified by Resource Support Agency (Textiles Committee)/Sector Skill Councils (SSCs)
- CCTV recording of entire training programme and assessment process; to be kept for a minimum period of one year



" समर्थ (Samarth) " – Key Changes

- Mandatory placement in organized sector (70%) and in traditional sector (50%); post placement tracking for one year
- Dedicated Call centre (Helpline); Mobile app for stakeholders for ease of monitoring and implementation
- Preference given to marginalized social groups and 115 aspirational districts
- Public grievance redressal mechanism
- Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013



Discussion with Stakeholders

- Textile Industry
- Training Institutions
 - Organizations of the Ministry of Textiles /
 - State Governments
- Training
 - NGOs; Societies; Trusts; Organizations; Companies; Start-Ups; Entrepreneurs
- Feedback Required on
 - How the Skill Programme has fared
 - On Implementation
 - Suggestions

THANK YOU!!!

Issues/queries and suggestions raised by the stakeholders regarding the new scheme 'Samarth' during meeting held on 14th May, 2018.

S.no	Stakeholder Organization	Suggestions/Discussion Pointers	Responses from MoT
1	Shahi Exports	1. Requested that the name of IAs should be changed to "Industry Implementing Partners" 2. Stated the difficulty in providing 100% utilization of the 1st installment amount, for getting the 2nd installment release of funds. 3. Requested that the global best practices exercise being done by the RSA to be shared among all the stakeholders. 4. Requested to reduce the percentage amount of Performance Bank Guarantee (PBG) of 7.5%, being submitted by the training partners.	1. The IA will be called the Implementing Partner (IP). 2. A checklist can be prepared stating certain basic parameters/ benchmarks that need to be completed /achieved. For releasing 2nd installment, industry to suggest such benchmarks. 3. Accepted the request. 4. A position paper to be submitted to MoT and accordingly Ministry may take a view whether % of PBG may be reduced only for proven partners.

		5. Mentioned that grading of the trainees after the assessment test (A, B, C) might reduce their possibility of getting jobs in future. 6. Suggested to incentivize candidates for retention in the job after the training.	5. Grading of the skill sets of trainees may be reworked and aligned with respect to pre-production, production and post-production activities. 6. Disagreed as job itself is an incentive.
2	The Southern India Mills Association (SIMA)	1. Mentioned that the made-ups and home furnishing segment is not included in the list of job roles. 2. Expressed concerns regarding retention for 3 months and post placement tracking for 1 year due to high attrition rate in the industry.	1. It was informed that the present courses include the job roles required for made-ups and home furnishing. It is suggested that Textile Committee to re-look into the nomenclature. 2. The post placement tracking is as per the Common Norms of MSDE. It was also suggested that SIMA may present through RSA a position paper on the ongoing attrition rate to examine the request.
3	Khator Fibre & Fabrics Limited	Requested that if release of funds could be done batch wise.	Accepted the suggestion and mentioned that division will discuss internally and the outcome shall be notified accordingly.
4	Woolen Export Promotion Council	It was apprised that skilling in wool which covers worsted and semi worsted spinning in the organized sectors may also be considered.	It was requested that the council may present a position paper/ note on the subject with list of courses.

5	Tirpur Textile Community – (Representative from NIFT-TEA)	Requested to allow spinning and weaving sectors also in the 'Samarth' scheme. Also suggested that upskilling component may also be included with allocation of at least 20% target.	Spinning and weaving courses in the organized sector are to be conducted by MSDE as per the decision of the Cabinet. With respect to upskilling request, a position paper/ note on upskilling may be submitted by NIFT-TEA to MoT for taking up with MSDE.
6	The Association of Lady Entrepreneurs of India (ALEAP)	1. Requested for more allocation for the traditional sector as 1 lakh target mentioned in scheme guidelines is very less. 2. Requested to include entrepreneurship skill development training in the current courses. 3. Requested to consider contractual work as regular wage employment which is mandatory as per 'Samarth' Scheme. 4. Other natural fibres such as banana fibre may also be included in jute sector.	1. It was informed that there are other separate interventions under D.C. (Handloom) and D.C. (Handicrafts) which are in addition to the 1 lakh target allocation under 'Samarth'. 2. Entrepreneurship skill development training program are undertaken by MSME and MSDE. Linkages with those programs after prescribed textile courses may be explored. 3. Not agreed to as Contractual work is contradictory to the purpose of 'Samarth'. 4. It has already been included in the jute sector.

7	Apparel Export Promotion Council (AEPC) and Apparel Training & Design Centre (ATDC)	1. Appreciated that Ministry has identified 115 Aspirational districts where initiatives of Government of India need to be promoted. It is the need of the hour to take these which will also help in addressing the migration of workers from rural to the urban clusters. 2. It was mentioned that under MSDE 70% mandatory placement is further divided into 50% wage employment and 20% self-employment. Requested that similar pattern may be considered under 'Samarth'. In reference to the first point of Aspirational districts where industrial development is lacking, the above % relaxation may be considered. It was further requested that self-employment % for women trainees should be relaxed since most of the women beneficiaries would like to work from home instead of wage employment. 3. Suggested that grading to be aligned with pre-production, production, post-production.	1. It was apprised that in the earlier scheme ISDS, out of 115 Aspirational districts, skill training centers in 61 districts were operated in the scheme. 2. It was deliberated that Textiles Committee may conduct a comprehensive survey providing possibilities of wage employment cluster wise (such as Tirupur, Surat etc.) and state wise female ratio. Based on the outcome, request for inclusion of self-employment may be considered. 3. ATDC may present a Position Paper to the division for further discussion and consideration.
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		4. Requested more elaboration on the Training of Trainers (TOT) as mentioned in the guidelines including allocation of fund. 5. Mentioned that recording of CCTV camera for 1 year would be a challenge due to high storage requirement hence it may be reduced to 3 months.	4. TOT to be conducted by RSA & the Sector Skill Councils for ensuring standardization in training. A detailed process plan may be informed to stakeholders after due deliberation. 5. The recording of CCTV camera is mandatory as per the scheme guidelines and has to be complied with.
8	1. Handicrafts and Carpet Sector Skill Council (HCSSC)	1. Chairman of HCSSC shared his apprehension whether NSQF aligned courses are in alignment with the skill set required for industry. As industry will only provide placements if candidates are trained as per their requirements for this purpose industry consultation is required. 2. It was also requested that some more courses with respect to dying, designing with respect to carpet industry may also be included.	1. It was apprised that under 'Samarth', handloom weaving and other courses required for the industries are covered. These courses were also consulted with the HCSSC. However, more courses can be identified by HCSSC and suggested for inclusion under 'Samarth'. 2. Inputs be given to MoT by DC(HL) & the HCSSC on training requirements and needs for this Sector.

9	Indo Count Industries Ltd.	1. The representative requested that since in the integrated mill setup, training requirement is for the entire value chain from Spinning to Garmenting sectors, spinning and weaving may also be considered under 'Samarth'. 2. Requested to consider apprenticeship as placement.	1. It was suggested that a meeting may be held with MSDE for discussing the requirements of spinning & weaving sectors and meeting the same from MSDE side, in conjunction with 'Samarth' for other segments of value chain. 2. JS, MSDE apprised that apprenticeship can be considered as placement in similar way as being done by MSDE under PMKVY running National Apprenticeship Promotion Scheme with Training Partners.
10	Technopak	1. Requested if provision for re-enrolment of dropout candidate may be considered. 2. Requested for considering extension of the batch duration in case of natural calamities/ strike/ non-anticipatory incidents.	1. & 2. The request is considered. Details of provision in both scenarios will be notified.
11	Textile Sector Skill Council	1. Suggested that details of training program under different schemes may be integrated under MSDE to avoid overlapping and duplication of trainings.	1. It was apprised that MSDE is already having Labor Management Information System (LMIS) to integrate various skill development schemes across different Ministries and MIS of earlier scheme of ISDS was

		2. Requested if the course material which is already prepared by SSC should be utilised as per the requirement under 'Samarth'. 3. Mentioned that the assessment agency is to be paid INR 800 for assessment and certification both, which may be bifurcated as SSC is providing the certificate 4. Demand driven industrial training requires huge amount of money so is it possible for dovetailing this scheme with other schemes of the state govt.etc. 5. The Implementing Agency should be given chance to put their cases in the redressal forum in case of any incidents during the training period.	already integrated with LMIS. 2. The request was accepted. RSA may check on the available courses with SSC and adopt as per the requirement under 'Samarth'. 3. It was clarified that the certification under 'Samarth' shall be generated online on MIS after validation by RSA, based on the third party assessment done independently by the empanelled Assessment Agency. 4. The IAs can submit specific proposal regarding dovetailing with any State Govt. Scheme for consideration of MOT. 5. As provided in guidelines of <i>Samarth</i> 2017-20, in para-9- Grievance Redressal any stakeholders which includes IAs as well may explore this mechanism.
12	Welspun India Ltd.	1. The representative requested to include spinning and Weaving courses under 'Samarth'.	1. Already suggested in earlier discussion.

		2. Requested details regarding the provision of Recognition of Prior Learning (RPL) under 'Samarth'.	2. JS, MSDE apprised that revised RPL norms are in consideration which is specifically designed for manufacturing units and will be notified shortly. A copy to be given to MOT by MSDE.
13	The Clothing Manufacturers Association of India (CMAI)	1. Requested that there should be flexibility in infrastructure requirements particularly for training program for the requirements of domestic manufacturing wherein the training centres are setup in the factory sheds. For example – requirement of having separate classroom and practical room. 2. Requested that OJT component which is not factored in the present course curriculum of RSA should be included. Hence requested at least 25 to 30 % of the training hours should be made mandatory for OJT in respect of all the courses for the apparel sector. 3. It was requested to replace the clause of furnishing performance security for an amount of 7.5% of the total project cost with submission	1. Textiles committee (RSA) may re-look on the prescribed infrastructure requirement in discussion with the CMAI and accordingly, changes may be worked out as necessary, specific to training requirement of domestic manufacturing. 2. Textiles Committee may explore inclusion of OJT component in the training curriculum after due consultation. 3. Parameters may be worked out for considering the request for PBG % relaxation for the proven IAs.

		of Legal Undertaking (LUT) for Implementing Agencies who hold a proven track record in implementing and achieving the targets allocated under ISDS or else allow furnishing of performance security for lesser amount.	
14	TASMA	1. The representative requested to include spinning and Weaving courses under 'Samarth'.	1. Already suggested in earlier discussion.
15	Amrit Skills (Assessment Agency)	1. GST for assessment may be exempted for Assessment Agencies as allowed under the PMKVY. 2. Timelines for payment to Assessment Agencies may be defined. 3. Allocation of Batches were done randomly.	1. Meeting be held with MSDE for exploring consideration of the request on GST exemption. 2. Timelines may be notified and adhered for timely payment. 3. Guidelines will be finalized by RSA to ensure batch allocation to AA for assessment in a free & fair manner.
16	Commissioner of Handlooms and Textiles, Govt. of Telangana	1. It was suggested to include State Govt. representatives as a part of Proposal Evaluation Committee. 2. It was also suggested that course curriculum may be vetted with detailed discussion with industry partners.	1. Division will look into the request to have a uniform policy in this regard. 2. It was apprised that concerned industry bodies/representatives were consulted while aligning the courses with NSQF. Still, it was

			suggested to invite Export Promotion Council (EPCs) and trade industry bodies for a workshop to apprise them of the course content and seek their feedback.
		3. Linkages of the 'Samarth' scheme may be explored for higher secondary (12th Standard) beneficiaries.	3. Issue may be explored with Ministry of HRD.