

I. MAIN FEATURES

The Ministry of Social Justice & Empowerment (MoSJ&E), caters for empowerment of the socially, educationally and economically marginalized sections of the society including SCs, OBCs, De-notified Tribes (DNTs), EBCs, Safai Karamcharis including Waste Pickers. Most of the persons of target group are having minimal economic assets; therefore, provision of training and enhancing their competencies is essential for economic empowerment/ upliftment of these marginalized target groups.

The focus of the programme would be on providing high quality skills through good quality institutions so that the training can result in finding jobs or self employment ventures. Apart from this, rural artisans who have become marginalized owing to coming of better technologies in market, would be trained so as to adopt newer processes and increase their incomes.

The programme also engages with skilling the Safai Karamcharis including Waste Pickers, and Women so that they can engage in self-employment activities.

With the above in mind, a National Action Plan for the marginalized persons of SC, OBC, EBC, DNT, Safai karamcharis including waste pickers and named '**Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi**' (PM-DAKSH) Yojana has been approved.

The scheme would be implemented by the three Public Sector Undertakings of Department of Social Justice and Empowerment viz. National Scheduled Castes Finance and Development Corporation (NSFDC), National Backward Classes Finance & Development Corporation (NBCFDC) & National Safai Karamcharis Finance and Development Corporation (NSKFDC).

II. OBJECTIVE OF THE SCHEME

The main objective of the scheme is to increase the skill levels of the target youth by providing for long term and short term skills, followed by engagement in wage/self-employment.

Apart from this, the skill levels of the artisans would be increased through Recognition of the Prior Learning (RPL) programmes. Under this, the upgradation would be of the skill/process/design so that the incomes will increase within their practicing vocations.

A multi-pronged strategy to enhance the competency level of the target groups and make them employable both in self and wage-employment for their socio-economic development of the following sections of the target group:

- (i) artisans may improve their revenue generation capacities within their practicing vocations,
- (ii) women may enter into self-employment thereby financially empowering themselves without neglecting their domestic activities; and

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- (iii) Youth may acquire long-term training and specialization in employable vocations giving them better standing in the job market.

III. CATEGORIZATION OF SKILLING PROGRAMMES

Under PM-DAKSH Yojana, target groups of the MoSJ&E will be trained broadly in the following sub-categories:

1. Up-skilling/Recognition of Prior Learning (RPL):

- (i) **Target Group:-** Marginal rural artisans belonging to SC/OBC/EBC/DNT categories and other such entrepreneurs in addition to Safai karamcharis including waster pickers and their dependant who constitute the bottom of the pyramid.
- (ii) **Curriculum:-**The training would be *in situ*, and the trainers would approach the artisans in their works locations. On the vocation of practice such as pottery, weaving, clay & bamboo, metal work, carpentry, waste segregation, domestic workers along with financial and digital literacy etc. The trainer has to be a master craftsman or designer or a person who is well associated with the vocation. The training would consist of improving the implements, designs and processes so that the income would be increased.

Specifically in respect of safai karamcharis including waste pickers, the curriculum will include the programmes on safe & healthy sanitation practices and RPL for waste pickers, for which QPs have been developed by NSKFDC and Skill Council for Green Jobs Certification would be aligned with the standard process of Institute of Excellence coordinating the training programme.

- (iii) **Period of Training:-** The duration of the training programmes will be **35 to 60 hours/5 days to 35 days** keeping in mind the occupational hours of the trainees.
- (iv) **Training Cost:-**The training cost will be limited to extent of Common Cost Norms (CCN) issued by Ministry of Skill Development and Entrepreneurship (MSDE) as applicable from time to time. The average training cost per person which includes other expenses also is as under:
 - (a) NSFDC and NBCFDC : Rs.8000/- (for 2021-22 and 2022-23)
: (Rs.8500/- for 2023-24 to 2025-26)
 - (b) NSKFDC : Rs.3000/-
- (v) **Other Expenses:-** As the trainees are already employed, they will be paid @Rs.2,500/- per person per programme to SCs/OBCs/EBCs/DNT candidates and @Rs.500/- per person to Safai Karamcharis including Waste Pickers in the form of stipend, for duration of training of Up-skilling/RPL, towards compensation of their wage loss, during the period of training.

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2. Short Term Courses (focus on wage/self-employment):

- (a) **Target Group:-**Most disempowered groups belonging to SC/OBC/EBC/DNT and Sanitation Workers including Waste Pickers and their dependents who are illiterate/semi-illiterate and unemployed. Special focus on marginalized section of society with primary objective of training and providing assistance to start self-employment venture.
- (b) **Curriculum:-**The Curriculum of the training programmes will be as per National Skill Qualification Framework (NSQF)/National Occupational Standard (NOS), issued by Ministry of Skill Development and Entrepreneurship, Govt. of India in various job roles with focus on wage and self employment opportunities such as self employed tailors training, furniture making, food processing, carpet weaving, beautician workers, leather work, latex harvesting, tyre fitting along with financial and digital literacy, etc. Every skill imparted shall have a component of Entrepreneurial Development Programme (EDP).
- (c) **Period of Training:-**The duration of the training programmes will be normally **300 hours and upto 3 months**, as stipulated in National Occupational Standards (NOS) and Qualification Packs (QPs). Every training will have a component of linkage with Banks for assistance to start a self employment venture.
- (d) **Training Cost:-**The training cost will be as per Common Cost Norms as applicable and amended from time to time. The average training cost is Rs.22,000/- per person which includes other expenses also for 2021-22 and 2022-23. The average training cost for 2023-24 to 2025-26 will be Rs.23,500/- per person.
- (e) **Other Expenses:**
 - (i) For non-residential training programmes, the trainees will be paid stipend @ Rs.1,500/- per month for SC candidates, Rs.1,000/- per month to OBCs/EBCs/ DNTs and Rs.1,500/- per month to Sanitation Workers including waste pickers and their dependents.
 - (ii) For residential training programmes, wherever necessary, the trainees will be provided boarding and lodging and expenses compensated within CCN, for complete duration of the training programmes. No stipend will be separately payable except in case of Safai Karamcharis, Waste Pickers & their dependants who will be paid Rs.500/- per month.

3. Entrepreneurial Development Programmes (EDP):

- (a) **Target Group:-** SCs, EBCs, OBC and DNTs youth who have preferably undergone skill training under the PMKVY and are having an entrepreneurial bent of mind.

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- (b) **Curriculum:-**The Curriculum of the training programme will essentially be modelled on NSQF and as notified by Ministry of Rural Development being implemented by the RSETIs in terms of letter No.I-12011/09/2016-NRLM (RSETI) dated 18.11.2017 of MoRD. The training would consist of sessions on Effective Communication Skills, Risk Taking Behaviour, Business Opportunity Guidance, Market Survey, Systematic Planning, Banking - Deposits, Advances and Lending, Costing & Pricing, Time Management, Working Capital and its Management, Business Plan Preparation etc.
- (c) **Period of Training:-** The duration of the training will **normally 90 hours (15 days)** or as stipulated by MoRD.
- (d) **Training Cost:-**The training cost will be reimbursed as per the norms of MoRD for compensation which are broadly modelled as per the Common Cost Norms. The average training cost for 2021-22 and 2022-23 is Rs.7000/- per person which includes other expenses also. The average training cost including other expenses for 2023-24 to 2025-26 will be Rs.7,500/- per person.

(e) Other Expenses:

Payment will be made as per Common Cost Norms/Guidelines of MoRD or other relevant Government documents, as in vogue.

4. Long Term Courses (for Global Class Skills):

- (a) **Target Group:-** SC, OBC, EBC, DNT youth etc. who have been educated upto 10th class or more and having aspirations to be employed in sectors having good demand in job market with suitable wage.
- (b) **Curriculum:-** The Curriculum of the training programmes will be as per NSQF, NCVT, AICTE, MSME, and other reputed certification programmes including those run by State Government entities in areas such as production technology, plastic processing, apparel technology, health care sector, tourism, aviation, nursery teachers training etc. Certification provided will be aligned with the processes of the concerned training programmes.
- (c) **Period of Training:-**The duration of the training programmes will **be 650 Hours or 7 months**, as stipulated by the concerned board/regulatory body of the training centre.
- (d) **Training Cost:-** The training cost will be as per Common Cost Norms for NSQF job roles or as stipulated by concerned board as applicable and as amended from time to time. The average training cost for the year 2021-22 and 2022-23 is Rs.45,000/- per person which includes other expenses also. The average training cost including other expenses for 2023-24 to 2025-26 will be Rs.47,500/- per person.

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(e) Other Expenses:

- (i) For non-residential training programmes, the trainees will be paid stipend @ Rs.1,500/- per month for SC candidates and Rs.1,000/- per month to OBCs/EBCs/DNTs candidates.
- (ii) For residential training programmes, wherever necessary, the trainees will be provided boarding and lodging and expenses compensated within CCN, for complete duration of the training programmes. No stipend will be separately payable.

IV. ELIGIBILITY CRITERIA

The scheme is applicable to SC/OBC/EBC/DNT/Safai Karamcharis including Waste Pickers of Indian Nationality who fulfills the following conditions:

- (i) Age between 18-45 years;
- (ii) Annual family income for OBC candidates should be below Rs.3.00 lakh ;
- (iii) Annual family income for EBC candidates should be below Rs.1.00 lakh;
- (iv) There is no income limit for the candidates belonging to SC/DNT/Safai Karamcharis including Waste Pickers;
- (v) Should possess an Aadhar card and Aadhar linked bank account, with the exemption for the candidates of such States which have not implemented Aadhar completely.
- (vi) Fulfills other criteria for the respective job roles as approved by MSDE.

V. TRAINING INSTITUTES (TIs)

(A) Selection of Training Institutes

The list of training institutes will be finalized on year to year basis with the recommendation of the Committee consisting of the officials from the three Corporations (Implementing Agencies) and Department of Social Justice and Empowerment including IFD. The selection of training institutes (mostly Government training institutes and some Private training institutes but not NGOs) will be made based on following conditions:

- (i) Empanelled with Pradhan Mantri Kaushal Vikas Yojana (PMKVY) scheme of Ministry of Skill Development and Entrepreneurship (MSDE);
- (ii) Past performance including placement record;
- (iii) Recommendations/Observations of PMU team in their report during surprise inspection.

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(B) Training through Training Partners (TPs)

Training Institutes will conduct training mostly at their institutes. If they engage Training Partners at some locations, they will inform to their respective Implementing Agencies who in turn will inform Department of Social Justice and Empowerment before commencement of training programme. Training Institutes will select only those Training Partners which have the following facilities:

- (i) Training Partner is to be registered and subsequently accredited with SSC/MSDE via SMART portal with specific job role of the training programmes.
- (ii) Training Partner must have adequate infrastructure viz. classroom with training aid, projector, screen, white board, CCTV etc.
- (iii) Training Partner must have job role specific labs/ training aids and equipment for practical training.
- (iv) Training Partner must have tie-ups with industries for proper placement of certified trainees.
- (v) Training Partner has to install Bio-metric system of attendance of an agency authorized by Ministry of SJE for this purpose.

VI. METHODOLOGY OF IMPLEMENTATION

The PM-DAKSH will be run through an end-to-end IT system that covers the entire ecosystem of the training programmes. This works as follows:-

- i) There will be a PM-DAKSH portal and PM-DAKSH Mobile App giving the list of TIs, Job roles and locations in which training would be imparted.
- ii) PM-DAKSH Portal apart from registration of the candidates online, commencement of trainings, etc. will also have the information regarding payment made to the training institutes through PFMS, payment to trainees through DBT etc. and will be accessible to the officials of MoSJE.
- iii) The list of finalized training institutes would be pre-fed into the software.
- iv) The eligible candidates can register for taking skill training with their Aadhar numbers and specify their area of interest, and also select the institution where he/she would like to take the training.
- v) As soon as the portal is closed for receiving the applications, candidates who have opted for a particular training institution will give online psychometric test using the portal.
- vi) The documents of the candidates will be verified by the Selection Committees

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having different officials as member as directed by the Corporations to the Training Institutes.

- vii) All candidates who are found suitable based on the qualifications and the psychometric test would be communicated to the Training Institutes on the PM-DAKSH portal automatically.
- viii) The Training Institutes will have to fix the date for starting the training programme; and based on that communications will automatically go to all the candidates who opted for the training.
- ix) On the date of the commencement of the training programmes for Short Term Training and Long Term Training, the first instalment of 30% would be released by the implementing agency (NSFDC/NBCFDC/NSKFDC) to the TIs through an online process. There should be no paper work in this regard. The internal approval processes within the implementing agency should be duly aligned to this system to ensure that the payment to the TIs goes immediately after satisfying the required formalities.

The second instalment of 40% for STT and LTT will be released on successful certification and the remaining 30% will be released on employment/placement verification.

In so far as EDP and upskilling training programmes are concerned, since they are of very short duration, funds will be released in two equal instalments of 50% each. 1st instalment will be released on commencement of training programme and 2nd instalment will be released on completion of training which include assessment and certification of training programme.

Stipend payment will be extended as a post training support to the candidates through DBT who have the requisite 80% attendance.

- x) Payment to implementing agencies shall be made through PFMS and stipend payment to the trainees through DBT on Aadhaar Enabled Payment System (AEPS)
- xi) As soon as the training starts, an attendance system using Artificial Intelligence of facial biometric, installed in the training centre will be used to record attendance of all the students on the portal every day.
- xii) Only those candidates who are found to be regular with not less than 80% attendance would be eligible for stipend. The stipend payment would be automated based on the attendance recorded on the portal, without any manual intervention. The payment shall go through an online process from the implementing agencies using PFMS/DBT into the account of the candidates.
- xiii) On completion of the training programme, the training agency should enter the date of the examination/assessment on the PM-DAKSH portal, along with the results obtained against each candidate.
- xiv) This would enable releasing of the second instalment automatically and without any manual intervention.
- xv) The placement details of the candidate would need to be accurately entered by the Training Providers after placement, alongwith the bank account in which the stipend would be paid. The portal would also have the facility for student to enter the progress in the profession where he has been placed.

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- xvi) The scheme will follow MSDE guidelines and Common Cost Norms as specified by them.

VII. OUTCOME

The targeted outcome of the competency enhancement training programmes will be as under:-

- (i) **Upskilling Programmes:-** Enhancement of earnings of livelihood as self certified by the beneficiaries.
- (ii) **Short Term Training Programme:-** The overall placement of the trained persons should be 70% in wage/self employment.
- (iii) **Entrepreneurial Development Programme:-** After completion of EDP training, at least 70% candidates should be self-employed and/or wage employed to earn livelihood.
- (iv) **Long Term Training Progamme:-** The overall placement of the trained persons should be 70% in wage/self employment with at least 70% of those employed being in wage employment.

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VIII. THE PHYSICAL AND FINANCIAL TARGETS DURING 2021-22 TO 2025-26 AS APPROVED BY STANDING FINANCE COMMITTEE

(Rs. In Lakh)

A. Corporation's Part	2021-22			2022-23			2023-24			2024-25			2025-26			Total			Total
	NSFDC	NBCFDC	NSKFDC	NSFDC	NBCFDC	NSKFDC	NSFDC	NBCFDC	NSKFDC	NSFDC	NBCFDC	NSKFDC	NSFDC	NBCFDC	NSKFDC	NSFDC	NBCFDC	NSKFDC	
(i) Upskilling																			
Number of Trainees	4000	5500	6000	4200	5600	6500	4300	5700	7000	4500	5800	8000	4700	6000	8500	21700	28600	36000	86300
Training Cost	320	440	180	336	448	195	366	485	210	383	493	240	400	510	255	1804	2376	1080	5259
(ii) Short Term Training																			
Number of Trainees	8500	7000	3000	8700	7200	3500	8900	7400	4000	9000	7500	4500	9200	7800	5000	44300	36900	20000	101200
Training Cost	1870	1540	660	1914	1584	770	2092	1739	940	2115	1763	1058	2162	1833	1175	10153	8459	4603	23214
(iii) EDP																			
Number of Trainees	4500	6500		4600	6600	0	4700	6700	0	4900	7100	0	5100	7300	0	23800	34200	0	58000
Training Cost	315	455		322	462		353	503		368	533		383	548		1740	2500	0	4239
(iv) Long Term Training																			
Number of Trainees	3000	1800		3100	1900	0	3200	2000	0	3200	1950	0	3300	2050	0	15800	9700	0	25500
Training Cost	1350	810	0	1395	855	0	1520	950	0	1520	926	0	1568	974	0	7353	4515	0	11868
Trainees through Corporations	20000	20800	9000	20600	21300	10000	21100	21800	11000	21600	22350	12500	22300	23150	13500	105600	109400	56000	271000
Total (T1)			49800			51900			53900			56450			58950			271000	
Total Training Cost (C1)	3855	3245	840	3967	3349	965	4330	3676	1150	4385	3714	1298	4512	3864	1430	21048	17849	5683	44579
Add: Monitoring Expenses @ 1% of the training cost (C2)	39	32	8	40	33	10	43	37	12	44	37	13	45	39	14	210	178	57	446
Total (C1 + C2)	3894	3277	848	4007	3382	975	4373	3713	1162	4429	3751	1310	4557	3903	1444	21258	18027	5739	45025
Total (C3)			8019			8364			9247			9491			9904			45025	
Assumptions/Basis of calculation																			
* Per trainee cost for upskilling/skill upgradation (60 Hrs/1 Month)- Rs.8,000/- for 2021-22 & 2022-23, Rs. 8,500 for 2023-24, 2024-25 & 2025-26 . In case of NSKFDC, the cost is Rs.3,000/- (Expected Training duration of 35 Hours/5 Days) for all 5 years.																			
* Per trainee cost for short term course - Rs.22,000/-for 2021-22 & 2022-23, Rs. 23,500 for 2023-24, 2024-25 & 2025-26 (Expected training duration of 300 Hours/3 Months and includes stipend and assessment cost with an assumption that around 25% programmes will be residential).																			
* Per trainee cost for long term course - Rs.45,000/- for 2021-22 & 2022-23, Rs. 47,500 for 2023-24, 2024-25 & 2025-26 (Expected training duration of 650 Hours/7 Months and includes stipend and assessment cost with an assumption that around 25% programmes will be residential)																			
* Per trainee cost for EDP course - Rs.7,000/- for 2021-22 & 2022-23, Rs.7,500 for 2023-24, 2024-25 & 2025-26 (Expected training duration of 90 Hours/15 days and includes assessment cost and support for food and to & fro for candidates).																			
Note: (i) The training cost per hour has been increased by 10% with respect to extant cost per hour (base rate for the year 2020-21 is Rs.46.70) under Common Cost Norms after two years as per prevailing trend i.e. Rs.51.40 per hour for 2021-22 and 2022-23, Rs.56.50 per hour for 2023-24, 2024-25 and 2025-26.																			
(ii) The cost for EDP per hour has been increased by 10% with respect to extant cost per hour (base rate for the year 2020-21 is Rs.40.00) after two years i.e. Rs.44/- for 2021-22 and 2022-23, Rs.48.40 for 2023-24, 2024-25 and 2025-26.																			
(iii) Other cost excluding stipend have been increased every two years to cater to inflation.																			

Note: The above mentioned per candidate cost is estimated average cost. It varies depending upon the duration of the training programme as specified by the Common Cost Norms of MSDE.

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IX. TIMELINES

Timeline for implementation under PM-DAKSH

S. No.	Purpose	Date
Module-I First Round Trainings		
1	Uploading of the approved Training Partners with course being offered on the portal	Before 28 th February
2	Opening of portal for registration	1 st March to 30 th April
3	Document verification, psychometric test and commencement of courses during the registration period for those centres where registration is 1.25 times batch size.	1 st April to 30 th April
4	Document verification, psychometric test and commencement of courses for rest Centres	1 st May to 31 st May
Module-II Second Round Trainings		
5	Second round training programme (if target has not achieved)	
6	Registration of Candidates in PM-DAKSH Portal	1 st July to 31 st July
7	Document verification, psychometric test and commencement of courses	By 31 st August

Release of Fund to TIs (for the courses commenced in the 1st Round)

Sl. No.	Release of Payment to TIs for 1 st Round	Date
1	Release of 1 st Instalment 30% (STT/LTT) and 50 (Upskilling and EDP)	By 30 th June
2	Release of II nd Instalment for RPL/EDP Programmes	By 30 th August
3	Release of II nd Instalment for Short Term courses	By 30 th October
4	Release of III rd Instalment for Short Term courses	By 31 st December
5	Release of II nd Instalment for Long Term	By 28 th January
6	Release of III rd Instalment for Long Term	By 15 th March

X. MONITORING OF THE SCHEME

The Guidelines of PM DAKSH prescribes the following monitoring mechanism.

- i. The Corporations will directly monitor all the training programmes. This will include participation either directly or through their representatives in the Selection Committee Meetings, review of Selection Committee meeting minutes having details of the trainees, e-based and direct surveillance of the training programmes, consolidation of details of trained beneficiaries in the designated portal etc.
- ii. The implementation will be additionally subject to third party evaluation initiated by the Corporations and also MoSJ&E.
- iii. In addition to this, from time to time, provision of inviting PMU team/Officials of Ministry of SJE to visit the ongoing training site for inspection, Instant information on WhatsApp Groups for different activities, Monitoring of training programmes by setting up CCTVs and live streaming of the session and launching of PM DAKSH Portal for Monitoring of skilling training on real time basis. On the basis of surprise inspections undertaken by officials of the MoSJE/PMU, if the performance of the training institutes is found to be unsatisfactory, the TIs will be asked to clarify the position. If the reply is unsatisfactory, the programmes will be cancelled.

Monitoring will also be done through the following interventions:

- a. Biometric attendance of the candidates using Artificial Intelligence (AI).
- b. Surprise site inspection of training programme by PMU Units of SJE
- c. Monitoring of the ongoing training programme by geo-tagged pics received from the TIs.
- iv. Online surveillance through CCTV, wherever possible, would be incorporated
- v. Whenever required social audit of the scheme can be made by the Corporations/MoSJE.
- vi. In the case of up-skilling of self-employed persons specific feed back of the increase in their income post training would be recorded to the extent possible.
- vii. A review of the performance of the Training Partners would be undertaken annually at the time of constitution of the Committee to select TIs.
- viii. There should be an end to end IT system that focuses on the trainee and reduces paper work at the Corporation level.

XI. Miscellaneous

- (i) The submission of UC should be as per prescribed forms as per GFR, 2017. Further, as per provision of rule 230 (8) of GFR, 2017, all interest or other earning against unspent money (budgetary support to Corporations for skilling) should be mandatorily remitted to the consolidated fund of India immediately after finalization of accounts.
- (ii) The Implementation of the PM-DAKSH Yojana will be as per GFR, 2017.
