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# An Overview on Modular Employable Skills (MES) under Skill Development Initiative Scheme (SDIS)

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**Abstract :** Indian Institute Welding - has been empanelled as an assessing body under the scheme of Modular Employable Skill (MES) under the Directorate General of Employment & Training (DGE&T) in Ministry of Labour and Employment (MoLE), Government of India. This article narrates the salient feature of MES programme and the responsibilities of IIW - India as assessing body of the scheme.

## DGE&T

Directorate General of Employment & Training (DGE&T) in Ministry of Labour and Employment (MoLE) is an apex organization for development and coordination of the vocational training including women's vocational training for the employable youth in the country and to provide skilled manpower to the industry besides providing Employment Services.

## Responsibilities

At the National level, the Directorate General of Employment and Training, DGE&T, Ministry of Labour is the nodal department for formulation policies, laying down standards, trade testing, certification and monitoring training programmes and matters connected in the fields of vocational training and providing employment services. Other major responsibilities include research in vocational training and development of instructional material and Affiliation of ITIs with National Council of Vocational Training (NCVT).

## Functions

DGE&T offers ranges of training courses catering to the needs of different segment of the society. The courses are available for the school drop outs/leavers; ITI passed out persons, ITI instructors, Industrial Workers, Technicians, Junior and middle level Executives, Supervisors/Foremen, Women, Physically disabled persons, SC/STs, Ex-servicemen, Retrenched workers etc.

## Advisory bodies

The Government is advised by two tripartite bodies at the National level namely National Council for Vocational training (NCVT) and Central Apprenticeship Council (CAC) for the purpose of laying down the policies and training standards, trade testing and certification.

## Trade Testing And Certification

NCVT conducts All India Trade Test (AITT), National Trade Certificate (NTC) and National Apprenticeship Certificates (NAC) issued by NCVT is awarded to the successful ITI trainees/apprentices.

## Infrastructure Available with Central Government :

Various training institutes/offices have been established to implement various vocational training programmes under the aegis of DGE&T.

- Six Advanced Training Institutes at Kolkatta, Hyderabad, Kanpur, Chennai, Ludhiana, Mumbai.
- Two ATI EPis at Dehradun & Hyderabad and one CTI for infrastructure at Chennai.
- One Central Staff Training and Research Institute, Kolkatta;
- Six Regional Directorates of Apprenticeship Training at Mumbai, Kanpur, Kolkatta, Chennai, Hyderabad & Faridabad;
- Two Foreman Training Institutes at Bangalore and Jamshedpur;
- One Apex Hi-Tech Institute, Bangalore, etc.

## Infrastructure Available with State Governments

- 5114 Industrial Training Institutes.
- Each State Governments has a Directorate of Technical Training / Directorate of Employment & Training which is responsible for implementation of training programmes run by the ITIs, implementation of the provisions of Apprentices Act in respect of State Government/private establishments and providing employment services.
- For the apprenticeship training in State/UTs undertakings, Private establishments, State Apprenticeship Advisor, mostly in State/UT capitals are responsible.

## VOCATIONAL TRAINING COURSES / ACTIVITIES

### 1. Courses for school leavers

Training courses are offered for school leavers through a network of 5114 Industrial Training Institutes (ITIs) located all over the country.

- Training courses are available in 112 trades (Engineering & Non-engineering) like Fitter, Turner, Machinist, Welder, Computer, Electrician, Electronics, Mechanic Tractor, Dress making, Cook, Litho Offset Machine Minder, Hair & Skin Care, Preservation of Food and vegetables etc.
- The courses have been designed to impart the basic skills and knowledge in the trades so as to prepare the trainee for the employment as semi-skilled worker or Jr. Executives in the world of work or to go for the self-employment.
- The duration of the training varies from trade to trade from six months to 3 years with the qualification ranging from 8th pass to 12th pass.
- A Total of 7.42 Lakh training seats are available at the ITIs through out the country.
- About 70% of the training period is allocated for imparting practical training. Theoretical training is given in subjects related to Trade Theory, Workshop Calculations & Science, Engineering Drawing and Social Studies.
- All India Trade Test of Craftsmen are conducted under the aegis of NCVT and successful candidates are awarded National Trade Certificate (NTC) which is recognized for the purpose of recruitment to subordinate posts and services under the Central Government and eligible for one year apprenticeship training in Industries.

## **2. Apprenticeship Training for the School leavers and ITI passed out persons.**

Apprenticeship Training is offered to the school leavers and the ITI passed out persons through a network of 20700 establishments in 153 designated trades covered under 32 trades group. A quota of 2.54 Lakh has been fixed to engage apprentices in these designated trades.

- The training is designed to utilize fully the facilities available in industry for imparting practical / on the job training in the industrial environment to the apprentices with a view to meeting the requirements of skilled manpower for industry and for the gainful employment to the employable youth of the country.
- All India Trade Tests (AITT) for trade apprentices are conducted under the aegis of National Council of Vocational Training (NCVT). National Apprenticeship Certificates (NAC) are awarded to those who pass the AITT which is recognized for the purpose of recruitment.
- Stipend is paid as per the Government notification.

- Six Regional Directorate of Apprenticeship Training (RDAT) located at Mumbai, Kanpur, Faridabad, Kolkata, Hyderabad and Chennai have been set up for implementing the Apprenticeship Training in the Central Government PSUs/Establishments.

Modular Employable Skills (MES) under Skill Development Initiative Scheme (SDIS)

The skill level and educational attainment of the workforce determines the productivity as well as the ability to adopt 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.

While India has large young population, only 5% of the Indian labour force in the age group of 20-24 years has obtained vocational skills through formal means of education discussed sofar, whereas the percentage in industrialized countries varies between 60% and 96%.

About 63% of the school student drop out at different stages before reaching Class-X.

Only about 2.5 million vocational training seats are available in the country whereas about 12.8 million persons enter the labour market every year. Even out of these training places, very few are available for early school dropouts. This signifies that 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.

Further, the largest share of new jobs in India is likely to come from the unorganized sector that employs up to 93 per cent of the national workforce, but most of the training programmes cater to the needs of the organized sector.

The government of India felt the need to meet the demand for specific skills of a high order, and promoted a Public Private Partnership between Government and Industry to promote Skills Development Programme under the name 'Skill Development Initiative'.

Accordingly, Ministry of Labour & Employment undertook development of a new strategic framework for skill development for early school leavers and existing workers, especially in the un-organised sector in close consultation with industry, micro enterprises in the un-organised sector, State Governments, experts and academia which was essential

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considering their educational, social and economic background.

The main objective of the scheme is to provide employable skills to school leavers, existing workers, ITI graduates, etc. Existing skills of the persons can also be tested and certified under this scheme. Priority will be given to covering those above the age of 14 years who have been or withdrawn as child labour to enable them to learn employable skills in order to get gainful employment. It was named as Modular Employable (MES) under Skill Development Initiative Scheme (SDIS)

### **Key Features of the Scheme :**

Demand driven short term training courses based on Modular Employable Skills (MES) decided in consultation with industry. MES is the 'minimum skill set' which is sufficient for gainful employment.

- Central Government will facilitate and promote training while industry, private sector and State Government will train the persons.
- Flexible delivery mechanism ( part time, weekends, full time onsite / offsite) to suit needs of various target groups.
- Different levels of programmes ( Foundation level as well as skill upgradation) to meet demands of various target groups.
- Courses would also be available for persons having completed 5th standard.
- Testing & certification of skills acquired informally.
- Testing of skills of trainees by independent assessing bodies, which would not be involved in training delivery, to ensure that it is done impartially.
- The essence of the scheme is in the certification that will be nationally and internationally recognized.

### **Target Group**

- 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

### **Project Output :**

One million persons would be trained or their existing skills tested and certified, over a period of five years. About 400

modules under various sector for employable skills as per industry and labour market demands were identified.

### **Sectors :**

Some of the MES sector are Automobile, Banking & Accounting, Carpet, Basics culture and hair dressing, Chemical, Electrical, Electronics, Garment making, Gem & Jewellery, Hospitality, Information & Communication Technology, Khadi, Medical Nursing, Printing, Process Instrumentation, Production & Manufacturing, Refrigeration & Air Conditioning, Retail, Toy making, Indian sweets snacks & Foods, Paint Industry, Construction and Fabrication etc.

Each Sector has several modules. For eg. the Fabrication Sector has 7 different modules viz. Basic welding(Gas) - 120 Hrs, Basic Welding(Arc) - 120 Hrs, Gas Cutting - 120 Hrs, TIG welding - 90 Hrs, MIG/Co2 Welding - 90 Hrs, Fabrication Welding - 189 Hrs, Pipe Welding (TIG & ARC) - 150 Hrs etc.

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

### **Training under the Scheme**

Vocational Training Providers ( VTPs)

The training under SDI Scheme will be provided by various VTPs under Central Government, State Governments, Public and Private Sector and Industrial Establishments. VTPs will provide counseling and vocational guidance, training facilities as per norms, impart good quality training, post training support to trainees in getting employment, maintain data base on trainees trained the outcome of the training. They will track the trainees for three years or till they get gainfully employed. VTP will also be required to have close networking with the industry for immediate placement of the trainees.

### **Admission/Registration of Candidates**

State Governments/UT administrations will issue admission notice in leading newspapers or in any other media which will reach out to the largest number of people. VTPs can also issue admission notice. A prescribed training fee will be collected from the participants which may vary according to module duration.

### **Testing and Certification**

DGE&T will appoint assessing bodies to assess the competencies of the trained persons. The assessing body will be an independent agency, which will not be involved in conducting the training programmes. This, in turn, will ensure quality of training and credibility of the scheme. Keeping in view the target of providing training/testing of one million

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persons through out the country and to avoid monopoly, more than one assessing bodies will be appointed for a sector or an area. These will also assist DGET to develop qualifications and standards for assessment through research and interaction with industry, trainers and academia.

#### **Criteria for Selection of assessing body:**

- Should be an Industry /Employers' Association or any organization having expertise in assessment of competencies. Organisations having experience in testing of competencies would be preferred.
- Should not be a training provider under the scheme.
- Should have branches or operations at state / region / all India level.
- Should be an Income Tax assessee
- Should have experts of repute and integrity in different industrial trades and technology.

#### **Terms & conditions for Assessing Bodies:**

- Assessing Body shall conduct testing in respect of trades/skill areas under Modular Employable Skills (MES) entrusted to it by DGE&T.
- Assessing body shall draw a list of Testing Centres (TC) and the list will be sent to RDATs, DGE&T and State Directors for record.
- Assessing body shall form a panel of assessors of high repute and integrity MES sector wise and location wise.
- Assessing body shall enter into agreement with the MES TC and assessors.
- Assessing Body shall be responsible for registration of candidates and collection of assessment fee. It may do so directly as well as through its authorized testing centres.
- Assessing body shall make arrangements for scheduling trade test, including date, time and list of candidates and the location of MESTC under intimation to RDAT/DGE&T.
- Assessing body shall be responsible preparation of test question papers, based on the assessment criteria/competency as approved by NCVT
- Assessing body shall prepare assessment guide lines/marketing instruction for the guidance of the assessors.
- Assessing body shall reimburse to the TC agree expenses towards trade testing.

- Assessing body shall consolidate the result of trade tests and enter all the results on to web based software and communicate respective RDATs / Vocational Training Providers.

#### **Testing Centres ( Tcs)**

Assessment of the persons will be done in designated Testing Centres four time a year by assessing bodies. Assessing bodies will select testing centres. The State/U.T. Governments will provide necessary support to the assessing bodies in selecting the Testing Centres. All VTPs and government ITI s affiliated to NCVT should function as TCs. The assessing bodies will provide details of selected TCs alongwith skill areas in which assessment can be done to the respective RDATs and State Directors. Testing Centres will enter have agreement with the assessing bodies for at least two years.

#### **Assessment/Testing Fee**

The assessment fee will be Rs.300-800 depending on the skill area. The assessment fee for an engineering course ( requiring workshop, equipment, raw material in addition to class room training) will be Rs. 800/- The assessing fee for fabrication sector is Rs.800/-. The candidate will deposit the assessment fee directly to the assessing bodies or their authorized agencies. It is the responsibility of the assessing bodies to inform the candidates about the date and venue of assessment one month before the date of assessment. The assessment fee will be reimbursed to all the successful persons who have received training from approved VTPs.

#### **Testing & Certification Procedure**

- Assessing Body ( AB) will draw a list of testing centres ( TC) and it will provide details of selected TC to the RDAT.
- ABs will empanel assessors - sectionwise and areawise
- Assessing body or its authorized TCs will collect testing fee.
- Assessing body will process the registration date and dispatch call letter to candidates indicating details about TC, date . etc.
- Assessing body will prepare test (question) papers based on the assessment criteria / competency based standards (question Bank) approved by NCVT & dispatch to the assessors identified by it.
- Assessing Body will prepare assessment guidelines & marking procedures for the guidance of assessors.
- Tests will be conducted in TCs by the assessors appointed by the assessing body.

- Assessor will prepare results with 3 days and send it to the Assessing Body.
- Assessing Body will consolidate result and will enter the results and communicate to the RDAT

### **Certificate**

Successful persons will be awarded certificates issued by National Council for Vocational Training ( NCVT) The Assessing Bodies will send the list of successful candidates along with marks statement to respective Regional Directorate of apprenticeship Training (RDAT) under DGE&T for issue of certificates. RDAT will issue certificates to the assessing bodies for dispatching to successful candidates by giving the details of competencies processed by the trainee.

### **IIW - India AS ASSESSING BODY**

DGE&T is appointing every year independent agencies as Assessing bodies. Already CII-Gurugon, FICCI-NewDelhi, ISTD-NewDelhi, KITCO-Kerala, BCIC-Bangalore, APITO-Hyderabad, CEDMAP-Bhopal etc. are empanelled as assessing body for the MES. In this year The Indian Institute of Welding had applied for, to become an Assessing body of the MES programme. After attending all formal interview and due presentation, the DGE&T empanelled IIW as assessing body vide their letter No. DGE&T No 81/1/2009 - MES dt. 09.06.09 for the Fabrication Sector. This is yet another milestone in the history of IIW-India in the process of developing welding science & technology in India.

For carrying out the task in an effective manner, IIW-India has to plan following activities for implementation.

- IIW-India will have to identify and draw up a list of Testing centres in all over the country and IIW-India will have to enter into agreement with the TCs regarding

arrangements for conducting the Assessment Tests.

- Normally, all ITIs and VTPs under the MES / SDI scheme are expected to act as Tcs.
- IIW-India will have to appoint Authorised Assessors, area wise, and provide them orientation training.
- IIW India must prepare assessment criteria, guidelines, test papers and marking procedures for the guidance of Assessors.
- IIW can also organise testing and certification programme for the experienced employees of industries who are in need of the certification after the due approval of RDAT.
- Financial benefit: IIW India will receive Rs.800/- per candidate from the RDAT as assessing fees.

### **CONCLUSION :**

Though the welding has developed to a greater level by the technological innovation and by various scientific research and development activities, a lot more need to be done for improving the skill of the welders. They do the job without proper understanding of what they do and their contribution is not often recognised by the society. In this scenario, the Ministry of Labour & Employment's development of a new strategic framework for skill development for early school leavers and existing workers will certainly boost the image of Indian welding workforce. Contribution by IIW- India to this scheme as assessing body will certainly will fetch a good reputation and identification.

### **REFERENCES :**

1. DGE&T website : [www.dget.nic.in](http://www.dget.nic.in)
2. SDIS Implementation manual (Jan 2008) published by DGE&T, MoLE

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