

# **REPORT ON Evaluation of the Ongoing Scheme of Ministry of MSME "Assistance to Training Institutions"**



**Submitted To  
Ministry of Micro, Small and  
Medium Enterprises  
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## TABLE OF CONTENTS

CHAPTER NO.	TITLE	PAGE NO
	EXECUTIVE SUMMARY	I-XI
CHAPTER 1	BACKGROUND & SALIENT FEATURES OF MoMSME – EDI/ATI SCHEME	1-7
1.1	Background	1
1.2	Salient Features of ATI Scheme	2
CHAPTER 2	OBJECTIVE(S), SCOPE OF WORK , APPROACH & METHODOLOGY FOR EVALUATION STUDY	8-17
2.1	Objectives	8
2.2	Scope of Work	8
2.3	Approach & Methodology for Evaluation Study	8
CHAPTER 3	MAPPING OF SKILL GAPS IN IDENTIFIED INDUSTRIAL SECTORS OF THE COUNTRY & THEIR PROMINENT TRAINING NEEDS	18-53
3.1	Mapping of Skill Gaps & Analysis	18
3.1.1	IT & ITES	18
3.1.2	Food Processing	27
3.1.3	Pharmaceuticals	37
3.1.4	Auto Components	41
3.1.5	Handicrafts	45
3.1.6	Gems & Jewellery	49
3.2	Sectorwise prominent Manpower Requirement & Training Needs	52
CHAPTER 4	MAJOR FINDINGS OF THE EVALUATION STUDY	54-137
4.1	Feedback/Response received from 3 National Level EDIs and NSIC Ltd under MoMSME Contacted	54
4.1.1	National Institute for Micro, Small and Medium Enterprises (NIMSME), Hyderabad, AP	54
4.1.2	National Institute for Entrepreneurship & Small Business Development (NIESBUD), Noida, UP	60
4.1.3	Indian Institute of Entrepreneurship (IIE), Guwahati, Assam	64
4.1.4	National Small Industries Corporation Ltd (NSIC) [New Delhi-HO; Delhi & Hyderabad- Technical Services Centres]	67
4.2	Feedback/Response received from 10 State/UT sponsored EDIs/TIs supported under the scheme contacted personally	73
4.2.1	Centre for Entrepreneurship Development (CED), Gandhinagar, Gujarat	73
4.2.2	Centre for Entrepreneurship & Small Business Management, (CESBM), Ajmer, Rajasthan	79
4.2.3	Enterprise Development Institute (EDI), Kolkata, West Bengal	83
4.2.4	Entrepreneurship Development Institute of India (EDII), Ahmedabad, Gujarat	87
4.2.5	Institute of Entrepreneurship Development, Bhubaneswar,	90

	Orissa	
4.2.6	Centre for Entrepreneurship Development of Karnataka (CEDOK), Dharwad, Karnataka	94
4.2.7	Maharashtra Centre for Entrepreneurship Development (MCED), Aurangabad, Maharashtra	99
4.2.8	Tiruchirappalli Regional Engineering College - Science and Technology Entrepreneurs Park, Tiruchirappalli, Tamilnadu	101
4.2.9	Centre for Entrepreneurship Development Madhya Pradesh (CEDMAP), Bhopal, Madhya Pradesh	105
4.2.10	Kerala Institute for Entrepreneurship Development, (KIED), Cochin, Kerala	109
4.3	Feedback/Response received through email from 8 State/UTs sponsored EDIs/TIs supported under the scheme	111
4.4	PIs of NIMSME contacted personally	111
4.5	Feedback/Response received from Beneficiaries (Trained Personnel under ATI Scheme)	112
<b>CHAPTER 5</b>	<b>DATA ANALYSIS &amp; SUGGESTIONS FOR MAKING ATI SCHEME MORE USEFUL &amp; EFFECTIVE</b>	<b>138-154</b>
5.1	Evaluation & Benefit Analysis / Assessment of the EDI/ATI scheme	138
5.1.1	Overall benefit Analysis/Assessment	138
5.1.2	Efficacy of EDI/ATI Scheme in meeting requirement of Industries & Aspirations of Trainees	143
5.1.3	Cost Benefit Analysis of ATI Scheme	147
5.2	Average cost per trainee for imparting training & major cost components (EDP & ESDP)	148
5.3	Suggestions/Modifications to be carried in ATI scheme/Business Process Re-engineering	149
5.3.1	Procedures Adopted in implementation	149
5.3.2	Content of the Scheme	150
5.3.3	Need for promotion of New EDIs in the country based on resource gap	154

### List of Tables, Figures & Annexure

Table no	Title	Page no
2.1	Summarized details of Beneficiaries (Trained Personnel) for 68 Approved Training Modules conducted so far & supported under ATI Scheme and Proposed Sample Size for Survey	11
5.1	Summary of responses received from National & State level EDIs /TIs and benefits under ATI/EDI Scheme of MoMSME	140
5.2	Estimated Average Cost for Conducting Standard EDP - 72 Hours Duration for batch of 25 Trainees	148
5.3	Estimated Average Cost for Conducting Standard ESDP - 200 Hours Duration for batch of 25 Trainees	149
<b>Annexure No</b>	<b>Title</b>	
2.1	Questionnaire for EDIs/TIs supported by MoMSME under the scheme “EDI/ATI”	155
2.2	Questionnaire for Beneficiaries (Personnel Trained by Training Institutions) under MoMSME scheme “Assistance to Training Institutions”	160
2.3	Questionnaire for All India /Sectorial Industry Associations	162
2.4	List of Contacts for Primary Survey	164
4.1	List for additional EDIs/TIs personally contacted & those who responded through mail	171

## EXECUTIVE SUMMARY

### I. OBJECTIVES OF EVALUATION STUDY ON MoMSME – EDI/ATI Scheme

- To assess the impact of scheme on promotion of entrepreneurial culture in the country by way of establishment of new EDIs and consequential training and skill up gradation programmes in different regions of the country.
- To suggest the ways and means to promote entrepreneurial culture amongst the youth and unemployed people and to fill the skill gap existing in the different sectors of the industries.
- Evaluation of the scheme (Assistance to Training Institutions) of Ministry of MSME for continuation of the scheme in the 12th five year plan (2012-17) under the mechanism of Surveys, Study and Policy Research.

### II. SCOPE OF WORK OF EVALUATION STUDY AS PER MoMSME

- To carry out the Cost benefit analysis/assessment of the scheme.
- To assess the efficacy of the scheme in meeting the requirement of the industries and the aspiration of unemployed youth/persons who have been trained under the scheme.
- To suggest modifications/changes in the content of the scheme or the procedures being followed in implementation of the scheme and BPR.
- To assess the felt need/resource gap of the different parts of the country (especially backward region/districts) and their failure in meeting the requirement of unemployed youth/persons in getting the wage employment or self employment.
- To work out the average cost per trainee for imparting training and to suggest the components of Training accountable for calculation of average cost.
- Mapping of Skill gaps in Identified Industrial sectors of the country and identification of their prominent manpower development/training needs i.e. IT & ITES, Food Processing, Pharmaceuticals, Auto Components, Handicrafts, Gems & Jewellery (through Desk Research & Contacting Apex Industry Associations)

### III. APPROACH & METHODOLOGY FOR EVALUATION STUDY

- Initial discussions with concerned officials of MoMSME (Work Plan, obtaining Introduction Letter, List of EDIs, Beneficiaries – Approx 1600 Nos)
- Secondary Data Collection & Analysis (Internet Search related to EDIs & referring to Skill Gap Mapping Reports of NSDC, NIFTEM, NCAER etc)
- Preparation & Submission of Inception Report (Work Plan, List of Contacts, Segment wise designed Questionnaires)
- Exhaustive Mail/Email Survey (EDIs & Associations)
- Primary Survey/Field Contacts:
  - Contacting 340 Nos (@ 5 per Module for 68) of Beneficiaries (Trained Personnel) under the said scheme of MoMSME
  - Contacting 3 National Level EDIs under MoMSME, One PSE and 10 selected State/UT sponsored EDIs supported under the said scheme of MoMSME
  - All India & Sectorial Industry Associations (11 Nos)
- Data Entry & Validation, Tabulation, Analysis and Draft Report Preparation
- Presentation of Draft Report to MoMSME on 24<sup>th</sup> April, 2012.
- Finalization of Draft Report after incorporating Comments from MoMSME.

### IV. MAJOR FINDINGS ON SKILL GAPS, PROMINENT MANPOWER REQUIREMENT & TRAINING NEEDS FOR IDENTIFIED SECTORS

#### IT & ITES

Information Communication Technologies	Desktop Publishing
VLSI Design & Embedded Systems	Data Entry

PCB & Mother Board Design upto 16 Layers	ERP
Computer Hardware & Networking	Application & Systems Software Development
BPO/KPO Operation	Electronic Waste Management

### **Food, Chemicals & Pharma**

Physio-Chemical & Microbiological Testing	QMS for Pharmaceuticals i.e. GLP, cGMP, WHO – GMP
Operators for equipments such as Centrifuges, Mixtures, Grinders, Filters, Reactors, Distillation Columns, Tableting/ Capsuling & Syrup lines, Vacuum Packaging, Sterilization, etc	QMS for Food Processing such as HACCP, GMP, GHP
Food Technologists	Other TQM such as ISO : 14000, ISO : 22000 etc
Microbiologists	Drug Information, Export Documentation and QC
Pharmacists	Meat & Seafood Processed products (Sterilization, Incineration, Automatic canning lines, IQF, Automatic Products processing & Packaging lines)
Chemists	Lab Technicians (for operation of Microscopes, HPLC, GC, Spectrophotometer etc)
Enzyme Technologists	Medical Lab Technologists ( for conducting Diagnostic lab test, serological test etc)
Packaging Technologists	QC & Certification
Herbal/Ayurvedic Formulations	Safety, Health & Environment

### **Auto Components**

Fitters	Moulds & Tools Design
Welders	Tool Room M/c Operators
CNC M/c Operators & Programmers (Lathe, Milling, EDM)	CAD/CAM
Powder Coating	Sheet Metal Fabrication
Jigs & Fixture Design & Maintenance	

### **Textile**

- Motor winding technicians
- Garment Manufacturing Operators (Automatic Stitching M/c, Computerized Fabric Knitting M/c, Computerized Embroidery M/c, Computerized Woven Labels M/c etc)
- Repair & Maintenance of Computerized M/c
- Testing & QC
- Design based on CAD

## **Handicrafts**

- Innovative designs
- New and Diversified Products (e.g. Jute Products such as Geo-textiles; Woven Products from Fibers of Banana, Coir and Jute etc)
- Marketing Skill Development Particularly related to Exports
- Standardization of Products, Manufacturing Techniques and Quality Control
- Introduction of simple & efficient Machines to smoothen operations, enhance productivity and reduce cost of production
- Safety Health & Environment

## **V. RELEVANCE OF ATI SCHEME IN NATIONAL CONTEXT**

- The PM's National Mission on Skill Development has a target for Creation of a pool of 500 Million Skilled People by 2022.
- Approx 83 Million people in India are either unemployable / inadequately skilled at present.
- MoMSME has mandated that 20% of all purchases by Central & State Government Ministries/ Departments and PSUs should be made from registered MSMEs, out of which 4% should be made from Tribal/Dalit enterprises that creates an excellent opportunity for unemployed youths and those belonging to backward classes to obtain training & set up their own enterprises thereby resulting in their Socio-economic development.
- Thus ATI scheme assumes a lot of National Importance as it would contribute towards rapid escalation of training & skill development in the country.

## **VI. EVALUATION & BENEFIT ANALYSIS/ASSESSMENT OF EDI/ATI SCHEME**

### **➤ Overall Benefit Analysis / Assessment**

#### **❖Efficacy, Impact and Sustainability of ATI Scheme**

- The responses received from 4 National Level EDIs /TIs, 18 State/UT sponsored EDIs supported by MoMSME that have been provided Capital Grant under ATI Scheme for creating Training Infrastructure (out of a total of 30 Nos) and 2 PIs of NiMSME and benefits under the said scheme have been highlighted at **Table-I**.

**Table I: Summary of responses received from National & State level EDIs /TIs and benefits under ATI/EDI Scheme of MoMSME**

S. No.	EDI/TI	Training Capacity (Nos) at any given time	Capital Grant Availed under EDI/ATI Scheme from MoMSME (Rs. Lakh)	Programme Support under ATI Scheme from MoMSME (2010-11 & 2011-12)			Approx Total No. of Trainees Trained during Xlth Plan (all Type of Trainings)	Reported Benefits to Trainees		
				Support (Rs. Lakh)	Total Training Programmes Conducted (Nos)	Trainees Trained (Total Nos)		Self Employment (% of Total Trainees)	Wage Employment (% of Total Trainees )	
I.	NATIONAL LEVEL EDIs/TIs									
1.	NIMSME & 28 Pls	5340	Nil	2135	861	20873	60000	30	27	
2.	NIESBUD & 34 Pls	5410	Nil	2860	1761	43746	75000	6	20	
3.	IIE & 34 Pls	2520	Nil	2373	857	24661	60318	34	29	
Total		13270		7368	3479	89280	195318			
4.	NSIC Ltd	2000	Nil	1342	802	19288	50000	5	20	
Grand Total		15270		8710	4281	108568	245318			
II.	STATE /UT SPONSORED EDIS/TIs supported by MoMSME (out of a total of 30 Nos )									
			Total Requirement (Rs. Lakh)	MoMSME Capital Grant (Rd. Lakh)						
1.	TREC – STEP, Trichy	900	285	100	Nil	Nil	Nil	13188	30	60
2	IED, Bhubaneswar	700	628	150	Nil	Nil	Nil	18000	30	40
3.	KIED, Cochin	265	300	90	Nil	Nil	Nil	1000	20	50
4.	CSREM, Gajapati	300	697	97	Nil	Nil	Nil	3526	10	70
5.	EMDI, Jaipur	100	305	100	Nil	Nil	Nil	4131	30	40
6.	JKEDI, Srinagar	620	2294	150	Nil	Nil	Nil	11133	40	20
7.	IED, Patna	200	200	62	Nil	Nil	Nil	26312	30	30



8.	EDI, Chennai	100	200	100	64	40	1000	1400	27	30
9.	IED, Lucknow	150	150	75	Nil	Nil	Nil	18900	20	40
10.	Deshpande R, Karnataka	120	126	35	Nil	Nil	Nil	8470	58	15
11.	CED, Hyderabad	120	75	25	35	19	475	7000	32	24
12.	CED, Gandhinagar	5400	310	130	181	211	10942	32677	20	50
13.	EDII, Ahmedabad	500	117	117	-	-	-	7839	50	30
14.	CEDMAP, Bhopal	150	240	95	162	63	1745	5000	23	17
15.	EDI, Kolkata	120	246	100	Nil	Nil	Nil	4000	45	24
16.	CESBM, Ajmer	150	326	150	22	9	259	900	10	35
17.	CEDOK, Dharwad	100	454	97	40	21	579	53111	57	21
18.	MCED, Aurangabad	120	145	145	45	17	522	1000	30	20
<b>Total</b>		<b>10115</b>	<b>7098</b>	<b>1818</b>	<b>549</b>	<b>380</b>	<b>15522</b>	<b>217587</b>		
III. Other Training Institutions										
1.	<b>KITCO, Cochin</b>	<b>150</b>	<b>100</b>	<b>Nil</b>	<b>8</b>	<b>13</b>	<b>380</b>	<b>3372</b>	45	40
2.	<b>Periyar TBI, Thanjavur</b>	<b>120</b>	<b>200</b>	<b>Nil</b>	<b>25</b>	<b>17</b>	<b>425</b>	<b>2250</b>	40	30
<b>Total</b>		<b>270</b>	<b>300</b>		<b>33</b>	<b>30</b>	<b>805</b>	<b>5622</b>		

Source: Compiled by Consultants based on responses received



- Under EDI /ATI Scheme of MoMSME, 30 State / UT sponsored EDIs have been supported by providing Capital Grant under the scheme for setting up Training Infrastructure including Class Rooms, Training Halls, Teaching Equipments / Aids etc and since the inception of the said scheme from 1993 till 31st March 2011 a total Capital grant of Rs. 23.76 Cr. has been disbursed and utilized. This has translated into a Training Capacity of approx 0.60 Lakh Trainees per year on an average (based on single shift basis). It is estimated that under ATI Scheme during XIth Five Year Plan (Year 2010-11 & 2011-12) training has been imparted by States/UT sponsored EDIs to about 0.25 Lakh Trainees and a total of about 3.0 Lakh Trainees (all types of training) during entire XIth Plan period (2007-2011).
- During the XIth Five Year Plan under EDI/ATI Scheme, approx Rs. 5.57 Cr. (1st April,2007 – 31st March, 2011period) Capital Grant was provided to 12 State/UT Sponsored EDIs for setting up / Up gradation of their Training Infrastructure.
- After the revision of EDI Scheme and renaming as ATI Scheme in the year 2009-10 a Capital Grant of Rs. 3.85 Cr. to 6 State /UT sponsored EDIs was released by MoMSME for setting up of New EDIs/up gradation of existing EDIs till 31<sup>st</sup> March, 2011. (Source: MoMSME)
- In addition as per data provided by National & State level EDIs approx Rs. 100 Crore program Support under the ATI scheme would be utilized during 2010-11 & 2011-12 period for conducting approved Training Programs.
- Although the 3 National Level EDIs under MoMSME i.e. NIESBUD, IIE & NiMSME have not availed any Capital Grant under the said scheme of MoMSME but they have utilized Financial Support from MoMSME under the said scheme for meeting their revenue deficits till almost the Xth Five Year Plan Period. All these 3 EDIs put together have about 96 Pls located throughout India to impart training and enhance outreach. The total Training Capacity of these 3 EDIs and their Pls at any given point is approx 13270 Trainees and during XIth Five Year Plan they have provided Training (all types) to about 2 Lakh Trainees out of which 0.90 Lakh was under Programme Support from MoMSME under the said scheme for conducting approx 3500 approved Training Programmes.
- NSIC Ltd (PSE) has not availed any Capital Grant under the said scheme of MoMSME for either setting up their Technical Services centres or up-gradation but are imparting Training specially in Hard Skills on National Level through their 8 Technical Services Centres and during the XIth Five Year Plan have trained approx 0.50 Lakh Trainees out of which 0.19 Lakh Trainees were trained through 802 Training Programmes conducted from Programme assistance obtained from MoMSME for conducting standard approved Training modules under ATI scheme. NSIC as a whole has a training capacity of approx 2000 at any given point of time.
- Since the requisite Training Infrastructure & Faculty is in place including 3 National Level EDIs under MoMSME & their 96 Pls, NSIC Ltd and 30 State/UT sponsored EDIs for Training approx 0.30 Lakh Trainees at any given point of time (single shift basis) or approx 1.2 Lakh Trainees per annum, availability of Financial Support for conducting approved Training Programmes from MoMSME and other paid trainings (trainee / industry sponsored), the functioning of the EDIs /TIs under the scheme is sustainable.

➤ **Efficacy of EDI/ATI Scheme in meeting requirement of Industries and Aspirations of Trainees**

❖ **Designing of Course content of Training & Skill Development Programmes by EDIs /TIs to suit Industry / Trainee needs**

- The EDIs /TIs generally adopt and follow standardized course content and course duration of approved Training Modules as specified by MoMSME.
- Additional Course Content is added/course modified based on advice of experts from the industry, feedback received from earlier batches of trainees, Industry Associations at local level and Training needs highlighted by potential trainees.

❖ **EDIs Perspective w.r.t Benefits**

- As per 4 National Level EDIs/TIs and 20 State level EDIs / TIs contacted, the said scheme of MoMSME is highly successful w.r.t the following:
  - Meeting the Aspirations of Unemployed youths trained in getting wage/self employment. According to them on an average 30% of all trainees were successful in setting up their enterprises and approx 32% were able to obtain wage employment. The average monthly gain in self employment was approx. Rs. 6500 p.m whereas in the case of wage employment it was approx. Rs. 4500 p.m.
  - Meeting the requirement of Industries in terms of enhancing availability of skilled / trained manpower as per their needs & reduction in skill gaps
  - Promotion & setting up of new EDI's in the country to extend Training / Skill Development facilities to unemployed youths and also further handholding support for establishment of their micro /small enterprises by EDIs as part of ATI Scheme as well as under linkage with other govt. schemes such as PMEGP, RGUMY etc.
  - In promotion of Entrepreneurial culture in the country.
  - Creation of better work options, higher income sources & Socio-economic development of Trainees and their families.
  - Through training and subsequent self/wage employment the unemployed youths particularly in backward districts of India and those affected by naxalite/terrorist activities are distracted from being allured in such anti-social activities.

❖ **Beneficiaries (Trained Personnel) Perspective w.r.t Benefits**

- The Feedback/Views provided by 340Nos of beneficiaries contacted by the consultants related to benefits accrued to them after Training and handholding support provided by EDI /TI are summarized below:
  - Majority of the beneficiaries (on an average 75%) were unemployed at the time of Training and after training benefited in terms of wage/self employment.
  - The major reasons of training / aspirations as indicated by trainees included wage employment (45%), Self Employment (30%) and these were met.
  - Majority of the trainees found the quality and level of the Training Institute and their Faculty as per expectation. The Training Course content was found to be adequate as per their needs and requirement of the industry. However incase of ESDPs they felt that for proper practical training the duration of every ESDP should be enhanced to a minimum of 200 Hrs.
  - Majority of the trainees (75%) indicated that Training was beneficial to them in the following ways:
    - Approx 20% were able to setup their enterprises and 30% obtained wage employment.

- Increase in monthly income (average) incase of self employment Approx.Rs. 5500.
- Increase in monthly income (average) incase of wage employment Approx 4000.
- The other benefits included increase in social status, transfer of benefits to future generation etc.
- Under ATI Scheme majority of the EDIs /TIs are providing handholding support to trainees for obtaining wage employment (in the form of Campus Interviews, Information on Prospective employers) and self employment (in the form of advisory support services till EM 1 stage as part of Training or further through other schemes i.e. PMEGP, RGUMY etc).

#### ➤ **Cost Benefit Analysis of EDI/ATI Scheme**

- ❖ It is estimated that the total people trained by State/UT sponsored EDIs provided Capital Grant for setting up their Institutes during Xth & XIth five year plans for all types of training were approx 5 Lakh Nos.
- ❖ Considering on a conservative basis that approx 50 percent of Trainees got self/wage employment and average increase in annual income of Rs. 0.50 Lakh/Trainee this amounts to income/employment generation to the tune of approx Rs. 1250 cr. over 10 years period of training since the State/UT sponsored EDIs were set up.
- ❖ The Total Capital investment in setting up 30 State/UT sponsored EDIs that are supported by MoMSME (MoMSME + State Govt. + Institute/other source contribution) is approx Rs. 200 cr. only that results on (an average) of employment creation worth Rs. 125 crore per year. Hence the Catalytic role played by Central Govt. (MoMSME) in creation of Training Infrastructure under EDI/ATI scheme and employment generation is highly beneficial & cost effective and the scheme should be extended in the XIth Five year plan as well.

### **VII. AVERAGE COST PER TRAINEE FOR IMPARTING TRAINING & MAJOR COST COMPONENTS (EDP & ESDP)**

- ❖ The average Cost per participant per hour for conducting standard EDP program of 72 hrs duration & 25 batch size by EDI/TI works out to approx Rs. 62.50 and this cost would be almost the same for Urban/DHQ/Rural areas as decrease in certain heads would be offset by increase in others.
- ❖ The average cost per participant per hour for conducting standard ESDP program of 200 hrs duration & 25 batch size by EDI/TI works out to approx Rs. 68 and this would almost be the same for Urban /DHQ/Rural Area.

### **VIII.SUGGESTED MODIFICATIONS TO BE CARRIED IN ATI SCHEME /BUSINESS PROCESS RE-ENGINEERING**

#### ➤ **Procedures adopted in implementation**

- ❖ EDIs/TIs file their Program Schedule for Approval & Sanction to MoMSME for next Financial Year and timely approval and sanction of funds is necessary so as not to delay the Training Program Schedule. Currently, however, there are periodical meetings every year for scrutiny and approval/sanction of funds by M/o MSME and hence this issue is seemingly being addressed.
- ❖ Since the EDI/TI has to incur almost 100% of the expenses beforehand for conducting the training Programme under the scheme and are reimbursed the same only after successful completion of Training and due verification & processing of their claims by MoMSME that

inturn takes at least two more months the entire process creates a lot of Financial burden on EDIs/TIs. It is suggested that incase of 3 National level EDIs under MoMSME and their PIs; NSIC Ltd and all State/UT sponsored assisted EDIs by MoMSME there should be a provision for providing at least 40% of their total sanctioned amount as advance enabling them to meet a part of their expenses and balance on successful completion of Training.

### ➤ **Content of the Scheme**

- ❖ Assistance to 3 National Level EDIs (NIESBUD, NIMSME & IIE) under the ATI Scheme to meet Revenue Deficit (if any)

<b><u>Present</u></b>	<b><u>Proposed Amendment</u></b>
<b><u>Under Clause 3.1.1 (i):</u></b> Assistance may be provided under the scheme for creation or strengthening/expansion of infrastructure, including opening of new branches/ centres and meeting revenue deficit, if any, to national level EDIs [presently 3 namely - NIMSME, Hyderabad; NIESBUD, Noida and IIE, Guwahati.	Since these 3 EDIs are self sustainable in their operations due to programme assistance under the said scheme and through paid trainings hence it is suggested that this facility should be discontinued

- ❖ Amount of Capital Grants to EDIs under the scheme for Training Infrastructure Setting Up/up gradation

<b><u>Present</u></b>	<b><u>Proposed Amendment</u></b>
<b><u>Under Clause 3.2.2 (i):</u></b> Maximum assistance under the scheme will be restricted to Rs. 150 lakh in each case. However, for State level EDIs sponsored by the concerned State/UT Government in the North Eastern region (including Sikkim) or Union Territories of Andaman & Nicobar and Lakshadweep Islands, the maximum assistance would be Rs. 270 lakhs or 90 percent of the project cost, whichever is less.	Since the cost of setting up a decent EDI has gone up substantially hence the maximum assistance should be enhanced to Rs. 300 Lakh (Rs. 540 Lakh in case of EDIs sponsored by State/UT govts in NER including Sikkim or UTs of Andaman & Nicobar and Lakshadweep Islands.)

- ❖ Amount of Training Programme assistance under the scheme to EDIs for conducting approved Training Modules

<b><u>Present</u></b>	<b><u>Proposed Amendment</u></b>
<b><u>Under Clause 3.3.2 (i):</u></b> <ul style="list-style-type: none"> <li>❖ For SC/ST/PH/NER/NER+ Categories: Rs. 60/- for DHQ; Rs. 50/- for Urban areas other than DHQs and Rs. 40/- for rural areas per participant per Hr.</li> <li>❖ For other categories of candidates : Rs. 50/- for DHQ; Rs. 40/- for Urban areas other than DHQ and Rs. 30/- for Rural areas per participant per Hr.</li> </ul>	Since the cost of Conducting Training Programmes has gone up substantially and upward revision in Assistance from present levels appears to be necessary and following is suggested: <ul style="list-style-type: none"> <li>• The assistance (Rs. Per Trainee per Hour) for all categories of trainees should be the same.</li> <li>• The proposed assistance (Rs. Per Trainee per Hour) for EDP programme should be</li> </ul>

For ToT : Rs. 60/- Per Trainee Per Hr.	<p>Rs. 65/- in DHQ &amp; other Urban Areas.</p> <ul style="list-style-type: none"> <li>• The proposed assistance (Rs. Per Trainee per Hour) for ESDP Programme should be Rs. 70/- in DHQ &amp; other Urban Areas.</li> <li>• For NER &amp; NER+ categories it is proposed that additional 20% should be paid for DHQ &amp; other Urban Areas due to difficult terrain of these regions</li> <li>• An additional incentive for conducting programmes in rural &amp; backward districts should be @ 10% of the above.</li> <li>• The proposed assistance (Rs. Per Trainee per Hour) for ToT Programme should be Rs. 90/-.</li> </ul>
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#### ❖ Approved Training Modules under ATI Scheme

- The course content of the Approved Training Modules (119) of MoMSME need thorough review & updation based on present Industry needs & changing business environment. For examples the PCB Design ESDP Training Module presently covers only upto 2 Layers where as the Industry needs upto 16 layers hence this needs updation. It is also suggested that new ESDP Training Courses/Modules (upto 300 hrs duration) should be added in Approved List of MoMSME that are highly Industry Relevant and have high degree of employability for the trainees as suggested in the Report. This could be achieved by setting up a Core Committee by MoMSME comprising of representatives from MoMSME, EDIs/TIs, Apex Sectorial Industry Associations, NSDC (Sectorial Committees etc).
- Out of 111 approved ESDPs of MoMSME, majority i.e. 66 nos are only of 125 Hrs duration & 2 Modules of 150 hrs duration. All these need to be extended to atleast 200 hrs duration in order to cover Practical Training Component during Training Module/Course.

#### ❖ Other amendments

- Central Government nominated representatives should try and attend maximum Board meetings during Development of the State /UT sponsored EDIs & their subsequent functioning, so that their expertise & guidance is available to the EDIs, for proper maintenance of records, monitoring of training activities & performance and to ensure proper utilization of training infrastructure.
- Videoconferencing, web based training should be introduced in the Scheme to cover multiple locations, enhance outreach particularly in rural areas and provide effective monitoring mechanism w.r.t. Training Programs being conducted from time to time. The cost for setting up requisite systems would be supported by MoMSME under ATI Scheme as Capital Grant towards teaching aids/equipment.
- The prime method of identification of Trainees adopted by majority of the EDIs/TIs at present is through release of advertisements in National & Local dailies. In addition it is suggested that the EDIs / TIs could also advertise on the Local Cable Network to create greater awareness about the Scheme in the public.
- The success of the Training imparted by EDIs/TIs under the scheme should be measured in terms of actual Enterprises setup by trainees after Training and

subsequent handholding support provided by the respective EDIs/TIs. For this the suggested target should be atleast 20% of the total number of trainees for each EDI/TI.

- National & Regional level meetings/seminars may be organized by MoMSME for sharing of good/best practices among EDI/TIs.
- The Entrepreneurship motivation among unemployed youths could be enhanced by following measures:
  - Panel of eminent successful Entrepreneurs to interact with prospective Entrepreneurs to share their success stories either face to face or through video conferencing.
  - Online EDPs and Sector specific ESDPs should be encouraged through web based learning and Video Conferencing to enhance outreach.
  - Training Programmes should be fine-tuned based on local needs in different regions / States of the country as suggested by EDIs.

➤ **Need for promotion of New EDIs in the country based on resource gap**

- ❖ It is observed that substantial number of EDIs / TIs exist across the country imparting various types of Training & Skill development programs. Prominent among these include 3 National Level EDIs and their 96 PIs; 11 Technical Services Centres of NSIC Ltd, 58 Nos of MSME DIs and their branch DIs; 14 Nos of TRTC etc under MoMSME. In addition Training is also being imparted by other organizations through their Institutes e.g. NSDC, NIFTEM, NIPEAR, CFTC, ESTC etc.
- ❖ Thus there are sufficient number of EDIs/TIs already existing in the country and if at all any new EDIs need to be promoted this should be based on Regional analysis of existing EDIs/TIs and specific need/requirement for setting up of additional EDIs/TIs.
- ❖ The idle facilities /excess capacities of Govt. EDIs/TIs wherever available should be utilized through MoMSME by reputed/accredited National & State level EDIs on PPP model and revenue sharing basis in order to impart training to more people.



## CHAPTER 1

### BACKGROUND & SALIENT FEATURES OF MoMSME - ASSISTANCE TO TRAINING INSTITUTIONS” SCHEME

#### 1.1. BACKGROUND

- The Micro, Small and Medium Enterprises (MSMEs) sector has emerged as a highly vibrant and dynamic sector of the Indian economy over the last five decades. MSMEs not only play crucial role in providing large employment opportunities at comparatively lower capital cost than large industries but also help in industrialization of rural & backward areas, thereby, reducing regional imbalances, assuring more equitable distribution of national income and wealth. MSMEs are complementary to large industries as ancillary units and contribute enormously to the socio-economic development of the country.
- The Ministry of Micro, Small and Medium Enterprises (MoMSME) promotes the development of micro and small enterprises in the country with the objective of creating self-employment opportunities and upgrading the relevant skills of existing and potential entrepreneurs. In order to promote establishment of new enterprises and creation of new entrepreneurs MoMSME has been implementing various schemes and programmes.
- Entrepreneurship development is one of the key elements for promotion of micro and small enterprises, particularly, the first generation entrepreneurs. Entrepreneurship, and resultant creation of employment and wealth, is a major means for inclusive development. Hence, entrepreneurship development has been one of the priorities in countries the world over.
- In order to ensure that young entrepreneurs are encouraged and suitably equipped to go into new ventures, the Government has been providing assistance for establishment of Training Institutions/ Entrepreneurship Development Institutes (EDIs) for imparting entrepreneurship and skill development training. These EDIs have been providing entrepreneurship and skill development training to the first generation entrepreneurs and helping and supporting them in the establishment of their enterprises. Government makes consistent and concerted efforts to accelerate and promote entrepreneurship by providing support for strengthening of training infrastructure as well as programme support.
- MoMSME has set up three National level Entrepreneurship Development Institutes namely National Institute for Micro, Small and Medium Enterprises (NIMSME), Hyderabad; National Institute for Entrepreneurship and Small Business Development (NIESBUD), Noida and Indian Institute of Entrepreneurship (IIE), Guwahati to undertake the task of entrepreneurship and skill development on a regular basis.
- MoMSME has also been supporting the efforts of State Governments/ Union Territories, Industry Associations, Financial Institutions, Technical/ Management Institutions, other Non-Governmental Organisations (NGOs), etc. for establishment of new training institutions as well as strengthening of the infrastructure of existing training institutions.
- The Ministry of MSME (MoMSME) since 1993 was implementing Entrepreneurship

Development Institutes (EDI) Scheme which had only two components as detailed below:

- Under the first component assistance was provided for meeting the revenue deficit/capital requirement for the 3 national level EDIs under the Ministry of MSME namely National Institute for Micro, Small and Medium Enterprises (NI-MSME), Hyderabad; National Institute for Entrepreneurship and Small Business Development (NIESBUD), Noida and Indian Institute of Entrepreneurship (IIE), Guwahati.
  - Under the 2<sup>nd</sup> Component of the scheme, assistance was provided for setting up the new EDIs/upgradation of the existing EDIs with a financial limit of the Rs. 100 Lakh on matching basis.
- Previous version of the EDI scheme was revised by MoMSME in consultation with Ministry of Finance (Department of Expenditure) on 11th January, 2010 and renamed as “**Assistance to Training Institutions**”. After the revision of EDI Scheme and renaming as ATI Scheme in the year 2009-10 a Capital Grant of Rs. 3.85 Cr. to 6 State /UT sponsored EDIs was released by MoMSME for setting up of New EDIs/up gradation of existing EDIs till 31st March, 2011. (Source: MoMSME)
- In addition as per data provided by National & State level EDIs approx Rs. 100 Crore program Support under the scheme would be utilized during 2010-11 & 2011-12 period for conducting approved Training Programs.

## 1.2. SALIENT FEATURES OF ATI SCHEME

- The Scheme envisages financial assistance for establishment of new institutions (EDIs), strengthening the infrastructure of the existing EDIs and for supporting entrepreneurship and skill development activities. The main objectives of the scheme are development of indigenous entrepreneurship from all walks of life for developing new micro and small enterprises, enlarging the entrepreneurial base and encouraging self-employment in rural as well as urban areas, by providing training to first generation entrepreneurs and assisting them in setting up of enterprises. The assistance shall be provided to these training institutions in the form of capital grant for creation/strengthening of infrastructure and programme support for conducting entrepreneurship development and skill development programmes.
- **ASSISTANCE UNDER THE SCHEME**
- **Assistance to National level EDIs**
    - **Eligibility**
      - i) Assistance may be provided under the scheme for creation or strengthening/expansion of infrastructure, including opening of new branches/ centres and meeting revenue deficit, if any, to national level EDIs [presently 3 namely - National Institute for Micro, Small and Medium Enterprises (NiMSME), Hyderabad; National Institute for Entrepreneurship and Small Business Development (NIESBUD), Noida and Indian Institute of Entrepreneurship (IIE), Guwahati].
    - **Scale of assistance**
      - i) Amount of assistance will not exceed the actual amount required for creation or strengthening/expansion of the infrastructure and meting the

revenue deficit etc. of the national level EDIs.

▪ **Assistance to Other EDIs (other than National level EDIs)**

• **Eligibility**

- i) Assistance may be provided under the scheme to proposed new EDIs or existing EDIs for creation or strengthening/expansion of their infrastructure. The central assistance under this scheme would be only catalytic and supplementary to the contributions and efforts of the other stakeholders e.g. the concerned Institute, States/UT Governments and other developmental agencies/NGOs/Institutions etc.
- ii) The applicant Institution should possess clear title on the land required for setting up of the proposed / existing institute. In case the land is obtained on lease hold, the tenure of the lease deed should be for at least 30 years.
- iii) The financial assistance will be for specific needs of each case for construction of building, purchase of training aids/equipments, office equipments, computers and for providing other support services e.g. libraries/data bases etc. The costs of land, construction of staff quarters etc. would not qualify for calculation of matching grant from the Central Government.

• **Scale of assistance**

- i) Maximum assistance under the scheme will be restricted to Rs. 150 lakh in each case. However, for State level EDIs sponsored by the concerned State/UT Government in the North Eastern region (including Sikkim) or Union Territories of Andaman & Nicobar and Lakshadweep Islands, the maximum assistance would be Rs. 270 lakhs or 90 percent of the project cost, whichever is less.
- ii) Institutions which have been earlier provided capital grant under the scheme, may seek further grant for the purposes mentioned above. However, the maximum assistance shall be limited to Rs 150 lakh [Rs. 270 lakhs for State EDIs in NE Region (including Sikkim) or Union Territories of Andaman & Nicobar and Lakshadweep Islands], including the grant released to them earlier.
- iii) Assistance under the scheme will be on matching basis, not exceeding 50 percent [90 percent for State level EDIs in NE Region (including Sikkim) or Union Territories of Andaman & Nicobar and Lakshadweep Islands] of the project cost (excluding cost of land and working capital). The balance 50 percent of the matching contribution (10 percent for State level EDIs in NE Region or Union Territories of Andaman & Nicobar and Lakshadweep Islands) should come from the concerned Institute, State/UT Government, public funded institution(s), NGOs/Trusts/ Banks/Companies/ Societies/ Voluntary organizations etc.
- iv) The contribution of the State/UT Government/ other agencies should be in the form of non refundable contribution/grant. The participation of the State Government/other agencies by way of loan to the institution shall not be admissible for the purpose of calculating assistance under this scheme.

• **Other Conditions**

- i) All the proposals would be routed through the State/UT Government

concerned and would require recommendation of the State/UT Government concerned. The State/UT Governments will examine the proposals, including the purpose, requirement, suitability of the proposed location, possible linkages with nearby industrial clusters and likely benefits etc., before recommending the proposals for assistance under the scheme. The State/UT Government would also examine the financial estimates for the proposals and give its clear recommendation regarding the amount of central assistance under the scheme.

- ii) Central government may nominate any officer, not below the rank of Under Secretary of Govt. of India, as its representative on the Board of Administration or any other equivalent body, responsible for the management of the EDI. It would be the responsibility of the concerned EDI to invite such nominated officer to all meetings of the Board of Administration (or equivalent).
- iii) The assistance under the scheme shall be released, in full or part, only after the applicant organization has either utilized its own part of matching contribution or deposited its share/in the designated Bank account or issued sanction order for release of the same in case of State/UT Government. In case, where first installment (50%) of the assistance is released on the basis of sanction order of State/UT Government, the second installment (50%) of the assistance under the scheme shall be released only after the matching contribution from the State/UT Government has been received.
- iv) The assisted EDI shall be required to complete the construction within the given time-frame and shall have to furnish the utilization certificate of the assistance sanctioned within the period prescribed in the sanction letter.
- v) The assisted EDI shall not dispose of or lease out or create any charge over the assets created by utilizing the assistance provided under this scheme, without written permission from the MoMSME.
- vi) The assisted EDI shall not change the form or the basic character of the EDI, without prior approval of MoMSME. The charter of the assisted EDI indicating its objects, shall not be amended without written permission of the Ministry of MSME.
- vii) The assisted EDI shall be required to carry out a minimum set of activities and programmes every year, as prescribed by the Government.
- viii) The financial assistance provided under this scheme would be of non-recurring and capital nature. Under no circumstances grant funds provided under the scheme would be used to pay salaries and allowances etc. for the institute's faculty, staff or administrators.
- ix) The accounts of the assisted EDI shall be audited every year and the assisted EDI shall be required to submit annual report along with financial statement to the MoMSME, at least for a period of five years after receipt of the financial assistance. The annual reports on implementation of the scheme would include the details of construction activity, procurement of machinery/ equipment etc. during the period under report. The annual reports must contain details of the activities undertaken by the Institute during the period under report, along with the audited accounts. The report would also include the details of participants/ trainees undergoing training, as well as the details of successful entrepreneurs who have set up their enterprises

- x) The assisted EDI shall be required to maintain a fixed assets register of equipments/assets procured by utilizing grant funds for verification by Ministry of MSME at any time.
- xi) In case of failure to utilize the sanctioned funds within time or its misuse, misappropriation or diversion or violation of any one or more of the conditions mentioned above, the Government will be entitled to recover the entire assistance amount with interest, in addition to taking such other legal and/or penal action, as deemed necessary.
- xii) Central government may also prescribe such other conditions, as deemed necessary, before sanction/release of assistance.

▪ **Assistance for Training Programmes**

• **Eligibility**

- i) Assistance may be provided under the scheme to following Training Institutions, for conducting Entrepreneurship Development Programmes (EDPs) and Entrepreneurship cum Skill Development Programmes (ESDPs) and Training of Trainers (ToTs) programmes in the areas of Entrepreneurship and/or Skill Development.
  - a. National level EDIs (including branches),
  - b. Training Institutions established by Partner Institutions (PIs) of national level EDIs,
  - c. Training/Incubation centres of NSIC,
  - d. Training cum Incubation Centres (TICs) set up by Franchisees of NSIC and
  - e. Other Training institutions with proven professional competency, capacity and experience, approved under the scheme.
- ii) Assistance would normally be provided for short term courses/training programmes (non residential) only, i.e. ESDPs for 1 to 3 months (100 to 300 hours of training inputs), EDPs for 2 weeks (72 hours of training inputs) and ToT programmes (300 hours of training inputs). EDPs/ESDPs/TOTs of shorter/ longer duration may, however, be considered/ sanctioned, with the approval of Secretary (MSME), after recording justification for the same. The MoMSME has duly approved Standardized 119 Training Modules.
- iii) The financial assistance provided under this scheme would be of recurring and revenue nature.
- iv) Central government may prescribe such other conditions, as necessary, before sanction/release of assistance.

▪ **Scale of assistance**

- i) The concerned training institution would be free to decide the training fee for various training programmes viz. EDP/ESDP/ToT being conducted by it. However, the assistance under the scheme would depend on the duration of the training programme (number of hours of training inputs) and would be limited to following rates or actual fee charged, whichever is less: -

Particulars	Maximum assistance per trainee per hour (Rs)

<b>SC/ST/Physically Handicapped (PH) /North Eastern Region (including Sikkim), Union Territories of Andaman &amp; Nicobar and Lakshadweep Islands (NER+)</b>	
District Head Quarter (HQ)	60/-
Urban areas other than District HQ	50/-
Rural areas	40/-
<b>Others</b>	
District HQ	50/-
Urban areas other than District HQ	40/-
Rural areas	30/-

- ii) Assistance for Training of Trainers (ToTs) programmes would be provided @ Rs 60 per trainee per hour.
- iii) The trainees would be expected to make their own arrangement for travel and stay during the training period. In case the residential facility is provided by the Training Institution, it may charge the same from the trainee. It would be permissible to dovetail the assistance under this scheme with facilities/benefits available under schemes of other Ministries/ Departments/ State/UT Governments etc. for reimbursement of travel, boarding and lodging expenses and stipend etc. However, it would be the responsibility of the Training Institution to ensure that there is no duplication and assistance for the same purpose is not claimed under more than one scheme.

▪ **Other conditions**

- i) The proposals for seeking assistance under the scheme for organising training programmes (EDPs/ESDPs/ToTs) will be submitted to the Screening Committee through the concerned national level EDIs/NSIC by the PIs and Franchisees of EDIs/NSIC and directly in other cases. In case the proposal is submitted through EDIs/NSIC, they shall examine the proposal(s) and give their recommendations on the same. The Screening Committee shall then consider the proposal(s), keeping in mind suitability of the proposal, competency, capacity and experience/past performance of the Training Institution, availability of funds etc. and forward the proposals, along with its recommendations to Secretary (MSME) for approval.
- ii) After approval, the Ministry shall place the required funds with the national level EDIs/ NSIC (in case training programme is organized by them or by their PIs/franchisees). The concerned EDI/NSIC shall, in turn, release the funds to the concerned PIs/franchisees, on successful completion of the training programme(s) and furnish the Utilization Certificate to the Ministry. The concerned EDI/NSIC shall also be responsible for ensuring the quality of inputs as well as certifying the actual participation of trainees in the training programme. Utilization certificate in respect of training programmes conducted by the EDIs/NSIC shall be furnished by them directly on successful completion of training programmes. In other cases funds would be released to the concerned Training Institution on reimbursable basis after successful completion of the training programme.
- iii) The Screening Committee shall also lay down the criteria for examining the competency, capacity and experience of the applicant Training Institution.

- iv) Central Government and/or the concerned national level EDI/ NSIC may also conduct such further checks or verifications through its own offices or through an independent agency, as deemed necessary.
- v) In case it is found subsequently that assistance has been claimed falsely or fraudulently or assistance for the same item/activity has been claimed under some other scheme also, the Government will be entitled to recover the entire assistance amount with interest, in addition to taking such other legal and/or penal action, as deemed necessary.

▪ **Application Procedure**

The applications under the scheme shall be submitted to the Director, MoMSME Udyog Bhawan who shall process the applications and submit them to the Screening Committee, set up for consideration. The Screening Committee shall examine all the proposals received under the scheme and submit its recommendations to Secretary (MSME). After approval of Secretary (MSME), the admissible assistance shall be released/approval shall be conveyed, to the applicant organisation.

▪ **Screening Committee**

The composition of the Screening Committee will be as under:

- |  |             |
|--|-------------|
| i. Joint Secretary, Ministry of MSME   | - Chairman; |
| ii. Economic Adviser, MoMSME   | - Member    |
| iii. Industrial Adviser/Joint Development Commissioner<br>from Office of Development Commissioner (MoMSME) | - Member;   |
| iv. Director/Under Secretary, IF Wing (MoMSME)   | - Member;   |
| v. Director, MoMSME<br>Secretary   | -Member     |

## CHAPTER 2

### OBJECTIVE(S), SCOPE OF WORK, APPROACH & METHODOLOGY FOR EVALUATION STUDY

#### 2.1 OBJECTIVES

The major objectives of the Evaluation study on MoMSME ongoing scheme “Assistance to Training Institutions” are:

- To assess the impact of scheme on promotion of entrepreneurial culture in the country by way of establishment of new EDIs and consequential training and skill up gradation programmes in different regions of the country.
- To suggest the ways and means to promote entrepreneurial culture amongst the youth and unemployed people and to fill the skill gap existing in the different sectors of the industries.
- Evaluation of the scheme (Assistance to Training Institutions) of Ministry of MSME for continuation of the scheme in the 12th five year plan (2012-17) under the mechanism of Surveys, Study and Policy Research.

#### 2.2 SCOPE OF WORK

The Scope of Work for the assignment on Evaluation of the ongoing scheme (Assistance to Training Institutions) as provided by the Ministry of MSME includes the following:

- I. To carry out the Cost benefits analysis/assessment of the scheme.
- II. To assess the efficacy of the scheme in meeting the requirement of the industries and the aspiration of unemployed youth/persons who have been trained under the scheme.
- III. To suggest modifications/changes in the content of the scheme or the procedures being followed in implementing the scheme.
- IV. To assess the felt need/resource gap of the different parts of the country (especially backward region/districts) and their failure in meeting the requirement of unemployed youth/persons in getting the wage employment or self employment.
- V. To suggest the “Business Process Re-engineering” (BPR) for effective implementation of the scheme.
- VI. To work out the average cost per trainee for imparting training and to suggest the components of Training accountable for calculations of average cost.
- VII. Mapping of Skill gaps in Identified Industrial sectors of the country and identification of their prominent manpower development/training needs i.e. IT & ITEs, Food Processing, Pharmaceuticals, Auto Components, Handicrafts, Gems & Jewellery.



## **2.3 APPROACH & METHODOLOGY FOR EVALUATION STUDY**

The Approach & Methodology adopted for carrying out the assignment for Evaluation of the Scheme “Assistance to Training Institutions” for continuation of the scheme in the 12<sup>th</sup> Five year plan (2012-17) is based on the Scope of Work/TOR provided by MoMSME and included:

### **I. Initial discussions with concerned officials of MoMSME**

Initial discussions were held on 2<sup>nd</sup> November 2011 with the concerned officials of Ministry of MSME to:

- Articulate a shared understanding of the objectives, terms of reference and scope of the project.
- Assess the expectations and needs of MoMSME from the consultants
- Confirm the roles and responsibilities of MoMSME, National Level EDIs, NSIC Ltd, EDIs sponsored by States/UTs and other key Stakeholders
- To Discuss & Work out a broad work plan for execution of the assignment including Approach & Methodology, Sample Size for various stakeholders etc
- To obtain the Letter of Introduction for the Assignment
- To Collect the following information pertaining to the proposed study:
  - a) Contact List of 30 State/UT sponsored EDIs provided Capital Grant under EDI/ATI Scheme for setting up/upgradation of their EDIs. In addition information was also obtained on the total Capital Grant provided to each of these EDIs.
  - b) Contact List of Beneficiaries (Trained Personnel) who attended various approved Standardized Training Modules conducted by the three National Level EDIs under MoMSME and NSIC Ltd.
  - c) List of 119 approved standardized Training Modules/Courses for which assistance is being provided by MoMSME under the scheme including details such as Module Code, Module Type, Module Name, Course duration etc.

### **II. Secondary Data Collection & Analysis**

#### **➤ Internet Search**

Following major websites were accessed to compile information w.r.t. the present status of National & State/UTs level EDIs, NSIC Ltd, Apex Industry Associations and Sectorial Apex Association(s) (related to IT & ITEs, Food Processing, Pharma, Auto Components, Handicrafts and Gems & Jewelry in line with the ToR provided by the MoMSME) i.e. their Contact details, Organizational Structure, major services offered, annual performance details, major training programs carried out etc:

- [www.nsicindia.com](http://www.nsicindia.com)
- [www.nimsme.org](http://www.nimsme.org)
- [www.niesbud.nic.in](http://www.niesbud.nic.in)
- [www.iie.nic.in](http://www.iie.nic.in)
- [www.mdi.ac.in](http://www.mdi.ac.in)
- [www.cedok.kar.nic.in](http://www.cedok.kar.nic.in)
- [www.kied.info](http://www.kied.info)
- [www.cedmapindia.org](http://www.cedmapindia.org)

- [www.mced.nic.in](http://www.mced.nic.in)
- [www.iedorissa.co.in](http://www.iedorissa.co.in)
- [www.cesbm.ac.in](http://www.cesbm.ac.in)
- [www.edikolkata.org](http://www.edikolkata.org)
- [www.trecstep.com](http://www.trecstep.com)
- [www.assochem.org](http://www.assochem.org)
- [www.cii.in](http://www.cii.in)
- [www.ficci.com](http://www.ficci.com)
- [www.aifpa.net](http://www.aifpa.net)
- [www.indianchemicalcouncil.com](http://www.indianchemicalcouncil.com)
- [www.nasscom.in](http://www.nasscom.in)
- [www.bdmai.org](http://www.bdmai.org)
- [www.acma.in](http://www.acma.in)
- [www.aepcindia.com](http://www.aepcindia.com)
- [www.ipma.co.in](http://www.ipma.co.in)
- [www.epch.in](http://www.epch.in)
- [www.indianforging.org](http://www.indianforging.org)
- [www.msme.nic.in](http://www.msme.nic.in)
- [www.aLeap.org](http://www.aLeap.org)
- [www.fapsia.com](http://www.fapsia.com)
- [www.iedbihartime.org](http://www.iedbihartime.org)
- [www.hipa.nic.in](http://www.hipa.nic.in)
- [www.jkedi.org](http://www.jkedi.org)
- [www.sahardabidar.org](http://www.sahardabidar.org)
- [www.emiindia.org](http://www.emiindia.org)
- [www.editn.org](http://www.editn.org)
- [www.cedtn.org](http://www.cedtn.org)
- [www.iedp.org](http://www.iedp.org)
- [www.sofed.in](http://www.sofed.in)
- [www.ced-gujarat.org](http://www.ced-gujarat.org)
- [www.kied.info](http://www.kied.info)

➤ For Mapping of Skill gaps existing in the selected industrial Sectors earlier Surveys/Studies undertaken by other prominent skill Development, organizations e.g. NSDC, IAMR, CII etc. were referred to and Reports accessed through their website e.g. [www.nsdcindia.org](http://www.nsdcindia.org), [www.niftem.ac.in](http://www.niftem.ac.in), [www.sidbi.in](http://www.sidbi.in) etc.

➤ Analysis of Information provided by MoMSME

- As indicated by MoMSME, out of a total of 119 approved Training modules for which financial Assistance is being provided by MoMSME under ATI scheme (from the Financial year 2010-11 & onwards) MoMSME has provided program assistance for conducting only 68 approved Training Modules under the scheme “Assistance to Training Institutions” till date through three National Level EDIs under MoMSME i.e. NIESBUD, IEE and NIMSME and one Public Sector Enterprise (PSE) i.e. NSIC Ltd.
- Out of these approved 68 Training Modules conducted till date, MoMSME has provided Contact List of approx 1566 Beneficiaries (Trained Personnel) for 64 approved Training Modules only from their Database.
- Thus a request was made by the consultants to NIESBUD, IIE, NIMSME & NSIC Ltd for providing list of Beneficiaries (Trained Personnel) for the following remaining 4 Modules:

S.N	Module Name	Module Code	Module Type
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1.	Basic Hydraulics	BHYS	ESDP
2.	Calibration of Instrument	CAIN	ESDP
3.	SQL Server Database Administration	SQLA	ESDP
4.	Wireman Training	WIRT	ESDP

- From the list of Beneficiaries (Trained Personnel) obtained as above for 68 approved Training Modules following **Table 2.1** was created. Since the Ministry had specified that for each approved Training Module conducted by National level EDIs under MoMSME and NSIC Ltd that had been supported under the Scheme, 5 Beneficiaries had to be contacted or in other words a total of 340 Beneficiaries for 68 approved Training Modules conducted so far and supported under the scheme were accordingly interviewed.

**Table 2.1**

**Summarized details of Beneficiaries (Trained Personnel) for 68 Approved Training Modules conducted so far & supported under ATI Scheme and Proposed Sample Size for Survey**

S. No.	APEX EDI/TI	Module Type	Module Name	City	No. of Trained Personnel	Sample for Survey
1.	NSIC	ESDP	3D	Chennai, T.N	10	5
2.	NIESBUD	ESDP	AC, Refrigerator & Water Cooler	NCR	25	5
3.	IIE	ESDP	Bakery Products	PO. Kaiziranga Golaghat Assam	25	5
4.	NIESBUD	ESDP	Biotechnology	Haridwar, U.K	24	5
5.	NSIC	ESDP	C, C++, OOPs	Chennai	15	5
6.	NIESBUD	ESDP	CAD with Pro Engineers	Ghaziabad, U.P	16	5
7.	NSIC	ESDP	CAD/CAM	Chennai	19	5
8.	IIE	ESDP	Carpentry	Agartala, Tripura (10) & Karbi Anglong, Assam (15)	25	5
9.	NSIC	ESDP	CNC Lathe Wirecut Milling	Rajkot, Gujarat	23	5
10.	NIESBUD	ESDP	Computer Accounting with Tally	Jhunjhunu, Rajasthan	22	5
11.	NIESBUD	ESDP	Computer Hardware & Networking	South Parganas (7) & Kolkata (4), West Bengal and Dhanbad (14), Jharkhand	25	5
12.	NSIC	ESDP	Core JAVA	Chennai (9) and Kancheepuram (5)	14	5
13.	IIE	ESDP	Cosmetology & Beautician	Champawat, Uttarakhand	25	5
14.	NIMSME	ESDP	Dairy based ESDP	Virdhurnagar (12), & Vellore (13), Tamilnadu	25	5
15.	IIE	ESDP	Designing & Manufacturing of	East Imphal, Manipur	23	5

			artificial Jewelry			
16.	Tool Room & Training Centre	ESDP	Die Fitter	Kamrup, Assam	19	5
17.	NSIC	ESDP	Diesel Fuel Injection Technician	North Parganas, West Bengal	19	5
18.	NIMSME	ESDP	Digital Photography & Videography	Hyderabad & Nalgonda, A.P	13	5
19.	NSIC	ESDP	Dot Net Technology	NCR, Delhi	15	5
20.	NIESBUD	ESDP	DTP	Moradabad & Gaziabad	25	5
21.	NIESBUD	ESDP	Electrical Gadget repair	Alwar, Rajasthan	22	5
22.	NSIC	ESDP	Electronic Assembly	Hyderabad, A.P	19	5
23.	NSIC	ESDP	Electronic Mechanic	Patiala, Punjab	3	5
	NIMSME		Electronic Machine	Sangli, Maharashtra	22	
24.	NIESBUD	ESDP	Electroplating	Moradabad, U.P	25	5
25.	NIESBUD	ESDP	Engineering Drawing with CAD	Moradabad, U.P	25	5
26.	NIESBUD	ESDP	Fashion Designing	Betul & Bhopal, M.P	15	5
27.	NIMSME	ESDP	Fitter Fabrication	Hyderabad	25	5
28.	NSIC	ESDP	Fitter Maintenance General	NCR	25	5
29.	NIESBUD	ESDP	Food Processing	Udham Singh Nagar, Uttarakhand and Delhi	20	5
30.	NIESBUD	ESDP	Footwear Designing	Agra, Uttarpradesh	25	5
31.	NIMSME	ESDP	Gaming with flash	Hyderabad	15	5
32.	NIESBUD	ESDP	Housekeeping and Hospitality	Delhi, Mathura, Gaziabad (U.P)	15	5
33.	NIMSME	ESDP	Interior Design	Hyderabad, Nalgonda, Medak, A.P	25	5
34.	IIE	ESDP	IT tools and Applications	Guwahati, Kamrup, Assam	15	5
35.	NIMSME	ESDP	Landscape Design	Hyderabad & Adilabad, A.P	25	5
36.	NIESBUD	ESDP	Leather Products	Siwan & Buxar, Bihar	25	5
37.	NSIC	ESDP	Machining	Guwahati & Kamrup, Assam	25	5
38.	NSIC	ESDP	Material Testing	NCR, Delhi	16	5
39.	NIMSME	ESDP	Medical Transcription	Guntur & Prakasam, A.P	25	5
40.	NIESBUD	ESDP	Mobile Repairing	Delhi, NCR & Baghpat (U.P)	25	5
41.	IIE	ESDP	Motor &	Papum & Itanagar;	25	5

			Transformer Rewinding	Arunachal Pradesh		
42.	NSIC	ESDP	Motor Winding & Pumpset Repair	Aligarh, U.P	10	5
	NIESBUD		Motor Winding & Pumpset Repair	Meerut, U.P	9	
43.	NIESBUD	ESDP	Mouldings & Pattern Making	Moradabad, U.P	25	5
44.	NSIC	ESDP	MS Office & Internet	Chennai	25	5
45.	NSIC	ESDP	Multimedia and Animation	Hyderabad	22	5
46.	NIESBUD	ESDP	Mushroom Cultivation	Sonepat, Haryana	25	5
47.	NSIC	ESDP	OOPs through JAVA	Delhi	25	5
48.	NSIC	ESDP	PC Maintenance	Hyderabad, Guntur; A.P	25	5
49.	NIESBUD	ESDP	Plumbing & Sanitary Fitting	Gaziabad & Delhi	25	5
50.	NSIC	ESDP	Programming & Operation for CNC Machines	Hyderabad, Medak, Nalgonda and Guntur	25	5
51.	NIESBUD	ESDP	Repair and Maintenance of Power Supply, Inverter and USP	Siwan, Bihar	25	5
52.	NIESBUD	ESDP	Retail Management	Delhi, Gaziabad, Baghpat (U.P)	25	5
53.	IIE	ESDP	Security Guard	Dehradun, Uttarakhand	17	5
	NIESBUD			Delhi	8	
54.	NIESBUD	ESDP	Sports Goods	Meerut, U.P	25	5
55.	IIE	ESDP	Steel Fabrication	Aizawal, Mizoram	25	5
56.	NIMSME	ESDP	T.V. Repairing	Nalgonda, Medak and Hyderabad	25	5
57.	NIESBUD	ESDP	TIG/MIG Welding	Moradabad, U.P	25	5
58.	IIE	ESDP	Two Wheeler Maintenance & Repair	Kamrup, Assam	19	5
	NIMSME			Virudhunagar & Hyderabad, A.P	4	
59.	NIMSME	ESDP	Visual Effects	Hyderabad, Kurnool, A.P	25	5
60.	IIE	ESDP	Wax candle and Chalk Crayons	Pittorgarh, Uttarakhand	25	5
61.	NIMSME	ESDP	Web designing	Nalgonda, Kurnool, Hyderabad	23	5
62.	NIESBUD	ESDP	Welder	Deogarh, Orissa	17	5
	Tool Room	ESDP	Welder	Agra, U.P	6	
63.	NIMSME (KITCO LTD)	EDP	EDP	Kottayam, Kerala	19	5
	NSIC			Chennai	6	
64.	IIE	TOT	Training of Trainers (EDP)	Nalbari, Kamrup (Assam)	20	5

	NIMSME		Training of Trainers (EDP)	Kurnool, A.P	5	
65	NSIC	ESDP	Basic Hydraulics	Chennai	25	5
66	NSIC	ESDP	Calibration of Instruments	Chennai	25	5
67	NIMSME	ESDP	SQL Server DBA	AP	25	5
68	NIESBUD	ESDP	Wireman Training	Haridwar, Roorkee	25	5

➤ In addition to 3 National level EDIs (NIMSME, Hyderabad; NIESBUD, Noida and IIE, Guwahati) under MoMSME and one PSE (NSIC Ltd) following 10 Nos of State/UT sponsored EDIs were selected out of 30 Nos for primary contact based on the following criteria :

- Proper Geographical representation (North, West, East, South and NER Zones).
- The extent of Capital Grant availed by them from MoMSME under EDI/ATI scheme.
- Their continued relationship with MoMSME w.r.t. availing additional Capital Grant for EDI upgradation/expansion during XI<sup>th</sup> Five Year Plan.

S.N	Name of State/ UT sponsored EDI supported by MoMSME	Amount of Capital Grant availed from MoMSME (Rs. Lakh)
1.	Centre for Entrepreneurship Development, Gandhinagar, Gujarat	130.00
2.	Centre for Entrepreneurship & Small Business Management, (CESBM), Ajmer, Rajasthan	150.00
3.	Enterprise Development Institute (EDI), Kolkata, West Bengal	100.00
4.	Entrepreneurship Development Institute of India, Ahmedabad, Gujarat	116.94
5.	Institute of Entrepreneurship Development, Bhubaneswar	149.81
6.	Centre for Entrepreneurship Development of Karnataka (CEDOK), Dharwad, Karnataka	96.34
7.	Maharashtra Centre for Entrepreneurship Development (MCED), Aurangabad, Maharashtra	100.00
8.	Tiruchirappalli Regional Engineering College - Science and Technology Entrepreneurs Park, Tiruchirappalli, Tamilnadu	100.00
9.	Centre for Entrepreneurship Development Madhya Pradesh (CEDMAP), Bhopal, Madhya Pradesh	95.00
10.	Kerala Institute for Entrepreneurship Development, (KIED), Cochin, Kerala	90.00

➤ Based on Desk Research and Internet Search besides 3 National Level Industry Associations namely CII, ASSOCHAM & FICCI, 8 additional prominent Sectorial Industry Associations were identified i.e. NASSCOM, AIFPA, ICC, ILPA, IPA, ACMA, COHANDS, FIEO and their contact details compiled.

### III. Preparation & Submission of Inception Report

- Based on ToR/Scope of Work for the assignment, discussions with the officials of MoMSME, Secondary data collection, compilation & analysis etc an Inception Report was prepared and duly submitted to MoMSME for approval in November, 2011.
- The Inception Report included the following:
  - a) Background of the assignment
  - b) Objectives of the Evaluation Study of the said scheme
  - c) Scope of Work
  - d) Approach & Methodology to be adopted for carrying out the study
  - e) Questionnaires for Obtaining desired information from the following categories of Stakeholders:
    - EDIs/TIs supported by MoMSME under the said scheme (**Annexure 2.1**)
    - Beneficiaries (Personnel trained by Training Institutions) under the scheme (**Annexure 2.2**)
    - All India/Sectorial Industry Associations (**Annexure 2.3**)
    - List of Contacts for Primary Survey (**Annexure 2.4**)

#### **IV. Exhaustive Mail/Email Survey**

Once the Inception Report submitted to MoMSME was approved by them on 15<sup>th</sup> December, 2011 the activity of Mail Survey was initiated. The finalized Questionnaires along with a Covering Letter and Letter of Authorization/Introduction from MoMSME specifying the Scope & Objectives of the proposed study were mailed/e-mailed to the following major identified stakeholders to obtain their inputs on the subject:

- a. 3 Nos. National level EDIs, One PSE (NSIC Ltd) and 30 Nos. State/UTs level EDIs
- b. National level Industry associations (3Nos) and 8 Nos Sectorial Apex Associations.

#### **V. Primary Survey/Field Contacts**

##### **A. Contacting 3 National Level EDIs under MoMSME, One PSE and 10 selected State/UT sponsored EDIs supported under the said scheme of MoMSME**

In line with the Scope of Work, consultants personally contacted and contact the nodal officials of respective EDIs directly concerned/related to the said scheme of MoMSME, with the aid of predesigned structured questionnaire for this segment as per the list provided at Annexure 2.4. The cities visited included: Hyderabad, Noida, New Delhi, Guwahati, Chennai, Ajmer, Kolkata, Ahmedabad/Gandhinagar, Bhubaneswar, Dharwad, Aurangabad, Tiruchirapalli, Bhopal and Cochin.

The main objectives of contacting National and State/UT level EDIs and PSE was to elicit the information w.r.t. the following:

- ❖ To understand, assess and evaluate their setup, functions, organizational structure etc.
- ❖ Objectives & Goals of setting up of the Institute & present activities related to Entrepreneurship Development.

- ❖ Details of Training Infrastructural facilities & Faculty available at the Institute.
- ❖ Year wise Capital Grants availed from MoMSME under the said scheme towards setting up/up gradation of their Institute and benefits thereof.
- ❖ Year wise details on financial assistance availed during XI<sup>th</sup> Five year plan from MoMSME (if any) under the scheme for meeting their revenue deficit (relevant only to 3 National level EDIs under MoMSME).
- ❖ Details on programme support received from MoMSME under the Scheme for conducting approved Entrepreneurship Training Programmes/Modules i.e. EDPs, ESDPs and ToTs and types of Training Programmes conducted (FY 2010-11 & onwards).
- ❖ Details on total approx cost/expenditure for conducting all approved training programmes, total number of programmes conducted, total programme duration (Hrs) and total number of trainees trained in these programmes.
- ❖ Level of benefits accrued to the trainees w.r.t their skill up-gradation, Self/Wage employment, enhancement in Annual Income etc.
- ❖ Methods adopted for designing of Training & Skill Development Programs to make them more effective and result oriented.
- ❖ Major benefits gained by the nearby Industries due to Training Programmes imparted at the EDIs/TIs particularly in reducing the skill gap of manpower.
- ❖ To obtain suggestions w.r.t:
  - Modifications in existing Training Modules approved by MoMSME and introduction of any new Training Modules.
  - Promotion of new EDIs in the region particularly in rural & backward areas.
  - Enhancing the efficacy of the scheme to meet aspirations of unemployed youths & requirements of industries
  - Modifications/changes to be carried out in the content of the scheme and its procedures of implementation.

**B. Contacting 340 Nos of Beneficiaries (Trained Personnel) under the said scheme of MoMSME**

- The Database of the beneficiaries (Trained Personnel) under the said scheme of MoMSME indicated that they were widely scattered all over the country. Since their contact details were the ones that were provided at the time of enrolling for the Training Programmes and that after training many beneficiaries shifted to other locations for Wage/Self employment, hence their present contact details including Phone Nos & email ID were ascertained. Based on this approach an updated database of about 340 beneficiaries (5 Nos per Module for 68 Modules conducted so far was prepared that could be contacted.
- The above identified Beneficiaries after sending emails were subsequently interviewed/contacted based on their present location with the aid of Pre-designed structured questionnaire for this segment:
  - Those located in the immediate vicinity of the 14 EDIs/TIs personally visited (in cities already mentioned) were contacted personally.



- Those located at other places were contacted telephonically.
- The beneficiaries were contacted to elicit their response w.r.t:
  - Details on the training programme attended, Institute where attended
  - Benefits accrued to them subsequent to their attending the Training Programs.
  - Role played by the Training Institute in their obtaining Self/Wage Employment after Training.
  - Their opinion on the success of the said scheme in meeting the aspiration of unemployed youth, promotion of Entrepreneur culture in the country and meeting the requirements of Industries.
  - Suggested measures for making the said scheme more effective, useful & result oriented for Trainees such as modifications in existing approved Training modules (Course content & Duration), Introduction of new Training programs as per Industry needs, promotion of new Training Institutes particularly in Rural/Backward areas etc.

### **C. All India & Sectorial Industry Associations**

- All India level Industry Associations, Sectorial Industry Associations as listed at Annexure 2.4 were contacted with the help of predesigned structured questionnaire to obtain their response w.r.t the following:
  - Main Functions of the Association & Services provided to members.
  - Their Awareness regarding various EDIs/TIs been set up in the country under the said scheme of MoMSME.
  - Their assessment on the present requirement of trained /skilled manpower in the country, its availability as per Industry needs and existing skill gaps particularly for the selected Industrial sectors.
  - List of prominent Training Institutes set up in the country producing Trained Manpower as per needs, any shortcoming/gaps as per Industry needs.
  - Suggestions on up gradation of existing standardized Training Programs/Modules being offered and introduction of new Training Courses as per Industry needs, setting up of new EDIs, particularly for the selected industrial sectors.
  - Their projected requirement of trained manpower, availability, Skill gaps in Future and need for training.

## **VI. Data Entry & Validation, Tabulation, Analysis and Draft Report Preparation**

- The data collected from mail survey, primary survey, telephonic interviews etc were tabulated. This data was then validated simultaneously to ensure completeness, uniformity and elimination of responses with contradictory/ inconsistent information.
- It was subsequently analyzed (both qualitatively and quantitatively) to generate outputs consistent with the Terms of Reference and the objectives of the study.
- The Draft Report has been prepared keeping the objectives of the Study in mind, covering all aspects of ToR/Scope of Work and was duly submitted to MoMSME for their approval/any modifications.

## **VII. Presentation of Draft Report to MoMSME on 24th April, 2012.**

### **VIII. Finalization of Draft Report**

Based on the comments provided by MoMSME on the Draft Report submitted, the same were incorporated to finalize the Report and subsequent submission to MoMSME.

## CHAPTER 3

### MAPPING OF SKILL GAPS IN IDENTIFIED INDUSTRIAL SECTORS OF THE COUNTRY & THEIR PROMINENT TRAINING NEEDS

#### 3.1 MAPPING OF SKILL GAPS & ANALYSIS

##### 3.1.1 IT & ITES

In order to assess/evaluate the skill gaps existing in IT & ITES sector, a study titled **“Human Resource and Skill Requirement in IT & ITES Industry Sector (2022)- A Report”** prepared in August, 2010 by NSDC was referred and discussions were carried out with apex Industry Association i.e. NASCOM, New Delhi and the major findings are summarised below:

#### 1. Present requirement of Skill /Trained manpower at various levels

Manpower is employed at the following levels:

##### A. INFORMATION TECHNOLOGY (IT):

- Level – I: Engineers, MCAs, some BSc graduates (0 to 3/4 years experience)
- Level – II: Software professionals / domain experts with 5 to 8 years experience
- Level – III: Software professionals with 9 to 14 years
- Level –IV: Software professionals with over 15 years experience

##### B. ITES SECTOR (BPO /KPO):

###### ➤ BPO

- Level- I : Customer Service Representative(CSR/CA) i.e. Entry level employees, High School Completed with strong command in English both communicative & written, Clear Voice & diction, willing to work in day/night shifts, familiarity with Western Culture & Etiquette, Strong Customer Support, proficiency with application softwares and good typing speed
- Level – II :Process expert, High School or Diploma in any discipline, preferably graduate with training in call centre wireless set-up, exceptional communicative skills both verbal and written, interpersonal, trouble-shooting and analytical skills, ability to prioritize problems, computer proficiency , self-motivated and self-starter to achieve the goals
- Level- III : Team leaders(TL)/First level Manager

###### ➤ KPO

- Level I – Engineers, MBA, Graduates/Masters (entry to 4-5 years experience)
- Level II – Engineers, MBA, Graduates/Masters with 5-9 years experience
- Level III – Masters/Technocrats Software professionals with 10 to 15 years

KPO involves high-end analytics, including financial analytics, legal processing, STM (scientific, technical, medical) related, etc. This has implications on the skills required and skill gaps too.

#### C. IT Hardware

- Level – I: Skills which can be acquired with a short/modular and focussed intervention and thereby enhancing employability of those with minimal education
- Level –II: Skills which require technical training inputs, knowledge of complex operations and machinery, skills of supervision
- Level –III: Skills which require specialized technical knowledge involving Research & Design

Indian IT and ITES industry currently employs about 32 Lakh persons. About 25 Lakh of this workforce is employed at level I & II. 80% of this total workforce is professionally engaged in the export segment and rest 20% is engaged in the domestic segment.

In addition, IT Hardware Industry employs about 2.7 Lakh persons at present. The projected requirement of manpower in 2022 would be about 8.1 Lakh . Therefore about 6.4 Lakh more people would be needed to be trained. Skill Levels II (25%) and III (50%) will have the highest incremental requirement of human resources.

### **2. Present availability of skilled manpower at various levels:**

A large portion of the workforce is currently engineers and MCAs – over 80%. The proportion of graduates of science and other streams engaged in software development is expected to show significant increase from about 5% to 10% currently to about 15% to 20%. Factors contributing towards this shift shall be:

- Demonstrated willingness by firms to train graduate and employ them in software development and functionality testing
- Increasing desire by graduate from such stream to enter into the attractive IT industry
- Pricing pressures and the need to remain cost competitive which would drive IT companies to develop a relatively low cost talent pool

### **3. Projected Requirement of manpower and skills needed, based on changing industry needs / business environment**

Based on the trends witnessed in productivity and the likely growth potential of the IT and ITES Industry, it is expected that the industry would employ about 7.5 million persons directly by 2022. 50% of this employment is expected to

occur in the ITES (BPO/KPO) exports sector, 30% in IT exports and 20% in the domestic market.

Modularised skill building in IT/ITES is required to ensure constant upgradation of skills in the projected workforce of 7.5 million persons by 2022. Out of this about 70% to 80% would be in the junior to mid level streams (about 5 to 6 million). Building skills in this workforce is critical for the IT and ITES industry to maintain its competitive edge and innovate.

### **Skilled Required in the IT Industry- Delivery**

<b>Level</b>	<b>Skills Required</b>
Software Engineer	<ul style="list-style-type: none"> <li>• Ability to think logically/analytically as derived from educational background (and demonstrated by academic track record)</li> <li>• Basic programming skills –proficiency in at least one language/platform (say, Java or .Net framework)</li> <li>• Adequate communication skills</li> <li>• Ability to think beyond ‘Programming’ and acclimatize with the concept of ‘Software Engineering’ and ‘Systems Thinking’</li> </ul>
Project Leads and Module Leads	<ul style="list-style-type: none"> <li>• Competency in a few technology areas, programming languages/platform, or domain – deep expertise required either in technology or domain or both</li> <li>• Ability to understand the basics of software architecture – databases, platforms, hardware, servers, etc.</li> <li>• Understanding of business functionality resident in the software</li> <li>• Ability to understand customer needs</li> <li>• Ability to translate the Functional Specifications to Design and System Specifications</li> <li>• Ability to lead and work with a team</li> </ul>
Project Managers	<ul style="list-style-type: none"> <li>• Deep domain knowledge</li> <li>• Adequate technical knowledge</li> <li>• Ability to interface with customer and on-site teams</li> <li>• Team management skills</li> <li>• Knowledge of process and quality compliance – ISO/SEI/Security processes and the ability to align team processes to meet process compliance requirements</li> <li>• Adequate Project Management skills</li> <li>• Process Management and Risk Management skills – covering Time, Cost, Quality, Delivery</li> </ul>
Business/Group Heads	<ul style="list-style-type: none"> <li>• Ability to maintain profitability of business</li> <li>• Adequate client management skills</li> <li>• Escalation management skills</li> <li>• Ability to plan, set business targets, chart out recruitment and staffing plan</li> <li>• Flair for ‘deal making’ and clinching deals with customers</li> <li>• Ability to negotiate with customer</li> </ul>

### Skills Required in Pre-Sales & Business Analysis

Level	Skills Required
Business Analysts	<ul style="list-style-type: none"> <li>• Basic understanding of software engineering concepts – technology aspects of project team</li> <li>• A keen understanding of business functionality of software/module/project</li> <li>• Ability to capture customer requirements and translate the same to the development</li> <li>• Ability to capture learning from one project/process and apply the same in other projects</li> <li>• Knowledge of process requirements</li> <li>• Knowledge of use case tools – UML, Rational Rose, etc.</li> <li>• Ability to write RfI/RfP/RfQ documents and make proposals of good quality.</li> <li>• Ability to make pre-sales pitches/presentations</li> <li>• Ability to formulate Functional Specification Documents.</li> </ul>

### Skills required for Product Developers

Level	Skills Required
Product Developers and Analysts	<ul style="list-style-type: none"> <li>• Deep industry knowledge</li> <li>• In-depth domain knowledge</li> <li>• Ability to 'abstract' learning in an industry or specific process flow to other industry groups or processes</li> <li>• Ability to incorporate the required degree of 'flexibility' in design</li> <li>• Ability to maintain product specific system documentation</li> <li>• Ability to plan major releases over a long term (spanning a few years)</li> <li>• Knowledge and ability to track changing market regulations impacting the product (changing tax regimes/VAT rates, etc.)</li> </ul>

### Skills Required in the BPO Sector

Level	Skills Required
Executives (Voice based)	<p>Functional skills:</p> <ul style="list-style-type: none"> <li>• Ability to handle enquiries</li> <li>• Computer/key board skills</li> <li>• Attention to details</li> <li>• Basic process knowledge and ability to provided technical support</li> <li>• Ability to meet turnaround time requirements</li> </ul> <p>Soft skills:</p> <ul style="list-style-type: none"> <li>• Adequate communication skills</li> <li>• Active listening skills</li> <li>• Ability to understand accents</li> <li>• Ability to empathise with customers</li> <li>• Aptitude to undertake repetitive work</li> </ul>
Executives	Functional skills:

(nonvoice)	<ul style="list-style-type: none"> <li>• Strong analytical skills</li> <li>• Ability to comply with process</li> <li>• Ensuring faster turnaround time</li> <li>• Ability to use tools</li> <li>• Basic business/process understanding</li> </ul> <p>Soft skills:</p> <ul style="list-style-type: none"> <li>• Good communication (spoken, written) skills</li> <li>• High level of perseverance</li> <li>• High energy level</li> <li>• Emotional intelligence</li> <li>• Aptitude for repetitive work</li> <li>• Integrity</li> </ul>
Team Lead	<p>Functional skills:</p> <ul style="list-style-type: none"> <li>• Understanding of process and the nuances of the Statement of Work (SoW), especially on issues related to quality</li> <li>• Ability to plan, control and monitor activities</li> <li>• Understanding of best practices with regard to quality management and Information Security</li> </ul> <p>Soft skills:</p> <ul style="list-style-type: none"> <li>• Team management skills</li> <li>• Motivating the team</li> <li>• Understanding and managing customers expectations</li> </ul>
Process Manager	<p>Functional skills:</p> <ul style="list-style-type: none"> <li>• High level understanding of key outsourced business processes</li> <li>• Ability to plan, control and monitor activities</li> <li>• Understanding of best practices with regard to quality management and Information security</li> <li>• Understanding of client Requirements</li> <li>• Migration of outsourced processes</li> <li>• Time, cost and quality consciousness</li> </ul> <p>Soft skills:</p> <ul style="list-style-type: none"> <li>• Team management skills</li> <li>• Motivating the team</li> <li>• Understanding and managing customers expectations</li> </ul>

### Skills required in the KPO Sector

Level	Skills Required
Executives	<ul style="list-style-type: none"> <li>• Adequate domain and technical knowledge of field of graduation/specialization</li> <li>• Adequate communication skills – especially report writing skills</li> <li>• Aptitude for knowledge intensive work</li> <li>• Adequate process knowledge</li> <li>• Adherence to timelines</li> </ul>
Domain Specialists and Team Leads	<ul style="list-style-type: none"> <li>• Adequate domain knowledge</li> <li>• Ability to manage teams</li> <li>• Adequate review</li> <li>• Soft skills</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to plan, schedule, allocate work, compliance with quality and security processes</li> </ul>
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### Skills Required in IT Hardware

Level	Skills Required
Operator	<ul style="list-style-type: none"> <li>• Basic manufacturing skills (Safety norms, Reading circuit diagrams and populating boards, Concepts of ESD)</li> <li>• L1 and L2 servicing/repair,</li> </ul>
Supervisor	<ul style="list-style-type: none"> <li>• Advanced/Contract Manufacturing operations covering Quality certifications like Six Sigma, Productivity measurement, Process control, Assembly line scheduling,</li> <li>• Costing and budgeting</li> <li>• Higher order servicing – L3 and L4 repairs</li> </ul>
Manager	<ul style="list-style-type: none"> <li>• High-Tech Manufacturing (Chip Mounted Technologies, Complex LCD Technologies, Semi conductor Technologies, Plasma displays, Nanotechnology.)</li> </ul>

#### 4. Prominent Skill gaps and broad needs of areas of training

##### Skill Gaps in the IT Industry - Delivery

Level	Skill Gaps
Software Engineer	<ul style="list-style-type: none"> <li>• Inability to 'deep-dive' into a particular language/technology platform as experience level increases</li> <li>• Inadequate soft skills, especially when it comes to interacting with the client</li> <li>• Inadequate knowledge of corporate culture – reporting, compliance, escalations, e-mail etiquettes and protocols.</li> <li>• Most persons are not able to view their role as a 'software engineer' – they see it more as a 'programmer' – this results in gaps in 'systems approach/thinking'</li> <li>• Poor awareness of concepts of software engineering.</li> </ul>
Project Leads and Module Leads	<ul style="list-style-type: none"> <li>• Inadequate specialisation</li> <li>• Poor domain exposure</li> <li>• Less than adequate ability to undertake project estimation</li> <li>• Inadequate communication skills and soft skills</li> <li>• In many cases, specific experience is lacking which leads to gaps in abstraction of learning.</li> </ul>
Project Managers	<ul style="list-style-type: none"> <li>• Inadequate domain/business knowledge</li> <li>• Inadequate 'solutions' mindset when interacting with customer</li> <li>• Inadequate process Knowledge</li> <li>• A large portion of these skills are learnt by experience, which if further compounded by the fact that there are no structured training programmes at this level.</li> </ul>
Business/Group	<ul style="list-style-type: none"> <li>• Inadequate ability to manage large scale on transition from</li> </ul>



Heads	a Project Manager to a Business Head position <ul style="list-style-type: none"> <li>• Less than required negotiation skills when interfacing with customers.</li> </ul>
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### Skills Gaps specific to Pre-Sales and Business Analysis

Level	Skill Gaps
Business Analysts	<ul style="list-style-type: none"> <li>• Insufficient ability to understand customer requirements</li> <li>• Inadequate ability to understand specifics of other markets – regulations, compliance requirements</li> <li>• Poor communication skills – especially written/business communication skills</li> <li>• Inadequate proposal presentation skills.</li> </ul>

### Skills Gaps among Product Developers

Level	Skill Gaps
Product Developers and Analysts	<ul style="list-style-type: none"> <li>• While most of the skills required here have enough room for improvement, the following are the areas where gaps are acute:</li> <li>• Insufficient knowledge of market regulations and other areas specific to the product</li> <li>• Less than adequate depth in domain knowledge and process flow.</li> </ul>

### Skills Gaps in BPO Sector

Level	Skill Gaps
Executives (Voice based)	Functional skills: <ul style="list-style-type: none"> <li>• Inadequate process compliance</li> <li>• Lack of attention to details</li> <li>• Lack of understanding of basic quality initiatives</li> <li>• Lack of understanding of information security and privacy issues</li> </ul> Soft skills: <ul style="list-style-type: none"> <li>• Inadequate communication skills</li> <li>• Lack of aptitude for multi-skilling</li> </ul>
Executives (nonvoice)	Functional skills: <ul style="list-style-type: none"> <li>• Lack of problem solving skills</li> <li>• Lack of process adherence</li> <li>• Lack of business/process understanding</li> </ul> Soft skills: <ul style="list-style-type: none"> <li>• Inadequate communication skills</li> <li>• Lack of customer Orientation</li> <li>• Lack of aptitude for the Job</li> </ul>
Team Lead	Functional skills: <ul style="list-style-type: none"> <li>• Inadequate business and process knowledge</li> <li>• Inadequate sensitivity to compliance and information security issues</li> </ul> Soft skills: <ul style="list-style-type: none"> <li>• Lack of customer orientation</li> <li>• Lack of empathy</li> </ul>

Process Manager	<ul style="list-style-type: none"> <li>• Inadequate domain knowledge</li> <li>• Understanding of business perspective</li> </ul>
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### Skills Gaps in KPO Sector

Level	Skill Gaps
Executives	<ul style="list-style-type: none"> <li>• Inadequate domain knowledge – be it from engineering stream, legal (ability to read patents and IP related), medical (ability to understand drug usage from patent narration)</li> <li>• Poor aptitude</li> <li>• Inability to do repetitive work</li> <li>• Lack of adequate writing skills.</li> </ul>
Domain Specialists and Team Leads	<ul style="list-style-type: none"> <li>• Inadequate project management skills. (This is especially compounded by the fact that there are not adequate project management training programmes targeted at KPO/BPO industry).</li> </ul>

### Skills Gaps in IT Hardware

Level	Skill Gaps
Technician	<ul style="list-style-type: none"> <li>• Machine handling ability and knowledge of latest Technologies</li> <li>• Insufficient orientation to learn - Operators do not make an attempt to understand new processes and need handholding for a much longer period than required</li> <li>• Inability to understand product designs</li> <li>• Understanding of latest quality concepts and techniques.</li> <li>• Testing and validation skills</li> <li>• Product knowledge &amp; Diagnostic Skills</li> </ul>
Supervisor	<ul style="list-style-type: none"> <li>• Poor capability to prepare inspection manuals and supervise the inspection process</li> <li>• Theoretical concepts of Electronics/Embedded Software weak</li> <li>• Knowledge of system integration, mainly for Government and Enterprises, including Network Design</li> </ul>
Manager	<ul style="list-style-type: none"> <li>• Capability to prepare inspection manuals and supervise the inspection process</li> <li>• Insufficient project management and integration skills</li> <li>• Logical thinking and problem solving</li> </ul>

### Role Played by NASSCOM in the Development of Quality Capacity

- i) Add-on programmes for BPO–GBFS (Global Business Foundation Skills)

The BPO Skills Development Council has developed the GBFS programme, a foundation skills development offering to empower students with the awareness and skills necessary for entry-level employment in the BPO sector.

GBFS Content: The content has been reviewed by the faculty of Delhi University and Osmania University, and the recommendations have been incorporated accordingly. The GBFS content is also being prepared in an on-line learning format on LMS.

MoUs: An MoU has been signed with Delhi University and BPO Skills Development Council, while MoUs are expected to be signed with Osmania University and Punjab University in the near future.

Delhi University: Student training has started at three centres which will go on until March, 2011. Andhra Pradesh: GBFS will be funded by the Department of Labour and Employment, Government of Andhra Pradesh, and will cover 150 colleges across six universities in the state. BPO domain/specialisation courses targeted for the year: Finance and Administration, IT Support and Healthcare.

ii) Add-on programmes for IT–FSIT (Foundation Skills in IT)

The IT Skills Development Council aims to support the NASSCOM–MHRD FSIT course. This is the revamped Finishing School programme launched in conjunction with MHRD, for off-campus students in select institutes. The FSIT is a 120-hour add-on programme spread over nine modules in an outcome-based format.

Work is going on in collaboration with MHRD and AICTE for the design and development of FSIT, for an on-campus and off-campus nationwide launch. MHRD and AICTE would facilitate the scaling of the programme.

iii) Faculty Development Programmes (FDP)

As a part of the BPO Skill Development Project, the FDP was planned at the Delhi and Osmania Universities. An eight-day FDP was conducted for the faculty of Delhi University. The FDP will also be conducted in six universities in Andhra Pradesh, where master trainers will train 250 faculty members for delivering the GBFS in the state. The faculty trained in the process will conduct student training for the GBFS programme at colleges under Delhi University and Osmania University.

iv) Finishing School Programme The Finishing School Programme has been reviewed by AICTE (All India Council of Technical Education). The programme will be offered to on-campus students, over three years during their summer break, rather than an intensive off-campus programme. The Ministry of Human Resource Development and AICTE are yet to formalise the programme.

v) TEQIP- II (Technical Education Quality Improvement Programme)

NASSCOM has been working in collaboration with the Ministry Human Resource Development on the countrywide TEQIP-II programme. The states of Andhra Pradesh, Karnataka and Haryana have NASSCOM/ member representatives on the State TEQIP-II

### **Broad Needs of Areas of Training**

The major trends that would impact the human resource and skill requirements in the IT Industry are:

- Continuing demand for a skilled workforce
- Continuing and building upon transformation from IT Services to include IT Consulting
- Ability to Innovate
- Increasing play in Migration Projects
- Green IT and Cloud Computing
- Increasing share of other business verticals
- Increasing play of Infrastructure Management Services
- Larger share of newer markets
- Increasing play in the Indian market
- Evolution of newer pricing models

The thrust areas for skill building in the IT & ITES industry are following:

a) Information Technology:

- Logical Thinking and Problem Solving
  - Programming Languages as per Industry demand
  - Project Management
  - BI/DW and EAI Modules
  - Modeling Tools for Business Analysis
  - Communication and Soft Skills
  - Training of Trainers for Software Engineering and Programming Language

b) Business Process Outsourcing (BPO)

- Process Flows (Credit Cards Workflows)
- Communication Skills
- Accent Training

c) Knowledge Process Outsourcing (KPO)

- IP Advisory and Filing
- Understanding patents
- Legal Transcriptions
- Process Specialists
- Project Management
- Information Security/Quality Compliance

Persons employed in a KPO are much different from those engaged in a BPO. KPO involves high-end analytics, including financial analytics, legal processing, STM (scientific, technical, medical) related, etc. This has implications on the skills required and skill gaps too.

As enunciated by **NASSCOM's 'Perspective 2020'**, the success story of the industry would rely on the following:

- Catalysing growth beyond today's core markets
- Establishing India as a trusted global hub for professional services

- Harnessing ICT (Information and Communication Technology) for inclusive growth
- **Developing a high calibre talent pool**
- Building a pre-eminent innovation hub in India.

### 3.1.2 **FOOD PROCESSING**

A National Workshop on Skill Development and Consultancy Initiative was held under the aegis of Ministry of Food-Processing of India (MOFPI). In order to assess/evaluate the skill gaps existing in Food-Processing sector, the report prepared in August, 2010 by NIFTEM was referred and discussions were carried out with Apex Industry Association, AIFPA, New Delhi. Major findings are summarised below:

#### 1. **Present requirement of Skill /Trained manpower at various levels**

Agriculture accounts for about 1/4th of the Indian economy but employs about 2/3rd of its population.

The Processed Food Industry is divided into the following two broad segments:

- **Primary Processed Food** which includes products such as fruits and vegetables, packed milk, unbranded edible oil, milled rice, flour, tea, coffee, pulses, spices, and salt, sold in packed or non-packed forms.
- **Value-added Processed Food**—which includes products such as processed fruits and vegetables, juices, jams, pickles, squashes, concentrate, processed dairy products (ghee, paneer, cheese, butter), processed poultry, processed marine products, confectionary, chocolates, alcoholic beverage segments

Since 2002-03, the food processing industry has been growing at an annual rate of about 10%.

The major food-processing states are Andhra Pradesh, Gujarat, Maharashtra, and Uttar Pradesh, which together contribute about 50% of the national production.

The major segments in the Food Processing sector comprise of Fruits and Vegetables, Dairy, Edible Oils, Meat and Poultry, Non-alcoholic beverages, Grain-based products, Marine products, Sugar and sugar-based products, Alcoholic beverages, Pulses, Aerated beverages, Malted beverages, Spices, and Salt. Out of these segments, Dairy (16%), Grain-based Products (34%), Baker-based products (20%), and fish and meat products (14%) contribute to a major portion of industry revenues.

The current Employment in Food Processing Industry is about 9 million people. About 80% of which is employed by the unorganized sector and rest by the organized sector. The skill requirements of the unorganized sector have to be visualized quite differently from the organized sector.

The distribution of employees in different functional areas is:

Function	% of Employees
• Procurement	10
• Testing & Quality	20
• Production	55
• R&D	1-2
• Storage	2-3
• Sales and other support functions	10

Employees in the Food Processing Segment are working at following Levels:

- Level –I : Short Term courses, 10<sup>th</sup> -12<sup>th</sup> Pass with 1-2 years of experience
- Level –II: Personnel with Certification/Diploma courses + 3-4 years industry experience
- Level –III: Graduate with degree in dairy technology, Diploma holders + 7-8 years industry experience
- Level –IV: MBAs/Post Graduate/Graduate in dairy technology with 10-15 years industry experience

## 2. Present availability of skilled manpower at various levels

Skill Level	Skills Needed	Share of Manpower (%)
Level –I	Skills which can be acquired with the short/modular and focussed intervention and thereby enhancing employability of these with minimal education	80
Level –II	Skill which requires technical training inputs, knowledge of complex operations and machinery, skills of supervision	10
Level – III	Skills which require long drawn preparation as demonstrated by acquisition of degrees, and involve highly technical or commercial operations	9
Level – IV	Skills which are highly specialised involving research and design	1

At the lower end increase in demand for Shop-Floor technicians, supervisors, refrigeration mechanics and others was approx 21.83 Lakh people in the year 2010 and would be 26.86 Lakh by 2015. Meeting this demand would be challenging. Since 80% of total workforce in the Food Processing Sector comprises of people having lower end skill set.

## 3. Projected Requirement of manpower and skills needed, based on changing industry needs / business environment

### Skill Requirements in the Dairy Processing Segment

Function	Level	Skills required
Production	Producer of milk (person owning cattle)	<ul style="list-style-type: none"> <li>Identifying a loyal consumer locally, or becoming a member of village level co operative for getting the best prices of the produce</li> <li>Understanding the basic quality requirements and ways to maintain hygienic conditions</li> <li>Implementing basic value addition in terms of pre-heating, etc. for minimising wastage</li> </ul>
	Helper / Operator	<ul style="list-style-type: none"> <li>Knowledge of basic controls of milk processing machines</li> <li>Basic importance of quality maintenance in terms of consistency to rules</li> <li>Understanding basic quality requirements and adequate knowledge of maintaining hygiene while cleaning and packaging.</li> </ul>
Procurement	-	<ul style="list-style-type: none"> <li>Networking skills to maintain good relationship with the farmers and milk producers/village cooperatives</li> <li>Ability to forecast daily demand and maintain procurement at appropriate levels.</li> <li>Understanding of the safety measures during transport from procurement centres to plant.</li> </ul>
Testing/ Quality check	-	<ul style="list-style-type: none"> <li>Understanding of correct sampling methods</li> <li>Adequate knowledge of Food Act, the specifications of product wise acceptable constituent levels</li> <li>Adequate practical knowledge on conducting tests, recording results, and reporting.</li> </ul>
Sales and marketing division	-	<ul style="list-style-type: none"> <li>Ability to maintain correspondence with customers and service their requirements seamlessly</li> <li>Ability to approach the market for new customers</li> <li>Very good communication skills for dealing with old and new customers, and intra team communication.</li> <li>Ability to track competition and trends in the market and devise new customer engagement strategies accordingly e.g. competitive pricing /innovative packaging, new marketing campaigns</li> </ul>

### Skill Requirements in the Meat/Poultry Segment

Level / Description	Skills required
Worker at Broiler farm	<ul style="list-style-type: none"> <li>Basic knowledge of reading/writing to be able to understand the standard operating procedures as specified by the contracting company.</li> <li>Meticulous tracking of time in specific operations such as (i) eggs when laid in semi solid form should be collected within 1 hour time to avoid any mixing of impurities, (ii) the time of opening /closing of purdah, (iii) providing feed at appropriate timings, etc</li> <li>Ability to undertake rearing of DOC and continuously monitor supplies, for example, special care has to be given to the details such as provision of feed/ water in the shed</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to understand and execute the hygiene requirements such as cleaning of cell of pickings after alternate days, fumigation of laid eggs and their transfer in controlled atmosphere.</li> <li>• Ability to carry out basic counting for counting the birds every day.</li> </ul>
Worker at Breeder farm	<ul style="list-style-type: none"> <li>• Ability to examine the health of birds when they are brought in</li> <li>• Ability to monitor timings since birds at this stage are more sensitive to the quality of feed, the water availability, etc.</li> <li>• Ability to maintain hygienic conditions</li> </ul>
Worker at grand parent farm	<ul style="list-style-type: none"> <li>• Ability to communicate medical problems to supervisors who can arrange for collection of blood sample and further check ups for birds</li> <li>• Ability to administer medicine</li> </ul>
Supervisory staff (Experienced personnel)	<ul style="list-style-type: none"> <li>• Ability to ensure that water samples are checked for sanitation at proper intervals</li> <li>• Ability to lay special emphasis on hygiene in the sheds because this impacts the performance of birds (birds are sensitive to environmental conditions while laying eggs, mating, etc. and the mortality rate is also an outcome of the feed provided and the hygienic conditions maintained)</li> <li>• Ability to implement steps to make sure that performance on quality parameters such as bird productivity (feed/weight ratio), bird performance, etc. is high while the mortality rate is low.</li> </ul>
Veterinary services	<ul style="list-style-type: none"> <li>• Ability to take care of the nutrition needs, medicinal needs, and special medical care needs of critical birds.</li> <li>• Communication and training skills for interacting with the workers on the issues like maintenance of environment in cells where birds are kept, the timely execution of feeding schedule of birds</li> </ul>
Manager Level	<ul style="list-style-type: none"> <li>• Ability to control the top line / bottom line and supervise the overall operations of a business unit</li> <li>• Ability to supervise and maintain the overall quality aspect of operations in all business units</li> <li>• Ability to undertake co-ordination with client for operational activities</li> <li>• Ability to undertake corrective actions in case of crisis such as sudden increase in mortality rate, emergence of disease in farm etc.</li> </ul>

### Skill Requirements in the Fish Processing Segment

Function	Skills required
Fisher men	<ul style="list-style-type: none"> <li>• Ability to undertake fish breeding and rearing – this is a process with several time bound operations such as regular feeding and cleaning</li> <li>• Ability to clean the fish , which includes processes such as</li> </ul>



	cleaning, removing internal organs • Adequate spoken language skills so as to understand instructions from supervisors • Ability to undertake waste disposal in a hygienic manner
Supervisor	• Ability to ensure transport of raw / processed fish in a controlled atmosphere and minimise wastage. This also requires understanding of cold chains/refrigeration • Ability to supervise daily operations and monitor performance at all times • Ability to communicate with uneducated workers and train them in production procedures, compliance to quality.

### Skill Requirements in the Food Grain Milling Segment

Function	Level	Skills required
Operations	Experienced personnel	• Ability to handle breakages/breakdown in machine parts, inadequate inventory • Ability to effectively communicate with the team and brief them of production objectives • Technical knowledge of milling machinery
	Helper level	• Knowledge of basic controls and settings of machines being worked on • Understanding of basic mathematics to identify and accordingly implement the instructions of the supervisor pertaining to production schedules. • Basic importance of quality maintenance in terms of consistency with respect to. following rules / guidelines
	Worker at Artiyas shop	• Ability to stitch gunny bags neatly so as to avoid leakage • Ability to appropriately mark gunny bags / index them such that markings are unambiguous
Procurement	-	• Understanding of appropriate ways for proper transport of produce till the processing plant • Correct forecasting for demand and accepting produce on the same basis from artiyas • Networking skills to maintain good link with the producers
Testing	-	• Visual examination skills for faster segregation and checking of input/output • Ability to record the results as they are observed and reporting non adherence to standards

Contract farmer/ Farmer selling Produce in open market		<ul style="list-style-type: none"> <li>• Ability to decide which crop to grow in what quantity and find out the requisite inputs relating to appropriate seed, fertiliser, irrigation, etc.</li> <li>• Ability to undertake preprocessing at the farm – i.e. the ability to undertake initial sorting, grade the produce for commanding better price in Mandi, etc.</li> <li>• Knowledge of best handling practices and transport practices which ensure least wastage due to moisture, microbes, etc.</li> </ul>
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### Skill Requirements and Skill Gaps in the Biscuits Sub-Segment

Level	Skills required	Skill gaps
Unit Manager	<ul style="list-style-type: none"> <li>• Ability to oversee procurement, operations, dispatch, as well as undertake initiatives for increase in efficiency</li> <li>• Ability to propose new investment decisions for the plant or new changes which should be introduced to reap benefits in the long term</li> <li>• Ability to manage labour issues, vendor/customer relationship management issues which cannot be handled by supervisors / managers</li> </ul>	<ul style="list-style-type: none"> <li>• Inadequate communication skills and inadequate ability to manage the team of personnel working with them</li> </ul>
Quality Staff	<ul style="list-style-type: none"> <li>• Ability to test the material with respect to specified quality parameters and reject raw material that does not meet quality specifications</li> <li>• Ability to ensure that dough is prepared with the correct proportion of raw materials – this is critical, since different raw materials from different sources may have different moisture levels</li> <li>• Ability to specify the temperature settings for oven depending on the product being manufactured</li> <li>• Ability to test the end product for quality of crust and colour after baking</li> <li>• Ability to check the quality of packing material and ensure that requirements are met</li> </ul>	<ul style="list-style-type: none"> <li>• Inadequate ability to apply theoretical knowledge while conducting quality tests / checks</li> </ul>

Supervisor	<ul style="list-style-type: none"> <li>• Good communication skills (spoken and written) so as to be able to coordinate with personnel within the company and outside the company</li> <li>• Ability to supervise daily production activities and streamline processes for increasing efficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Inadequate ability to guide workers on the job by giving suitable inputs and training on aspects related to setting of machines, operations, etc.</li> </ul>
Operator	<ul style="list-style-type: none"> <li>• Knowledge of machine related details such as temperature settings, speed at which machine as to be adjusted, total time setting, etc.</li> <li>• Knowledge of the basics of weighing / scaling</li> <li>• Basic knowledge of measurements such as conversion between millimetres and centimetres</li> <li>• Ability to use printing machines – this includes skills such as the ability to feed in the MRP, the ability to batch print consignment-wise details in the machine, the ability to ensure that all such details appear in the right place and in right format on the biscuit packet, etc.</li> <li>• Ability to understand and follow ISO norms – eg. assigning batch number, stocking etc. should be according to the specifications</li> <li>• Ability to execute standard specifications relating hygiene while handling raw material input/ work in progress</li> <li>• Basic read/write skills and spoken language skills</li> </ul>	<ul style="list-style-type: none"> <li>• Inadequate ability to understand and use different settings of time, temperature on different machines for different biscuit products</li> <li>• Inadequate read / write skills leading to problems in understanding verbal/ written communication about production schedule, specifications, etc.</li> </ul>
Oven operators	<ul style="list-style-type: none"> <li>• Specific knowledge of technical aspects such as temperature settings, turbulence settings, etc. and the ability to follow specifications</li> <li>• Ability to take special care of burner working and maintenance</li> </ul>	<ul style="list-style-type: none"> <li>• Inadequate technical knowledge leading to inefficiency of operations</li> </ul>

#### 4. Prominent Skill gaps and broad needs of areas of training

##### Skill Gaps in the Dairy Processing Segment

Function	Level	Skill gaps
Production	Producer of milk (person owning cattle)	<ul style="list-style-type: none"> <li>• Inadequate education of farmers about latest techniques for minimising wastage</li> <li>• Inadequate knowledge of ways of maintaining the quality of produce</li> </ul>
	Helper / Operator	<ul style="list-style-type: none"> <li>• Inadequate knowledge of machine handling</li> <li>• Poor knowledge of operating in a hygienic environment</li> </ul>

Procurement	-	<ul style="list-style-type: none"> <li>• Inadequate ability to forecast demand</li> <li>• Inadequate communication skills, especially in local language because of diverse dialects</li> </ul>
Testing/ Quality check	-	<ul style="list-style-type: none"> <li>• Inadequate ability to practically conduct tests and record results</li> </ul>

### Skill Gaps in the Meat/Poultry Segment

Level / Description	Skill Gaps
Worker at Broiler farm	<ul style="list-style-type: none"> <li>• Inadequate ability to understand standard operating procedures which includes knowledge of what to do/what not to do</li> </ul>
Worker at Breeder farm	<ul style="list-style-type: none"> <li>• Inadequate consistency in operations due to inadequate understanding of immediate or long term impacts</li> <li>• Tendency to change jobs frequently, leading to a high attrition rate and consequently lower quality of work and lower productivity</li> </ul>
Worker at grandparent farm	<ul style="list-style-type: none"> <li>• Inadequate technical knowledge for primary medication in case of disease/infection</li> <li>• Inadequate awareness of preventive care techniques</li> <li>• Inadequate adherence to time for operations such as providing feed, lifting purdah, and other such operational jobs</li> </ul>
Supervisory staff (Experienced personnel)	<ul style="list-style-type: none"> <li>• Inadequate communication skills while interacting with the team</li> <li>• Inadequate understanding of the importance of maintenance of hygiene for improving bird performance (as birds respond positively to a clean conditions at time of hatching)</li> </ul>
Veterinary services	<ul style="list-style-type: none"> <li>• Inadequate verbal communication skills for implementing effective training.</li> <li>• Inadequate initiative to execute preventive care methods for better performance of birds</li> </ul>
Manager level	<ul style="list-style-type: none"> <li>• Inadequate ability to effectively handle alarming situations such as sudden increase in mortality rate, sudden decrease in quality or quantity of output</li> </ul>

### Skill Gaps in the Fish Processing Segment

Function	Skill gaps
Fisher men	<ul style="list-style-type: none"> <li>• Inadequate knowledge of processes – e.g., fishermen who usually work on removing the internal organs are not aware of correct procedures. Traditional methods which are usually used are</li> </ul>

	<ul style="list-style-type: none"> <li>unhygienic and do not yield adequate quality results</li> <li>Inadequate knowledge of fish breeding and rearing processes</li> <li>Inadequate sensitivity to environmental issues, thus leading to poor hygienic conditions.</li> </ul>
Supervisor	<ul style="list-style-type: none"> <li>Inadequate knowledge of cold chain networks for transport of fish within and outside the country</li> <li>Inadequate technical knowledge about the new machines and the associated aspects of maintenance.</li> </ul>

### Skill Gaps in the Food Grain Milling Segment

Function	Level	Skill gaps
Operations	Experienced personnel	<ul style="list-style-type: none"> <li>Inadequate team handling and worker handling skills</li> <li>Inadequate planning of work schedules</li> </ul>
	Helper level	<ul style="list-style-type: none"> <li>Inadequate understanding of machine controls in</li> <li>Inadequate understanding / knowledge of ways to minimise breakage</li> </ul>
	Worker at Artiya8 shop	<ul style="list-style-type: none"> <li>Inadequate ability to stitch gunny bags well, leading to leakages from the bags</li> <li>Inadequate ability to follow rules of marking gunny bags</li> </ul>
Procurement	-	<ul style="list-style-type: none"> <li>Inadequate ability to forecast the demand accurately</li> <li>Inadequate training skills for encouraging the producers for better productivity and quality</li> </ul>
Testing	-	<ul style="list-style-type: none"> <li>Inadequate practical expertise in conducting tests</li> </ul>
Contract farmer/ Farmer selling Produce in open market		<ul style="list-style-type: none"> <li>Inadequate knowledge of latest / best farming practices with because of lack of training /access to other information sources</li> <li>Inadequate knowledge of percentage increase in value with minimal value addition to produce</li> </ul>

### Skill Gaps in the Biscuits Sub-Segment

Level	Skill gaps
Unit Manager	<ul style="list-style-type: none"> <li>Inadequate communication skills and inadequate ability to manage the team of personnel working with them</li> </ul>
Quality Staff	<ul style="list-style-type: none"> <li>Inadequate ability to apply theoretical knowledge while conducting quality tests / checks</li> </ul>
Supervisor	<ul style="list-style-type: none"> <li>Inadequate ability to guide workers on the job by giving suitable inputs and training on aspects related to setting of machines, operations, etc.</li> </ul>

Operator	<ul style="list-style-type: none"> <li>• Inadequate ability to understand and use different settings of time, temperature on different machines for different biscuit products</li> <li>• Inadequate read / write skills leading to problems in understanding verbal/ written communication about production schedule, specifications, etc.</li> </ul>
Oven operators	<ul style="list-style-type: none"> <li>• Inadequate technical knowledge leading to inefficiency of operations</li> </ul>

### **Broad Need of Areas of Training**

- Food Technologists
- Technician for Equipments ( Boiler Operators, FFS Machine)
- Testing Lab Technicians
- IQF/Refrigeration
- Quality Control (Norms required for Exporting Countries)
- Export Documentation ( EU/Gulf/FDA Standards, Logistics, CIP)

### **3.1.3 PHARMACEUTICALS**

In order to assess/evaluate the skill gaps existing in Pharmaceutical sector, a study titled “Human Resource and Skill Requirements for the Chemicals & Pharmaceutical Sector - **A Report**” prepared in 2010 by NSDC was referred and discussions were carried out with apex Industry Association i.e. IPA, Mumbai and the major findings are summarised below:

#### **1. Present requirement of Skill /Trained manpower at various levels**

Manpower is employed at the following levels:

- Level – I: Workmen - ITI/12th Standard (skills which can be acquired with a short/modular and focussed intervention and thereby enhancing employability of those with minimal education)
- Level – II: Supervisors - B Pharm, BSc ((skills which require technical training inputs, knowledge of complex operations and machinery, skills of supervision)
- Level – III: Managers, MSc, MPharm, Personnel with about 5 years experience (skills which require long drawn preparation as demonstrated by acquisition of degrees, and involve highly technical or commercial operations)
- Level –IV: PhD, MSc, MPharm, Personnel with 8 – 15 years experience (skills which are highly specialised involving research and design)

Requirements of skill in this sector are much higher due to activities involving research, automated processes, lab, and a large sales force too, apart from the sector being under regulatory purview and requiring compliance to strict production and safety requirements.

#### **2. Present availability of skilled manpower**

Total people employed in the Pharmaceutical sector is about 12 Lakh Nos. Level wise breakup of skilled manpower is as follows:

- Level – I: 20-25%
- Level – II: 25 – 30%
- Level – III: 44 – 45%
- Level –IV: 5-6%

### **3. Projected Requirement of manpower and skills needed, based on changing industry needs / business environment**

The projected requirement of workforce in the year 2022 is estimated to be about 25 Lakh Nos.

Function-wise incremental human resource requirement by 2022, is detailed below:

<b>Fuctions</b>	<b>Incremental Requirement in Lakh Persons</b>
Production and QC	7
Research/Lab	3
Sales, Marketing, Medical Assistance	1
Purchase	1
Support functions (HR, Finance, etc.)	1

### **Skill requirements in the Pharmaceuticals Segment at Lower levels**

<b>Function / Role</b>	<b>Skills required</b>
Workmen	<ul style="list-style-type: none"> <li>• Ability to operate processing equipment and other sophisticated equipment</li> <li>• Ability to adhere to health, clothing and sanitation – e.g. avoiding direct contact with raw materials, intermediate or finished, and unpacked products</li> <li>• Ability to undertake material handling and drive industrial trucks or tractors to move materials around the plant</li> <li>• Ability to load and unload material</li> <li>• Ability to package products</li> <li>• Ability to operate various machines such as capsule filling, blister packing, ampoule filling, granulation, etc.</li> <li>• Ability to comply with Standard Operating Procedures (SOPs) and quality standards</li> <li>• Ability to package and transport the drugs</li> <li>• Technical machine knowledge</li> <li>• Ability to identify problems such as identifying unusual noises and functioning of machines and undertake maintenance and repair of machines to minimise shutdowns</li> </ul>

	<ul style="list-style-type: none"> <li>• Knowledge of the following: <ul style="list-style-type: none"> <li>○ Clean Room</li> <li>○ Air Handling units</li> <li>○ GMP standards</li> </ul> </li> </ul>
Lab Technician	<ul style="list-style-type: none"> <li>• Ability to perform routine jobs such as cleaning and arranging bottles, test tubes, and other equipment</li> <li>• Ability to maintain laboratory equipment, monitor experiments, analyze data, and record and interpret results</li> <li>• Ability to help plan equipment layout and workflow to maintain efficient use of plant facilities</li> <li>• Knowledge of the drug approval process</li> <li>• Ability to create molecules and test them rapidly for desirable properties</li> <li>• Detailed knowledge of one or more fields such as biology,</li> <li>• biochemistry, microbiology, physiology, bacteriology, virology, pathology, pharmacology, zoology etc.</li> <li>• Ability to undertake ongoing research and the manufacture of new products</li> <li>• Ability to undertake basic and advanced research</li> <li>• Ability to undertake documentation and analyse data such as sales data, data generated through clinical research, etc.</li> <li>• Since the drug discovery process is typically a lengthy process, patience and the ability or capacity to be involved till the end is critical</li> <li>• Ability to coordinate with pharmacists, chemists, chemical engineers, packaging engineers, production specialists, etc.</li> </ul>

#### 4. Prominent Skill gaps and broad needs of areas of training

##### Skill gaps at lower level in Pharmaceuticals Sector

Workmen	<ul style="list-style-type: none"> <li>• Inadequate knowledge of chemical compounds and laboratory testing processes</li> <li>• Inadequate practical orientation and exposure to machines</li> <li>• High degree of handholding required</li> <li>• Inadequate self motivation to enhance and update skills</li> <li>• Inadequate ability/knowledge to work in the following: <ul style="list-style-type: none"> <li>○ Clean Room</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>○ Air Handling units</li> <li>○ Current Good</li> <li>• Manufacturing Practices (cGMP) standards</li> </ul>
Lab Technician	<ul style="list-style-type: none"> <li>• Inadequate knowledge of compliance to processes</li> <li>• Inadequate technical knowledge of Good Laboratory Practices (GLP)</li> <li>• Inadequate knowledge of relevant USFDA rules</li> </ul>

### **Focus areas for skill building in Pharmaceuticals Sector**

Operators	<ul style="list-style-type: none"> <li>• Knowledge of API and formulations – basic</li> <li>• Cleanliness and hygiene</li> <li>• Operations of equipment</li> <li>• Compliance to cGMP, WHO guidelines, USFA guidelines</li> <li>• Understanding of SOPs</li> <li>• Understanding of safety, handling of waste, etc.</li> </ul>
Sales	<ul style="list-style-type: none"> <li>• Knowledge of drug and intended use</li> <li>• Conveying benefits of schemes and offerings</li> <li>• Fundamentals of pricing – tax, discounts, etc.</li> <li>• Selling skills and communication skills.</li> </ul>

## **5. National level Training Institute in Pharmaceuticals**

### **National Institute of Pharmaceutical Education and Research (NIEPR)**

#### **Introduction**

National Institute of Pharmaceutical Education and Research (NIPER) is the first national level institute in pharmaceutical sciences with a proclaimed objective of becoming a centre of excellence for advanced studies and research in pharmaceutical sciences. The Government of India has declared NIPER as an 'Institute of National Importance'. It is an autonomous body set up under the aegis of Department of Pharmaceuticals, Ministry of Chemicals and Fertilizers, Government of India. The Institute is conceived to provide leadership in pharmaceutical sciences and related areas not only within the country, but also to the countries in South East Asia, South Asia and Africa. NIPER is a member of Association of Indian Universities and Association of Commonwealth Universities.

The Institute is located about 250 Km north of Delhi at S.A.S. Nagar (Mohali), Punjab on a total area of 130 acres.

#### **Objectives**

The main objectives of the Institute are :

- Toning up the level of pharmaceutical education and research by training the future teachers, research scientists and managers for the industry and profession.
- Continuing education programmes

- Creation of National Centres to cater to the needs of pharmaceutical industries and other research and teaching institutes
- Collaboration with Indian industries to meet the global challenges
- National/International collaborative research
- Curriculum and media development
- Study of sociological aspects of drug 'use and abuse', and rural pharmacy, etc
- Conducting programmes on drug surveillance, community pharmacy and pharmaceutical management

### **Training and Continuing Education Programs**

In order to keep pharmacy professionals acquainted with the latest developments in the field of pharmacy, the institute conducts training programs from time to time. NIPER has been empanelled by Ministry of External Affairs, Government of India to conduct training programs on regulatory aspects in pharmaceutical sciences for the international delegations and also by Ministry of Health to conduct training programs for drug regulatory staff, government analysts and technical and analytical staff from SSIs. The institute can provide specialized training in the following areas:

- cGMP/GLP, validation procedures in pharmaceutical industry
- Standardisation of herbal products
- Macro and micro-propagation of medicinal plants
- Separation techniques
- Modern analytical techniques for quality assurance
- Impurity profiles of bulk pharmaceutical chemicals and their formulations
- Degradation chemistry and stability testing of drugs and pharmaceuticals
- Bioavailability and bioequivalence of pharmaceutical dosage forms
- Documentation in pharmaceutical research, development and manufacturing
- Recombinant DNA technology for drugs
- Secretory proteins and biomass production through fermentation
- Primary drug screenings
- Regulatory toxicology
- Synthesis and technology of chiral drugs
- Scale up techniques in pharmaceutical industry
- Development of eco-friendly processes
- Generation of combinatorial libraries of small molecules
- Computer aided drug design
- Pharmaceutical project management

### **The department is presently engaged in research projects on:**

- Development and evaluation of peroral controlled release systems
- Development and evaluation of buccal and transdermal drug delivery systems
- Biopharmaceutic and pharmacokinetic studies including bioavailability and bioequivalence studies
- In *vitro* and in *vivo* evaluation of conventional and new drug delivery systems
- Biomaterials for novel drug delivery systems
- Nano-biopharmaceutics: Focus on drug targeting and gene delivery

### Projects Completed and Ongoing

- Development and evaluation of transdermal systems including iontophoretic delivery of peptide and protein drugs
- Pharmacokinetic-based controlled release dosage forms (drugs under investigation: nifedipine, diltiazem, azithromycin isosorbide mononitrate, glipizide, ketorolac, salbutamol, cephalosporin and cyclosporin)
- Biomaterials for improving surface biocompatibility of medical devices
- Synthesis and characterization of new biodegradable polymers for delivery of anticancer drugs
- Design of biodegradable nanoparticles for pharmaceutical applications
- Development and evaluation of nanoparticles for delivery of estradiol, antioxidants and insulin

#### 3.1.4 AUTO-COMPONENTS

Size of the Auto Component Industry is about Rs. 1.1 Lakh Crores. It has grown at an average rate of 17% CAGR over the last decade.

Study conducted by the National Council of Applied Economic Research (NCAER) revealed that the market segments for auto components included OEMs constituting 33%, local components having 25% with the balance 42% comprising of spurious market including re-conditioned parts. A large part of the spurious or grey market companies are in the un-organised sector.

The shares of various product segments in the Auto Component sector are:

Sl.No	Auto Components	Percentage Share
1.	Engine and Engine parts	24
2.	Small Scale Industry	23
3.	Transmission and steering parts	15
4.	Suspension and braking parts	9
5.	Equipment	8
6.	Electricals	7
7.	Other	15

Out of the total, about 77% of the production (by value) of Auto Components is by players in the organized sector while the remaining 23% is by the SSI sector.

#### 1. Present requirement of Skill /Trained manpower at various levels

The Society of Indian Automobile Manufacturers (SIAM) has estimated that the Indian Automotive Industry provides direct and indirect employment to over 130 Lakh people. Direct employment includes personnel working with automobile OEM's and auto component manufacturers (about 30% to 40%). Indirect employment includes personnel working in the enabling industries, such as vehicle finance and insurance industry, vehicle repair, vehicle service stations, vehicle maintenance, vehicle and component dealers, drivers, cleaners etc (about 60% to 70%).

Total employment in the Auto Component sector is about 30 Lakh nos.

The quality of the personnel employed, both in terms of knowledge & skills is not appropriately matched to the requirements of the automobile industry in India. Various skill levels existing in the Industry are:

- i) Level –I : Workmen (12<sup>th</sup> Pass, ITI with 0-2yrs experience)
- ii) Level –II : Supervisors (ITI with 3-4 years experience and Diploma Holders with 0-2 yrs experience)
- iii) Level –III: Executives (BE with minimum 3-4 yrs experience)
- iv) Level - IV: Managers (BE with 5 yrs experience), M-Tech (0-3 yrs experience)
- v) Level –V: GM/Director/CEO/Proprietor (BE/M-Tech with 5-15 yrs experience)

## **2. Present availability of skilled manpower at various levels:**

### **Distribution of human resources by education level - Auto Component suppliers**

<b>Level</b>	<b>Distribution of Employees</b>	<b>Available Manpower</b>
Level-I	70-75%	22.0
Level-II	10-12%	04.0
Level-III	5-7 %	02.0
Level-IV	3-4%	01.5
Level – V	1-2%	00.5

## **3. Projected Requirement of manpower and skills needed, based on changing industry needs / business environment**

Ability of Auto component manufacturers to supply at lower costs is important. Factors such as higher capacity utilization, low cost of manpower, higher productivity of manpower, ability to procure at lower prices from small scale sector suppliers are critical to being cost competitive.

Critical drivers of competitiveness in the Auto Component Sector are:

- i. Availability of Trained Human Resources
- ii. Access to new Technologies
- iii. Investments in R&D
- iv. Cost Competitiveness

### **Skill requirements various levels in Auto Component Sector**

Function	Skills required
Manufacturing / Operations	<ul style="list-style-type: none"> <li>• Ability to understand the implications of defective parts/assemblies and how these link to increased warranty costs for the OEM</li> <li>• Ability to meet quality requirements of the OEM Supplier</li> </ul>
Design and Development / Product Development and Industrial Engineering / Technical Services	<ul style="list-style-type: none"> <li>• Minimal design abilities to be able to convert OEM designs into manufacture-able in-house designs</li> <li>• Ability to understand testing specifications and conduct the basic tests needed accordingly</li> <li>• Ability to design processes given an OEM design, keeping the required quality specifications in mind and reducing rejections to the minimum level possible</li> </ul>
Tool Room	<ul style="list-style-type: none"> <li>• Ability to manufacture on-off parts using multiple basic machines – for example, for manufacturing a failed machine part</li> <li>• Knowledge of gauges and the ability to manufacture and calibrate basic gauges</li> </ul>
Sales and Marketing	<ul style="list-style-type: none"> <li>• Ability to maintain good working relations with OEM</li> <li>• Ability to understand exact technical requirements of customers</li> <li>• Ability to ensure that customer expectations in terms of timely delivery are met</li> </ul>
Service	<ul style="list-style-type: none"> <li>• Ability to interact with OEM to understand the performance of their particular component w.r.t. quality, rejection rate, etc.</li> </ul> <p>Ability to effectively provide genuine feedback to the design and manufacturing personnel about their components' performance and the changes required in design / production processes</p>

#### 4. Prominent Skill gaps and broad needs of areas of training

Significant gaps exist today in the Auto Component sector is the availability of skilled manpower. The problem is not so much in terms of quantity, but more in terms of quality of manpower available due to following emerging trends in the sector:

- i) Increasing Electronic contents in the form of Electronic Control Units (ECUs), various sensors such as lambda sensors and wheel speed sensor etc.
- ii) Complicated Engine Designs, thereby increasing the import component
- iii) Plastics emerging as a replacement to Metals in even load-bearing functional or structure parts such as frames for Front End Modules, Plastic clutch systems, Brake pedals etc
- iv) Better production planning, just-in-time concept for better synchronization between OEM and component Suppliers
- v) Evolution of Suppliers from the past of role component suppliers to the Developers and suppliers of complete systems which are integral with OEM's designs
- vi) Assembly process has shifted from component assemblies to assemblies of modules.
- vii) Use of IT in manufacturing has helped in reducing time to markets, increasing use of simulation and validation tools for process design (to save time and effort).

#### **Skill gaps various levels in Auto Component Sector**

<b>Function</b>	<b>Skill gaps</b>
Manufacturing / Operations	<ul style="list-style-type: none"> <li>• Personnel at smaller companies are unable to maintain quality of output and hence customer companies have to depute their own personnel to so as to ensure that the right quality of product is made available</li> </ul>
Design and Development / Product Development and Industrial Engineering / Technical Services	<ul style="list-style-type: none"> <li>• Inadequate ability to understand OEM design specifications</li> <li>• Inadequate knowledge of materials used in auto components</li> </ul>
Tool Room	<ul style="list-style-type: none"> <li>• Inadequate understanding of advanced engineering drawings for critical gauges etc.</li> </ul>
Sales and Marketing	<ul style="list-style-type: none"> <li>• Inadequate ability to understand exact technical requirements of customers</li> <li>• Inadequate ability to ensure timely delivery</li> </ul>
Service	<ul style="list-style-type: none"> <li>• Inadequate ability to understand the criticality of the role played by their component in the overall system design</li> <li>• Inadequate ability to identify the exact problem in the component and understand why it was rejected</li> </ul>

Important activities to focus in Auto Component segment are Design and Quality. The Design function has to be very closely aligned with the OEM product designs both in terms of design specifications as well as the timeline for development. Quality of the product delivered is again a key parameter being assessed by OEMs. Ability to cope up with the OEMs requirements in these areas are considered critical in the Auto Components segment.

<b>Sl.No</b>	<b>Manpower Requirement</b>	<b>Area of Training</b>
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1)	Electronic Engineers	Increasing Electronic Contents
2)	Design Engineers	Complicated Engine Design,
3)	Design/Manufacturing Person	Hybrid Vehicles
4)	Safety/Environmental Engineers	Advance knowledge of emission and safety regulations

### 3.1.5 HANDICRAFTS

In order to assess/evaluate the skill gaps existing in Handicrafts sector, a study titled “**Unorganised Sector- A Report**” prepared in April, 2010 by NSDC was referred and discussions were carried out with apex Industry Association i.e. COHANDS, New Delhi and the major findings are summarised below:

#### 1. Present requirement of Skill /Trained manpower at various levels

The handicrafts sector provides employment to a vast segment of craftsmen in rural and semi-urban areas and generates substantial foreign exchange for the country, while also preserving India’s cultural heritage. Handicrafts hold the key for sustaining not only the existing set of millions of artisans, but also for the increasingly large number of new entrants in the crafts activity - the total employment in the sector is 68.86 Lakh. The handicrafts sector contributes substantially to employment generation and exports. However drawbacks in the sector include the lack of education of persons employed, their poor exposure to new technologies, absence of market intelligence, etc.

The Development Commissioner (Handicrafts) have formulated and implemented HRD schemes and programmes such as Babasaheb Ambedkar Hastshilp Vikas Yojana (AHVY) for cluster based approach, Design & Technical Up-gradation scheme, Marketing Support and Services schemes, Human Resource Development Scheme, Research and Development scheme, Handicrafts Artisans, Comprehensive Welfare Scheme, etc

Some of these schemes are :

- Training Through Established Institutions like ITIs, Polytechnic, Vocational Institutes recognised by State/Central Government
- Training in Innovative Designs- Artisans involved in handblock printing, terracotta etc depend upon the block maker, PoP mould maker etc which are totally different skill oriented activities. This scheme aims to train the artisans involved in pattern making, stencil making etc. for uniform specifications and increase in production. SIDC, IICT, CDI, NID, NCDPD, NIFT, Institute of Arts & Crafts, Handicrafts Corporation, Crafts Council and reputed NGOs conduct training under this scheme.
- Training of Artisans/SHG/NGOs in capacity building. Training is provided in non-technical skills such micro finance/entrepreneurship development /

preparation of business plan/preparation of project reports/packaging/exports procedures/ documentation. NISSET, EDI, Institute of Packaging, Institutions of Management/Export etc. provide training to Artisans/ NGOs/ SHG Leaders/Potential Entrepreneurs under this scheme.

- Training through Guru Shishya Parampara for training to semi-skilled artisans to upgrade their skills, to add additional skills through master crafts persons. Shilp Guru Awardee, National Awardee, National Merit Certificate Holder, State Awardee and Artisans who have specialised in a particular crafts and expertise in processing or in the use of improved tools and technology provide training under this scheme.
- Workshop/Seminar are organised for continuous dissemination and creation of awareness about scheme/programs/technological development, marketing intelligence etc. State/Central Governments, Handicrafts Corporation, Organisations working for design and technology development and reputed NGOs organise workshops/seminars.

Prominent training institutions providing training for particular crafts are;

<b>Training Institute</b>	<b>Craft</b>
IIT, Kanpur	Metal & Glass
Smt. Dherya Prabha Devi Society, Indore	Embroidery
Maharana Pratap University of Agriculture & Technology, Udiapur	Development of Natural Dyes extraction, standardisation and formulation in powder form dyeing and printing with Natural Dyes
Birla Technical Training Institute Pilani	Wrought Iron, Wood & Embroidery
PSG College of Technology, Coimbatore	Embroidery & Textiles based handicrafts
IICT, Srinagar	Carpet
CDI, Srinagar	Joinery Wood working & Embroidery
Amrita Vishwas Vidhyapeethan, Trivendrum	Wood Craft & Ornamental Furniture
Centre for Bioscience Studies, School of Biosciences & Biotechnology, Baba Gulam Shah Badshah University, Rajauri (J&K)	Wood (Chikri Wood)
JSS Polytechnic for Differently Abled Mysore	Jewellery Design & Manufacturer
Indian Institute of Carpet Technology, Bhadohi	Application for Computer & IT, Carpet Manufacturer
Kala Vidya Sankul Polytechnic, Mumbai	Artificial Jewellery & Embroidery
Nilachal Sewa Pratostjan, Daya Vihar	Stone Carving & Applique



(Kanas), District Puri, Orissa 752017	
Bhartiya Mahila Gramodyog Sanathan, Allahabad, UP	Embroidery Wood Craving & Carpentry
Bairagi Shikshan Sansthan, Varanasi	Zari, Zardozi & Embroidery Crafts
Rekha Rang Kala Trust, Aurangabad	Embroidery & Tailoring Crafts
M/s Gramin Evam Shahri Welfare Sansthan Aligarh (UP)	Embroidery, Applique & Patch work
M/s Mahashakti SEva Kendra, Bhopal, MP	Block Printing and Embroidery & Zari
Indian Institute of Craft and Design, Jaipur	Metal Craft, Wood Craft and Terracotta
National Institute of Research on Jute and Allied Fibre Technology, Kolkata	Jute Handicrafts

### Major Handicrafts Cluster in India

Art/metal-ware	Moradabad, Sambhal, Aligarh, Jodhpur, Jaipur, Barmer Delhi, Rewari, Thanjavur, Chennai, Mandap, Beedar, Kerala & Jagadhari, Jaisalmer
Wooden Artwares	Saharanpur, Nagina, Jaipur, Jodhpur, Barmer, Hoshiarpur, Srinagar, Amritsar, Jagdalpur, Bangalore, Mysore, Chennapatna, Chennai, Mandap, Kerala & Behrampur (WB), Ahmedabad, Rajkot
Hand printed Textiles	Jaipur, Barmer, Bagru, Sanganer, Jodhpur, Barmer, Bhuj, Scarves Farrukhabad & Amroha.
Embroidered goods	Barmer, Jodhpur, Jaipur, Jaisalmer, Kutch (Gujarat), Ahmedabad, Lucknow, Jodhpur, Agra, Amritsar, Kullu, Dharmshala / Chamba & Srinagar, Narsapur (AP)
Marble & Soft Stone Crafts	Agra, Chennai, Baster, Jodhpur
Papier Mache crafts	Jammu & Kashmir, Jaipur
Terracotta Zari & Zari Goods	Rajasthan, Chennai, Baster, Bareilly, Jaipur, & Barmer Surat, Amritsar, Agra, Varanasi
Imitation/Fashion	Delhi, Moradabad, Sambhal, Jaipur, Kohima (Tribal).

5. **Projected Requirement of manpower and skills needed, based on changing industry needs / business environment**

**Skill requirements in the Handicrafts sectors**

<b><u>Craft</u></b>	<b><u>Skills Required</u></b>
Stone/Marble /Wooden Handicraft Metal Handicraft	<ul style="list-style-type: none"> <li>• Knowledge of use of abrasives</li> <li>• Hand control to preserve intricate designs</li> <li>• Knowledge and use of tools and materials</li> <li>• Ability to perform intricate work / finishing</li> <li>• Knowledge and skills for design</li> <li>• Ability to transfer skills to inexperienced craftsman</li> <li>• Ability to undertake polishing / sandpaper finishing</li> <li>• Ability to undertake chiselling and defining of lines and curves</li> <li>• Ability to chisel out the basic 3D shape from drawings</li> <li>• Ability to undertake finishing of faces and other minute details</li> <li>• Ability to conceptualise and create new designs</li> <li>• Ability to undertake sheet metal cutting according to drawing</li> <li>• Ability to hammer out the 3D shape from sheet metal and undertake fabrication</li> </ul>
Chindi dari / Dari / Galicha <sup>16</sup>	<ul style="list-style-type: none"> <li>• Ability to weave carpet according to design</li> <li>• Ability to set up the dari -thannidora and lechhi</li> <li>• Ability to conceptualise and create new designs</li> <li>• Ability to undertake weaving</li> <li>• Ability to convert the design requirement in to the dari setup</li> <li>• Ability to undertake wastage control and quality control</li> <li>• Ability to create designs as per market requirement</li> </ul>
Tie & Die, Embroidery,	<ul style="list-style-type: none"> <li>• Ability to undertake bandhni tying</li> <li>• Ability to undertake embroidery</li> </ul>
Hand-block printing	<ul style="list-style-type: none"> <li>• Ability to undertake dyeing / hand block printing</li> <li>• Ability to create designs as per market requirement</li> <li>• Ability to undertake tying</li> <li>• Knowledge of dyes and chemicals</li> <li>• Knowledge of steps to be followed for the desired design</li> <li>• Ability to undertake designing of fashionable designs</li> </ul>
Leather Juta <sup>17</sup> / bags etc	<ul style="list-style-type: none"> <li>• Ability to undertake embroidery on the raw material</li> <li>• Ability to undertake leather procurement</li> <li>• Ability to undertake leather cutting according to the design requirement</li> <li>• Ability to undertake shoe/bag making – i.e. stitching/pasting</li> <li>• Ability to create designs as per market requirement</li> <li>• Ability to optimise the use of leather</li> <li>• Ability to undertake stitching of leather</li> <li>• Ability to undertake templatising of designs</li> <li>• Awareness of market trends</li> </ul>

## 6. Prominent Skill gaps and broad needs of areas of training

### Skill gaps in the Handicrafts sectors

<b>Craft</b>	<b>Skills Gap</b>
Stone/Marble /Wooden Handicraft Metal Handicraft	<ul style="list-style-type: none"><li>• Inadequate ability to use machines (e.g. cutting machines, dies, etc.) to perform the required functions</li><li>• Inadequate ability to undertake quality control</li><li>• Inadequate knowledge of materials treatment</li><li>• Inadequate ability to undertake design and development as per market requirements</li><li>• Inadequate ability to undertake the polishing process</li></ul>
Chindi dari / Dari / Galicha <sup>16</sup>	<ul style="list-style-type: none"><li>• Inadequate ability to ensure wastage control / quality control</li><li>• Inadequate ability to undertake final finishing</li><li>• Inadequate designing skills</li><li>• Inadequate knowledge of market trends and requirements</li></ul>
Tie & Die, Embroidery,	<ul style="list-style-type: none"><li>• Inadequate ability to use machines in embroidering</li></ul>
Hand-block printing	<ul style="list-style-type: none"><li>• Inadequate knowledge and adherence to quality assurance processes</li><li>• Inadequate designing skills</li><li>• Inadequate knowledge of market trends and requirements</li></ul>
Leather Jute / bags etc	<ul style="list-style-type: none"><li>• Inadequate ability to use technology in leather cutting / stitching</li><li>• Inadequate designing skills</li><li>• Inadequate ability to undertake templatisation of designs</li><li>• Inadequate awareness of market trends</li></ul>

### 3.1.6 GEMS & JEWELRY

The segment of the Gems & Jewellery sector in India is broadly classified into Jewellery Fabrication and Diamond Processing. Diamond processing and jewellery fabrication make-up over 90% of the total Gems and Jewellery.

Total export of Gems & Jewellery products from India was approx 1.5 Lakh Crores during the year 2010-11. Major countries of exports for Gems & jewellery Products are USA, Hongkong, UAE and Belgium.

The industry is characterized by highly unorganised trade, labour intensive operations, working capital and raw material intensiveness, price volatility of gold and export orientation. India plays a dominant role in the Gems and Jewellery industry in terms of processing and consumption.

While a predominant portion of gold jewellery manufactured in India is for domestic consumption, a significant portion of rough, uncut diamonds processed in India in the form of either polished diamonds or finished diamond jewellery is exported.

India is the world's leading diamond cutting and polishing centre. India produces around 95% of the world's cut and polished diamond pieces. By carat weight, India is estimated to process 80% of world rough production by volume and 58% by value. While Belgium and Israel dominate the cutting and polishing of larger-sized and

larger-value diamonds (over 0.5 carats), India dominates the lower-sized, lower-value market (less than 0.5 carats).

## **1. Present requirement of Skill /Trained manpower at various levels**

The proportion of people working in this industry and who have studied till below 10th standard is high – it is around 70-75% for the CPD segment and around 40-45% for the jewellery manufacturing segment. Given the overall rise in literacy levels in India, this situation is changing.

Employees in the Gems & Jewellery Segment are working at following Levels:

- Level –I : Operators – Personnel certified from IDI, GII etc. or persons with 3-4 years industry experience
- Level –II: Supervisors - Personnel certified from IIGJ etc. / Graduates /persons with 7-8 years industry experience
- Level –III: Manager - MBA's/Engineers/Persons with 10 - 15 years experience

### **Skill Requirement**

- Basic understanding of technology and how it works (e.g. how a laser machine works), i.e. the need to understand the machinery being used
- Understanding of the internal structure of a diamond and the concept of why diamond powder is used for cutting and polishing
- Understanding of shop floor safety practices – for example, the ability to understand that grinding wheels for the faceting / polishing operation are heavy and should not be lifted manually
- Ability to adapt to technology driven processes – e.g. adaptability to work on auto polishing machines that are expected to come to India soon
- Ability to take readings from machines (e.g. from pressure sensors on blade sawing machines), interpret them and take appropriate actions without interventions from seniors
- Ability to understand internal structure of a diamond and accordingly cut along grains
- Presence of mind in working with laser machines / blade sawing machines
- Stable hand to be able to accurately hold and polish a diamond
- Ability to understand technical drawings received from planners

## **2. Present availability of skilled manpower at various levels**

A significant proportion of the workforce is involved in manufacturing operations (jewellery fabrication and cutting/polishing activities), followed by functions such as QC and other support functions such as HR, administration, finance, etc.

The bulk of the Gems and Jewellery industry in India is concentrated in the unorganized sector and employs an estimated 35 lakh people directly. It is estimated that 94% of the global workers involved in the diamond industry are in India.

The segment of the Gems & Jewellery sector in India are broadly classified into Jewellery Fabrication and Diamond Processing. Diamond processing and jewellery fabrication make up over 90% of the total Gems and Jewellery.

### **3. Projected Requirement of manpower and skills needed, based on changing industry needs / business environment**

Given the rising overall literacy rates in India, persons educated only till 10th standard and below are expected to account for only about 10 – 15 % of the workforce by 2022. Employees with additional educational qualifications are also found more open to new ideas and the ability to explore options other than the standard way of doing things. The change is also driven by founders of units appreciating the need for education and its impact on their business – it is observed that the 3rd / 4th generations of founders are much more educated than the founders themselves.

### **4. Prominent Skill gaps and broad needs of areas of training**

#### Skill gaps

- Operators learn 'on the job', but do not understand the technique/rationale behind the same
- Untrained personnel mainly work in these functions currently and thus there is a lack of formal training
- Ability to operate advanced machines, like laser machines – when advanced technology replaces manual work in the CPD segment, personnel working in these functions may move to manufacturing units that do not employ the advanced technology.

#### Broad needs of areas of training

**Multiskilling** : Cutters generally remain cutters throughout their career in this industry. Multi-skilling is a trend that is now being seen – more and more large sized companies expect their workmen to be able to work on all aspects of the trade.

**Training:** Training institutes currently offer courses which are expensive. Personnel working at the workmen level who come from the lower strata of society, are unable to afford these courses, and personnel getting certified from these institutes mainly work at the middle management level.

Criteria for admission for international training institutes include a 10 + 2 qualification plus the knowledge of the English language, since the course curriculum is taught in English. Most personnel working at the workmen level are minimally educated and do not understand English – thus, they will not qualify for these courses and will be unable to attend such programs.

There is scope to broaden the scale and scope of training – in terms of skill sets and number of persons trained. Additional /New Institutes are expected to address these issues.

**New Segments of Trade:** It is expected that coloured gemstones / plain gold jewellery will pick up, leading to a corresponding need for persons to work in these areas and thus the corresponding skills. The industry also expects a trend towards the non-precious – Silver Jewellery, Cubic Zirconia stones (American diamond), gold

plated jewellery, etc. Persons with the requisite skills will be required for working on such products.

**Need for training for jewellery fabrication segment:** With CPD segment getting saturated, there is emphasis on the jewellery fabrication segment. The current capacity of training institutes to supply trained personnel for the jewellery fabrication segment being limited, more trained personnel in the jewellery fabrication segment will be required.

Skilled manpower in the respective International Trade verticals like:

- International Marketing,
- Supply Chain Management/logistics,
- Export documentation,
- Currency risk management
- QC and Certification

### 3.2 SECTOR WISE PROMINENT MANPOWER REQUIREMENT & TRAINING NEEDS

The thrust areas/training needs for Selected sectors identified by the consultants based on Skill Gap Analysis are as follows:

#### **IT & ITES**

Information Communication Technologies	Desktop Publishing
VLSI Design & Embedded Systems	Data Entry
PCB & Mother Board Design upto 16 Layers	ERP
Computer Hardware & Networking	Application & Systems Software Development
BPO/KPO Operation	Electronic Waste Management

#### **Food, Chemicals & Pharma**

Physio-Chemical & Microbiological Testing	QMS for Pharmaceuticals i.e. GLP, cGMP, WHO – GMP
Operators for equipments such as Centrifuges, Mixtures, Grinders, Filters, Reactors, Distillation Columns, Tableting/ Capsuling & Syrup lines, Vacuum Packaging, Sterilization, etc	QMS for Food Processing such as HACCP, GMP, GHP
Food Technologists	Other TQM such as ISO : 14000, ISO : 22000 etc
Microbiologists	Drug Information, Export Documentation and QC
Pharmacists	Meat & Seafood Processed products

	(Sterilization, Incineration, Automatic canning lines, IQF, Automatic Products processing & Packaging lines)
Chemists	Lab Technicians (for operation of Microscopes, HPLC, GC, Spectrophotometer etc)
Enzyme Technologists	Medical Lab Technologists ( for conducting Diagnostic lab test, serological test etc)
Packaging Technologists	QC & Certification
Herbal/Ayurvedic Formulations	Safety, Health & Environment

### **Auto Components**

Fitters	Moulds & Tools Design
Welders	Tool Room M/c Operators
CNC M/c Operators & Programmers (Lathe, Milling, EDM)	CAD/CAM
Powder Coating	Sheet Metal Fabrication
Jigs & Fixture Design & Maintenance	

### **Textile**

- Motor winding technicians
- Garment Manufacturing Operators (Automatic Stitching M/c, Computerized Fabric Knitting M/c, Computerized Embroidery M/c, Computerized Woven Labels M/c etc)
- Repair & Maintenance of Computerized M/c
- Testing & QC
- Design based on CAD

### **Handicrafts**

- Innovative designs
- New and Diversified Products (e.g. Jute Products such as Geo-textiles; Woven Products from Fibers of Banana, Coir and Jute etc)
- Marketing Skill Development Particularly related to Exports
- Standardization of Products, Manufacturing Techniques and Quality Control
- Introduction of simple & efficient Machines to smoothen operations, enhance productivity and reduce cost of production
- Safety Health & Environment

## **CHAPTER 4**

### **MAJOR FINDINGS OF THE EVALUATION STUDY**

#### **4.1 FEEDBACK/RESPONSE RECEIVED FROM 3 NATIONAL LEVEL EDIs AND NSIC LTD UNDER MoMSME CONTACTED**

- Following 3 National Level EDIs and NSIC Ltd were personally contacted by the Consultants & their response have been summarized below:



- i) National Institute for Micro, Small and Medium Enterprises (NIMSME), Hyderabad, AP
- ii) National Institute for Entrepreneurship & Small Business Development (NIESBUD), Noida, UP
- iii) Indian Institute of Entrepreneurship (IIE), Guwahati, Assam
- iv) National Small Industries Corporation Ltd (NSIC), New Delhi-HO, New Delhi & Hyderabad- Technical Services Centres

➤ **Capital Grants availed from MoMSME under EDI/ATI scheme**

All the above 3 National Level EDIs under MoMSME have availed Capital grants from MoMSME under EDI/ATI Scheme for their up-gradation. However NSIC Ltd has not taken any Capital Grant under MoMSME – EDI/ATI Scheme.

➤ **Financial Assistance for meeting revenue deficit under MoMSME – EDI/ATI Scheme during XIth Five year plan**

The two National level EDIs under MoMSME i.e. NIMSME and NIESBUD during XIth Five Year Plan have been able to self sustain their working/operations hence have not availed any financial assistance from MoMSME under EDI/ATI Scheme. IIE had a total revenue deficit of Rs. 294 Lakhs in the XIth Five Year Plan (4 Years: 2007-11), out of which Rs. 200 Lakhs were provided by MoMSME under this scheme. This facility is not applicable to NSIC Ltd under the scheme.

**4.1.1 NATIONAL INSTITUTE FOR MICRO, SMALL AND MEDIUM ENTERPRISES (NIMSME), HYDERABAD, ANDHRA PRADESH**

NiMSME was originally set up as Central Industrial Extension Training Institute (CIETI) in New Delhi in 1960 as a Department under the Ministry of Industry and Commerce, Government of India. The Institute was shifted to Hyderabad in 1962, and was renamed as Small Industry Extension Training (SIET) Institute.

It was conferred the status of National Institute in 1984 and once again re-christened as NISMET, with the charter of assisting in the promotion of Micro, Small and Medium Enterprises (MSMEs), mainly by creating pro-business environment. Since then the Institute has come a long way, carving a place of distinction for itself in the domain of MSME promotion, achieving recognition both nationally and internationally. To Cope with the demands of globalization, the MSMED Act 2006 came into force from 2<sup>nd</sup> October 2006. Accordingly, the institute too has changed its structure and was again re-christened as NiMSME from 11<sup>th</sup> April 2007. The management of the institute rests with a Governing Council, appointed by the Government of India.

NiMSME a pioneer Institute in the field of MSME is playing a major role in fostering the progress of MSME towards success and prosperity. The raison d'être of this Institute is to assist the Government in formulating policies for small enterprises and to help the practicing and potential entrepreneurs through a host of services like research, consultancy, information, training, education and extension. The Institute is a training ground for senior technocrats, bureaucrats and bankers who come to the institute to gain expertise and knowledge in order to equip themselves with latest

practices and streamline their operations. The Institute is also imparting training through 28 Partner Institutes (PIs) spread across the country.

➤ **Major Activities Related to Training & Skill Upgradation:**

Following Short Term, Long Term and Pioneer Training Programs are being carried out by the Institute:

**Short Term Programmes**

- Promotion of Micro Enterprises
- Project Identification and Preparation of Project Profiles
- Development of Agro Enterprises in Rural Areas
- Balanced Regional Development with MSME Promotion
- Techniques of Economic Investigation
- Revitalisation of District Industries Centres (DICs)
- Project Appraisal
- Lending Strategies for MSMEs
- Finance for Non-Finance Executives
- Business Development Plan for Micro and Small Enterprises
- Cost Reduction and Cost Control
- Financial Statements Analysis
- Export Marketing & Foreign Trade Management
- Advanced Management Practices towards continuous improvement
- Advanced Skills for Executive Secretaries in Change Management
- Programme on ISO 9001: 2008 & TQM
- Training of Trainers in Entrepreneurship Development for Project Coordinators of Krishi Vignan Kendras (KVK)
- Training Programme on Public-Private Partnership in Promoting Entrepreneurship and Skill Development
- Entrepreneurship Development Programme for officials of State Minority Commission
- Training Programme on Revitalization of Entrepreneurship Development Cells
- Training Programme on Counselling and Mentoring for Industrial Promotion Officers
- Training of Trainers in Entrepreneurship and Skill Development
- Training Programme on Social Entrepreneurship

**Long Term Programmes**

- Communication Skills in English and Promotion of Micro, Small and Medium Enterprises (EPMSMEs)
- Communication Skills in English and Promotion of Food Processing Enterprises for Women (EPFPW)
- Innovative Strategies for SME Development (ISSD)
- Planning and Promotion of Agro and Food Enterprises ( PAFE)
- Promotion of Micro Enterprises (POME)
- Enterprise Development through Micro Finance (EDMF)
- Micro Credit for Promotion of Sustainable SHG Livelihood (MPSL)
- Tourism and Hospitality Management (THM)

- SME Financing – Approaches and Strategies (SMEFAS)
- Promotion of Financial Markets (PFM)
- Management Consultancy Services for SMEs (MCSS)
- Tourism and Hospitality Management (THM)

### **Pioneer Training Programmes**

- Management Development Programmes.
- Programme on Area Development.
- Programme on Feasibility Survey and Analysis.
- Programme on Industrial Estates.
- Programme for Young Engineers and Technocrats.
- Vertically Integrated Course on Orientation through Small Industry Development for IAS / IES Officers.
- Effective Development Programmes for Rationalised Employees of State and Central PSUs.
- Exclusive Programmes for International Executives of Various Themes on Regular Basis.
- Enterprise Development and Government Effectiveness (EDGE) Programme for Srilankan Administrative Officials.
- Sensitivity Training in Production Planning and Control.
- Faculty Development Programmes.
- Programmes on Cluster Development.
- Programmes on Focused Themes for Executives of North East

### ➤ **Details of Training Infrastructural Facilities & Faculty Available at the Institute**

#### **a) Training Capacity & Infrastructure**

The campus of NiMSME is spread over an area of 58 Acres with capital investment of approx Rs. 1462 Lakh. Institute is well equipped with latest infrastructure such as Conference Hall (350 persons capacity), Multipurpose Hall (125 persons capacity) and 18 Nos Lecture Halls (30 - persons capacity each). The institute has several training equipment such as 10 Nos of LCDs, 10 Nos Laptops, one Tape Recorder, one Public Address system etc.

The overall training capacity of institute including its PIs at any given time is as follows:

At NiMSME, Hyderabad	540 Nos
At 28 nos of Partner Institutions of NiMSME	4800 Nos
<b>Total</b>	<b>5340 Nos</b>

#### **b) Training Faculty**

##### In-house

Director	-	3
Faculty members	-	5
Associate Faculty Members	-	2

Project based Consultants - 25

#### Outsourced

- Guest Speakers are drawn from various Institutions depending upon the input required on the Training Programmes

#### Major Capacity Building Measures adopted for faculty

- The faculty are sent for participating in the Training Programmes /Workshop/ Seminars in both National and International programmes to update the knowledge and for capacity building of the faculty.



Interaction of the Consultant with Faculties at NIMSME

#### **c) Library**

The SENDOC at NiMSME has one of the finest specialized libraries in India with the best collection of books, publications, journals etc with internet connectivity & documentation solutions.

#### **d) Hostel and Faculty Accommodation**

The institute has well furnished hostels with TV and telephone and has 130 rooms to accommodate 260 persons. In addition 4 nos of Faculty Quarters are available for faculty members.

#### ➤ **Program Support availed from MoMSME under ATI Scheme**

Under ATI scheme the institute has availed following program support for conducting EDPs, ESDPs & ToTs:

S N	Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support from MoMSME (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Major Types)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
1.	2010-11	1035	1035	411	ESDP in 2D, 3D,	77036	10073

2.	2011-12 (9 Months Projected)	1100 (approx)	1100 (approx)	450	Advance JAVA, AC Refrigerator & Water Cooler Repair, Bakery Products, Biotechnology, CAD/CAM, CAD with Pro Engineers, Catering, Computer Accounting with Tally, Computer Hardware and Networking, Cosmetology and Beautician, Cyber café, Dairy based ESDP, Designing and Manufacturing of artificial Jewelry, Digital Photography & Videography, DTP, Electronic Assembly, Electrical gadget repair, Electronic Mechanic, Fashion Designing, Food Processing, Gaming with flash, Housekeeping & Hospitality, Landscape Design, Leather Products, Machining, Medical Transcription, Mobile Repairing, MS Office and Internet, Multimedia and Animation, Motor Winding & Pumpset Repair, C,C++ and OOPs, PCB Design, Plumbing and Sanitary Fittings, SQL Server Database Administration, T.V Repairing, Two Wheeler Maintenance & Repair, Visual Effects, Web Designing, Wireman Training and ToT in EDP	84345	10800
	<b>TOTAL</b>	<b>2135</b>	<b>2135</b>	<b>861</b>		<b>161381</b>	<b>20873</b>

➤ **Major Suggestions of the Institute on modifications to be carried in ATI scheme**

**a) Approval Procedures**

- Any one concerned Officer/Director General of NiMSME should be included in the Steering Committee for Approvals of MoMSME.
- Although EDIs/TIs file their Program Schedule for Approval & Sanction to MoMSME well in advance (around January of previous financial year) for next Financial Year (Starting from 1<sup>st</sup> April), the approval & sanction of funds comes quite late around July that delays the entire Training Programs schedule. The Pls of National Level EDIs under MoMSME keep on waiting to start the Training

programs that affects their working & routine schedule. Hence it is suggested that Sanction & Approval of Training programs by MoMSME should be in place before start of financial year so that the same could be executed efficiently & effectively.

**b) Amount of Capital Grants for Training Infrastructure Setting Up/upgradation**

Capital Grants are needed for starting incubation centres at NiMSME for Food Processing, Garment making and IT sector which has wide market and demand.

**c) Amount of Training Program Assistance provided by MoMSME**

- Financial Assistance provided for the conducting of Training Programme per hour should be enhanced as follows:

Rural Area	:	Rs.30 to Rs.60 (Per Trainee/hour)
Urban Area	:	Rs.40 to Rs.80 (Per Trainee/hour)
District HQ	:	Rs.50 to Rs.100 (Per Trainee/hour)

- Allocation of funds for conducting Training programs in rural/backward areas may be enhanced.

**d) Approved Training Modules**

- The course content of the Approved Training programs (119) of MoMSME need thorough review & updation based on present Industry needs & changing business environment and accordingly the duration of Training programs. A few examples are:
  - PCB Design Training Module presently covers only upto 2 Layers where as the Industry needs upto 16 layers hence this needs updation.
  - Food Processing Training Module duration should be extended from 150 hrs at present to 250 hrs.
  - Fashion Designing Training Module duration should be extended from 125 hrs at present to 250 hrs.
- The no. of programmes approved by the M/o.MSME is limited.

List of New Training Courses (upto 300 hrs duration) suggested to be added in Approved List of MoMSME that are highly Industry Relevant

1. ESDP in Art & Craft
2. ESDP in Automobile Servicing
3. ESDP in Forest Products
4. ESDP in Medical Lab Technology
5. ESDP in Paper Products
6. ESDP in Nursery Maintenance
7. ESDP in Bee Keeping and Honey Processing
8. ESDP in Bamboo Craft
9. ESDP in Banana Fiber Products
10. ESDP in Wireless Technology
11. ESDP in Information Security
12. ESDP in Aya's/Nurses Training (Caretaking)
13. ESDP in Midwifery Assistant

- The upper age for Trainees should be enhanced to 40 yrs (35 yrs at present) as many men & women in 35-40 yrs age bracket are seriously interested in obtaining Training & setting up their enterprises.
- For each Approved Training Module/Program MoMSME should specify minimum eligibility criteria for selection of Trainee particularly educational level.

**e) Documentation & Reporting**

Video CDs of successful enterprises should be developed for which financial assistance is needed by NiMSME from MoMSME.

- f) New EDIs/TIs promotion & Strengthening of NGO's in rural/backward areas of the country to reduce resource gap, enhancing outreach to unemployed youth & imparting gainful training to them.**

#### **4.1.2 NATIONAL INSTITUTE FOR ENTREPRENEURSHIP & SMALL BUSINESS DEVELOPMENT (NIESBUD), NOIDA, U.P**

National Institute for Entrepreneurship & Small Business Development (NIESBUD) is one of the premier Institutes, functioning under Ministry of Micro, Small & Medium Enterprises, Government of India for developing entrepreneurship and small business through Training, Research, Consultancy etc and was setup by MoMSME in 1983 for coordinating and overseeing the activities of various institutions / agencies engaged in Entrepreneurship development particularly in the area of small industry and small business. NIESBUD today has 34 Nos PIs on all India basis for conducting of Training Programmes.

- **Vision :** A vibrant and Entrepreneurial India
- **Mission :** To inculcate entrepreneurial culture in the country for a strong MSME sector
- **Objectives**
  - To promote and develop entrepreneurial environment through Training, Research and Consultancy with an ultimate objective of promoting and setting up small businesses in the country.
  - To mentor/guide/assist organizations, both Governmental and Non-Governmental in developing and promoting entrepreneurship and self-employment in the country.
  - To undertake training and research activities.
  - To coordinate and collaborate with other organizations in undertaking any related activities in area of Entrepreneurship.
  - To provide consultancy and mentoring services to MSMEs
- **Activities**
  - General
    - Developing Area Specific & Target specific training strategies and methodologies;
    - Orientation of HoDs/Principals/Senior officials/Faculties

- Preparing model syllabi for training various target groups
- EDPs, ESDPs, MDPs
- Training of Teachers (have trained more than 1000 teachers in Entrepreneurship for the states of U.P & Haryana)
- Taken lead in organizing Trainers Training Programmes under RGUMY for Udyami Mitras.
- Have Trained Principals of ITIs for upgrading their skills towards developing ITIs as Center of Excellence
- NEISBUD has pioneered Films in the area of Entrepreneurship (in English & Hindi) including all important aspects for setting up successful enterprise and seven films have been prepared so far. IN addition a unique EMT kit has been developed for conducting Entrepreneurial Motivation Training & EDPs
- International Training (have organized 137 International Programmes and trained about 2000 people of more than 120 countries)
- Consultancy/ Advise and Handholding support to MSME under RGUMY, PMEGP etc.
- Running a Garment Training-cum-Incubation Centre at its campus (this Center has been establish to provide skill/knowledge up gradation /training; handholding support to entrepreneurs; updating entrepreneurs regarding requirements of Industry Market; Final Tie-up with banks/ FIs)

#### Product & Process specific

- EDPs and ESDPs
- Running a Garment Training-cum-Incubation Centre at its campus
- Cluster Development: Soft & Hard Interventions; Preparing DPRs & DSRs, Action Plan, Technology Up-gradation, Marketing Promotion

#### ➤ **The Major Areas of Intervention**

- Assist/ Support EDP institutions increase their effectiveness.
- Training of trainers and motivators.
- National/ International forum for exchange of ideas and experiences.
- Support and guidance in setting up State level Institutions.
- Developing entrepreneurial culture.

#### ➤ **Development Linkages**

- Institutes of Entrepreneurship Development
- KVIC
- Coir Board
- MSME- DIs etc.

#### ➤ **Sponsoring Agencies**

- Government of India & various State Governments such as MoMSME, Ministry of Labour, Ministry of Development of North Eastern region,



**Performance during the year 2011-12 (April to December 2011)**

S. N	Category of Program	No. of Program	No. of Beneficiaries
1	Entrepreneurship Development Programmes (EDPs)	77	1978
2	Entrepreneurship -cum- Skill Development Programmes (ESDPs)	849	21138
3	Management Development Programmes (MDPs)/ToTs	30	499
4	Workshops, Seminars etc.	5	131
	<b>Total</b>	<b>961</b>	<b>23746</b>

➤ **Training Facilities**

Training Halls, Hostel and Conference Facilities

The Institute has 7 Training Halls, One Auditorium with a capacity of 100 Participants and Hostel facilities with 32 AC double rooms. The spacious Training Halls are well equipped with latest audio-visual equipments for conferences, group interaction and presentations. The overall Training Capacity (Nos) at any given time is around 210. Major Training equipments/aids include: 30 Computers, 30 Mobile Training Kits and 80 Machines in the Garment Incubation Center

Library

Library is well stocked with latest books, publications, magazines and journals related to entrepreneurship. Nearly 5,000 volumes relating to entrepreneurship and more than 100 national and international journals and periodicals are valuable source of information to entrepreneurs and professionals in the field of entrepreneurship.

Faculty

The faculty of NIESBUD comprises senior and internationally experienced members with specialization in the areas of entrepreneurial motivation and selection; project identification and formulation; finance and credit; marketing management and management of small scale industries and small business, strategic management and new public management. The faculty members are assisted by a panel of specialists from academia, business and industry. There is 3 In-house faculty for imparting Training with more than 25 yrs of experience and qualifications such as M Tech, PHD, MBA etc. In addition there are approx 50 persons on the Databank whose services are availed as necessary. All these persons are Master Trainers and do not require any further Capacity Building/ Skill up gradation.

➤ **Program Support from MoMSME under the scheme for conducting Approved Entrepreneurship Training Programmes (EDPs, ESDPs & ToTs)**

Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support from MoMSME (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Major Types)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
2010-11	1300	1300	800	EDP & ESDP in Mobile Repairing, Computer Hardware, Retail Mgt, Computer Accounting with Tally, Desktop Publishing, Food Processing, Fashion Designing, Export Procedures Documentation & Management, Artificial Jewelry, Beautician etc in 15 States	1,10,000	20,000
2011-12 (9 Months)	1560	1560	961		1,35,000	23746 (Approx 800 provided Handholding Support under RGUMY)
<b>TOTAL</b>	<b>2860</b>	<b>2860</b>	<b>1761</b>		<b>2,45,000</b>	<b>43,746</b>

➤ **Total Training Programmes all types conducted so far by NIESBUD (1983 to Dec 2011)**

- The Institute has conducted 3431 training programmes covering 94,557 participants (including 141 programmes covering 2069 participants from more than 100 countries) since its inception

➤ **Suggestions for Improvement/up gradation of ATI Scheme**

- The Training Modules in terms of Course content and duration should be flexible so that the EDI/TI could tailor made the same to suite the changing local Industry needs.
- There are sufficient EDIs/TIs existing in the country, if at all the same need to be promoted the thrust should be in rural/backward areas of the country that have substantial no. of unemployed youths and are difficult to access.
- Under the ATI scheme, every year the target should be that at least 50% of the training programmes sanctioned to be conducted should be in rural/backward areas.
- The assistance under ATI Scheme for conducting approved standardize Training Modules particularly in rural areas is insufficient and should be at par with District HQ assistance since the total cost of conducting training in rural/backward areas is more.
- Suitable Training Modules including Course Content and Duration should be designed and added in the approved list of training modules for the following skills that have a huge market/industry requirement:

- Shuttering Carpenter
- Crane Operator
- Masonry
- Laptop Repairing

VI. At least 25% advance should be provided by MoMSME under the scheme to EDI/TI for conducting approved Training Module and balance 75% on successful completion of the same.

#### **4.1.3 INDIAN INSTITUTE OF ENTREPRENEURSHIP, GUWAHATI, ASSAM**

Indian Institute of Entrepreneurship (IIE), Head Quarter located in Assam was set up on 22<sup>nd</sup> March, 1993 with the vision to be a Centre of Excellence for Entrepreneurship Development, Research & Consultancy in the MSME Sector. The Institute aims to be the leading provider of Quality Professional Development Services, Research and Information Services in the fields of Entrepreneurship Motivation, and Development, Enterprise Creation and Management. The Institute is also imparting training through 34 Partner Institutes (PIs) across the country, has State Offices/resource centres in all the NE states and also a regional centre at Dehradun, Uttarakhand. It works under the administrative control of MoMSME, GoI.

##### **➤ Major objectives of the institute are:**

- Augmenting the supply of competent entrepreneurs through training,
- Augmenting the supply of entrepreneur trainer-motivators,
- Creating a multiplier effect on opportunities for self-employment,
- Developing and disseminating new knowledge and insights in entrepreneurial theory and practice through issue based research
- Sensitizing the support system to facilitate potential and existing entrepreneurs establish and manage their enterprises,
- Facilitating transition of the MSME sector from a predominantly unorganized to the organized sector
- Capacity building of established units for their graduation to next higher levels of investments

##### **➤ Major Activities Related to Training & Skill Upgradation:**

The major Activities of the Institute are:

##### Training

- ✓ Entrepreneurship Development Programmes (EDP)
- ✓ Entrepreneurship and Skill Development Programmes (ESDP)
- ✓ Skill Development Programmes (SDPs)
- ✓ Management Development Programmes (MDPs)
- ✓ Others

##### Research & Consultancy

- ✓ Action research
- ✓ Evaluation Studies

##### Projects

- ✓ Rural Industries Programme

- ✓ Science and Technology Enterprise Development (STED)
- ✓ Micro, Small Enterprise Cluster Development Projects

➤ **Details of Training Infrastructural Facilities & Faculty Available at The Institute**

**a) Training Capacity & Building Infrastructure**

The campus at IIE is spread over 1.5 acres land with total Capital Investment of Approx Rs. 8 crores. Institute is well equipped with latest infrastructure such as Training Halls (AC) with Audio Video Facilities 5 Nos, Air Conditioned Seminar Hall, AC Auditorium (200 person capacity), Hostel Accommodation (62 Rooms, out of which 32 are air conditioned) , Faculty accommodation (25 Quarters) Computer Lab with a Server, Internet Gateway and softwares like Payroll Package, Library, Package, and Training Information System. Total training capacity at any given time including PI is 2520 Nos with following breakup:

IIE Guwahati	320 Nos
IIE States	100 Nos
IIE Uttarakhand	60 Nos
PI (34)	2040 Nos
<b>Total</b>	<b>2520 Nos</b>

**b) Major Training Equipment / Aids available at the Institute**

S.N	Training Equipments	Nos
1.	Computer PC	36
2.	LCD	3
3.	Smart Board with Printer	1
4.	Laptop	10
5.	Printer	24
6.	Scanner	2
7.	Stone Polishing Machine	14
8.	Gold Plating Machine	1
9.	Other Equipments (Gem & Jewellery Casting Set & Tools)	25
10.	Video Cassettes (Entrepreneurship Education )	40

**c) Training Faculty**

There are 15 Inhouse faculty available with the Institute including 1 Director, 4 Faculty Members, 4 Associate Faculty Members, 5 Assistant Faculty Member and 1 Assistant Programmer.

These faculties have educational background with PhD, LLB, MBA, PGDBM, M.SC, MA, M.COM, MCA etc.

➤ **Program Support from MoMSME under “Assistance to Training Institution” scheme:**

Under the said scheme the institute has availed program support as follows:

S N	Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support from MoMSME (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Major Types)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
1.	2010-11	1511	1511	491	EDP, ESDP, ToT	98000	13931
2.	2011-12	862	862	366	EDP, ESDP, ToT	80000	10730
	<b>TOTAL</b>	<b>2373</b>	<b>2373</b>	<b>857</b>		<b>178000</b>	<b>24661</b>

➤ **Training Program benefits to Unemployed Youth**

Since its inception from Year 1994-95 till 20011-12 IIE has imparted training to about 1 Lakh Trainees over 18 years & conducted about 3000 Training programs. During the XIth Five Year Plan IIE has provided Training to 60318 nos. of trainees.

➤ **Major Suggestions of the Institute on up-gradation of the ATI scheme**

**a) Amount of Capital Grants for Training Infrastructure Setting Up/upgradation:**

With increase in number of training programs and number of trainees the existing facilities of IIE are falling short of requirement and there is need to establish some incubation centers for constant high quality training.

**b) Amount of Training Program Assistance provided by MoMSME**

The Institute seconds that the existing mechanism is sufficient. However rate for high ended programmes like Engineering, Automobile repairing, IT related Like CCNA, Autocad etc. may be enhanced as follows for NER (Rs/Trainee/hour):

	Present	Proposed
District HQ	60	80
Urban Area	50	60
Rural Area	40	50

**c) List of Approved Program Modules (About 119 at present):**

i) List of New Training Courses (upto 300 hrs duration) to be added in Approved List of MoMSME that are highly Industry Relevant in NER

Approved Program Modules Need to be broadened to suit as per local needs and local resources. Some of the suggested new modules are:

- EDP & ESDP on jute sector & diversified products and other natural fibres, weaving, dyeing, terracotta, cane and bamboo, sericulture, agro processing, tailoring and dress making etc
- ESDP on Coir products 150 hour duration
- ESDP on Gems & Jewellery 500-600 hours duration.

The training programme on Coir products of 150 hour duration should have following broad content:

- Entrepreneurship in the coir sector-overview.
- Enterprises development inputs for coir based products.
- Resources for coir based entrepreneurship.
- Market and Marketing of coir products.
- Technology for coir product development.
- Skill require for coir based product development.
- Exposure with the coir industries.
- Project planning and preparation of project report.
- Institutional support for enterprise development.
- Legal formalities for enterprise development.

IIE has proposed additional 35 modules & new trades which are feasible in the NE region. This is under process to be considered by the standardization committee.

ii) Documentation & Reporting:

Uploading of registration form of Trainees in website ([www.msmetraining.gov.in](http://www.msmetraining.gov.in)) within 5 days may be extended to minimum 15 days considering the remoteness of the region.

**d) Any new component to be added in the said Scheme**

- Allotment of Programs may be given on yearly basis to avoid inconvenience in organising programme considering the geographical inproximity of the region.
- Lead time to start a program should be atleast 3 months from the date of its approval.
- Provision for refreshment should be considered.
- More residential programs should be introduced
- There is a serious shortage of trained manpower at IIE, particularly its Branch Offices to carry out the scheme as per schedule. IIE should be allowed to develop its quality manpower base.
- The Entrepreneurship Cells of all colleges may be revamped with direct stake-holding of IIE in East and NE.
- School teachers should be brought into the ambit of this scheme and annual training programmes for all school teachers in entrepreneurship education must be made mandatory.
- The state governments of east and northeastern may be requested to align their skill development trainings and needs in a way so that there is a constant feedback system for collaboration and avoid duplicity
- For creating self employment, schemes like RGUMY, PMEGP, SGSY etc. may be tied up with ATI (Training Programmes i.e. ESDP/EDP) for success.

#### **4.1.4 NATIONAL SMALL INDUSTRIES CORPORATION LIMITED (NSIC LTD)**

NSIC was personally contacted at the following locations and feedback obtained are provided below:

**A) NSIC LTD – HEAD OFFICE, NEW DELHI**

National Small Industries Corporation Ltd (NSIC), an ISO 9001:2000 certified company, since its establishment in 1955 has been working to fulfill its mission of

promoting, aiding and fostering the growth of micro and small industries and industry related small scale services / business enterprises in the country. NSIC operates through 9 Zonal Offices, 33 Branch Offices, 14 Sub offices, 10 NSIC Business Development Extension Offices, 5 Technical Services Centres, 3 Extension centres and 2 Software Technology Parks supported by a team of over 500 professionals spread across the country. To manage operations in African countries, NSIC operates from its office Johannesburg. NSIC carries forward its mission to assist small enterprises with a set of specially tailored schemes designed to put them in a competitive and advantageous position. The schemes comprise of facilitating marketing support, credit support, technology support, infomediary services, STPs, TBIs etc.

### ➤ **Technology Support**

Technology is the key to enhancing a company's competitive advantage in today's dynamic information age. Small enterprises need to develop and implement a technology strategy in addition to financial, marketing and operational strategies and adopt the one that helps integrate their operations with their environment, customers and suppliers.

NSIC offers small enterprises the following support services through its Technical Services Centres and Extension Centres:

1. Advise on application of new techniques
2. Material testing facilities through accredited laboratories
3. Product design including CAD
4. Common facility support in machining, EDM, CNC, etc.
5. Energy and environment services at selected centres
6. Classroom and practical training for skill upgradation

NSIC Technical Services Centres (NTSCs) and NTSECs are located at the following places in the country:

<b>Name of the Centre</b>	<b>Focus area</b>
Chennai	Leather & Footwear
Howrah	General Engineering
Hyderabad	Electronics & Computer Application
New Delhi	Machine Tools & related activities
Rajkot	Energy Audit & Energy Conservation activities
Rajpura (Pb)	Domestic Electrical Appliances
Aligarh (UP)	Lock Cluster & Die and Tool making
Guwahati	General Type

### ➤ **Training to Prospective Entrepreneurs**

- NSIC has embarked upon creating self employment opportunities by imparting Training in Entrepreneurship building and Skill development to unemployed persons who intend to set up their small Entrepreneurship or seek employment opportunities. For this purpose, NSIC is operating through its Technical Service Centres and Incubators at various locations across the country. For example the Incubation Centre at Guwahati has been providing

Training in more than 20 Types of Trades in manufacturing of products and service sectors. In addition NSIC has also established a number of Training cum Incubation Centres (NSIC–TICs) under Public Private Partnership (PPP) mode in the country.

- NSIC as a whole has imparted training to about 0.5 Lakh Trainees during XI<sup>th</sup> Five Year Plan period..

➤ **Program Support availed from MoMSME under ATI Scheme**

Under ATI scheme NSIC Ltd as a whole has availed following program support for conducting Approved Training Programs of MoMSME :

S N	Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support from MoMSME (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Major Types)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
1	2010-11	592	592	388	EDPs, ESDPs & ToTs	58200	9353
2.	2011-12 (Projected)	750	750	414	EDPs, ESDPs & ToTs	62100	9935
	<b>TOTAL</b>	<b>1342</b>	<b>1342</b>	<b>802</b>		<b>120300</b>	<b>19288</b>

**B) NSIC Technical Services Centre (NTSC), Hyderabad**

➤ **Major objectives & goals of setting up the Institute and present Activities related to Training & Skill Up gradation**

NTSC – Hyderabad is very much involved in providing high-end Technical Training with an aim to support growth of Small enterprises in the field of Electronics & IT, to candidates with higher educational qualifications such as B.E/B.Tech, M.Sc, M. Tech etc in order to bridge the industry institution gap and to improve the employability of the technical graduates from the universities. The centre has very effectively contributed towards employment generation and skill upgradation and is nodal institute for training in CNC, Computers & Electronics. This center is conducting Training in the state of art Technologies such as VLSI, DSP, Pro-Engineer, Testing tools, 3D Animation, J2EE and IDEAS etc. This center provided training in Embedded systems, Robotics, CNC turning, EDM wire cut, VLSI, DSP, Pro-E, IDEAS, Multimedia & 3D Animation etc. This center is recognized as an in-house R & D center of Dept. of Science and Industrial Research (Ministry of Science and Technology). Further, this center offers distinctive training programmes for the physical challenged candidates in Electronics & Desktop publishing, especially hearing impaired (i.e. Deaf & Dump) and orthopedically Handicapped candidates.





Component Made by Trainees at NSIC, Hyderabad

➤ **Details of Training Infrastructural Facilities & Faculty Available at the Institute**

**a) Training Capacity & Infrastructure**

The campus of NTSC, Hyderabad is spread over an area of 10 Acres and has 12000 Sq. ft of constructed area with a total capital investment of approx Rs. 350 Lakh. The infrastructure include Class Rooms (4 Nos.), Auditorium/Seminar Hall (1 No.), 5 Nos Laboratories including 1 CNC lab, 3 Computer labs with 60 PCs and 1 electronic lab, 1 Library etc. The major training equipment includes 2 Nos LCD Projectors, 20 Nos Demo Kits and 2 Nos Over Head Projectors etc.

Presently NTSC, Hyderabad is organizing Training Programmes at 3 levels such as Approved Training Programme of MoMSME under ATI Scheme (60% of Total Number of Training organized), Trainee Paid Programs (30% of Total Number of Training organized) and Industry sponsored Training (10% of Total Number of Training organized).

The overall training capacity of NTSC, Hyderabad at any given time is about 200 trainees at its Hyderabad centre.

**b) Training Faculty**

In-house (Total 5 Nos)

DGM & Center Head	—	1 No.
Manager (Training)	—	1 No.
D. O (Tech)	—	1 No.
Technical Assistant	—	1 No.
A.M (BD)	—	1 No.

Outsourced

- About 8 Nos of Guest Speakers are drawn from various Institutions depending upon the input required on the Training Programmes

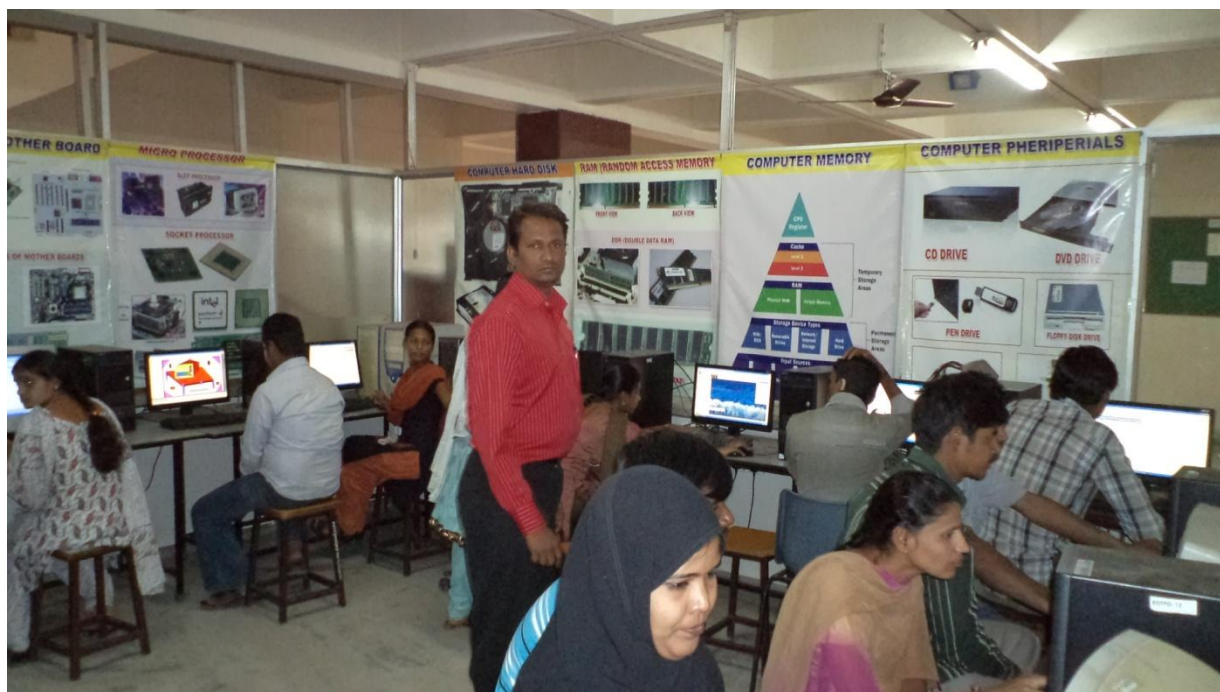
Major Capacity Building Measures adopted for faculty

- The faculty is sent for participation in the Training of Trainers programmes to update their knowledge and for capacity building w.r.t. new courses based on Industrial requirement & market.

➤ **Program Support availed from MoMSME under ATI Scheme**

Under ATI scheme NTSC has availed following program support for conducting EDPs, ESDPs & ToTs:

S N	Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support from MoMSME (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Major Types)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
1.	2010-11	75	75	36	CNC Lathe Wire cut milling, Multimedia, PC Maintenance, Electronic Assembly	7200	1240
2.	2011-12 (8 Months Projected)	61	61	19	CNC Milling, CNC Turning, PC Hardware, Electronics Testing & Assembly Operator, Multimedia, PC Hardware, Electronics Testing & Assembly Operator (PH Trainees), DTP (PH Trainees)	3820	570
	<b>TOTAL</b>	<b>136</b>	<b>136</b>	<b>55</b>		<b>11020</b>	<b>1810</b>



Computer Training for Deaf & Dumb at NSIC, Hyderabad

➤ **Major Suggestions on modifications to be carried in ATI scheme**

**a) Amount of Capital Grants for Training Infrastructure Setting Up / upgradation**

NTSC, Hyderabad needs Capital Grants under the scheme for setting up of additional Training Facilities (Total Project Cost: Rs. 6.50 Cr.) as elaborated below:

•	Building Construction (12000 Sq. Ft.)	:	140 Lakh
•	Testing & Calibration Lab	:	189 Lakh
•	NDT Lab	:	53 Lakh
•	Mechatronics Lab	:	38 Lakh
•	Advanced Embedded Lab	:	108 Lakh
•	CNC - CAD/CAM Lab	:	100 Lakh
•	Advanced Networking and SAS Lab	:	22 Lakh

**b) Approved Training Modules**

- A few new Training Programs proposed to be added in the approved list of programs of MoMSME include: SAS, Robotics, VLSI & Embedded systems etc.

**C) NSIC Technical Services Centre (NSIC – TSC), New Delhi**

➤ **Major objectives & goals of setting up the Institute**

NSIC- TSC, New Delhi was established in 1961 and provides technical support to SSIs. The range of technical services provided through this centre include training in Hi-Tech as well as conventional trades, testing, common facilities, toolkits, energy audit, environment management etc. In addition to this access to latest information in connection with technology upgradation and its transfer is provided to SSIs.

Major Objectives of setting of the Centre include the following:

- Self employment generation among aspiring entrepreneurs.
- Integrated support by way of providing hands on training on working projects to aspiring entrepreneurs.
- Accelerated the development of new entrepreneurs
- To boost development of small entrepreneurs in manufacturing sector.

➤ **Major Activities Related to Training & Skill Upgradation:**

Following Short Term duration Training Programs are being carried out by the Institute that are basically paid training programs i.e. the trainees pays for his/her training:

S. N.	Name of Training Programme	Duration
1.	Basic Pneumatics	3 Months
2.	Basic Hydraulics	3 Months
3.	TIG/ MIG Welding	3 Months
5.	Post Diploma in CAD/CAM (based on AutoCAD, CNC, Pro/E, CATIA/ Unigraphics )	600 Hrs
6.	CAD based on AutoCAD & 3D Studio Max	160 Hrs
7.	CAD/CAM Courses based on Unigraphics	160 Hrs
8.	CNC Programming & Operation	120 hrs
9.	Engineering Drawing with CAD	240 HRs
10.	Multimedia (Graphics + Web Design) (based on Photoshop, Corel draw, Illustrator, Flash, Dreamweaver, HTML etc.)	500 HRs.
11.	Multimedia & Animation (Photoshop, MAYA/ 3d Studio Max, Editing etc.	500 hrs.
12.	Advanced Diploma in Software Technology (DAST)	500 Hrs
13.	Graphic Design	120 Hrs

➤ **Details of Training Infrastructural Facilities & Faculty Available at the Institute**

**a) Training Capacity & Infrastructure**

The campus of NTSC, New Delhi has 10,000 Sq. ft constructed area with capital investment of approx Rs. 500 Lakh infrastructure including Conference Hall, Lecture Halls, Class rooms etc. The institute has 28 Nos. small manufacturing technologies equipments.

The overall training capacity of institute at any given time is approx 60 nos.

**b) Training Faculty**

In-house

- Development Officer – 1 No.
- Manager – 1 No.

Outsourced

- 2 Nos. Guest Speakers are drawn from various Institutions depending upon the input required on the Training Programmes

➤ **Program Support availed from MoMSME under ATI Scheme for conducting approved training programs: NONE**

**4.2 FEEDBACK/RESPONSE RECEIVED FROM 10 STATE/UT SPONSORED EDIs/TIs SUPPORTED UNDER THE SCHEME CONTACTED PERSONALLY**

The feedback/ Response received from 10 State/UT sponsored EDIs that were personally contacted by the Consultants as per scope of work are elaborated below:

#### **4.2.1 CENTRE FOR ENTREPRENEURSHIP DEVELOPMENT (CED), GANDHINAGAR, GUJARAT**

The Centre for Entrepreneurship Development (CED), Gujarat has played important role initially as Entrepreneurship Development Cell in GIIC since 1970 and then as CED since 1979 in fostering entrepreneurial growth by systematic training programs in Urban, Semi Urban and Rural areas. However its role in rural entrepreneurship has remained noteworthy. The training includes information; managerial and motivational inputs followed by personal guidance and need based follow up.

##### **➤ Major Objectives**

Major Objective of setting up of the Institute is to extent support for entrepreneurship & skill development activities across the state of Gujarat which includes development of indigenous entrepreneurship and/or self employment generation mainly for micro & small enterprises both in rural & urban areas as per the need.

##### **➤ Goals of setting up of the Institute**

- CED, Gujarat, pioneer in the field of Entrepreneurship Development at National level has vast experience in the field which can be utilized for R&D in the field of Entrepreneurship at National and International level at the CED campus.
- Experimentation on various training modules in Entrepreneurship Development with and without technical/skill up gradation inputs can be done at the CED campus.
- To sow the seeds of Entrepreneurship right from school/college days in the students with short term special programmes at the CED campus and budding, grooming and nurturing with the thought of entrepreneurship, leadership and so on.
- Training School/College teachers/lecturers at the CED campus for handling the Entrepreneurship Development topic along with project Counseling at their institutes.
- Introduction of Product Development Cell at the CED campus where in new entrepreneurs can get information and expert counseling on various product opportunities.
- Developing a Data Bank at the CED campus that may be useful to the persons pursuing doctorate in the field of Entrepreneurship.
- Conduct Short term Trainings/Seminars at CED campus for existing entrepreneurs for keeping them update with the latest development in different field at the National and International levels.
- CED is also empanelled as Udyami Mitra under the scheme Rajiv Gandhi Udyami Mitra Yojana and all activities pertaining to RGUMY scheme is being operated.

##### **➤ Major Activities Related to Training & Skill Upgradation**

###### **a) Entrepreneurship Awareness Programme(EAP)**

CED conducts Entrepreneurship Awareness Programme (EAP) for the students of ITI, Polytechnic, Engineering, Pharmaceuticals, Ayurvedic, Science, Arts, Commerce Colleges, Management institutes to generate

Entrepreneurial Awareness and creates the entrepreneurial culture and environment in the State. The students may opt for Entrepreneurial career, rather than Searching for the job. The EAP is for one or two days as per the requirements of the group.

b) Entrepreneurship Development Programmes (EDP)

CED conducts EDPs per year in the State and develops entrepreneurs. The entrepreneurship development programmes are of two Modules.

In the EDPs the area cover i.e. Product Guidance, Information Sources, Market Survey, Managerial inputs, Project Report Preparation, Counseling, Achievement Motivation and Post Training Supportive Assistance. The full time trainer is being allocated for the programmes, so he can act as a Trainer, Motivator and Facilitator.

c) Training Programme For Existing Entrepreneurs (SGP)

CED conducts training programmes for existing entrepreneurs to solve their management problems in the area of Technology Upgradation, Product Diversification, Quality Marks-National and International, WTO Strategies, International Market and Export procedures.

d) Human Resource Development (HRD)

It is for Academic, Industrial and Business group participants to excel in their work performance and aptitude. This leads to strengthen employee and employer relationship. Important Behavioral Aspects Like, Motivation, Communication Skills, Problem Solving Aptitude, Creativity and stress Management are being covered in this module.

e) CED has published some useful publications for SSI:

- Programme Learning Text for Self Employment/Entrepreneurship.
- Trust is Beautiful
- Directory of CED trained Entrepreneurs (Men & Women)
- Udyog Sahasik Margdarshika (for self employment) (Gujarati)
- Bruhad Udyog Sahasik Margdarshika (for Tiny/SSI) (Gujarati – Edition)
- CED trained 55 Entrepreneurs Success Stories “Sahas Na Sathware” (Gujarati – Edition)
- CED publishes a quarterly magazine “Udyog Prerana – CED Samachar”. (Gujarati).

f) Other Short Term Courses

The Institute has introduced need based short term / bridge courses at existing ITIs, Polytechnics and Engineering Colleges in a Public Private Partnership (PPP) mode, to establish Anchor Institutes and make them operational in the focus area and to establish extension centres, in major GIDC estates, Industrial Parks, SEZs and so on.

g) Skill Development Centres

Skill Development Centres	Already	Cumulative to be
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	Established by 2011	established	
		By Dec 2012	By Dec, 2013
Anchor Institutes (+ Nodal Institutes) – to train the trainers	7 (+5 Nodal) 12	15	20
GIDC Skill Upgradation Centre	49	75	100
PPP Mode/Specialised Skill Development Centres	16	40	50
ITI/SIR Upgradation Centre	0	35	80
Sector Specific Centres	20	30	50
<b>Total</b>	<b>97</b>	<b>195</b>	<b>300</b>

By 2013, it is expected to generate two lakh Industry Responsive Skilled Manpower per year once all these 300 centres are established and functional.

➤ **Details of Training Infrastructural Facilities Available at The Institute**

**a) Training Capacity & Building Infrastructure**

The Institute is spread over 5725 Sq.mt with total 30000 sqft built up area. The overall training capacity at any given time is 120 Nos. The Institute has 4 Class Room, 1 Lab, 1 Library, 1 Auditorium, 1 Canteen, 1 Conference Room, 1 Staff Room and 1 Sports & Recreation Room.

In addition, Under the scheme of Extension Training Centers Skill Up-gradation Centres, construction of 49 Skill Upgradation Centers has been completed. Out of these 49 Skill Upgradation Centers, 17 centers has started training activities and given training to 600 trainees in various trades. Under the scheme of Specialized Skill Development Centers, 11 proposal of Industrial Houses have been approved and out of them three Skill Development Centers have already been started training activities and given training to 369 trainees 17 training programmes.

Overall, 12,998 candidates in 2011-12 were trained under various Skill Development Programmes by CED. Besides, with the initiative of CED, 65 modern Skill Development Centers have been established across the state till date.

**b) Major Training Equipment / Aids available at the Institute**

Training Equipments at the Head Office and 5 Regions – Ahmedabad, Vadodra, Surat, Bhavnagar and Rajkot are:



1.	Projector with screen -	05
2.	Computers	29
3.	Laptops,	17
4.	TV	06
5.	Printers	24
6.	Server	01
7.	UPS	19
8.	Software's (OS, MS-OFFICE, Tally)	
9.	Writing Board	06

### c) Training Faculty

There are 11 personnel with Technical and Professional qualifications having MBA, BE, PGDBM, M.Com, MCA, MA. In addition, there are about 80 guest faculty engaged by the Institute at Head Office and districts level centres.

### ➤ Capital Grants availed from MoMSME under this scheme & State Govt.

Year	Total Requirement (Rs. Lacs)	Own Contribution/other sources (Rs Lacs)	Grant from MoMSME (Rs. Lacs)	Grant from State Govt. (Rs. Lacs)	Purpose & Benefits accrued
2009/10	310	NIL	NIL	150	The construction of proposed campus of institute at Naroda has been assigned to GIDC (a govt. of Gujarat corporation) engaged in construction and development of industrial estate in Gujarat. GIDC has given tender advertisement on
2010/11	-	NIL	130	30	



					14/2/12.
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The proposed project at Naroda has been planned with the following estimated budget

Building and Civil Works	Rs. 175 Lakh
Landscaping	Rs. 10 Lakh
Office	Rs. 20 Lakh
Furniture/Fixtures for 5 training rooms and training aids	Rs. 30 Lakh
Library	Rs. 15 Lakh
Auditorium	Rs. 30 Lakh
Conference Room	Rs. 15 Lakh
Canteen/parking	Rs. 5 Lakh
<b>Total</b>	<b>Rs. 300 Lakh</b>

➤ **Program Support from MoMSME under “Assistance to Training Institution” scheme:**

S N	Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support from MoMSME (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Major Types)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
1.	2010-11	102	102	143	General EDP M-1-09 Prog. General EDP M-2-32 Prog. Schedule Cast EDP M-2 – 06 Prog. Schedule Tribal EDP M-2 - 10 Prog. SGP-18 HRD-20 EAP-48	2609	7285
2.	2011-12 (Upto Dec,11)	79	79	68	General EDP M-1-07 Prog. General EDP M-2-17 Prog. Schedule Cast EDP M-2 – 04 Prog. Schedule Tribal EDP M-2 - 09 Prog. SGP- 04 Prog. HRD- 05 Prog. EAP- 21 Prog.	1625	3657
	<b>TOTAL</b>	<b>181</b>	<b>181</b>	<b>211</b>		<b>4234</b>	<b>10942</b>

➤ **Training Program benefits to Unemployed Youth**

During the XIth Five Year Plan CED, Gandhnagar has provided Training to 32677 nos. of trainees.

➤ **Major Suggestions of the Institute on amendments in ATI scheme**

**a) Approval Procedure:**

- Involving PWD/CPWD or other Government Department to certify area and cost of building takes more time & the project total cost estimate & subsequent implementation is delayed. Hence reputed Private Architects should be empanelled by MoMSME to expedite the same.

**b) Amount of Capital Grants for Training Infrastructure Setting Up/upgradation**

- Looking in to the current scenario of Construction cost, Equipment cost and Furniture fixture cost etc. Govt Contribution should be increased up to Rs. 250 lacs.

**c) Amount of Training Program Assistance provided by MoMSME:**

- Maximum assistance per trainee per hour should be increased by Rs. 20 for all the District HQ, Urban and Rural areas as training expenses increase day by day.
- Training of Trainer (ToT) programme would be Rs. 100 per trainee per hour as expert faculty is rarely available.

**d) New Courses to be added**

List of New Training Courses (upto 300hrs duration) to be added in Approved List of MoMSME that are highly Industry Relevant:

- Stitching of FIBC Bags
- Lamination
- Plastic & Packaging
- Process Automation
- Ginning
- Foundry

**e) Any new component to be added in the said Scheme**

Central Government nominated representative should attend every Board meeting during Development of the EDI & its subsequent functioning, so that their expertise & guidance is available to the EDI.

**4.2.2 CENTER FOR ENTREPRENEURSHIP AND SMALL BUSINESS MANAGEMENT (MAHARSHI DAYANAND SARASWATI UNIVERSITY), AJMER, RAJASTHAN**

Maharshi Dayanand Saraswati University at Ajmer, Rajasthan has been supported by MoMSME, Government of India, New Delhi to create the Centre for Entrepreneurship and Small Business Management (CSEBM). The Center came into existence as an autonomous body within the university on April 24, 2004. The Centre is committed towards creating an entrepreneurial climate and supporting small business through instruction, extension, training, research and consultancy.

➤ **Major Objectives of Setting Up of the Centre**

The Center was set up to achieve the following objectives:

- To promote entrepreneurship as a socio-cultural value.
- To augment valency for entrepreneurial activity so that students see it as an honorable and preferred mechanism for employment.
- Students are to be groomed in a manner that they are ready to face the challenges of startups.
- To create an incubator for entrepreneurship.
- To serve as an information and resource Institute.
- To serve as a nodal agency and provide a platform for SMEs and various bodies operative in the locality.
- To make enable to young entrepreneurs develop a business sense.
- To learn principles and practices of work management
- Equip and enable learners to start a new business venture.

➤ **Major Activities Related to Training & Skill Upgradation**

The main activity of CESBM is to promote Micro, Small & Medium Enterprises by conducting Executive Development Programmes for National and International participants, Research and Consultancy etc. Following Short Term, Long Term and Pioneer Training Programs are being carried out by the Centre:

- Short Term Programs:
  - Entrepreneurship and Skill Development Programmes (ESDPs) in
    - Fashion Designing
    - Interior Designing
    - Multimedia and Web Page Designing
    - Cosmetology and Beautician
    - Multimedia and Animation etc.
  - Entrepreneur Awareness Camps (EACs)
  - Entrepreneurship Development Programs (EDPs)
  - Faculty Development Programmes (FDPs)
- Long Term Programmes:
  - Ph D
  - 2 years Master of Business Administration (Dual Specialization) [MBA (DS)]
  - 3 years Master of Business Administration (Executive Programme) [MBA (EP)]
  - 3 years Bachelor of Business Administration (E&FBM) [BBA (E&FBM)]

➤ **Details of Training Infrastructural Facilities & Faculty Available at The Centre**

**a) Training Capacity & Infrastructure**

The institute has about 2047 Sq. Mtr constructed area including 960 Sq. Mtr of Gargi Girls Hostel Carpet area. Total Capital Investment at CESBM is approx. 326 Lakh. The Centre has its own well equipped infrastructure with a total training capacity of 150 students at a particular time and has the following facilities:

- **Library:** The central library has more than 75,000 books including about 12,000 on management, entrepreneurship, small business and related subjects. Each year, sufficient numbers of books are added to the library. The library also subscribes to more than 150 journals and periodicals on management and allied subjects. The center is in process of developing an exclusive library for its students. The Centre also plans to subscribe to the various online journals and databases.
- **Training Aids/Equipment & Labs:** The Center has its own full-fledged Computer Lab (2 Nos), 24 Nos of Laptops, 93 Nos of Desktops, 5 Nos of Multi Media Projector, 20 Nos of Printers, 1 No. Photocopy Machine and 1 No. Gestetner. The Center is further being modernized and expanded in hardware as well as software. The Center plans to have its own leased line of 56 Kbps to expose its students to global networking and development.
- **Training Rooms & Class rooms:** The Center has 4 Nos of Training Rooms and 8 Class Rooms aided by state-of-the art equipments like Laptops, LCD's, Over Head Projectors and focused attention is given towards building a strong foundation. Towards this end, classroom inputs incorporate diverse teaching techniques such as role-plays, case discussions, syndicates, preparation of business plan and project reports etc.

#### b) Training Faculty

##### In-house

•	Director	-	01
•	Dy. Director	-	01
•	Asst. Director	-	01
•	Faculty members	-	10
•	Associate Faculty Members	-	02
•	Project Officer	-	03
•	Liaison Officer	-	01

##### Outsourced

- Guest Speakers are drawn from various Institutions depending upon the input required on the Training Programmes

#### c) Major Capacity Building Measures adopted for faculty

Learning is the most cherished value among the teachers of center. Time to time CESBM organizes biennial International & National conferences and faculty members participate in it to update their knowledge and capacity building.

#### d) Hostel

The institute has well furnished Girls Hostel at MDS University, Ajmer and has 8 rooms to accommodate 30 persons. In addition Executive Trainee Hostel is under construction and would be completed within next 2 Months.

#### ➤ Capital Grants availed from MoMSME under EDI/ATI scheme

The institute has availed 150 Lakh from MoMSME under ATI Scheme with the following breakup:

S.N	Year	Total Requirement (Rs. Lacs)	Own Contribution (Rs Lacs)	Grant from MoMSME (Rs. Lacs)	Grant from State Govt. (Rs. Lacs)	Purpose & Benefits accrued
1.	2004	207.0	107.0	100.0	None	For setting-up of the Center
2.	2011	119.0	69.0	50.0	None	For the construction of Executive Trainee Hostel
<b>Total</b>		<b>326.0</b>	<b>176</b>	<b>150.0</b>		

➤ **Program Support availed from MoMSME under ATI Scheme**

Under ATI scheme the institute has availed following program support for conducting EDPs, ESDPs & ToTs:

S N	Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support from MoMSME by (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Major Types)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
1.	2010-11	13.50	13.50	06	Multimedia, Multimedia & Animation, Fashion Designing, Skin & Beautician, 2D Animation, Interior Design etc.	1200	168
2.	2011-12	8.50	8.50	03		600	90
<b>TOTAL</b>		<b>22.00</b>	<b>22.00</b>	<b>09</b>		<b>1800</b>	<b>258</b>

➤ **Training Program benefits to Unemployed Youth**

During XIth Five Year plan period, CESBM has provided Training to approx 900 nos. of trainees.

➤ **Major Suggestions of CESBM on Modification in ATI scheme**

**a) Approval Procedures**

Approval procedures both for availing Capital Grant & Program Support for conducting approved Training programs by EDIs should be simplified more by MoMSME & it should be made time bound.

**b) Amount of Capital Grants for Training Infrastructure Setting Up/up gradation**

Amount of Capital Grants should be enhanced up to a level of 5 Crores from present 50% of Project Cost subject to a maximum of Rs. 1.5 Crores.

**c) Amount of Training Program Assistance provided by MoMSME**

It should be made congruent with inflation in the economy.

**d) List of Approved Training Modules**

Following are the list of course modules proposed that should be included in the list of approved programmes to be conducted under the scheme of “Assistance to Training Institutes” as these are highly industry relevant:

1. Milling Operator
2. Freelance Photography
3. Domain Service Provider
4. Tailoring
5. Mehendi Designing
6. Aari Zardozi Art
7. Batic Bandhej
8. Designing Skill Developer
9. Vastu
10. Hair Art
11. Make-up
12. Pedicure
13. Manicure

**e) Documentation & Reporting:**

It should be simplified and rationalized.

**f) Modifications in the procedures being adopted in Scheme’s implementation at present**

As per CESBM, 75% of the sanctioned budget should be released before the start of the programme.

**g) Business Process Re-Engineering for effective implementation of Scheme**

Videoconferencing should be introduced in the Scheme to cover multiple locations & enhance outreach.

#### **4.2.3 ENTERPRISE DEVELOPMENT INSTITUTE, KOLKATA, WEST BENGAL**

Bengal National Chamber of Commerce & Industry (BNCCI) promoted Enterprise Development Institute (EDI) jointly with the Government of West Bengal as a State - level non-profit Training Institute for strengthening entrepreneurship development activities in West Bengal in March 1999. Since then EDI had been functioning from the BNCCI premises.

Governing Body of EDI consists of members of BNCCI, leading industrialists, Senior-level officials of both the State and Central Government like Development

Commissioner, SSI, Government of India, Director, Department of Science & Technology, Government of India, Chief General Manager (Eastern Region), SIDBI, NABARD, Principal Secretary, Department of Cottage & Small Scale Industries, Government of West Bengal, Secretary, Department of Technical Education, Government of West Bengal, Secretary, Department of Science & Technology etc.

With the financial assistance from Govt. of India, State Government and BNCCI, the Institute has setup a five storied building on the land provided by the State Government of West Bengal and has started functioning from its new premises from April, 2010. EDI, Kolkata wishes to set up 3/4 extension centres in districts to enhance its outreach.

➤ **Major Objectives of the Institute**

- To encourage and assist in setting up of enterprises by individuals focusing on first generation entrepreneurs through appropriate training, which includes inputs, like Behavioral Motivation, Managerial Competencies and Selective Technical Skill.
- To create awareness among various target groups on entrepreneurial opportunities
- To formulate & conduct Enterprise Management Training for owners/managers of small & medium enterprises
- To help and assist unemployed youth both educated and uneducated –urban and rural in acquiring skills for both wage & self employment
- To encourage and promote research & special studies on various aspects of entrepreneurship and small & medium enterprises; market surveys, potentiality surveys, technical feasibility and economic viability studies
- Formulate proposal for new units and rehabilitation of sick units
- To organize vocational training for skill up-gradation including establishment of vocational training centers
- To spread entrepreneurial education at the school and college level
- To develop resource maps of West Bengal for the aspiring entrepreneurs

➤ **Major Activities Related to Training & Skill upgradation**

- Entrepreneurship, vocational, skill development programmes for various target groups like unemployed youth, women, science & technology persons, voluntarily retired persons, managers & entrepreneurs in SME sector, members of SHG, minorities including rural and urban poor.
- Entrepreneurship Awareness Camps(EAC) in Engineering & Science Colleges, Universities, Management and Technology Institutes (sponsored by the DST, Govt. of India and DST, Govt. of West Bengal).
- Entrepreneurship Motivation Programmes (EMP) for the unemployed youth
- Entrepreneurship Development Programmes, Small Business Management Programmes, Rural Entrepreneurship Development Programmes, and Special EDPs on some particular trade like plastics, food processing, bio-technology, travel & tourism, jute-diversified products, agri-business etc.
- Training for the Prime Minister Employment Generation Programme (PMEGP)/Banga Swanirvor Karmasangsthan Prakalpa (BSKP) beneficiaries
- Certificate Courses for the retiring defence personnel in Entrepreneurship Development and Small Business Development (with the Netaji Subhas

- Open University), Travel & Tourism Management (with the NSOU) and Training in Export-oriented Floriculture, Horticulture Business.
- Short-term courses in entrepreneurship, management and skill development programmes
- Communication Skill Development Programmes for the MBM students
- Export-Import Management Courses, Financial Management Courses, Marketing & Selling Skills Development Programme, Retail Management, Export-Oriented Training in Floriculture, Horticulture, Communication Skill Development, Effective Communication in English for the entrepreneurs as well as managers / executives of SMEs.
- Business Plan Competition is organized jointly with Boston Pledge each year

#### ➤ **Sponsoring Organisations, Govt. Departments**

Some of the Sponsoring organizations are:

- Deptt. of MSSE, Govt. of West Bengal,
- Deptt. of Science & Technology, Govt. of India,
- Deptt. of Labour, Govt. of West Bengal,
- Ministry of Defence, Govt. of India,
- West Bengal Minorities and Finance Corporation,
- Khadi & Village Industries Commission (KVIC),
- Khadi & Village Industries Board (KVIB),
- University of Calcutta, Aliah University,
- Burdwan University,
- National Handloom Development Corporation ( NHDC Ltd) ,
- EDII- Ahmedabad etc

#### ➤ **Details of Training Infrastructural Facilities & Faculty Available at the Institute**

##### **a) Training Capacity & Building Infrastructure**

The Institute with approx Rs. 246 Lakhs Capital Investment in 2009-10 is spread over in 7200 sqft land provided in Salt Lake by the State Government. The Institute has developed 5 storied building (total constructed area-15000sqft). Currently ground and 1st floor have been completed where 3 nos AC modern classrooms, a big training hall & office, store room have been established. Only some finishing works are pending in other floors (2nd, 3rd and 4th floors) which are likely to be completed shortly. 3 more classrooms, Computer Lab, Library, faculty room and a Conference hall will be set up.

The Institute is also using Auditorium, Conference Rooms, Library, and Computer Sections of the BNCCI - the main promoter of the Institute as & when required. Some workshop and inaugural functions are organised at the BNCCI conference hall at Kolkata (Dalhousie).

Total training capacity at any given time is 120 at its own premises. With addition of 3 more classrooms, this will increase to about 210.

##### **b) Major Training Equipment/Aids available at the Institute**

The Institute is in the process of adding training equipments/aids as finishing work on above floors gets completed. Major training equipments/aids added so far include:

S.N	Training Equipments	Nos
1)	LCD Projector	2



2)	Slide Projector	1
3)	Laptop	2
4)	Permanent White Board	4

The library has a collection of Project profiles (30 Nos) Complimentary Journals (10 Nos), Training CDs (20 Nos) besides other reference material and books.

### c) Training Faculty

There are 8 In-house senior faculties with the institute with various qualifications such as PhD, MBA etc. Some industrialist and techno-entrepreneurs of BNCCI are also taking classes on regular basis. Approx 100 Visiting/Guest Faculty with specialization in the areas of entrepreneurial motivation and selection; project identification and formulation, finance and credit and strategic management are also associated with the Institute.

Some faculties are trained by EDII Ahmedabad. Training to the coordinators is provided time to time. EDI is now member of Federation of Entrepreneurship Development Institutes (FEDI). Partnership with IIE, Guwahati has been finalized.

#### ➤ Capital Grants availed from MoMSME under EDI/ATI scheme and State Govt.

Year	Total Requirement (Rs. Lacs)	BNCCI Contribution (Rs Lacs)	Grant from MoMSME (Rs. Lacs)	Grant from State Govt. (Rs. Lacs)	Purpose & Benefits accrued
2009-10	246	96	100	50	Infrastructure with Building (G+4) including Interior and furniture, DG Set, Fire Fighting Equipments and Electricals has been built up. This infrastructure will be helpful in conducting in-house training programs on a regular basis in future

#### ➤ Program Support from MoMSME under the scheme for conducting Approved Entrepreneurship Training Programmes (EDPs, ESDPs & TOT)

The Institute has not availed any program support from MoMSME under the scheme till now. But after signing as Partner Institute of IIE, Guwahati, it will qualify to get program support from MoMSME in near future.

#### ➤ Training Programmes Benefits to Unemployed Youth

- The Institute has trained a total 4000 nos. of trainee during the XIth Five Year Plan. .

- In addition to the above, about 5000 persons took benefit of other programmes of the Institute like Entrepreneurship Awareness Camp (sponsored by DST, Govt. of West Bengal and Govt. of India), Faculty Development Programme (DST), Entrepreneurship Motivation Programme (Deptt. of Labour, Govt. of WB), Capacity Building Programme (SIDBI, EDII, NHDC ) etc. Moreover, EDI has been conducting several programmes charging moderate fee in the areas like finance, marketing, agri-business, communication skill development, travel & tourism etc. Purpose of conducting such management, awareness and motivation programmes is to develop management skill or make them aware of entrepreneurship as an alternative career.

➤ **Major Suggestions of the Institute on upgradation of the ATI-Scheme**

**a) Amount of Capital Grants**

- The Institute has recently built up a new campus at a cost of about Rs.250 Lakhs. It has moved another proposal for Rs. 100 Lakhs to complete the same with training infrastructure. Present cost of setting up a modest new EDI works out to be about Rs. 500 Lakhs, (including escalating inflation).
- It is suggested that the present limit of capital grants by MoMSME be revised to Rs. 250 Lakhs (on the basis of matching grant @50%)

**b) List of Approved Program modules**

- The following programs should be included in the list of approved programs of the MoMSME:
- Batik and Bandhni
  - Block Printing
  - Plumbing
  - Masonary
  - Carpentry
  - Safety & Security Services
  - Gardening
  - Fabric painting,
  - Shoe Making (open type)
  - Diversified Jute Products/Handicrafts
  - Agri-business
  - Bedside Attendant
  - Blood Collector
  - Floral Arrangement
  - Office Management
  - Event Management
  - Export Oriented Floriculture & Horticulture

**4.2.4 ENTREPRENEURSHIP DEVELOPMENT INSTITUTE OF INDIA (EDII), AHMEDABAD, GUJARAT**

Entrepreneurship Development Institute of India (EDII), an autonomous and not for-profit Institute, set up in 1983, is promoted by apex financial institutions - the IDBI, ICICI Ltd., IFCI Ltd. and SBI. The Government of Gujarat pledged 23 acres of land on which stands the majestic and sprawling EDII campus.

The Institute has grown into a national resource institution in the field of Entrepreneurship Development over the past two decades, by setting before itself the mission of advancing the frontiers of theories and practices on which other organizations/agencies could draw thereby augmenting the nation's aggregate capacity to develop its entrepreneurial potential.

➤ **Objectives**

- To create a multiplier effect on opportunities for self-employment
- To augment the supply of competent entrepreneurs through training
- To augment the supply of entrepreneur trainer-motivators
- To participate in institution building efforts
- To inculcate the spirit of 'Entrepreneurship' in youth
- To promote micro enterprises at rural level
- To develop and disseminate new knowledge and insights in entrepreneurial theory and practice through research
- To facilitate corporate excellence through creating intrapreneurs (entrepreneurial managers)
- To improve managerial capabilities of small scale industries
- To sensitise the support system to facilitate potential and existing entrepreneurs establish and manage their enterprises
- To collaborate with similar organisations in India and other developing countries to accomplish the above objectives

➤ **Major Activities:**

Committed to entrepreneurship education, training and research, EDI has been spearheading entrepreneurship throughout the country as also in other developing countries. While the DCMSME (Earlier DCSSI), Government of India, supported International Centre for Cluster Competitiveness and Growth (LCJG) set up at the Institute speaks volumes of its contribution towards bringing about meaningful growth in select clusters spread across the country, the Govt. of India and UNIDO sponsored Inter Regional Centre (IRC) for Entrepreneurship and Investment Training adds laurels to its 'Concept-to-Completion' approach for New Enterprise Creation and strengthening of existing enterprises in Asian, African and Arab regions. Added to this, is institutionalization of ED related activities in CLMV (Cambodia, Lao PDR, Myanmar and Vietnam) countries through setting up of exclusive Entrepreneurship Development Centres (EDCs) with active support from the Ministry of External Affairs, Govt. of India and the ASEAN Secretariat. Apart from evolving policy framework for development of SME sector in these countries, constant advisory services will be provided to take them in the right direction.

- Major Training Programmes/Courses being offered at Institute:
  1. 2-year AICTE-recognized Post Graduate Diploma In Management Business Entrepreneurship (PGDM-BE)
  2. 2-year AICTE-recognized Post Graduate Diploma in Management - Development Studies (PGDM-DS)
  3. AICTE-recognized Post Graduate Diploma in Management-Executive (PGDM-X).
  4. Integrated Post Graduate Diploma in Corporate Entrepreneurship & Management (PGDCM) and Management
  5. Diploma in Entrepreneurship & Business Management (DEBM) Open and

- Distance Learning (DOL) Mode
6. 4-year Rural Industries Projects (RIPs) In Kushinagar, Dhenkanal, Vidhisha and Gorakhpur
  7. 4-year Science & Technology Entrepreneurship Development (STED) Projects in Rae Bareilly, Roorkee, Nalbari and Kushinagar.
  8. Promotion of Agri-Entrepreneurship Among Tribal Youth In Gujarat (Dahod).
  9. Carpet Park Project in Gwalior, M.P.
  10. Consultancy & Institutional Partnership with Ministry of Social Development, Mauritius.
  11. EDPs, ESDPs, TOT, MDP etc
  12. Capacity Building Programmes in various facets of Entrepreneurship & Investment Promotion with sponsor support from the ITEC-Division of the Ministry of External Affairs, Govt. of India,
  13. Institutionalizing Entrepreneurship Development in the African Continent: An initiative of Ministry of External Affairs, Govt. of India.
  14. Integrated Cluster Development Projects: in Textile Machinery Cluster; Engg. Cluster; Leather Cluster, Handicraft Cluster, Handloom Cluster, Khadi & Village Industry & Coir Cluster.

➤ **Details of Training Infrastructural Facilities & Faculty Available at the Institute**

**a) Training Capacity & Infrastructure**

- The EDI campus with approx 1200 Lacs Capital Investment is one of the best maintained educational campuses anywhere in the world with total 1, 41,500sqft constructed area. The Institute building consists of following facilities:
  - ✓ An Air-conditioned Conference Hall with a capacity of 80
  - ✓ A 72-seater SIDO Hall, sponsored by Small Industries Development Organisation, Department of Small Scale Industry, Govt. of India
  - ✓ A 50-seater Hall as part of the Innovation Centre: A National Facility for Science and Technology based Entrepreneurial Innovations which has been set up at the Institute by the National Science & Technology Entrepreneurship Development Board, Department of Science & Technology, Govt. of India, New Delhi.
  - ✓ Seminar Halls (2) with a capacity of 30 each
  - ✓ Lecture Halls (4) with a total capacity of 128
  - ✓ Offices
  - ✓ Residential Facility: The campus has comfortable and well-furnished Residence Halls for participants.
  - ✓ Residence Hall I - 20 air-conditioned rooms on twin-sharing basis.
  - ✓ Residence Hall II - 10 air-conditioned rooms on twin-sharing basis.
  - ✓ Residence Hall III - 2 air-conditioned rooms on triple-sharing basis.
  - ✓ 10 Dormitories, each with a capacity of 4.
  - ✓ 'NARMADA' Ladies Hostel - 12 non-airconditioned rooms on twin-sharing basis.
  - ✓ Dining Halls
  - ✓ Recreation facilities include music room, satellite television viewing and a range of competitive sporting activities. The immediate surrounding of the campus are unspoiled and ideal for walking and jogging. Participants are also taken to visit places of tourist importance(local) and shopping.

- The Institute has total 500 nos training capacity building at any given time including EDII Campus, Ahmedabad and Lucknow, Bangalore, Guwahati & other project offices.

#### **b) Major Training Equipment/Aids**

- LCD projectors : 13 Nos
- Computers : 10 Nos
- OHP : 5 Nos
- Movie Camera : 2 Nos
- Achievement Motivation Kit : 2 Nos

#### **c) Faculty**

- Total in-house faculty is 32 with varying qualifications like PhD, MBA, M-Tech, B.E, PGDBM, M-Tech, M.Sc, M.Com, BBA, M.A, B.Com, B.Sc, B.A.
- Total 49 Nos of Visiting Faculties with diverse expertise like International Management, Marketing Management, Services Management, Entrepreneurship & Strategy, Nano-Technology, Food Processing, Business Simulation, Agriculture, Retail Management, WTO and Trade Policies, MSME Financing, Industrial Promotional Activities.

#### **➤ Capital Grants availed from MoMSME under EDI/ATI scheme and State Govt.**

The Institute has created additional infrastructure i.e. Seminar Hall, Computer Labs, SIDO Hall, Hostel Facilities, Kitchen/Dining Space to be used for Training /Academic Programs. Total Capital Grant received by the Institute from MoMSME is Rs. 117 Lacs.

#### **➤ Training Program benefits to Unemployed Youth**

- During the XIth Five Year Plan the Institute has provided Training to 7,839 nos. of trainees.

#### **➤ Major Suggestions of the Institute on Upgradation of ATI scheme**

a) List of New Training Courses ESDPs to be added in Approved List of MoMSME that are highly Industry Relevant:

- Specific Business opportunity based programs in emerging areas (e.g. ICT)
- Airline Ground Staff 12<sup>th</sup> std pass 150 hours duration
- Air Hostess / Flight Steward minimum qualification 12<sup>th</sup> std
- Pattern cutting & Garment finishing checker 10<sup>th</sup> std 300 hours duration
- Call Centre Assistant 12<sup>th</sup> Pass with fluency in English & knowledge of good computing skill
- Diamond cutting and polishing 10<sup>th</sup> std 300 hours duration
- Diamond Assortment and Grading 10<sup>th</sup> std 300 hours duration
- Diamond Jewellery Designing 10<sup>th</sup> std 300 hours duration

b) Any New Component to be added in the said scheme

- Capacity Building Activities targeted towards Women for Income Generation
- Offering Small Industries Management Assistance Programs (SIMAP)
- Social Entrepreneurship Development Programs (SEDP)
- A study to understand the training needs of the members of Industry Associations could be taken up

#### **4.2.5 INSTITUTE OF ENTREPRENEURSHIP DEVELOPMENT, BHUBANESWAR, ORISSA**

From its inception in 1987, Institute of Entrepreneurship Development, Orissa has established itself as one of the most successful and credible Entrepreneurship Development bodies of its stature in the State. With over two decades of experience in the field of entrepreneurship education, the institute has attracted students & entrepreneurs from all over the state and has developed strong links with the industry and business communities of the state. IED has been established as an Institute under the aegis of Industrial Department, Government of Orissa and assisted by a consortium of development financing institutions, IDBI IFCI, ICICI, Allahabad Bank and State Bank of India. The Institute has carved a unique niche for itself in the State of Entrepreneurship education, research studies, consultancy, training and development. The Institute

##### **➤ Vision**

- To make the institute a "Center of Excellence" in the field of entrepreneurship development and MSME sector, thereby contributing immensely to the industrial development and economic growth of the state.

##### **➤ Mission**

- The mission is to promote micro, small and medium enterprises through innovative and need based entrepreneurship training.
- The institute has to act as a national pace setter in the field of entrepreneurship education, consultancy, research study, training and development.

##### **➤ Nodal Agency Status**

- The Government of Orissa, Industries Department have been pleased to declare the Institute of Entrepreneurship Development, Orissa (IEDO) as State Nodal Agency for all Entrepreneurship Development and allied activities in the State of Orissa.
- The Institute being a Govt. agency has close tie-up with District Industries Centers (DICs) and its affiliated organizations in every nook and corner of the State for implementation of various type of assignments. Besides the above the Institute has linkage with the Industries Associations and Chamber of Commerce for its activities and support services.

##### **➤ Clientele**

- The clientele of IED are both from State and National Organisations such as Directorate of Industries, Directorate of Handicrafts, KVIC, Ministry of Science & Technology, Ministry of Food Processing Industries, Ministry of SME, Ministry of Social Justice & Empowerment, Ministry of Labour and Employment, NBCFDC, Mission Sakti, Employment Mission, SIDBI, NABARD, MVSNI, MCL, TATA Sponge Iron Ltd, Bhubaneswar Municipal Corporation and other organisations / agencies.

➤ **Major Activities Related to Training & Skill Upgradation:**

Training Programmes

The Institute has been conducting various specialized and tailor-made training programmes, awareness campus for development of MSME sector. A few of them are provided below:

- Entrepreneurship Development Programmes (EDP)
- Products and process based EDPs
- Technology based EDPs (TEDPs)
- EDP on food processing industries
- Entrepreneurship Awareness Camps (EACs)
- Management Development Programmes (MDPs)
- Training of Trainer (TOTs)
- Entrepreneurial Motivation Training (EMTs)
- Capacity building training for the youth for self employment
- Training to the VRS employees under SSNP of DFID
- Environment Awareness Programmes (EAPs)
- Training for Handicraft and Artisan sector development
- Training to the beneficiaries under NBCFDC / PMRY PAP
- Gender Sensitization Programme
- Sakti Sahayika Training Programme for women SHGs
- Cluster Development Programmes
- Self employment oriented training on computers, Export-Import, International Business, Animation, Search Engine Optimization.

➤ **Details of Training Infrastructural Facilities & Faculty Available at the Institute**

**a) Training Capacity & Infrastructure**

The Institute's campus at Bhubaneswar is spread over an area of 2.50 Acres with constructed area of 48,000 Sq. Ft. The capital investment in the institute at its Bhubaneswar Center is approx Rs. 628 Lakhs. The Institute is well equipped with Spacious and ultramodern air-conditioned class rooms (10 Nos), Conference halls with instructional and functional gadgets, Discussion rooms etc. The institute has various Training aids such as computers with specific software and internet facility (28 Nos. Desktops & 3 Nos Laptops), Video Cameras (2 Nos) and LCD projectors (2 Nos) etc.

The training capacity of institute at its Bhubaneswar Centre is about 700 Trainees at a given time.

**b) Training Faculty**

In-house

Consultants & Faculties	-	3
Junior Consultants	-	3
Program Associates	-	1
Program Assistant	-	1

#### Outsourced

- Guest faculties including Senior officers from Banks, MNCs, Engineering Colleges, MBA Colleges, Universities, Research units and Industries are drawn depending upon the input required on the Training Programmes

#### Major Capacity Building Measures adopted for faculty

- The faculties are sent for participating in the Training Programmes/Workshop/Seminars in both National and International programmes to update the knowledge and for capacity building of the faculty.

#### c) **Library**

The IED has one of the finest & specialized library, with the best collection of Books, Publications, Journals, Magazines and various contemporary Business Reports with Internet connectivity and documentation facilities.

#### d) **Hostel and Faculty Accommodation**

The Institute has its own Trainees Hostel with an accommodation capacity of 100 Trainees, in addition institute could also provide accommodation facility for 200 additional trainees at any given time (outsourced).

#### ➤ **Capital Grants availed from MoMSME under EDI/ATI scheme and State Govt.**

The institute has availed following capital grants from either MoMSME under the EDI/ATI scheme or from State Government sources:

S.N	Year	Total Requirement (Rs. Lacs)	Own Contribution /other sources (Rs Lacs)	Grant from MoMSME (Rs. Lacs)	Grant from State Govt. (Rs. Lacs)	Purpose & Benefits accrued
1.	1994 to 1998	100	-	50	50	Construction of Building of Institute & procurement of Training Equipment
2.	2002 to 2010	528	-	100	428	
	<b>TOTAL</b>	628	-	150	478	

#### ➤ **Program Support availed from MoMSME under ATI Scheme**



Under ATI scheme the institute has not availed any program support form MoMSME for conducting EDPs, ESDPs & ToTs. However they have shown their inclination to do so now.

➤ **Training Program benefits to Unemployed Youth**

- During the XIth Five Year plan, IED has provided Training to approx 18000 nos. of trainees majority of whom were unemployed.
- Other benefits gained by organizing various training programmes by IED includes enhancement in number of skilled manpower in the region, reduction in the unemployment ratio, changes in mindset of people w.r.t entrepreneurial culture in backward state like Orissa.

➤ **Major Suggestions of the Institute on modifications to be carried in ATI scheme**

- The prime method of identification of Trainees adopted by majority of the EDIs/TIs at present is through release of advertisements in National & Local dailies through which the response is not up to the mark. It is suggested that there should be a provision for Financial Assistance for EDIs/TIs under the Scheme to undertake Entrepreneurship Awareness campaign at the District level in order to create more awareness among unemployed youths, motivate them and to also identify and select Trainees that are seriously inclined towards setting up of Enterprises.
- The success of the Training imparted by EDIs/TIs under the scheme should be measured in terms of actual Enterprises setup by trainees after Training and subsequent handholding support provided by the respective EDIs/TIs. For this the suggested target should be 10% of the total number of trainees.
- Since the EDI/TI has to incur almost 100% of the expenses beforehand for conducting the training Programme under the scheme and are reimbursed the same only after successful completion of Training and due verification & processing of their claims by MoMSME that inturn takes at least two more months the entire process creates a lot of Financial burden on EDIs/TIs. It is suggested that incase of 3 National level EDIs under MoMSME and their PIs; NSIC Ltd and all State/UT sponsored assisted EDIs by MoMSME there should be a provision for providing at least 30% of their total sanctioned amount as advance enabling them to meet a part of their expenses.
- Incubators should be introduced under ATI scheme of MoMSME in other new emerging sectors like Food Processing, Engineering, Plastics, Biotech, ITES etc.
- Capital Grants for Training Infrastructure setting/ up-gradation under the said scheme be revised as under:
  - 75% of the Total Grant from MoMSME
  - 25% of the Total Grant from the State Government
- New Training Courses could be introduced in MoMSME List of approved course like :
  - Terracotta
  - Applique
  - Tailoring
  - Stuffed Toys making

#### **4.2.6 CENTRE FOR ENTREPRENEURSHIP DEVELOPMENT OF KARNATAKA (CEDOK), DHARWAD, KARNATAKA**

CEDOK was established in 1992, is a Government of Karnataka Organisation promoted by the Department of Industries and Commerce with the support of State level industrial Developmental agencies such as Karnataka State Small Industries Development Corporation (KSSIDC), Karnataka State Financial Corporation (KSFC), Karnataka State Industrial Investment Development Corporation (KSIIDC), Karnataka Industrial Area Development Board (KIADB) and national level financial institutions such as Industrial Development Bank of India (IDBI), Industrial Finance Corporation of India (IFCI), Industrial Credit and Investment Corporation of India (ICICI) and Government of India through Development Commissioner (SSI), New Delhi.

The Centre is operating as a PI of National Level EDI i.e. NIMSME, Hyderabad for conducting approval Training Programmes of MoMSME.

##### **CEOK's Vision**

- To become a Center of Excellence in Entrepreneurship Education / Training and Resource Centre for Research and Project Guidance for Entrepreneurial Opportunities.

##### **CEDOK's Mission**

- CEDOK has been spearheading entrepreneurship movement with a belief that entrepreneurs need not necessarily be born; but they can be trained and developed through well conceived and well directed intervention. It is now widely recognized that education can be a very effective instrument to bring out latent resources and capabilities of people.

##### **Major Objectives of Setting Up of the Institute**

- To contribute to the development and dispersal of entrepreneurship by undertaking various entrepreneurship development and skill development/up-gradation training programmes thus expand the social and economical base of entrepreneurial class
- To augment the supply of entrepreneurs through education, training & research
- To produce multiplier effect on opportunities for self employment
- To improve the managerial capabilities of small entrepreneurs.
- To be a centre of learning for trainer - motivators on entrepreneurship development.
- To contribute in growth of entrepreneurship culture, spirit and entrepreneurship development in developing countries.

##### **➤ Major Activities Related to Training & Skill Upgradation**

The main activities performed by CEDOK w.r.t. Training & Skill Up gradation include the following:

- Entrepreneurship Awareness Programme.
- Entrepreneurship Development Programmes covering target groups of General and Special for Women SC & ST, Minorities and Backward Classes, Technocrats, Ex-servicemen etc.

- Rural Entrepreneurship Development Programme (Micro/Rural Enterprises).
- Small Industries Management Assistance Programme.
- Skill and Technology Upgradation Programme (STUP)
- Executive Development Programme (Capacity Building and Orientation for Officers and Bankers).
- Performance Improvement and Growth Programmes for existing entrepreneurs.
- Gender Sensitization Programme.
- Computer Based Financial Analysis and IT based training programmes for entrepreneurs.
- Business Counselling Programme.
- Planning & Decision Making technique for Small Entrepreneurs.
- Science & Technology Entrepreneurship Development (STED) at Dharwad, Belgaum, Uttar Kannada and Bijapur.
- IT incubation and training centre at CEDOK Campus, Dharwad.
- Soft skills and Personality Development Programmes for Entrepreneurs, Govt. officials and for Private & Public Sector Undertakings.
- Designing self-employment training programmes for unemployed youth with credit linkages.
- Skill Training Programmes for Women and Rural Youth.
- Management Development Programmes.
- Trainers Training Programme for Senior Government Officials, Trainers, Consultants, NGO's etc.
- Faculty Development Programmes.
- Promoting IG activities by illiterate village women Self Help Groups & Micro Enterprise creation for sustainability.
- Market survey and business plan preparation.
- Conducting Monitoring and Evaluation studies.
- District Business Potential Resources study analysis

➤ **Details of Training Infrastructural Facilities & Faculty Available at The Institute**

**a) Training Capacity & Infrastructure**

The institute is spread over an area of 14 Acres. Total Capital Investment in CEDOK is approx. 454 Lakh. The Centre has following training infrastructural facilities with a total training capacity of 100 participants at a particular time:

- 2 Seminar Halls (Accommodating 50 members in each seminar hall – one Seminar has got Computer Training Facility)
- Auditorium Block (325 members can be accommodated). It is provided with two green rooms, and is equipped with a projector, acoustic and lighting equipments. It is designed to conduct business related seminars and conferences.
- Board Room (20 members capacity)
- Canteen Block which can accommodated 40 participants at a particular time and is designed to cater to the need of the participants staying in the hostel and the people visiting the campus. The dining hall is furnished with all facilities.
- 2 Officers Quarters.
- 4 Staff Quarters.
- 1 Director's Bungalow.

### **b) Major Training Equipment / Aids**

Major Training equipments/aids available at the centre include Audio/Video systems (3 Nos), LCD Projectors (3 Nos.), Computers (25 Nos.) and Laptops (12 Nos).

### **c) Training Faculty**

The center has highly experienced faculty members with appropriate qualifications & training. The faculty members are specialized in Entrepreneurial Motivation, Project Opportunity Guidance, Small Enterprise Management, Project Management, Micro enterprise creation, Group Entrepreneurship, Project Appraisal, Micro finance, Monitoring & Evaluation studies etc., who regularly consult with industry, trade and government organizations. This enables CEDOK faculty to bring the reality of today's world into the class rooms. The availability of in-house and outsourced faculty members is provided below:

#### In-house

- Director - 01 No.
- Chief Training Officer cum Faculty - 01 No.
- Manager - 02 Nos.
- Training Officer cum Faculty members - 11 Nos.
- Deputy Training Officers - 02 Nos.

#### Outsourced

- Guest Speakers are drawn from various Institutions depending upon the input required on the Training Programmes

#### Major Capacity Building Measures adopted for faculty

To promote capacity building measures at the institute, Faculty Development programs are organized by CEDOK and Faculty members are joined in it to update their knowledge and capacity building.

### **d) Hostel Accommodation**

- The hostel available at CEDOK can accommodate 36 participants for residential programmes. The hostel has 4 VIP suits, 6 dormitories with 24 hours hot water supply and recreation facilities. In addition construction is on-going in the first floor of the Hostel Block to construct 19 Nos. twin-sharing rooms.
- 3 Guest rooms are also available at the Centre for accommodating Training Faculties.

### **➤ Capital Grants availed from MoMSME under EDI/ATI scheme & State Govt.**

The institute has availed about Rs. 97 Lakh from MoMSME under EDI/ATI Scheme out of which Rs. 47 Lacs was availed in year 2010-11 and Rs. 357 Lakh from State government towards meeting the expenditure for setting up/Up gradation of Training facilities i.e. construction/updation of Computer lab, Class rooms, Library and Auditorium etc.

➤ **Program Support availed from MoMSME under ATI Scheme**

Under ATI scheme the institute has availed following program support for conducting EDPs, ESDPs & ToTs:

Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support from MoMSME (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Type & Description)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
2010-11	40.0	40.0	21	ESDPs, EDPS & ToTs	3432	579

- In addition CEDOK has submitted a proposal for a programme support of Rs.169 Lakh from MoMSME to organize following ESDP programmes under following modules during the year 2012-13:

1. Computer Hardware & Networking at Udupi, Belgaum, Dharwad - Hubli, Bagalkot, Gulbarga & Mysore
2. Cosmetology and Beautician
3. ESDP on Dairy etc.

➤ **Training Program benefits to Unemployed Youth**

During XIth Five Year plan period, CEDOK has provided Training to 53111 nos. of trainees. Approx 57% of them have started their own ventures with 30% increase in their average Income, whereas 21% have taken-up wage employment with an average increase income of 25%.

➤ **Major Suggestions of CEDOK on upgradation of ATI scheme**

a) **Approval Procedures**

Approval procedures may be simplified more & it should be time bounded.

b) **Amount of Capital Grants for Training Infrastructure Setting Up/up gradation**

The ratio of MoMSME contribution to EDI contribution should be revised to 70:30 instead of 50:50

c) **Amount of Training Program Assistance provided by MoMSME**

- The financial assistance from MoMSME under ATI scheme for high end programmes like Computer Hardware and Networking, Designing and Manufacturing of Artificial Jewelry, ESDP on Food Processing, Repairing and maintenance of Power Supply Inverter & UPS , ESDP on Web designing etc. may be revised as under: (Rs/Trainee/hour):

	<b>Present</b>	<b>Proposed</b>
<b>District HQ:</b>	50	70
<b>Urban Area</b>	40	60
<b>Rural Area</b>	<b>30</b>	<b>50</b>

- The payment should be made in two installments i.e. 50% of total amount before embarking training programme and balance 50% after successful completion of Training.

#### **d) List of Approved Training Modules**

##### Up gradation of Course & Course Duration

Course content of most the ESDP-training modules is appropriate but there is a need to enhance course duration for proper coverage of course content as detailed below:

<b>S. No.</b>	<b>Module Type</b>	<b>Module Name</b>	<b>No. of Hrs (as per present ATI Scheme of MoMSME)</b>	<b>No. of Hrs needed as per CEDOK</b>
1.	ESDP	Computer Accounting with Tally	250	300
2.	ESDP	Cosmetology and Beautician	125	150
3.	ESDP	Designing and Manufacturing of artificial Jewelry	125	150
4.	ESDP	Digital Photography & Videography	125	150
5.	ESDP	DTP	125	150
6.	ESDP	Fashion Designing	125	150
7.	ESDP	Leather Products	125	150
8.	ESDP	Mobile Repairing	125	150
9.	ESDP	Motor Winding & Pumpset Repair	250	300
10.	ESDP	Soap and Detergents	125	150
11.	ESDP	Wax Candle and Chalk Crayons	125	150

##### List of new Training Courses to be added in approved list of MoMSME

- The EDIs/TIs should have some flexibility to add more number of Training modules under ATI scheme as per the local industry needs. Following are the list of course modules proposed by CEDOK that may be included in the list of approved programmes to be conducted under the scheme of “Assistance to Training Institutes”:

#### ESDPs

1. Training on Earth moving equipments
2. Plant Nursery
3. Hospital Management
4. Bamboo Craft
5. Manicure etc

#### **4.2.7 MAHARASHTRA CENTRE FOR ENTREPRENEURSHIP DEVELOPMENT (MCED), AURANGABAD, MAHARASHTRA**

##### ➤ **Introduction**

MCED has been a pioneer in espousing social and economic entrepreneurship since 1988. It is a training institute in the core area of entrepreneurship development. It works as a facilitator and guide for the creation and cultivation of the entrepreneurial spirit and the concept of ‘self-employment’ in a nation that is largely driven by third party employment. At MCED, there is always the hummable buzz of people discussing, brainstorming, making plans and revamping shelved ideas. The thrum of work and the exciting buzz of activity is an indelible part of the work culture. MCED is also an incredibly technology savvy organization which, not surprisingly, is amongst the few offices to enforce the paperless office concept.

The Centre is operating as a PI of National level EDI i.e. NIMSME, Hyderabad for conducting approved Training Programmes of MoMSME.

##### ➤ **Vision & Mission**

- To create & develop spirit of Entrepreneurship globally.
- Facilitating creation of entrepreneurial and managerial capabilities in individuals & organization; by achieving total customer satisfaction, using emerging technologies, ethics & values, be a financially strong & globally excellent organization appropriately matching with employee’s aspirations.

##### ➤ **Major Objectives of Setting up of the Institute**

- To spread entrepreneurial culture.
- To develop entrepreneurs through systematic training.
- To disseminate information and data regarding entrepreneurship
- To help industries and institutions in mobilizing human resources with an entrepreneurial approach.
- To create awareness about emerging & future entrepreneurial opportunities and challenges
- To develop Competencies in business internationalization
- To conduct organization development programmes

➤ **Major activities related to Training & Skill Upgradation**

- Entrepreneurship Development Programs
- Development Programs for self employment
- Entrepreneurship Appreciation Programmes
- Group Entrepreneurship Development Programmes
- Micro Entrepreneurship Development Programmes
- Entrepreneurship Awareness Camps
- Trainers Training Programmes
- Developing Competent Personnel for small scale industrial management
- Vocational Training based Entrepreneurship Development Programmes
- Management Development Programmes
- Teachers Training Programmes
- Assistance in Marketing, Strategic planning, Technical know-how, Project Report, Tie-ups.
- News Clipping Service
- Industrial Data Bank
- Computer Training and Support

➤ **Details of Major Training Infrastructural Facilities Available at the Institute**

MCED is spread over an area of 1.47 Acres land with total capital Investment of Rs. 600 Lacs and has 3 Large Training halls (equipped with modern infrastructural facilities ), 4 Class Rooms with State-of-the art audio video aids, one library (rich in Worldwide literature on Management, Entrepreneurship, Organization Development, HRD and Behavioural sciences caters to the intellectual needs of the trainees) and one well furnished Canteen. The training Capacity of MCED at a particular time is about 120 nos.

The institute has decent and well designed hostel with 26 well furnished Rooms including 5 VIP Rooms and one Director Room take care of the lodging of the trainees & the faculty.

➤ **Major Training Equipment / Aids & Nos**

Following Training Equipment / Aids are available at the Institute:

1. LCD Projector
2. Desk Top, PC,
3. Lap- tops
4. Air conditioners
5. Over Head Projector
6. Mike Systems
7. Interactive Panel
8. Wi- Fi Internet Connectivity
9. CC TV for Broad costing to Portal
10. White Board / Black Board
11. OHP – LCD Projector No.

➤ **Training Faculty**

In-house



- 10 Nos Faculty Members are available at MCED, Aurangabad Centre in Skill Training Programmes including Dy. Director, Administrative officer and Senior & Junior Project Officers.

#### Outsourced

- 3000 faculties are registered with the portal [www.mced.nic.in](http://www.mced.nic.in) and are invites as per the need of the institute.

#### ➤ **Capital grants availed from MoMSME Under ATI scheme**

The institute has availed about Rs. 145 Lakh Grant from MoMSME over 1995-2010 period under EDI/ATI Scheme out of which Rs. 50 Lakh was availed in year 2010-11 for construction of new building & procurement of Training equipment.

#### ➤ **Program Support availed from MoMSME under ATI Scheme**

Under ATI scheme the institute has availed about Rs. 45 Lakh in the year 2011-12 for conducting EDPs (7 Nos) and ESDPs (10 Nos) for training of about 522 candidates.

#### ➤ **Training Program benefits to Unemployed Youth**

During XIth Five Year plan, MCED, Aurangabad has provided Training to 1000 nos. of trainees.

#### ➤ **Major Suggestions of the Institute on modifications in ATI scheme**

##### **a) Approval Procedures**

It should be made quicker & faster.

##### **b) Amount of Capital Grants for Training Infrastructure Setting Up/upgradation**

Amount of Capital Grants for setting up Training Infrastructure or its updation by EDIs should be doubled.

##### **g) List of Approved Training Modules**

Following new type of Training Programmed should be added in the approved Training List of MoMSME:

- Dal Mill Operation
- Rice Mill Operation
- Mustard Oil Milling
- Seed Processing etc.

#### **4.2.8 TIRUCHIRAPPALLI REGIONAL ENGINEERING COLLEGE - SCIENCE AND TECHNOLOGY ENTREPRENEURS PARK – (TREC-STEP), TIRUCHIRAPPALLI, TAMIL NADU**

➤ **Background & Major Activities Related to Training & Skill Upgradation**

- TREC-STEP was established in 1986 and has since then, organized several high quality EDP's and FDP's based on Entrepreneurship Development Institution of India EDII, Ahmedabad methodology and their own experience and expertise. TERC has also conducted EDP's under a World Bank supported scheme where 100 Trainees were trained from 2005-08 period in residential program on New Ventures. The New Building under EDI scheme of MoMSME was constructed in year 2005.
- TREC-STEP has now moved on to disseminating its successful Entrepreneurship promotion model, by supporting and mentoring various Technology Business Incubators in the country such as VIT TBI, Vellore, Periyar TBI, Vallam etc. They are also supporting other developing nations in such similar entrepreneurship development initiatives.
- Presently TREC-STEP is very closely involved in providing focused training, mentoring and coaching to budding Technology based Entrepreneurs to help them launch successful knowledge based ventures. TREC-STEP holds Presidentship in the National Business Incubator Association ISBA and also at the Asian Association AABI, so TREC-STEP has also taken up mentoring of Technology Business Incubators in the country and in other developing countries and helps them towards better performance in the service of Entrepreneurship development.
- TREC-STEP is presently providing Training either under DST, GoI schemes or paid trainings in following areas:
  - i. Modern Appliances Maintenance
  - ii. Machining & Fabrication
  - iii. Design Innovation (ProE, Auto Cad)

➤ **Major Objectives of Setting up of the Institute**

- To act as an interface between Institution of learning, research and industry and promote entrepreneurship among them
- To strengthen technology base of industry by bringing about research, promoting creative adaptation, innovations and utilization of technology
- To build a new class of technology based entrepreneurs from Science, Technology and Engineering to take up technologically challenging ventures
- To establish technology and science centres to provide basic infrastructural facilities for training, trying innovative ideas, experiment to develop alternative uses for existing products, etc.
- To liaise with entrepreneurs, industry, academic and research institutions, Government Bodies, financial and developmental institution with a view to increase awareness about technological developments and upgradation of technologies
- To increase skill sets of educated unemployed youths at the grass root levels and thereby helping them to become self/wage employed.

➤ **Details of Training Infrastructural Facilities & Faculty Available at The Institute**

#### a) Training Capacity & Infrastructure

The campus of TREC-STEP is spread over an area of 50 Acres with capital investment of approx Rs. 285 Lakh and total constructed area of 18000 sqft. Institute has following facilities:

- Administration Building with class room to accommodate 30 trainees –  
(Plinth Area:
  - i. Banking facility (Indian Bank SME Branch)
  - ii. Finance & Accounts Section
- Design Innovation Incubation Building (Financial support from MSME) –  
Plinth Area with the facility
  - Executive Director Chamber
  - Executive Offices
  - Incubation Cubes
  - Design Centre
  - Mini Theatre
  - TDB Seed Support Wing
  - Administration Wing
  - Conference Hall
  - Library
  - Cafeteria
  - Computer Lab with 150 Systems with Class rooms
  - Electronics Lab with class rooms
  - Refrigeration and Air-conditioning Lab with Class rooms
  - Central Workshop with basic Machineries and Tools
  - Software Technology Parks of India (STPI)
  - Tamil Nadu Electricity Board(TNGEDCO Office)
  - Nursery Sheds housing new innovative ventures supported by Ministry of Science and Technology, Govt. of India.
  - Modern Appliances Maintenance Lab

The overall training capacity of institute including its own campus, IT City Centre and Chennai & other centres at any given time is as follows:

Training Capacity of Institute at any given time	
TREC – STEP Campus	300 Nos
IT City Centre	200 Nos
Chennai & Other Centres	400 Nos

Total	900 Nos
-------	---------

d)

## b) Training Faculty

### In-house

- 9 Nos Faculty Members in Skill Training Programmes including Co-Ordinator Cum Senior Computer Hardware Faculty, Senior Faculty In R & A/C Department, Electronics and Cellphone Faculty, Faculty In CNC Operation and Programming.
- 12 Nos faculty members in IT Learning Centre including Programme coordinator, Supervisor & other Faculty members and having qualification of B.E, ITI, DME, MCA, MBA, BCA, DEE etc.

### Outsourced

- Bankers, DIC officials, NIT MBA Department faculty Members and other Industry experts.

### Major Capacity Building Measures adopted for faculty

- TREC-STEP Staff are constantly being trained in latest Training Programmes conducted by DST, CII and reputed National and International agencies in Entrepreneurship and Innovation Development funding of ventures, equity etc.

## ➤ Capital Grants availed from MoMSME. under EDI/ATI scheme, State Govt. & DST

The institute has availed capital grants from MoMSME under the said scheme & State Govt. as detailed below, towards meeting expenditure for construction of TREC-STEP, New building.

S.N	Year	Total Requirement (Rs. Lacs)	Own Contributions (Rs Lacs)	Grant from MoMSME (Rs. Lacs)	Grant from State Govt. (Rs. Lacs)	Grant from DST (Rs. Lacs)	Purpose & Benefits accrued
1.	2005-06	275.33	62.0	90.33	25.00	98	Setting up Entrepreneurship Development in Hi-Tech Areas at TREC-STEP under EDI Scheme.
2.	2008-09	9.67	00.0	9.67	0.00	0	
<b>TOTAL</b>		285	62.00	100.00	25.00	98	

➤ **Program Support availed from MoMSME under ATI Scheme: NONE**

However under Business Incubator scheme of DC-MSME, TREC-STEP in 2009-10 obtained program support of Rs. 66 Lacs for setting up of 10 Business Incubators that are Innovative Business Enterprises with average Capital investment of approx Rs. 1 cr/Enterprise and average employment of 10 person/Enterprise

➤ **Training Program benefits to Unemployed Youth**

During XIth Five Year plan, TREC-STEP has provided Training to 13188 nos. of trainees.

➤ **Major Suggestions of the Institute on ATI scheme**

**a) Approval Procedures**

It should be make quicker & faster.

**b) Amount of Capital Grants for Training Infrastructure Setting Up/upgradation**

Needs to be a adequate to ensure upgradation of equipment to benchmark to state-of-the –art levels Amount of Training Program Assistance provided by MoMSME

**c) List of Approved Training Modules**

Many youth aspiring to become Entrepreneurs have only good technology based ideas but no knowledge on Enterprise management skills in Finance, HR, Marketing aspects etc., so it is very beneficial to organize training programmes in various aspects of Entrepreneurship development to enhance the success rate of the ventures promoted. Hence this training scheme has to continue so that many thousands of youth who are aspiring to become Entrepreneurs but do not have the skills on the Venture management aspects get trained by professional and practicing Managers. However a pure Academic Institutions may be avoided since the Trainers would be theoretically sound but have very little ‘hands on’ experience in managing a venture.

**4.2.9 CENTRE FOR ENTREPRENEURSHIP DEVELOPMENT (CEDMAP), BHOPAL, MADHYA PRADESH**

Centre for Entrepreneurship Development, Madhya Pradesh (CEDMAP), is an undertaking of the Government of Madhya Pradesh, jointly sponsored by the Department of Industries, Central and State level Financial Institutions and Banks and has been registered under the Firms & Societies Act, 1973 and is operating since 1988. Looking at the impeccable record of performance based achievements of the CEDMAP it has been awarded with the certification as an ISO 9001-2008 Organization in the State. CEDMAP is a Participating Institute (PI) of National Institute of Micro, Small and Medium Enterprise (NiMSME), Hyderabad.

➤ **Major Objectives**

- To make the institution globally known as a centre for excellence in the area of enterprise promotion and development through training / research / publication etc.
- To become a storehouse of information and talents required for development of entrepreneurs in various fields.
- To make our institute a nodal research and development institute in the field of entrepreneurship development.
- To take our institute to a level of being the best among all the state / national level Entrepreneur Development (ED) institutions.
- To serve as Credit Facilitation Centre providing consultancy services in all sectors.
- To create an entrepreneurship friendly environment to be known as a place of pride for overall planning and developmental activities for entrepreneurship development.
- To sensitize the policy makers and planners about the need, urgency and strategy towards enterprise creation and development.
- To always develop/upgrade its human resources for raising their competency level in line with present needs for better performance and discharge of their duties and responsibilities.
- To take the Information Technology uses and applications at the grass root level of the society.
- To broaden the service mix, in order to offer quality services in every sphere of human resource development and related aspects.
- To continuously try and promote more and more entrepreneurship through Public-Private Partnership.
- To try and create appropriate environment / facilities for employment of urban / rural youth.
- To become a leading institution in the field of vocational education and training.
- To strive and create more livelihood for the rural masses through intervention in agriculture and allied activities.

➤ **Major Activities Related to Training & Skill Upgradation:**

The focused areas of intervention of CEDMAP are:

- Capacity building & Convergence.
- Women empowerment through various Govt. Schemes/Projects.
- Training under PRI's (Amendment 73).
- Entrepreneurship Development;
- Cluster Development (Lac, Leather & Hand embroidery/ Smoking Cluster at Indore);
- Developing linkages between Internationals, National and State level agencies;
- Undertaking IT based solutions;
- Providing Consultancy services on Project Management and Quality Management; Undertaking research based surveys;
- Monitoring and Impact Assessment studies;
- Awareness campaigns;
- Publications;
- Management Development;
- Performance improvement;
- Growth based programmes;
- Skill up-gradation;

- Faculty development and other related assignments.
- Skill certification under MES scheme of DGET, GOI.
- Establishment of Community Colleges across MP & CG State in Collaboration with IGNOU.

➤ **Details of Training Infrastructural Facilities & Faculty Available at The Institute**

**a) Training Capacity & Building Infrastructure**

The Institute is spread over 0.7 acres land with approx Rs. 300 Lakh Capital Investment including land. The Total Constructed area of the Institute at Head Office, Bhopal is 52000 sqft. The building is well equipped with 3 Training Halls (For 50 trainees), 1 Auditorium (For 150 trainees), 1 Conference Hall cum Board room (For 25 person), 1 Computer lab (For 50 trainees), 1 Library and Resource Centre for the budding entrepreneurs. In addition to above there are faculty chambers, Administration and Account section, store room, support staff area, financial inclusion division and publications development cell etc.

In addition to above, CEDMAP has 68 District Residential Offices and 178 Computer Centres, spread all over in the States of Madhya Pradesh and Chhattisgarh.

The training capacity at Bhopal –HO is 150 although, total of 7,500 trainees may be trained at any given time through CEDMAP's HO, RO & District Coordinators posted at 39 Districts of Madhya Pradesh (19 Districts) & Chhattisgarh (20 Districts) States.

**b) Major Training Equipment / Aids & Nos**

CEDMAP organizes its training at district offices and through its Independent Business Associates (IBA), empanelled workshops, and venues at block level. These venues have all necessary training & equipment for organizing various trainings. Sometimes required infrastructure is taken on hire basis.

List of the Major Training Equipment are:

- Computers
- Mobile Repairing Kits
- Motor Winding etc.

**c) Training Faculty**

There are 80 personnel with Technical and Professional qualifications (MBA, B.E, PGDBM, Ph.D, L.L.B, M.A, MCA, M.Phil, Graduate) having vast experience in varied areas of capacity building, including Entrepreneurship Development, Management Development, Information Technology, Performance Improvement, Export Marketing, Growth Programmes, Skill up-gradation, Faculty Development, Research and Publications etc.

Master Trainers available locally at 19 districts of Madhya Pradesh and 20 districts of Chattisgarh are contracted through IBA.

➤ **Capital Grants availed from MoMSME under EDI/ATI scheme and State Govt.**

Year	Total Requirement (Rs. Lacs)	Own Contribution (Rs Lacs)	Grant from MoMSME (Rs. Lacs)	Grant from State Govt. (Rs. Lacs)	Purpose & Benefits accrued
1989-90 To 2004-05	240.00	50.25	95.00 (1994-95=21.10) (2001-02=28.90) (2003-04=45.00)	94.75	The grant received from MoMSME was utilized for infrastructure creation to impart quality training to budding entrepreneurs.

➤ **Program Support from MoMSME under “Assistance to Training Institution” scheme:**

S N	Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support from MoMSME (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Major Types)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
1.	2010-11	100	100	39	ESDP in Computer Hardware and Networking, Mobile Repairing, Motor Winding, Medicinal & Aromatic Plants (MAP) Cultivation and Processing, House wiring, Bee Keeping, NTFP, and EDP programs	6890	1090
2.	2011-12 (Projected)	62	62	24	ESDP in Computer Hardware and Networking, Mobile Repairing, Digital Photography & Video Graphy, Fashion Designing,	4238	655



					Electrical Gadget, Two Wheeler & Maintenance & Repairing and EDP & TOT programs		
	<b>TOTAL</b>	<b>162</b>	<b>162</b>	<b>63</b>		<b>11128</b>	<b>1745</b>

➤ **Training Program benefits to Unemployed Youth**

During the XIth Five Year Plan CEDMAP, Bhopal has provided Training to approx 5000 nos. of trainees.

➤ **Major Suggestions of the Institute on improvement in ATI scheme**

**a) Approval Procedures**

Direct Applications may be accepted by MoMSME from reputed EDIs for conducting approval Training programs.

**b) Amount of Training Program Assistance provided by MoMSME:**

MoMSME's Contribution to PIs may be increased to 90% from present contribution of 80%.

**c) List of Approved Program Modules and any changes**

i. Upgradation of Course Content & Course Duration (hrs):

- Inputs needed for Entrepreneurial development like following may be added in the course content: Qualities of Entrepreneurs, Project Report, Market Survey, Business Opportunities, Behaviourial Inputs, Product Marketing, Communication Skills, Problem Solving, Creativity and Accounting & Banking etc.
- Period of all technical trade based ESDP should be increased to impart full content as well as to organize (On Job Training) OJT to 300 hrs.

ii. List of New Training Courses (upto 300 hrs duration) to be added in Approved List of MoMSME that are highly Industry Relevant:

- Machine Operator for Pharma Industry
- Specialised packaging for Pharma Industry
- Operation of Biomedical Equipments

**d) New component to be added in the said Scheme**

1. Sensitization workshops for stakeholders, Banks and financial Institutions may be financial supported before commencing a programme.
2. Provision for Market scan may be included in ESDP.
3. Sanction of programmes should be given in the first quarter of Calender year (Jan-March) so that the Program Calender could be implemented effectively as per proposed schedule.

4. Upper limit in terms of number programmes and amount should be waived.
5. National level prize may be given to the best performer EDI annually for encouragement.
6. National level meetings/seminars may be organized by MoMSME for sharing of good practices among EDI/TIs.
7. Stipend provision may be considered for trainees to cover their conveyance cost.
8. Linkages with banks should be done in the scheme.
9. Credit guarantee scheme may be linked with this scheme

#### **4.2.10 KERALA INSTITUTE FOR ENTREPRENEURSHIP DEVELOPMENT (KIED), COCHIN, KERALA**

##### **➤ INTRODUCTION**

The Government of India and Govt. of Kerala established KIED in 1994 as a State Level Institute for Entrepreneurship Development in Kerala. The management of the Institute was awarded to KITCO in 1994 for providing professional, Technical and Managerial support and also for setting up the Infrastructure necessary for carrying out training and skill development activities. The management contract between KIED & KITCO expired in 2007 and the management control was transferred to Director of Industries & Commerce, Government of Kerala. The institute is aimed to create awareness, finding factors for the poor Entrepreneurship culture and sorting the issues for the development of Entrepreneurial culture in Kerala.

##### **➤ MISSION**

KIED's mission is to develop the spirit of Entrepreneurship among the people of Kerala who are mostly job oriented and averse to risk taking through a series of initiatives i.e. Awareness Campaigns, Seminars, Workshops EDPs, ESDPs etc leading to more & more self employment and developing people of Kerala as an Enterprising society.

##### **➤ CAMPUS**

KIED campus is situated over 3 Acre land and has about 40,000 Sq. Ft of constructed area (in 2007) with 3 Class Rooms, Hostel (46 Beds), Library etc with overall Training Capacity of 265 Trainees at any given time. Major Training Aids include LCD Projectors, 3 Computers, OH Projector etc. During 2005–06 period KIED constructed the building at a total cost of Rs. 300 Lakh out of which Rs. 90 Lakh was Capital grant from MOMSME under EDI Scheme and balance Rs. 210 Lakh from Kerala State Government.

##### **➤ MAJOR TRAINING PROGRAMMES AND INITIATIVES OF KIED**

- Entrepreneurship awareness campaign for public/students.
- EDPs , ESDPs, SDPs, MDPs, ToT etc.
- Job induction Training for Industries extension officers
- Technologies Clinics, Seminars, Workshops.
- Cluster Development Programmes.

During the XI<sup>th</sup> Five Year Plan, KIED has imparted Training to about 1000 persons but no programme support has been availed from MoMSME under the ATI Scheme. The faculty is mostly outsourced based on requirement.

➤ **FUTURE GOALS**

- KIED is planning to undertake awareness & motivation campaigns among the following groups to convert them into actual entrepreneurs:
  - NGOs
  - Community Development Centres through Rajagiri School of Social Science
  - SHGs
  - RWAs etc.
- Awareness Creation Programmes on Entrepreneurship for School /College/ Engineering Students in all 14 Districts of Kerala @ 1 Programme per district.
- KIED has implemented PMEGP in Allepy district of Kerala and would like to extend the same to all the other districts.
- Plan to apply to MoMSME for empanelment as Udyami Mitra for implementation of RGUMY for providing Handholding support to entrepreneurs in setting up their enterprises.
- KIED plans to train about 1000 people in EDPs and 1000 in ESDPs every year.
- KIED plans to establish small sub centres in various districts of Kerala particularly in backward districts such as Idukki, Wynad (Tribal Areas)

➤ **MAJOR CLIENTS W.R.T TRAINING PROGRAMMES**

- HANDTEX
- Kerala Institute of Retail Management
- Departments of Kerala State Govt. such as Industries, Coir, Handloom, Minority Welfare, Social Welfare, Handicrafts etc.

➤ **SUGGESTIONS FOR IMPROVEMENT OF MOMSME – ATI SCHEME**

- For promotion of Entrepreneurial Culture among unemployed youths there should be a provision for conducting of Entrepreneurship Awareness camps at district level say at least one camp per district for which MoMSME should allocate a budget of Rs. 30,000/- for the EDIs / TIs for conducting the same.
- The Entrepreneurship motivation among unemployed youths could be enhanced by following measures:
  - Panel of eminent successful Entrepreneurs to interact with prospective Entrepreneurs to share their success stories.
  - Online EDPs and Sector specific ESDPs should be encouraged through web based learning and Video Conferencing to enhance outreach.
  - Training Programmes should be fine-tuned based on local needs in different regions / States for example in Kerala Training Courses focusing on following should be given priority due to excellent demand:
    - Banana based products (Food Processing)
    - Banana Fiber and Coir Fiber based Handicrafts such as woven mats, bags etc
    - Formulation & QC of Ayurvedic Medicines

- The upper limit for Capital Grants for setting up and upgradation of EDIs under the scheme should at least be doubled from present level
- The Programme Support under the present scheme for conducting Approved Training Modules should be enhanced at least by 50% due to increase in cost and in order to get high caliber faculty for imparting Training.

#### 4.3 FEEDBACK/RESPONSE RECEIVED THROUGH EMAIL FROM 8 STATE/UTS SPONSORED EDIS/TIS SUPPORTED UNDER THE SCHEME

In addition following 8 State Level EDIs/TIs have also responded through email & their responses have duly been analysed and major suggestions considered while finalizing suggested measures recommended to MoMSME w.r.t modifications/upgradations to be carried in existing ATI scheme to enhance its benefits & make it more useful for EDIs/TIs & in turn for the trainees.

S.No	EDI	Capital Grant availed from MoMSME under EDI/ATI Scheme (Rs Lakh)
1.	Centurion School of Rural Enterprise & Management (CSREM), Parlakhemundi, Orissa	97
2.	Entrepreneurship & Management Development Institute, Jaipur	100
3.	Institute of Entrepreneurship Development, UP (IEDUP), Lucknow, UP	75
4.	Institute of Entrepreneurship Development, Patna, Bihar	62
5.	J & K Entrepreneurship Development Institute (J&K EDI), Srinagar, J&K	150
6.	EDI, Chennai	100
7.	Deshpande Rudseti (R), Haliyal, Karnataka	35
8.	Association of Lady entrepreneurs Of Andhra Pradesh (ALEAP), Hyderabad	35

#### 4.4 PIs OF NIMSME CONTACTED PERSONALLY

As suggested by NIMSME in order to obtain views/perspective of their Partner Institutions (PIs) following two PIs of NIMSME were also personally contacted by the Consultants & their feedback has been considered in Analysis.

- Periyar Technology Business Incubator (Periyar TBI), Thanjavur, Tamil Nadu
  - KITCO Ltd, Kochi, Kerala
- The Contact List for additional EDIs/TIs personally contacted & those who responded through mail are provided at **Annexure 4.1**.

#### 4.5 FEEDBACK/RESPONSE RECEIVED FROM BENEFICIARIES (TRAINED PERSONNEL UNDER ATI SCHEME)

- In order to obtain the feedback /views of beneficiaries under ATI scheme (Trained Personal) 340 Nos were contacted covering 68 Nos of approved Training

Modules conducted so far as per the Database provided by MoMSME and National Level EDIs/TIs.

- The Trainees were contacted in 8 No of batches each comprising of 40 or 50 No. of Trainees as indicated below and also the major findings (batch wise) are provided below:

**BATCH NO. 1**

**SUMMARY OF RESPONSES RECEIVED FROM BENEFICIARIES (PERSONNEL TRAINED BY TRAINING INSTITUTIONS) UNDER MoMSME SCHEME “ASSISTANCE TO TRAINING INSTITUTIONS”**

Period of Interview : 19 December 2011 to 24<sup>th</sup> December 2011

1. No. of Modules Covered : 10 Nos
2. List of Modules Covered (with Module Code) :
  1. 3D
  2. AC Refrigerator & Water Cooler Repair
  3. Bakery Products
  4. Biotechnology
  5. C, C++ and OOPs
  6. CAD With Pro Engineers
  7. CAD/CAM
  8. Carpentry
  9. CNC Lathe Wire cut Milling
  10. Computer Accounting with Tally
3. Total Beneficiaries interviewed (@5 Per Module): 50 Nos.
4. Classification of Beneficiaries as per their category:
  - A. General : 40%
  - B. SC/ST : 60%
  - C. PH : 0%
  - D. NER : 25%
5. Classification of Beneficiaries as per Gender:
  - A. Male : 55 %
  - B. Female : 45 %
6. Distribution of Beneficiaries according to age
  - A. 18 – 22 Yrs : 39 %
  - B. > 22 Yrs – 35 Yrs : 61 %
7. Breakup of Educational Qualification of the Beneficiaries Surveyed :
  - A. Illiterate : 0 %
  - B. 8<sup>th</sup> Pass : 10 %
  - C. 10<sup>th</sup> Pass : 39 %
  - D. 12<sup>th</sup> Pass : 15 %
  - E. Under Graduate : 0 %
  - F. Graduate : 36 %

8. Status of Beneficiaries before Training :

- A. Employed : 25 %
- B. Unemployed\* : 75 %
- \*Students : 25 %

9. Type of Training Program attended :

- A. EDP : 0 %
- B. ESDP : 100 %
- C. TOT : 0 %

10. Major Reasons of Training/Aspirations :

- A. Wage Employment : 45 %
- B. Self Employment : 30 %
- C. Skill Up gradation : 25 %

11. Major reason for Selection of Particular Institute for Training :

- A. No other institutes are offering similar course in close vicinity
- B. Due to Recognized and well known institute which helped in job procurement
- C. Training course content was very attractive and satisfactory w.r.t. industry needs
- D. Faculty was very qualified and method of teaching method was very simple and easily understandable

12. Location of Training Venue:

- A. Urban : 40 %
- B. Rural : 60 %

13. Awareness regarding other Institutes offering similar Trainings:

No other institutes were offering similar courses in close vicinity

14. Overall Benefit from Training : YES 60

NO. 40%

15. Major benefits accrued to those who found Training useful:

- A) Self Employment : 20 %
- B) Wage Employment : 40 %
- C) Skill up gradation : 40 %
- D) Increase in Monthly Income (average) : 60 %
  - Self Employment : Rs. 5000/- – Rs. 6000/-
  - Wage Employment : Rs. 4000/- – Rs. 5000/-
- E) Other benefits : Training program was useful in getting the better job opportunity as well as to start own enterprises in the local region

**SUMMARY OF RESPONSES RECEIVED FROM BENEFICIARIES (PERSONNEL  
TRAINED BY TRAINING INSTITUTIONS) UNDER MoMSME SCHEME “ASSISTANCE TO  
TRAINING INSTITUTIONS”**

Period of Interview : 25<sup>th</sup> December, 2011 to 4<sup>th</sup> January, 2012

1. No. of Modules Covered : 10 Nos

2. List of Modules Covered (with Module Code) :

1. Die Fitter
2. Diesel Fuel Injection Technician
3. Digital Photography & Videography
4. Dot Net Technology
5. DTP
6. EDP
7. Electrical gadget repair
8. Electr onic Assembly
9. Electronic Machine
10. Electroplating

3. Total Beneficiaries interviewed (@5 Per Module): 50 Nos.

4. Classification of Beneficiaries as per their category:

- A. General : 90%
- B. SC/ST : 10%
- C. PH : 0%
- D. NER : 14%

5. Classification of Beneficiaries as per Gender:

- A. Male : 70 %
- B. Female : 30 %

6. Distribution of Beneficiaries according to age

- A. 18 – 22 Yrs : 45 %
- B. > 22 Yrs – 35 Yrs : 55 %

7. Breakup of Educational Qualification of the Beneficiaries Surveyed :

- A. Illiterate : 0 %
- B. 8<sup>th</sup> Pass : 20 %
- C. 10<sup>th</sup> Pass : 30%
- D. 12<sup>th</sup> Pass : 30 %
- E. Under Graduate : 0 %
- F. Graduate : 20 %

8. Status of Beneficiaries before Training :

- A. Employed : 10 %
- B. Unemployed\* : 90 %

\*Students : 45 %

9. Type of Training Program attended :

A. EDP : 10 %  
B. ESDP : 90 %  
C. TOT : 0 %

10. Major Reasons of Training/Aspirations :

A. Wage Employment : 55 %  
B. Self Employment : 35 %  
C. Skill Up gradation : 10 %

11. Major reason for Selection of Particular Institute for Training :

- A. No other institutes are offering similar course or any other job oriented course in close vicinity
- B. Most of the Training in the said modules were provided by well Recognized govt. institutions like NIESBUD, NIMSME & IIE directly
- C. Training Tools provided by the institutions were very attractive and were useful for practical relate activity.
- D. Faculty was very qualified and method of teaching method was very easy to understand by the trainees.

12. Location of Training Venue:

A. Urban : 20 %  
B. Rural : 80 %

13. Awareness regarding other Institutes offering similar Trainings:

As per the interviewed trainees, no other institutes were offering similar courses in close vicinity

14. Overall Benefit from Training :

YES 70

NO. 30%

15. Major benefits accrued to those who found Training useful:

- A) Self Employment : 25 %
- B) Wage Employment : 35 %
- C) Skill up gradation : 40 %
- D) Increase in Monthly Income (average) : 60 %
  - Self Employment : Rs. 5000/- – Rs. 6000/-
  - Wage Employment : Rs. 4000/- – Rs. 5000/-
- E) Other benefits : After getting the Said training the awareness level among the youths was enhanced w.r.t. employability and more unemployed youths would go for training, if similar training will organize in future.



**SUMMARY OF RESPONSES RECEIVED FROM BENEFICIARIES (PERSONNEL  
TRAINED BY TRAINING INSTITUTIONS) UNDER MoMSME SCHEME “ASSISTANCE TO  
TRAINING INSTITUTIONS”**

Period of Interview : 5<sup>th</sup> January 2012 to 15<sup>th</sup> January, 2012

1. No. of Modules Covered : 8 Nos

2. List of Modules Covered (with Module Code) :

1. Computer Hardware and Networking
2. Core JAVA
3. Cosmetology & Beautician
4. Dairy based ESDP
5. Designing and Manufacturing of artificial Jewelry
6. Engineering Drawing with CAD
7. Fashion Designing
8. Fitter Fabrication

3. Total Beneficiaries interviewed (@5 Per Module): 40 Nos.

4. Classification of Beneficiaries as per their category:

- A. General : 30%
- B. SC/ST : 70%
- C. PH : 0%
- D. NER : 12.5%

5. Classification of Beneficiaries as per Gender:

- A. Male : 45 %
- B. Female : 55 %

6. Distribution of Beneficiaries according to age

- A. 18 – 22 Yrs : 55 %
- B. > 22 Yrs – 35 Yrs : 45 %

7. Breakup of Educational Qualification of the Beneficiaries Surveyed :

- A. Illiterate : 0 %
- B. 8<sup>th</sup> Pass : 15 %
- C. 10<sup>th</sup> Pass : 20 %
- D. 12<sup>th</sup> Pass : 25 %
- E. Under Graduate : 0 %
- F. Graduate : 40 %

8. Status of Beneficiaries before Training :

- A. Employed : 10 %
- B. Unemployed\* : 90 %
- \*Students : 75 %

9. Type of Training Program attended :

- |         |   |       |
|---------|---|-------|
| A. EDP  | : | 0 %   |
| B. ESDP | : | 100 % |
| C. TOT  | : | 0 %   |

10. Major Reasons of Training/Aspirations :

- |                       |   |      |
|-----------------------|---|------|
| A. Wage Employment    | : | 25 % |
| B. Self Employment    | : | 10 % |
| C. Skill Up gradation | : | 65 % |

11. Major reason for Selection of Particular Institute for Training :

- A. The Training Programme was free of cost and also no other institutes are offering similar course in close vicinity
- B. Most of the Training Programmes organized was job oriented and it may be help after completion of study
- C. Most of the Institutes who provided Training were well known Govt. Institutions and Certificates issued from these Institutions for the above mentioned reputed courses may be helped in job procurement or setting up their own enterprises.
- D. Training course content was very sufficient to setup own enterprises and also for procurement of Job.

12. Location of Training Venue:

- A. Urban : 30 %
- B. Rural : 70 %

13. Awareness regarding other Institutes offering similar Trainings:

No other institutes were offering similar courses in close vicinity

14. Overall Benefit from Training :

YES 70

NO. 30%

15. Major benefits accrued to those who found Training useful:

- A) Self Employment : 5 %
- B) Wage Employment : 20 %
- C) Skill up gradation : 75 %
- D) Increase in Monthly Income (average) : 25 %
  - Self Employment : Rs. 5000/- – Rs. 6000/-
  - Wage Employment : Rs. 4000/- – Rs. 5000/-
- E) Other benefits : The Training program was useful for skill upgradation and majority of the beneficiaries interviewed in the above mentioned Training Module are presently studying and as per them they will either go for setting up their own enterprises or for wage employment after completion their study.

**SUMMARY OF RESPONSES RECEIVED FROM BENEFICIARIES (PERSONNEL  
TRAINED BY TRAINING INSTITUTIONS) UNDER MoMSME SCHEME “ASSISTANCE TO  
TRAINING INSTITUTIONS”**

Period of Interview : 08.01.2012 to 12.01.2012.

1. No. of Modules Covered : 8
  
2. List of Modules Covered (with Module Code) : ESDP ON
  - I) Food Processing
  - II) Footwear Design
  - III) Gaming with Flash
  - IV) Housing Keeping & Hospitality
  - V) Interior Design
  - VI) IT Tools & Applications
  - VII) Landscape Design
  - VIII) Leather Products
  
3. Total Beneficiaries interviewed (@5 Per Module): 5 x 8 = 40
  
4. Classification of Beneficiaries as per their category:
  - A. General : 27.5 %
  - B. SC/ST : 27.5%
  - C. PH : 0%
  - D. NER : 12.5%
  - E. BC : 32.5%
  
5. Classification of Beneficiaries as per Gender:
  - A. Male : 62.5 %
  - B. Female : 37.5%
  
6. Distribution of Beneficiaries according to age
  - A. <18 Yrs : 5%
  - B. 18 – 22 Yrs : 27.5%
  - C. > 22 Yrs – 35 Yrs : 57.5.%
  - D. > 35 yrs : 10%
  
7. Breakup of Educational Qualification of the Beneficiaries Surveyed :
  - A. Illiterate : 0%
  - B. Upto 7<sup>th</sup> Pass : 0%
  - C. 8<sup>th</sup> Pass : 5%
  - D. 10<sup>th</sup> Pass : 20%
  - E. 12<sup>th</sup> Pass : 25%
  - F. Under Graduate : 7.5%
  - G. Graduate : 42.5%

8. Status of Beneficiaries before Training :
- A. Employed :20%
  - B. Unemployed\* :80%
  - \*Students :12.5%
9. Type of Training Program attended :
- A. EDP :0%
  - B. ESDP :100 %
  - C. TOT :0%
10. Major Reasons of Training/Aspirations :
- A. Wage Employment :52.5%
  - B. Self Employment :32.5%
  - C. Skill Up gradation :15%
11. Major reason for Selection of Particular Institute for Training :
- A. Encouraged the faculty/organizers : 10%
  - B. Govt. Recognised Training : 25%
  - C. Free of Cost Training : 45%
  - D. Training Conducting in vicinity : 7.5%
  - E. Referred by Friends/Advt/Publicity: 12.5%
12. Location of Training Venue:
- A. Urban : 92.5%
  - B. Rural : 7.5%
13. Awareness regarding other Institutes offering similar Trainings:
- A. Yes: 62.5%
  - B. No: 37.5%
14. Overall Benefit from Training : YES 87.5 % NO12.5
15. Major benefits accrued to those who found Training useful:
- A) Self Employment :17.5 %
  - B) Wage Employment :17.5 %
  - C) Skill up gradation :52.5 %
  - D) Increase in Monthly Income (average) :
    - Self Employment :
      - i) Upto Rs. 2500: 5%
      - ii) Rs. 2500-5000: 5%
      - iii) Rs.5000 to 7000: 2.5%
      - iv) Rs. 7500 & above: 2.5%
    - Wage Employment :
      - i) Upto Rs. 2500: 7.5%
      - ii) Rs. 2500-5000: 7.5%
      - iii) Rs.5000 to 7000: 0
      - iv) Rs. 7500 & above: 2.5%

**SUMMARY OF RESPONSES RECEIVED FROM BENEFICIARIES (PERSONNEL  
TRAINED BY TRAINING INSTITUTIONS) UNDER MoMSME SCHEME “ASSISTANCE TO  
TRAINING INSTITUTIONS”**

Period of Interview : 12.01.2012 to 16.01.2012.

1. No. of Modules Covered : 8
  
2. List of Modules Covered (with Module Code) : ESDP ON
  - I) Machining
  - II) Material Testing
  - III) Medical Transcription
  - IV) Mobile Repairing
  - V) Motor & Transformer Rewinding
  - VI) Motor Winding & Pumpset Repair
  - VII) Moulding & Pattern Making
  - VIII) MS Office & Internet
  
3. Total Beneficiaries interviewed (@5 Per Module):  $5 \times 8 = 40$
  
4. Classification of Beneficiaries as per their category:
  - A. General : 22.5 %
  - B. SC/ST : 32.5%
  - C. PH : 0%
  - D. NER : 20%
  - E. BC : 25%
  
5. Classification of Beneficiaries as per Gender:
  - A. Male : 72.5 %
  - B. Female : 27.5%
  
6. Distribution of Beneficiaries according to age
  - A. <18 Yrs : 0%
  - B. 18 – 22 Yrs : 52.5%
  - C. > 22 Yrs – 35 Yrs : 37.5. %
  - D. > 35 yrs : 10%
  
7. Breakup of Educational Qualification of the Beneficiaries Surveyed :
  - A. Illiterate : 0%
  - B. Upto 7<sup>th</sup> Pass : 2.5%
  - C. 8<sup>th</sup> Pass : 0%
  - D. 10<sup>th</sup> Pass : 32.5%
  - E. 12<sup>th</sup> Pass : 20%
  - F. Under Graduate : 27.5%
  - G. Graduate : 17.5%
  
8. Status of Beneficiaries before Training :
  - A. Employed : 37.5%

- B. Unemployed\* :62.5%  
 \*Students :30%

9. Type of Training Program attended :

- A. EDP :0%  
 B. ESDP :100 %  
 C. TOT :0%

10. Major Reasons of Training/Aspirations :

- A. Wage Employment :40%  
 B. Self Employment :20%  
 C. Skill Up gradation :35%  
 D. Dropped : 5%

11. Major reason for Selection of Particular Institute for Training:

- A. Encouraged the faculty/organizers : 12.5%  
 B. Govt. Recognised Training : 17.5%  
 C. Free of Cost Training : 47.5%  
 D. Training Conducting in vicinity :5%  
 E. Referred by Friends/Advt/Publicity: 17.5%

12. Location of Training Venue:

- A. Urban : 80%  
 B. Rural : 20%

13. Awareness regarding other Institutes offering similar Trainings:

- A. Yes: 42.5%  
 B. No: 57.5%

14. Overall Benefit from Training :

YES 72.5 %

NO: 27.5

15. Major benefits accrued to those who found Training useful:

- A) Self Employment :5 %  
 B) Wage Employment :12.5 %  
 C) Skill up gradation :55 %  
 D) Increase in Monthly Income (average) :  
 • Self Employment :  
 v) Upto Rs. 2500: 5%  
 vi) Rs. 2500-5000: 0%  
 vii) Rs.5000 to 7000: 0%  
 viii) Rs. 7500 & above: 0%  
 • Wage Employment :  
 v) Upto Rs. 2500: 0%  
 vi) Rs. 2500-5000: 12.5%  
 vii) Rs.5000 to 7000: 0  
 viii) Rs. 7500 & above: 0%

**SUMMARY OF RESPONSES RECEIVED FROM BENEFICIARIES (PERSONNEL  
TRAINED BY TRAINING INSTITUTIONS) UNDER MoMSME SCHEME “ASSISTANCE TO  
TRAINING INSTITUTIONS”**

Period of Interview : 16. 01.12 to 19.01.2012.

1. No. of Modules Covered : 8
  
2. List of Modules Covered (with Module Code) : ESDP ON
  - I) Multimedia & Animation
  - II) Mushroom Cultivation
  - III) OOPs through Java
  - IV) PC Maintenance
  - V) Plumbing & Sanitary Fitting
  - VI) Prog & Om for CNC M/cs
  - VII) Repair/Maintenance of Power supply, Inverter, UPS
  - VIII) Retail Management
  
3. Total Beneficiaries interviewed (@5 Per Module): 5 x 8 = 40
  
4. Classification of Beneficiaries as per their category:
  - A. General : 17.5 %
  - B. SC/ST : 37.5%
  - C. PH : 0%
  - D. NER : 5%
  - E. BC : 40%
  
5. Classification of Beneficiaries as per Gender:
  - A. Male : 67.5 %
  - B. Female : 32.5%
  
6. Distribution of Beneficiaries according to age
  - A. <18 Yrs : 0%
  - B. 18 – 22 Yrs : 70%
  - C. > 22 Yrs – 35 Yrs : 30%
  - D. > 35 yrs : 0%
  
7. Breakup of Educational Qualification of the Beneficiaries Surveyed :
  - A. Illiterate : 0%
  - B. Upto 7<sup>th</sup> Pass : 0%
  - C. 8<sup>th</sup> Pass : 0%
  - D. 10<sup>th</sup> Pass : 20%
  - E. 12<sup>th</sup> Pass : 45%
  - F. Under Graduate : 7.5%
  - G. Graduate : 27.5%
  
8. Status of Beneficiaries before Training :
  - A. Employed : 20%

- B. Unemployed\* :80%  
 \*Students :37.5%

9. Type of Training Program attended :

- A. EDP :0 %  
 B. ESDP :100%  
 C. TOT :0%

10. Major Reasons of Training/Aspirations :

- A. Wage Employment :65%  
 B. Self Employment :7.5%  
 C. Skill Up gradation :27.5%  
 D. Dropped : 0%

11. Major reason for Selection of Particular Institute for Training:

- A. Encouraged the faculty/organizers : 22.5%  
 B. Govt. Recognised Training : 32.5%  
 C. Free of Cost Training : 25.0%  
 D. Training Conducting in vicinity :7.5%  
 E. Referred by Friends/Advt/Publicity: 12.5%

12. Location of Training Venue:

- A. Urban : 82.5%  
 B. Rural : 17.5%

13. Awareness regarding other Institutes offering similar Trainings:

- A. Yes: 57.5%  
 B. No: 42.5%

14. Overall Benefit from Training :

15. Major benefits accrued to those who found YES 92.5 % ul:

NO: 7.5 %

- F) Self Employment :0 %  
 G) Wage Employment :12.5%  
 H) Skill up gradation :80%  
 I) Increase in Monthly Income (average) :  
 • Self Employment :  
 ix) Upto Rs. 2500: 0%  
 x) Rs. 2500-5000: 0%  
 xi) Rs.5000 to 7000: 0%  
 xii) Rs. 7500 & above: 0%  
 • Wage Employment :  
 ix) Upto Rs. 2500: 7.5%  
 x) Rs. 2500-5000: 5%  
 xi) Rs.5000 to 7000: 0%  
 xii) Rs. 7500 & above: 0%

- J) Other benefits : Certificate was awarded



**SUMMARY OF RESPONSES RECEIVED FROM BENEFICIARIES (PERSONNEL  
TRAINED BY TRAINING INSTITUTIONS) UNDER MoMSME SCHEME “ASSISTANCE TO  
TRAINING INSTITUTIONS”**

Period of Interview: 20.1.12 to 26.01.2012.

1. No. of Modules Covered : 8
  
2. List of Modules Covered (with Module Code) : ESDP ON
  - I) Security Guard
  - II) Sports Goods
  - III) Steel Fabrication
  - IV) TV Repairing
  - V) TIG/MIG Welding
  - VI) Training of Trainers
  - VII) Visual Effects
  - VIII) Wax Candle
  
3. Total Beneficiaries interviewed (@5 Per Module):  $5 \times 8 = 40$
  
4. Classification of Beneficiaries as per their category:
  - A. General : 20.5 %
  - B. SC/ST : 14.5%
  - C. PH : 0%
  - D. NER : 20%
  - E. BC : 65%
  
5. Classification of Beneficiaries as per Gender:
  - A. Male : 75 %
  - B. Female : 25%
  
6. Distribution of Beneficiaries according to age
  - A. <18 Yrs : 2.5%
  - B. 18 – 22 Yrs : 35%
  - C. > 22 Yrs – 35 Yrs : 42.5%
  - D. > 35 yrs : 20%
  
7. Breakup of Educational Qualification of the Beneficiaries Surveyed :
  - A. Illiterate : 2.5%
  - B. Upto 7<sup>th</sup> Pass : 0%
  - C. 8<sup>th</sup> Pass : 32.5%
  - D. 10<sup>th</sup> Pass : 35.5%
  - E. 12<sup>th</sup> Pass : 14.5%
  - F. Under Graduate : 2.5%
  - G. Graduate : 12.5%
  
8. Status of Beneficiaries before Training :
  - A. Employed : 62.5%

- B. Unemployed\* :37.5%  
 \*Students :25%

9. Type of Training Program attended :

- A. EDP :0%  
 B. ESDP :87.5 %  
 C. TOT :12.5%

10. Major Reasons of Training/Aspirations :

- A. Wage Employment :42.5%  
 B. Self Employment :42.5%  
 C. Skill Up gradation :15%  
 D. Dropped : 0%

11. Major reason for Selection of Particular Institute for Training:

- A. Encouraged the faculty/organizers : 5%  
 B. Govt. Recognised Training : 57.5%  
 C. Free of Cost Training : 22.5%  
 D. Training Conducting in vicinity :12.5%  
 E. Referred by Friends/Advt/Publicity: 2.5%

12. Location of Training Venue:

- A. Urban : 87%  
 B. Rural : 12.5%

13. Awareness regarding other Institutes offering similar Trainings:

- A. Yes: 52.5%  
 B. No: 47.5%

14. Overall Benefit from Training :

15. Major benefits accrued to those who YES 82.5 % usefu NO: 17.5

- A) Self Employment :30 %  
 B) Wage Employment :37.5%  
 C) Skill up gradation :15%  
 D) Increase in Monthly Income (average) :  
 • Self Employment :  
 i) Up to Rs. 2500: 20%  
 ii) Rs. 2500-5000: 0%  
 iii) Rs.5000 to 7000: 5%  
 iv) Rs. 7500 & above: 5%  
 • Wage Employment :  
 i) Up to Rs. 2500: 5%  
 ii) Rs. 2500-5000: 20%  
 iii) Rs.5000 to 7000: 12.5%  
 iv) Rs. 7500 & above: 0.%

E) Other benefits : Certificate is awarded

**SUMMARY OF RESPONSES RECEIVED FROM BENEFICIARIES (PERSONNEL  
TRAINED BY TRAINING INSTITUTIONS) UNDER MoMSME SCHEME “ASSISTANCE TO  
TRAINING INSTITUTIONS”**

Period of Interview: 26.1.12 to 07.03.2012.

1. No. of Modules Covered : 8
  
2. List of Modules Covered (with Module Code) : ESDP ON
  - I) Web Designing
  - II) Welding
  - III) SQL DBA
  - IV) Wireman Training
  - V) EDP
  - VI) Calibration of Instruments
  - VII) Basic Hydraulics
  - VIII) Two Wheeler Maintenance & Repair
  
3. Total Beneficiaries interviewed (@5 Per Module): 5 x 8 = 40
  
4. Classification of Beneficiaries as per their category:
  - A. General : 15 %
  - B. SC/ST : 35%
  - C. PH : 0%
  - D. NER : 10%
  - E. BC : 40%
  
5. Classification of Beneficiaries as per Gender:
  - A. Male : 75 %
  - B. Female : 25%
  
6. Distribution of Beneficiaries according to age
  - A. <18 Yrs : 7.5%
  - B. 18 – 22 Yrs : 42.5%
  - C. > 22 Yrs – 35 Yrs : 50%
  - D. > 35 yrs : 0%
  
7. Breakup of Educational Qualification of the Beneficiaries Surveyed :
  - A. Illiterate : 0%
  - B. Upto 7<sup>th</sup> Pass : 0%
  - C. 8<sup>th</sup> Pass :2.5%
  - D. 10<sup>th</sup> Pass :30%
  - E. 12<sup>th</sup> Pass :22.5%
  - F. Under Graduate :22.5%
  - G. Graduate :22.5%
  
8. Status of Beneficiaries before Training :
  - A. Employed :35%

- B. Unemployed\* :65%  
 \*Students :45%

9. Type of Training Program attended :

- A. EDP :12.5%  
 B. ESDP :87.5 %  
 C. TOT :0%

10. Major Reasons of Training/Aspirations :

- A. Wage Employment :80%  
 B. Self Employment :12.5%  
 C. Skill Up gradation :7.5%  
 D. Dropped : 0%

11. Major reason for Selection of Particular Institute for Training:

- A. Encouraged the faculty/organizers : 5%  
 B. Govt. Recognised Training : 32.5%  
 C. Free of Cost Training : 30%  
 D. Training Conducting in vicinity :27.5%  
 E. Referred by Friends/Advt/Publicity: 5%

12. Location of Training Venue:

- A. Urban : 80%  
 B. Rural : 20%

13. Awareness regarding other Institutes offering similar Trainings:

- A. Yes: 60%  
 B. No: 40%

14. Overall Benefit from Training

YES 87 %

NO: 12.5

15. Major benefits accrued to those who found Training useful:

- A) Self Employment :5 %  
 B) Wage Employment :30%  
 C) Skill up gradation :52.5%  
 D) Increase in Monthly Income (average) :  
 • Self Employment :  
 xiii) Upto Rs. 2500: 2.5%  
 xiv) Rs. 2500-5000: 2.5%  
 xv) Rs.5000 to 7000: 0%  
 xvi) Rs. 7500 & above: 0%  
 • Wage Employment :  
 xiii) Upto Rs. 2500: 2.5%  
 xiv) Rs. 2500-5000: 7.5%  
 xv) Rs.5000 to 7000: 15%  
 xvi) Rs. 7500 & above: 5.5%

- E) Other benefits : Certificate was awarded

➤ **Suggested measures to make Training more useful & result oriented w.r.t. following (Based on Beneficiaries Feedback):**

A. Modifications in existing Training Modules/programs as per Industry needs :

Course Content of most of the Training Module was sufficient however more practical work should be included in the Training programme so that trainees could learn practically what they have to do if they start their own enterprises or join any industry.

B. Introduction of New Training programs/modules as per Industry Needs :

Most of the Trainees contacted in the above mentioned Training Module were not able to answer that which type of New Courses should be introduced in the region.

C. Need for setting up of New Training Institutes particularly in rural / backward areas:

The above mentioned training programmes should be continued on a long term basis at local level (local / backward areas) so that students from upcoming generation could be benefited from the same. For this purpose there is need of setting up of wing of National EDIs at local level on permanent basis.

D. Providing Incentives to Trainees :

Based on the discussions with most of the Trainees, majority of the trainees indicated that there is need to introduce Stipend of amount Rs. 1000 – Rs. 1500 in the training programme which will be helpful specially for those trainees who are presently employed and take leave (on no work no pay basis) for attending the Training Programme for skill up gradation.

E. Any other aspects :

About 40% of total beneficiaries interviewed suggested that time duration for most of the above mentioned ESDP-Training Modules is too short and it should be a minimum of 200 hrs duration.

## **CHAPTER 5**

### **DATA ANALYSIS & SUGGESTIONS FOR MAKING ATI SCHEME MORE USEFUL & EFFECTIVE**

#### **5.1 EVALUATION & BENEFIT ANALYSIS/ASSESSMENT OF EDI/ATI SCHEME**

##### **5.1.1 Overall Benefit Analysis / Assessment**

###### **I. Relevance of EDI /ATI Scheme in the National Context**

- The Prime Minister's National Mission on Skill Development envisages a 3 pronged structure for skill development, which comprises of the Prime Minister's National Council on Skill Development, the National Skill Development Coordination Board and the NSDC. While the Council will set the basic principles, which will govern the overall strategy of skill development; and, the Board will integrate the efforts being made by various Government Ministries and Departments in the area of skill development; the important role assigned to NSDC consists of harnessing the energies of the private sector in supplementing the efforts being made by various Government entities. The specific mandate of the NSDC is to stimulate and co-ordinate private sector initiatives in the skill development sector, with a view to realising the core vision of the Prime Minister's Skill Development Council.
- The vision outlined by the Prime Minister's Council calls for serious up-scaling of the skill development targets. Hence, as against 40 million people currently, who have received any kind of formal or non-formal training, the vision envisages creation of a pool of 500 million skilled people by 2022. This translates into a rapid escalation of the training and skill development capacity, and, a quantum leap in the number of trades, wherein training is currently being imparted through existing institutes. The vision also emphasis, a high degree of inclusivity, which shall effectively deal with the current, divides prevailing in our society, such as gender, rural and urban, organized and un-organized employment, and, traditional and contemporary work places. In order to achieve the mission outlined in the vision, it has become imperative for Government to engage with the private sector, through long term partnerships to achieve synergy in delivery and implementation. The NSDC, therefore, is the important component of the overall roadmap for radically transforming India's skill landscape.
- NSDC with 34 Training Partners located throughout India have established a capacity to train approx 11 Million People per year. A large number of companies engaged in skill education in the country are fully

or partly funded by NSDC. For a partner to be approved, it should have long experience in Training and Skill Development; Financially Sound and should have a mechanism in place so that 70% of persons that are trained should get employment, Training should be Industry relevant and module should be sustainable. In accordance with National Policy on skill development, NSDC has setup 7 sectors skill councils till date and another 30 are under implementation in order to create a labour market information system, assess market demand and types of job available, ensure trainees are Industry ready etc.

- Considering the targets set up by GoI under National Skill Development Policy and the fact that approx 83 Million people in India today are either unemployable or inadequately skilled, EDI/ATI scheme of MoMSME assumes a lot of significance in the national context.
- MoMSME has mandated that 20% of all purchases by Central & State Government Ministries/ Departments and PSUs should be made from registered MSMEs, out of which 4% should be made from Tribal/Dalit enterprises. According to govt estimates, central govt procurement from small enterprise is expected to be worth Rs. 35000 Cr. annually of which approx Rs. 7000 cr will go to SCs/STs. This opens an arena for Backward Classes and if they are imparted skill development training & handholding support by EDIs / TIs under ATI Scheme of MoMSME, Backward Classes could setup small units and encash this opportunities.

## II. Efficacy, Impact and Sustainability of ATI Scheme

- The responses received from 4 National Level EDIs /TIs, 18 State/UT sponsored EDIs supported by MoMSME that have been provided Capital Grant under ATI Scheme for creating Training Infrastructure (out of a total of 30 Nos) and 2 PIs of NiMSME and benefits under the said scheme have been highlighted at Table 5.1.





**Table 5.1: Summary of responses received from National & State level EDIs /TIs and benefits under ATI/EDI Scheme of MoMSME**

S. No.	EDI/TI	Training Capacity (Nos) at any given time	Capital Grant Availed under EDI/ATI Scheme from MoMSME (Rs. Lakh)	Programme Support under ATI Scheme from MoMSME (2010-11 & 2011-12)			Approx Total No. of Trainees Trained during XIth Plan (all Type of Trainings)	Reported Benefits to Trainees		
				Support (Rs. Lakh)	Total Training Programmes Conducted (Nos)	Trainees Trained (Total Nos)		Self Employment (% of Total Trainees)	Wage Employment (% of Total Trainees )	
I.	NATIONAL LEVEL EDIs/TIs									
1.	NIMSME & 28 PIs	5340	Nil	2135	861	20873	60000	30	27	
2.	NIESBUD & 34 PIs	5410	Nil	2860	1761	43746	75000	6	20	
3.	IIE & 34 PIs	2520	Nil	2373	857	24661	60318	34	29	
Total		13270		7368	3479	89280	195318			
4.	NSIC Ltd	2000	Nil	1342	802	19288	50000	5	20	
Grand Total		15270		8710	4281	108568	245318			
II.	STATE /UT SPONSORED EDIS/TIs supported by MoMSME (out of a total of 30 Nos )									
			Total Requirement (Rs. Lakh)	MoMSME Capital Grant (Rd. Lakh)						
1.	TREC – STEP, Trichy	900	285	100	Nil	Nil	Nil	13188	30	60
2	IED, Bhubaneswar	700	628	150	Nil	Nil	Nil	18000	30	40
3.	KIED, Cochin	265	300	90	Nil	Nil	Nil	1000	20	50
4.	CSREM, Gajapati	300	697	97	Nil	Nil	Nil	3526	10	70

5.	EMDI, Jaipur	100	305	100	Nil	Nil	Nil	4131	30	40
6.	JKEDI, Srinagar	620	2294	150	Nil	Nil	Nil	11133	40	20
7.	IED, Patna	200	200	62	Nil	Nil	Nil	26312	30	30
8.	EDI, Chennai	100	200	100	64	40	1000	1400	27	30
9.	IED, Lucknow	150	150	75	Nil	Nil	Nil	18900	20	40
10.	Deshpande R, Karnataka	120	126	35	Nil	Nil	Nil	8470	58	15
11.	CED, Hyderabad	120	75	25	35	19	475	7000	32	24
12.	CED, Gandhinagar	5400	310	130	181	211	10942	32677	20	50
13.	EDII, Ahmedabad	500	117	117	-	-	-	7839	50	30
14.	CEDMAP, Bhopal	150	240	95	162	63	1745	5000	23	17
15.	EDI, Kolkata	120	246	100	Nil	Nil	Nil	4000	45	24
16.	CESBM, Ajmer	150	326	150	22	9	259	900	10	35
17.	CEDOK, Dharwad	100	454	97	40	21	579	53111	57	21
18.	MCED, Aurangabad	120	145	145	45	17	522	1000	30	20
<b>Total</b>		<b>10115</b>	<b>7098</b>	<b>1818</b>	<b>549</b>	<b>380</b>	<b>15522</b>	<b>217587</b>		
III. Other Training Institutions										
1.	<b>KITCO, Cochin</b>	<b>150</b>	<b>100</b>	<b>Nil</b>	<b>8</b>	<b>13</b>	<b>380</b>	<b>3372</b>	45	40
2.	<b>Periyar TBI, Thanjavur</b>	<b>120</b>	<b>200</b>	<b>Nil</b>	<b>25</b>	<b>17</b>	<b>425</b>	<b>2250</b>	40	30
<b>Total</b>		<b>270</b>	<b>300</b>		<b>33</b>	<b>30</b>	<b>805</b>	<b>5622</b>		

Source: Compiled by Consultants based on responses received



- Under EDI /ATI Scheme of MoMSME, 30 State / UT sponsored EDIs have been supported by providing Capital Grant under the scheme for setting up Training Infrastructure including Class Rooms, Training Halls, Teaching Equipments / Aids etc and since the inception of the said scheme from 1993 till 31st March 2011 a total Capital grant of Rs. 23.76 Cr. has been disbursed and utilized. This has translated into a Training Capacity of approx 0.60 Lakh Trainees per year on an average (based on single shift basis). It is estimated that under ATI Scheme during XIth Five Year Plan (Year 2010-11 & 2011-12) training has been imparted by States/UT sponsored EDIs to about 0.25 Lakh Trainees and a total of about 3.0 Lakh Trainees (all types of training) during entire XIth Plan period (2007-2011).
- During the XIth Five Year Plan under EDI/ATI Scheme, approx Rs. 5.57 Cr. (1st April,2007 – 31st March, 2011period) Capital Grant was provided to 12 State/UT Sponsored EDIs for setting up / Up gradation of their Training Infrastructure.
- After the revision of EDI Scheme and renaming as ATI Scheme in the year 2009-10 a Capital Grant of Rs. 3.85 Cr. to 6 State /UT sponsored EDIs was released by MoMSME for setting up of New EDIs/up gradation of existing EDIs till 31st March, 2011. (Source: MoMSME)
- In addition as per data provided by National & State level EDIs approx Rs. 100 Crore program Support under the ATI scheme would be utilized during 2010-11 & 2011-12 period for conducting approved Training Programs.
- Although the 3 National Level EDIs under MoMSME i.e. NIESBUD, IIE & NiMSME have not availed any Capital Grant under the said scheme of MoMSME but they have utilized Financial Support from MoMSME under the said scheme for meeting their revenue deficits till almost the Xth Five Year Plan Period. All these 3 EDIs put together have about 96 Pls located throughout India to impart training and enhance outreach. The total Training Capacity of these 3 EDIs and their Pls at any given point is approx 13270 Trainees and during XIth Five Year Plan they have provided Training (all types) to about 2 Lakh Trainees out of which 0.90 Lakh was under Programme Support from MoMSME under the said scheme for conducting approx 3500 approved Training Programmes.
- NSIC Ltd (PSE) has not availed any Capital Grant under the said scheme of MoMSME for either setting up their Technical Services centres or up-gradation but are imparting Training specially in Hard Skills on National Level through their 8 Technical Services Centres and during the XIth Five Year Plan have trained approx 0.50 Lakh Trainees out of which 0.19 Lakh Trainees were trained through 802 Training Programmes conducted from Programme assistance obtained from MoMSME for conducting standard

approved Training modules under ATI scheme. NSIC as a whole has a training capacity of approx 2000 at any given point of time

- Since the requisite Training Infrastructure & Faculty is in place including 3 National Level EDIs under MoMSME & their 96 PIs, NSIC Ltd and 30 State/UT sponsored EDIs for Training approx 0.30 Lakh Trainees at any given point of time (single shift basis) or approx 1.2 Lakh Trainees per annum, availability of Financial Support for conducting approved Training Programmes from MoMSME and other paid trainings (trainee / industry sponsored), the functioning of the EDIs /TIs under the scheme is sustainable.

### **5.1.2 Efficacy of EDI/ATI Scheme in meeting requirement of Industries and Aspirations of Trainees**

- I. Designing of Course content of Training & Skill Development Programmes by EDIs /TIs to suit Industry / Trainee needs
  - The EDIs /TIs generally adopt and follow standardized course content and course duration of approved Training Modules as specified by MoMSME.
  - Additional Course Content is added/course modified based on advice of experts from the industry, feedback received from earlier batches of trainees, Industry Associations at local level and Training needs highlighted by potential trainees.
  - Mostly all EDIs in their Training Programmes invite DIC officials, Bankers, Industry association Representative, Placement agencies and prospective employers to make them more useful and result oriented for trainees.
  - NSIC modifies the course based on survey carried out by NSIC – NTSCs & NTSECs at local level covering unemployed youths and Industries and their needs. Thus Training imparted by NSIC has resulted in reduction in shortage of trained manpower among local industries.
  - TREC-STEP carries out a detailed market survey for the broad identified technologies, based on the analysis of the information collected from relevant Industry, Consumers and Prospective unemployed youth; these broad areas are fine-tuned in to emerging technologies trades for which curriculum is developed using own and networked experts. Constant scanning of market is being carried out by the Institute for Emerging Technology fields with good job potential and based on that modification is being done in course content.
- II. Support extended by EDIs/TIs to trained personnel in setting up their own Enterprises or obtaining wage employment

- Almost all EDIs / TIs are extending handholding support after imparting Training in order for the trainees to setup their enterprise / to obtain wage employment and a few examples are provided below:

#### 1. NIMSME, HYDERABAD

- The follow-up activities are conducted for 6 months after training. The candidates trained programme-wise are called for a meeting to understand the candidates' problem in setting up and running of the units. A committee with the trainer, official from DIC and one or two govt. officials from corporations is constituted. The committee members interact with candidates and provide suggestions/supports to facilitate the process in setting up of enterprises.

#### 2. IIE, GUWAHATI

- After completion of training, the follow up is conducted through various mode like telephonic interaction, personal contacts, group wise follow-up meetings and interaction with registered Udyami Mitras. The follow up is taken up two times during the training and once every quarter after completion of training.
- The institute provides handholding support under RGUMY scheme for all participants willing to take up self employment. The support is provide in the form of Direct Counselling, Project report preparation, guiding/tie-ups with various self employment schemes, formation of organization, DIC registration, other registrations & statutory requirements, provide help regarding machinery, technology, finance, marketing support etc. This is done at individual levels and as per requirement of the beneficiary.
- For placement of trained personnel, the job is outsourced in 12 states locally as per their demand chart with regular review by the 5 member ESDP committee of IIE.

#### 3. NSIC LTD

- NSIC Creates awareness and provides handholding support for setting up an enterprise/obtaining wage employment in the following ways:
  - "Kamyabi Ki Uran" a TV programme (broadcasted on DD National Channel) for awareness creation among unemployed youth.
  - Organizes Campus Interviews for trainees and Invites several industries for Job
  - It also provides Hand holding support to Trainees under RGUMY scheme of MoMSME for setting up their own enterprises after completion of Training.
  - It also organizes Entrepreneurship Orientation Programs (EOPs) in Schools and Colleges.

- Incubation Centres provide “Hands on Training” to prospective entrepreneurs. Under this the Trainee is charged Rs. 500/- for almost 2 Months training and assistance for Market Survey, Project Report Preparation and obtaining loans from banks.

#### 4. EDI-Kolkata

- Self Employment
  - Assistance in getting finance from commercial Banks/Corporations
  - Preparation of Project report
  - Conducting market survey
  - Receiving EM-1
  - Allotment of land in industrial area
  - Getting Trade License
  - Approval under Govt. sponsored schemes i.e. PMEGP (Central Govt. scheme), Banga Swanirvor Karmasansthan Prakalpa (BSKP -West Bengal State Govt. scheme) in some districts.
- Feedback
  - In sponsored Training Programs the frequency of feedback is once in a month and in others it is once in two weeks
  - Feedback is taken regularly through telephonic/personal interviews and structured feedback forms
- Wage Employment
  - Conducting Follow up programs for each EDP/SEDP and SDP after the training. Providing handholding support to resolve problems.

#### 5. TREC-STEP, Tiruchirappalli, Tamil Nadu

- After completion of the training programme, TREC-STEP provides the following support services to the trainees:
  - One-to-one Mentoring for Nurturing of Innovative Business Ideas (Processes, Products and Procedures)
  - Project Report Preparation
  - Liaison with the bankers
  - Financial support to innovative Ideas under TDB Seed Funding Scheme
  - Helps in commercialization of products
  - Technical Support
  - Management Support
  - Soft skill training for better work spot integration by Trainees
  - Placement assistance by organizing Campus recruitment drives

### III. EDIs Perspective w.r.t Benefits

➤ As per 4 National Level EDIs/TIs and 20 State level EDIs / TIs contacted, the said scheme of MoMSME is highly successful w.r.t the following:

- Meeting the Aspirations of Unemployed youths trained in getting wage/self employment. According to them on an average 30% of all trainees were successful in setting up their enterprises and approx 32% were able to obtain wage employment. The average monthly gain in self employment was approx. Rs. 6500 p.m whereas in the case of wage employment it was approx. Rs. 4500 p.m.
- Meeting the requirement of Industries in terms of enhancing availability of skilled / trained manpower as per their needs & reduction in skill gaps
- Promotion & setting up of new EDI's in the country to extend Training / Skill Development facilities to unemployed youths and also further handholding support for establishment of their micro /small enterprises by EDIs as part of ATI Scheme as well as under linkage with other govt. schemes such as PMEGP, RGUMY etc.
- In promotion of Entrepreneurial culture in the country.
- Creation of better work options, higher income sources & Socio-economic development of Trainees and their families.
- Through training and subsequent self/wage employment the unemployed youths particularly in backward districts of India and those affected by naxalite/terrorist activities are distracted from being allured in such anti-social activities.

#### IV. Beneficiaries (Trained Personnel) Perspective w.r.t Benefits

➤ The Feedback/Views provided by 340Nos of beneficiaries contacted by the consultants related to benefits accrued to them after Training and handholding support provided by EDI /TI are summarized below:

- Majority of the beneficiaries (on an average 75%) were unemployed at the time of Training and after training benefited in terms of wage/self employment.
- The major reasons of training / aspirations as indicated by trainees included wage employment (45%), Self Employment (30%) and these were met.
- Majority of the trainees found the quality and level of the Training Institute and their Faculty as per expectation. The Training Course content was found to be adequate as per their needs and requirement of the industry. However incase of ESDPs they felt that for proper practical training the duration of every ESDP should be enhanced to a minimum of 200 Hrs.
- Majority of the trainees (75%) indicated that Training was beneficial to them in the following ways:



- Approx 20% were able to setup their enterprises and 30% obtained wage employment.
- Increase in monthly income (average) incase of self employment Approx.Rs. 5500.
- Increase in monthly income (average) incase of wage employment Approx 4000.
- The other benefits included increase in social status, transfer of benefits to future generation etc.
- Under ATI Scheme majority of the EDIs /TIs are providing handholding support to trainees for obtaining wage employment (in the form of Campus Interviews, Information on Prospective employers) and self employment (in the form of advisory support services till EM 1 stage as part of Training or further through other schemes i.e. PMEGP, RGUMY etc).

### **5.1.3 Cost Benefit Analysis of EDI/ATI Scheme**

- It is estimated that the total people trained by State/UT sponsored EDIs provided Capital Grant for setting up their Institutes during Xth & XIth five year plans for all types of training were approx 5 Lakh Nos.
- Considering on a conservative basis that approx 50 percent of Trainees got self/wage employment and average increase in annual income of Rs. 0.50 Lakh/Trainee this amounts to income/employment generation to the tune of approx Rs. 1250 cr. over 10 years period of training since the State/UT sponsored EDIs were set up.
- The Total Capital investment in setting up 30 State/UT sponsored EDIs that are supported by MoMSME (MoMSME + State Govt. + Institute/other source contribution) is approx Rs. 200 cr. only that results on (an average) of employment creation worth Rs. 125 crore per year. Hence the Catalytic role played by Central Govt. (MoMSME) in creation of Training Infrastructure under EDI/ATI scheme and employment generation is highly beneficial & cost effective and the scheme should be extended in the XIIth Five year plan as well.

## **5.2 AVERAGE COST PER TRAINEE FOR IMPARTING TRAINING & MAJOR COST COMPONENTS (EDP & ESDP)**

- Estimated Costs for Conducting a Standard EDP & ESDP (200 hrs duration) has been worked out by the Consultants based on inputs obtained from various EDIs contacted & own assessment and are provided below.
- The Estimated average Cost for conducting standard EDP Program of 72 hrs duration & for 25 trainees per batch & major Cost Components are detailed at Table 5.2

**Table 5.2**  
**Estimated Average Cost for Conducting Standard EDP - 72 Hours Duration for batch of 25 Trainees**

S. No	Particulars	Rs.
1	Promotional & Pre Training Expenses (Advertisement, Selection of Beneficiaries, Infrastructure Arrangement)	10000
2	Inauguration Expenses, Banner & Photograph	10000
3	Rent for training hall (with Audio & LCD facility) @ Rs. 1000 per day X 12 days	12000
4	Booklet, Pen, Pad & Folder for trainees@ 100 x 25 Nos	2500
5	Snacks/Tea/Refreshments for trainees & training staff @Rs. 40 per day x 30 x 12 days	14400
6	Trainer salary + Travel Allowance @Rs.750 X 48 sessions (72 hrs)	36000
7	Valediction Expenses	5000
8	Follow up work till six months after training	12500
9	Administrative Expenses, Support Staff & Misc expenses	10000
	<b>Total</b>	<b>112400</b>

The average Cost per participant per hour for conducting standard EDP program by EDI/TI works out to approx Rs. 62.50 and this cost would be almost the same for Urban/DHQ/Rural areas as decrease in certain heads would be offset by increase in others.

- The Estimated average cost for conducting standard ESDP Program of 200 hrs duration & for 25 Trainees per batch & major cost components are detailed at Table 5.3.

**Table 5.3**  
**Estimated Average Cost for Conducting Standard ESDP - 200 Hours Duration for batch of 25 Trainees**

Sl.No	Particulars	Rs.
1	Promotional & Pre Training Expenses (Advertisement, Selection of Beneficiaries, Infrastructure Arrangement)	10000
2	Inauguration Expenses, Banner & Photograph	15000
3	Rent for training hall (with Audio & LCD facility) @ Rs. 1000 per day X 34 days	34000
4	Booklet, Pen, Pad & Folder for trainees@ Rs. 150 x 25 Nos	3750
5	Snacks/Tea/Refreshments for trainees & training staff @Rs. 40 per day x 30 x 34 days	40800
6	Trainer Salary + Travel Allowance–EDP@ Rs. 750 x 48 Sessions (72hrs)	36000
7	Trainer salary + Travel Allowance-ESDP @Rs.750 X 85 sessions (128 hrs)	63750
8	Tool Kit/Material Used for practical training, m/c hiring charges & conveyance for field visits @ Rs. 3500/Trainee x 25	87500

9.	Valediction Expenses	5000
10	Follow up work till six months after training including assistance for Project Report Preparation & project implementation till EM 1 (@ Rs. 1000 per trainee x 25 Nos)	25000
11	Administrative Expenses, Support Staff & Misc expenses	20000
	<b>Total</b>	<b>340800</b>

The average cost per participant per hour for conducting standard ESDP program by EDI/TI works out to approx Rs. 68 and this would almost be the same for Urban /DHQ/Rural Area.

### 5.3 SUGGESTED MODIFICATIONS TO BE CARRIED IN ATI SCHEME /BUSINESS PROCESS RE-ENGINEERING

#### 5.3.1 Procedures adopted in implementation

- EDIs/TIs file their Program Schedule for Approval & Sanction to MoMSME for next Financial Year and timely approval and sanction of funds is necessary so as not to delay the Training Program Schedule. Currently, however, there are periodical meetings every year for scrutiny and approval/sanction of funds by M/o MSME and hence this issue is seemingly being addressed.
- Since the EDI/TI has to incur almost 100% of the expenses beforehand for conducting the training Programme under the scheme and are reimbursed the same only after successful completion of Training and due verification & processing of their claims by MoMSME that inturn takes at least two more months the entire process creates a lot of Financial burden on EDIs/TIs. It is suggested that incase of 3 National level EDIs under MoMSME and their PIs; NSIC Ltd and all State/UT sponsored assisted EDIs by MoMSME there should be a provision for providing at least 40% of their total sanctioned amount as advance enabling them to meet a part of their expenses and balance on successful completion of Training.

#### 5.3.2 Content of the Scheme

- I. Assistance to 3 National Level EDIs (NIESBUD, NIMSME & IIE) under the ATI Scheme to meet Revenue Deficit (if any)

<b><u>Present</u></b>	<b><u>Proposed Amendment</u></b>
<b><u>Under Clause 3.1.1 (i):</u></b> Assistance may be provided under the scheme for creation or strengthening/expansion of infrastructure, including opening of new branches/ centres and meeting revenue deficit, if any, to national level EDIs [presently 3 namely - NiMSME, Hyderabad; NIESBUD, Noida and IIE, Guwahati.	Since these 3 EDIs are self sustainable in their operations due to programme assistance under the said scheme and through paid trainings hence it is suggested that this facility should be discontinued

II. Amount of Capital Grants to EDIs under the scheme for Training Infrastructure Setting Up/up gradation

<b><u>Present</u></b>	<b><u>Proposed Amendment</u></b>
<p><b>Under Clause 3.2.2 (i):</b> Maximum assistance under the scheme will be restricted to Rs. 150 lakh in each case. However, for State level EDIs sponsored by the concerned State/UT Government in the North Eastern region (including Sikkim) or Union Territories of Andaman &amp; Nicobar and Lakshadweep Islands, the maximum assistance would be Rs. 270 lakhs or 90 percent of the project cost, whichever is less.</p>	<p>Since the cost of setting up a decent EDI has gone up substantially hence the maximum assistance should be enhanced to Rs. 300 Lakh (Rs. 540 Lakh in case of EDIs sponsored by State/UT govts in NER including Sikkim or UTs of Andaman &amp; Nicobar and Lakshadweep Islands.)</p>

III. Amount of Training Programme assistance under the scheme to EDIs for conducting approved Training Modules

<b><u>Present</u></b>	<b><u>Proposed Amendment</u></b>
<p><u>Under Clause 3.3.2 (i):</u></p> <ul style="list-style-type: none"> <li>❖ For SC/ST/PH/NER/NER+ Categories: Rs. 60/- for DHQ; Rs. 50/- for Urban areas other than DHQs and Rs. 40/- for rural areas per participant per Hr.</li> <li>❖ For other categories of candidates : Rs. 50/- for DHQ; Rs. 40/- for Urban areas other than DHQ and Rs. 30/- for Rural areas per participant per Hr.</li> </ul> <p>For ToT : Rs. 60/- Per Trainee Per Hr.</p>	<p>Since the cost of Conducting Training Programmes has gone up substantially and upward revision in Assistance from present levels appears to be necessary and following is suggested:</p> <ul style="list-style-type: none"> <li>• The assistance (Rs. Per Trainee per Hour) for all categories of trainees should be the same.</li> <li>• The proposed assistance (Rs. Per Trainee per Hour) for EDP programme should be Rs.65 in DHQ &amp; other Urban Areas.</li> <li>• The proposed assistance (Rs. Per Trainee per Hour) for ESDP Programme should be Rs.70 in DHQ &amp; other Urban Areas.</li> <li>• For NER &amp; NER+ categories it is proposed that additional 20% should be paid for DHQ &amp; other Urban Areas due to difficult terrain of these regions</li> <li>• An additional incentive for</li> </ul>

	<p>conducting programmes in rural &amp; backward districts should be @ 10% of the above.</p> <ul style="list-style-type: none"> <li>The proposed assistance (Rs. Per Trainee per Hour) for ToT Programme should be Rs. 90/-.</li> </ul>
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#### IV. Approved Training Modules under ATI Scheme

- The course content of the Approved Training Modules (119) of MoMSME need thorough review & updation based on present Industry needs & changing business environment. For example the PCB Design ESDP Training Module presently covers only upto 2 Layers where as the Industry needs upto 16 layers hence this needs updation.
- List of suggested new Training Courses/Modules (upto 300 hrs duration) to be added in Approved List of MoMSME that are highly Industry Relevant
  - ESDP in Art & Craft
  - ESDP in Automobile Servicing
  - ESDP in Forest Products
  - ESDP in Paper Products
  - ESDP in Nursery Maintenance
  - ESDP in Bee Keeping and Honey Processing
  - ESDP in Bamboo Craft
  - ESDP in Banana Fiber Products
  - ESDP in Wireless Technology
  - ESDP in Information Security
  - ESDP in Aya's/Nurses Training (Caretaking)
  - ESDP in Midfery Assistant
  - ESDP in Shuttering Carpenter
  - ESDP in Crane & Other EME Operator
  - ESDP in Masonry
  - ESDP in Laptop Repairing
  - EDP & ESDP on cane and bamboo
  - ESDP on Sericulture
  - ESDP on SAS
  - ESDP on Robotics
  - ESDPs to be introduced related to IT & ITES sector :
    - Information Communication Technologies
    - VLSI Design & Embedded Systems
    - PCB & Mother Board Design upto 16 Layers
    - Computer Hardware & Networking
    - BPO/KPO Operation
    - Desktop Publishing
    - Data Entry

- SAP/ERP
- Application & Systems Software Development
- Electronic Waste Management
- Computer repairing

22. ESDPs to be introduced related to Food, Chemicals & Pharma sectors:

- Physio-Chemical & Microbiological Testing
- Operators for equipments such as Centrifuges, Mixtures, Grinders, Filtration, Tableting/ Capsuling, Syrup manufacturing automatic lines, Vacuum Packaging, Sterilization, Reactors, Distillation Columns etc
- Packaging Technologists
- Herbal/Ayurvedic Formulations
- QMS for Pharmaceuticals i.e. GLP, cGMP, WHO – GMP
- QMS for Food Processing such as HACCP, GMP, GHP
- Other TQM such as ISO : 14000, ISO : 22000 etc
- Drug Information, Export Documentation and QC
- Meat & Seafood Processes products (Sterilization, Incineration, Automatic canning lines, IQF, Automatic Products processing & Packaging lines)
- Lab Technicians (Microscopes, HPLC, GC, Spectrophotometer etc)
- Medical Lab Technologist (Diagnostic lab test, serological test etc)
- QC & Certification
- Safety, Health & Environment
- Electronic Medical instruments operators

23. ESDPs to be introduced related to Auto Components sectors

- Fitters
- Welders
- CNC M/c Operators & Programmers
- Powder Coating
- Jigs & Fixture Design & Maintenance
- Moulds & Tools Design
- Tool Room M/c Operators
- CAD/CAM
- Sheet Metal Fabrication

24. ESDPs to be introduced related to Textile Sector:

- Motor winding
- Garment Manufacturing (Automatic Stitching M/c, Computerized Fabric Knitting M/c, Computerized Embroidery M/c, Computerized Woven Labels M/c etc)
- Repair & Maintenance of Computerized M/c
- Testing & QC
- Design based on CAD

- It is suggested that new ESDP Training Courses/Modules (upto 300 hrs duration) should be added in Approved List of MoMSME that are highly Industry Relevant and have high degree of employability for the trainees as suggested above. This could be achieved by setting up a Core Committee by MoMSME Comprising of representatives from MoMSME, EDIs/TIs, Apex Sectorial Industry Associations, NSDC (Sectorial Committees etc).
- Out of 111 approved ESDPs of MoMSME, majority i.e. 66 nos are only of 125 Hrs duration & 2 Modules of 150 hrs duration. All these need to be extended to atleast 200 hrs duration in order to cover Practical Training Component during Training Module/Course.

#### V. Other amendments

- Central Government nominated representatives should try and attend maximum Board meetings during Development of the State /UT sponsored EDIs & their subsequent functioning, so that their expertise & guidance is available to the EDIs and for proper maintenance of records, monitoring of training activities & performance and to ensure proper utilization of training infrastructure.
- Videoconferencing, web based training should be introduced in the Scheme to cover multiple locations & enhance outreach particularly in rural areas and provide effective monitoring mechanism w.r.t. Training Programs being conducted from time to time. The cost for setting up requisite systems would be supported by MoMSME under ATI Scheme as Capital Grant towards teaching aids/equipment.
- The prime method of identification of Trainees adopted by majority of the EDIs/TIs at present is through release of advertisements in National & Local dailies In addition it is suggested that the EDIs / TIs could also advertise on the Local Cable Network to create greater awareness about the Scheme in the public.
- The success of the Training imparted by EDIs/TIs under the scheme should be measured in terms of actual Enterprises setup by trainees after Training and subsequent handholding support provided by the respective EDIs/TIs. For this the suggested target should be at least 20% of the total number of trainees for each EDI/TI.
- National & Regional level meetings/seminars may be organized by MoMSME for sharing of good/best practices among EDI/TIs.
- The Entrepreneurship motivation among unemployed youths could be enhanced by following measures:
  - Panel of eminent successful Entrepreneurs to interact with prospective Entrepreneurs to share their success stories either face to face or through video conferencing.
  - Online EDPs and Sector specific ESDPs should be encouraged through web based learning and Video Conferencing to enhance outreach.
  - Training Programmes should be fine-tuned based on local needs in different regions / states of the country as suggested by EDIs.

### **5.3.3 Need for promotion of New EDIs in the country based on resource gap**

- It is observed that substantial number of EDIs / TIs exist across the country imparting various types of Training & Skill development programs. Prominent among these include 3 National Level EDIs and their 96 PIs; 11 Technical Services Centres of NSIC Ltd, 58 Nos of MSME DIs and their branch DIs; 14 Nos of TRTC etc under MoMSME. In addition Training is also being imparted by other organizations through their Institutes e.g. NSDC, NIFTEM, NIPEAR, CFTC, ESTC etc.
- Thus there are sufficient number of EDIs/TIs already existing in the country and if at all any new EDIs need to be promoted this should be based on Regional analysis of existing EDIs/TIs and specific need/requirement for setting up of additional EDIs/TIs.
- The idle facilities /excess capacities of Govt. EDIs/TIs wherever available should be utilised through MoMSME by reputed/accredited National & State level EDIs on PPP model and revenue sharing basis in order to impart training to more people.



## Annexure 2.1

### Questionnaire for EDIs/TIs supported by MoMSME under the Scheme “EDI/ATI”

1	Name & Address of the EDI/TI		
2.	Contact                      Phone                      Nos:  Fax:  Email:  Website:		
3.	Name & Designation of the Respondent		
4.	Year of Establishment of EDI/TI		
5.	Name of Head of the Institute & Designation		
6.	Type of EDI/TI <b>(Mark the appropriate box)</b>	<input type="checkbox"/> National	<input type="checkbox"/> State <input type="checkbox"/> UT
7.	Major Objectives & Goals of Setting Up of the Institute, present Activities ( Major Training programs/Courses being offered) (Kindly provide copy of Latest Annual Report & Brochure)		
8.	Organizational & Administrative Structure/Set up of the Institute		
9.	Kindly provide details of Training Infrastructural facilities & faculty available at the Institute including Pl's :		
	<ul style="list-style-type: none"> <li>▪ Overall Training capacity (Nos) at any given time</li> </ul>		
	<ul style="list-style-type: none"> <li>▪ Land (acres)</li> </ul>		
	<ul style="list-style-type: none"> <li>▪ Building( Class Rooms, Labs, Library, Auditorium,Canteen etc)</li> </ul>		
	<ul style="list-style-type: none"> <li>▪ Major Training Equipment / Aids</li> </ul>		

	(Please provide List)						
	<ul style="list-style-type: none"> <li>Training Faculty           <ul style="list-style-type: none"> <li>(a) In-house (Designation &amp; Nos)</li> <li>(b) Outsourced (Designation &amp; Nos)</li> <li>(c) Major Capacity Building Measures adopted</li> </ul> </li> <li>Hostel Accommodation</li> <li>Faculty Accommodation</li> <li>Other (s)</li> <li>Approx. Total Capital Investment as on 31<sup>st</sup> March, 2011 for the above (Rs. Lacs)</li> </ul>						
10.	Kindly Provide Details on the Capital Grants Availed from MoMSME under the said Scheme, State Govt. & other sources towards meeting Expenditure for Setting UP/Upgradation of Training facilities at your Institute / Pls						
	S. N	Year	Total Requirement (Rs. Lacs)	Your Contribution /Other Sources (Rs Lacs)	Grant from MoMSME (Rs. Lacs)	Grant from State Govt. (Rs. Lacs)	Purpose & Benefits accrued
	1.						
	2.						
	3.						
	4.						
	Note: If possible provide copy of Application (s) submitted to MoMSME for Grant Request						
11.	Have you also availed of financial Assistance from MoMSME under the said Scheme for meeting your Revenue Deficit during the XIth Five Year Plan. If yes provide Details: <b>(This question is only relevant to National Level EDI's under MoMSME)</b>						
	S.N	Year	Total Revenue (Rs. Lacs)	Total Expenditure Incurred (Rs. Lacs)	Revenue Deficit & Assistance from MoMSME (Rs. Lacs)	Purpose & Benefits accrued	
	1.	2007-08					
	2.	2008-09					
	3.	2009-10					
	4.	2010-11					
	5.	2011-12					
12.	Did you also avail any Program Support from MoMSME under the said scheme for conducting Approved Entrepreneurship Training Programmes (EDPs, ESDPs & ToTs). If yes kindly provide Details:						

S N	Year	Total Cost of Conducting Training Programs (Rs. Lacs)	Total Program Support Received from MoMSME (Rs. Lacs)	Total Nos. of Training Programs conducted	Program Modules Covered (Type & Description)	Total Duration (hrs) of all programs conducted	Total nos of Trainees trained
2.	2010-11						
3.	2011-12						
	<b>TOTAL</b>						
13.	Kindly provide broad major Head wise cost breakup for the total cost/expenditure incurred in conducting all the above Training programs:						
14.	Do you provide any further support (Information Dissemination, Handholding etc) to trained personnel in setting up their own Enterprises or obtaining wage employment? If yes, how:						
15.	<p>According to you how have the unemployed youths benefited from your Training Programmes conducted during XI<sup>th</sup> Five Year Plan period</p> <p>a) Total number of persons trained (all types of training programs) : <input type="text"/></p> <p>b) Approx Percentage of these Trainees who started their own Ventures/Set Ups (Self Employment): <input type="text"/> % &amp; approx. average Increase in their Monthly Incomes: Rs. <input type="text"/></p> <p>c) Approx percentage of these Trainees who joined other Industries/Set Ups (Wage Employment) : <input type="text"/> % &amp; approx. average Increase in their monthly Incomes: Rs. <input type="text"/></p> <p>d) Any other Benefits: <input type="text"/></p>						
16.	<p>How do you design the course content of your Training &amp; Skill Development Programs to make them highly useful &amp; result oriented:</p> <p>a) On your Own <input type="text"/></p> <p>b) Based on Requests received from unemployed youths <input type="text"/></p> <p>c) Based on Requests received from Existing nearby Industries/Industry Associations based on their Manpower Needs &amp; existing skill-gaps <input type="text"/></p> <p>d) Any other Aspects/Consideration <input type="text"/></p>						

17.	What according to you have been the major benefits to nearby Industries due to Training & Skill Development being imparted at your Institute	
	a) Reduction in Shortage of Trained Manpower:	
	b) Increase in Industrial Cluster Turn Over :	
	c) Any Other Aspect (s) :	
18	According to you are there any Training Areas, Needs/Requirements of unemployed persons & nearby Industries that approach you that have not been met at your Institute? <b>(Please put 'Y' for Yes, 'N' for No)</b> <input type="checkbox"/>	
	If Yes, please suggest measures to bridge the gap.	
	a) Modifications in existing Training Modules at your Institute:	
	b) Introduction of New Training Modules at your Institute	
	c) Promotion of New EDI's in the Region :	
	d) Any other Aspect (s) :	
19.	Do you feel the MoMSME scheme "Assistance to Training Institutions" has been successful in: <b>(Please Put 'Y' for Yes &amp; 'N' for No)</b>	
	a) Meeting the Aspirations of Unemployed youths trained in getting wage/self employment	<input type="checkbox"/>
	b) Meeting the Requirement of Industries & reducing skill gaps	<input type="checkbox"/>
	c) Promotion & Setting up of new EDI's in the country	<input type="checkbox"/>
	d) In promotion of Entrepreneurial culture in the Country	<input type="checkbox"/>
	e) Being Cost Effective	<input type="checkbox"/>
20.	Do you have any suggestions w.r.t:	
	a) Enhancing the efficacy of the Scheme to meet the aspirations of unemployed youth & requirements of industries, promote Entrepreneurial Culture & to make it more useful & successful	
	b) Any Modifications/changes to be carried out in the content of the scheme:	
	<ul style="list-style-type: none"> <li>▪ Approval Procedures adopted by MoMSME.....</li> <li>▪ Amount of Capital Grants for Training Infrastructure setting up /upgradation .....</li> </ul>	

- Financial Assistance for meeting Revenue Deficit  
.....
- Amount of Training Program Assistance provided by MoMSME  
.....
- List of Approved Program Modules (About 119 at present) and any changes suggested :
  - a) Upgradation of Course Content & Course Duration (hrs).....
  - b) List of New Training Courses (upto 300 hrs duration) to be added in Approved List of MoMSME that are highly Industry Relevant:  
.....
- Documentation & Reporting.....
- Any new component to be added in the said scheme  
.....

**QUESTIONNAIRE FOR ALL INDIA LEVEL/SECTORAL INDUSTRY ASSOCIATIONS**

1. Name & Address of the Association:

.....  
.....  
.....

2. Contact Phone Nos:

.....  
.....

Fax :

.....  
.....

Email :

.....  
.....

Website:

.....  
.....

3. Name & Designation of the Respondent

.....

4. Type of Industry Association: ALL INDIA / SECTORIAL

5. If Sectorial Association, representing Sector :

.....

6. Main Functions of the Association & Services provided to members

.....  
.....  
.....  
.....  
7. Total Nos. of Registered Members at present:  
.....

8. Are you aware that a number of Entrepreneurship Development Training Institute (EDIs) have been setup in the country under MoMSME Scheme “ Assistance to Training Institutions”:

Yes ☐ No ☐  
9. According to you, Is Trained Manpower easily available in the Country (on overall & Sector specific Industry needs basis). What are the prominent existing skill gaps ?

.....  
.....  
.....  
.....  
.....  
.....  
.....  
.....  
10. Kindly provide List of few Prominent Training & Skilled Development Institutes that are producing Trained Manpower(overall basis) & specifically for your sector:

1. ....
2. ....
3. ....
4. ....
5. ....

.....  
11. Are the Existing Training Institutes able to bridge the existing skill gaps related to trained manpower. If not , what are the suggested measures to be adopted :

- a) Modifications in Course Contents of existing Standardized Training & Skill upgradation modules/programs offered by Training & Skill Development Institutes:

.....  
.....  
.....

b) Introduction of New Training Modules/Programs based on Industry Requirements:

.....  
.....  
.....

c) Setting up of new specialized Training & Skill Development Institutes in the country :

.....  
.....  
.....

12. Has any study been undertaken by your Organization/other organizations to estimate the Requirement for trained manpower & its anticipated availability & skill gaps mapping. If so kindly provide brief details on the outcome:

.....  
.....  
.....  
.....  
.....  
.....  
.....



**QUESTIONNAIRE FOR BENEFICIARIES (PERSONNEL TRAINED BY TRAINING INSTITUTIONS) UNDER MoMSME SCHEME “ASSISTANCE TO TRAINING INSTITUTIONS”**

1. Name :  
 .....  
 .....  
 .....  
 .....
2. Gender : ..... 3. Age: ..... Yrs
4. Contact Address, Phone Nos. & Email ID :  
 .....  
 .....  
 .....  
 .....
5. Category: General / SC / ST / PH 6. Educational Qualification:.....
7. Name & Address of Training Institution where Trained and why you selected this:  
 .....  
 .....  
 .....  
 .....
8. Name of the Training Program Module, Broad Course Content & Training Venue:  
 .....  
 .....  
 .....
9. Period of Training : **From** ..... **To** ..... & **Total Duration** : (Hrs .....)
10. Major objective (s) of attending Training program :  
 .....  
 .....

11. Did you benefit from the Training Program : ☐ YES ☐ NO

i) If Yes, Kindly Provide details on the benefits accrued to you after Training in :

(a) Setting up your own Enterprise:

(b) Getting wage Employment :

(c) Increase in Monthly Income :

(d) Skill Upgradation :

(e) Increase in Social Status :

(f) Any other aspect (s) :

ii) If No kindly provide reasons for the same

12. Did the Training Institute help you in Self / Wage Employment after Training:

13. In your opinion MoMSME Scheme “ Assistance to Training Institutions” :  
(Please Write **Y** for **Yes**, **N** for **No**)

a) Has the said Scheme been able to meet the Aspirations of Unemployed Youth? ☐

b) Has the said Scheme been able to promote Entrepreneurial culture in the country? ☐

c) Has the said scheme been able to meet requirements of Industries ? ☐

14. According to you, how can the said Scheme of MoMSME be made more effective & useful to impart training to unemployed youths & enhance their employability:

a) Modifications in existing Training Programs / Modules as per Industry Needs:

b) Introduction of any New Training Programs /Modules as per Industry Needs:

- .....
- .....
- c) Setting up of New Training Institutes particularly in rural / backward areas :
- .....
- .....

## **ANNEXURE 2.4**

### **LIST OF CONTACTS FOR PRIMARY SURVEY**

#### **A. MINISTRY OF MSME**

1. Mr. U Viswanadham  
Deputy Secretary (SME)  
Ministry of Micro, Small and Medium Enterprises  
Room No.268  
7<sup>th</sup> Floor, A-Wing, Udyog Bhavan,  
New Delhi – 110011  
Ph:011-23063142  
Email: u.viswanadham@nic.in  
www.dcmsme.gov.in, www.msme.nic.in

2. Mr P S Verma  
Under Secretary  
Ministry of Micro, Small & Medium Enterprises  
P-II Section  
Udyog Bhawan  
New Delhi-110 001  
Tel:011-23061636  
Fax:011-23061756

#### **B. EDI'S**

##### **I. NATIONAL LEVEL EDIs UNDER MoMSME**

1. Dr. P Udaya Shanker, DG & Dr. C. Rani Kadiyala, Director- SEE  
National Institute of Micro, Small and Medium Enterprises (NiMSME)  
Yousufguda, HYDERABAD- 500 045  
Andhra Pradesh

Ph: 040-23608317, 0402363300  
 Fax: +91-40-23608547 / 23608956 / 23541260  
 Email: Kadiyala.rani@gmail.com  
 Website: www.nimsme.org

2. Mr. Sunil Bhardwaj, Deputy Director  
 National Institute for Entrepreneurship & Small Business Development (NIESBUD)  
 A-23, Sector-62, Industrial Area,  
 Phase- II Noida - 201301, U.P  
 Ph: 91-95120-2403051,52,53  
 Fax : 91-95120-2403057,62  
 Email: sunilbhardwaj6@aol.com  
 Website: http://niesbud.nic.in/

3. Dr. S.K. Saikia Head, (Centre for Enterprise Development & Management)  
 Mr. A.K. Baruah, Associate Faculty Member (ESDP Committee)  
 Indian Institute of Entrepreneurship  
 Basistha Chariali, Lalmati,  
 37, National Highway Bypass  
 Guwahati : 2781 029, (Assam)  
 Ph: 0361-2300840,2302646  
 Fax : 91 0361 2300325  
 Email : iieindia1@bsnl.in  
 Web: www.iie.nic.in

## II. NATIONAL LEVEL PUBLIC SECTOR ENTERPRISE

4. Mr. A. K. Mittal, Chief General Manager (Business Dev/Exhibition/Tech)  
 Sh Bhupender Arya, Dy. Manager  
National Small Industries Corporation Ltd., (NSIC)  
 NSIC Bhavan, Okhla Industrial Estate,  
 New Delhi - 110020 (INDIA)  
 Tel. : 91-11-26927905, 26926275  
 Fax : 91-11-26926275  
 Email : [cgmdbd@nsic.co.in](mailto:cgmdbd@nsic.co.in) [gmtech@nsic.co.in](mailto:gmtech@nsic.co.in)  
 Website: [www.nsicindia.com](http://www.nsicindia.com)

## III. STATE/UT Sponsored EDIs

1. Mr. R. V Bhatia, Advisor  
 Centre for Entrepreneurship Development,  
 Block No. 1, 9<sup>th</sup> Floor,  
 Udyog Bhawan,  
 Sector 11, Gandhinagar, Gujarat  
 PBX: 079-23256671  
 Fax: 079-23256679  
 Email: [Bhatia.ced@gmail.com](mailto:Bhatia.ced@gmail.com)

Website: ced-gujarat.org

2. Prof. Bhagwati Prasad Saraswat, Head – Deptt. of Commerce  
Centre for Entrepreneurship & Small Business Management, (CESBM)  
Maharishi Dayanand Saraswati University,  
Ajmer (Rajasthan)  
Ph: 0145-2788-214/106, Fax No. 0145-2787412  
Email: info@cesbm.ac.in  
Website: www.cesbm.ac.in

3. Mr. M. N. Maity, Dy. Director  
Enterprise Development Institute (EDI)  
Plot NO. 194, Block IB, Sector –III  
Salt Lake, Kolkata -700106  
Mob: 098300 34337  
Ph: 033-2335-7258, 2335- 7681  
Email:  
Website: www.edikolkata.org

edi\_bncci@sify.com

4. Dr. Sunil Shukla, Chief Faculty  
[Entrepreneurship Development Institute of India,](#)  
P.O – Bhat 382 428  
Dist- Gandhinagar, Gujarat  
Ph: 079-23969163, 23969161  
Fax: 079-2396 9164  
Email: [sunilshukla@ediindia.org](mailto:sunilshukla@ediindia.org)  
Website: www.ediindia.org

5. Mr. P Das, Secretary  
Institute of Entrepreneurship Development  
Plot-123, Sector- A, Zone - A  
Mancheswar Industrial Estate,  
Bhuabneswar-751010  
Ph: 0674-258609/2587286, 2587176  
Fax No. 2587176

Mr. B. B. Mishra (Admin Off.)  
Email: [iedo.bbmishra@gmail.com](mailto:iedo.bbmishra@gmail.com)  
Mob: 08895621891  
Website: [www.iedorissa.co.in](http://www.iedorissa.co.in)

6. Mr. Ashok Nyama Goudar, Secretary  
Centre for Entrepreneurship Development of Karnataka (CEDOK)  
Plot No. 1 (A&B), Bellur Industrial Area,  
Belguam Road, Dharwad (Karnataka)  
Mob: 09986024742  
  
Ph: No. 836-2486836, 37, 2486869, 2486694,  
Fax No. 836-2486695  
Email: ashok.nyamagoudhar@gmail.com

Website: <http://cedok.kar.nic.in>

7. Shri Kiran Kulkarni, Executive Director

Maharashtra Centre for Entrepreneurship Development (MCED)

A-38, MIDC, Near Railway Station,

Aurangabad (Maharashtra)

Ph: No. (0240) 2321223/4,

Fax No. 0240-2341719

Email: [executivedirectormced@gmail.com](mailto:executivedirectormced@gmail.com)

Website: [www.mced.nic.in](http://www.mced.nic.in)

8. Mr. R.M.P. Jawahar, Executive Director

Ms. Gita Chengappa, Manager  
Tiruchirappalli Regional Engineering College - Science and Technology  
Entrepreneurs Park (TREC-STEP)  
Tiruchirappalli-620015, Tamilnadu, India  
Ph: +91-431-2500085 & 2500697  
Fax: +91-431-2500175  
E-Mail: [jawa\\_ts@yahoo.com](mailto:jawa_ts@yahoo.com)

Website : [www.trecstep.com](http://www.trecstep.com)

9. Mr. Jitendar Tiwari, Executive Director

Mr. Rajiv Singhai, Chief of Activities

Centre for Entrepreneurship Development Madhya Pradesh (CEDMAP)

16-A, Arera Hills, Bhopal-462011,

Madhya Pradesh

Ph: (91) 0755 – 40000918/22, 4000913

Fax:(91)0755-4000903

Email: [cedmap\\_ed@yahoo.co.in](mailto:cedmap_ed@yahoo.co.in) , [rajivsinghai\\_cedmap@rediffmail.com](mailto:rajivsinghai_cedmap@rediffmail.com)

Website: [www.cedmapindia.org](http://www.cedmapindia.org)

10. Mr. Abdul Majeed, CEO

Mr. Sudhir, Chief Manager

Kerala Institute for Entrepreneurship Development, (KIED),

Rockwell Road

HMT Colony PO,

Kalamassery,

Cochin - 683 503, Kerala

PB No. 1820, Ravi Puram, Cochi (Kerala)

Ph: No. 0484 2550322, 2532890.

Fax No.0484 2550322

Email: [ceo.kied@gmail.com](mailto:ceo.kied@gmail.com)

Website: [www.kied.info](http://www.kied.info)

## C. INDUSTRY ASSOCIATIONS

### I. NATIONAL LEVEL INDUSTRY ASSOCIATIONS

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7. Shri D. S. Garud, Asstt. Director  
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## Annexure 4.1

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## LIST OF ABBREVIATIONS USED

ATI	: ASSISTANCE TO TRAINING INSTITUTIONS
CEDMAP	: CENTRE FOR ENTREPRENEURSHIP DEVELOPMENT
CEDOK	: CENTRE FOR ENTREPRENEURSHIP DEVELOPMENT OF KARNATAKA
DST	: DEPARTMENT OF SCIENCE & TECHNOLOGY
EACs	: ENTREPRENEURSHIP AWARENESS CAMPS
EAPs	: ENVIRONMENT AWARENESS PROGRAMMES
EDI	: ENTREPRENEURSHIP DEVELOPMENT INSTITUTE
EDP	: ENTREPRENEURSHIP DEVELOPMENT PROGRAM
EMTs	: ENTREPRENEURIAL MOTIVATION TRAINING
ESDP	: ENTREPRENEURSHIP CUM SKILL DEVELOPMENT PROGRAM
FEDI	: FEDERATION OF ENTREPRENEURSHIP DEVELOPMENT INSTITUTES
KIED	: KERALA INSTITUTE FOR ENTREPRENEURSHIP DEVELOPMENT
MCED	: MAHARASHTRA CENTRE FOR ENTREPRENEURSHIP DEVELOPMENT
MDPs	: MANAGEMENT DEVELOPMENT PROGRAMMES
MoMSME	: MINISTRY OF MICRO, SMALL AND MEDIUM ENTERPRISES
MSME	: MICRO, SMALL AND MEDIUM ENTERPRISES
NE	: NORTH EASTERN REGION
SIDBI	: SMALL INDUSTRIAL DEVELOPMENT BANK OF INDIA
STED	: SCIENCE & TECHNOLOGY ENTREPRENEURSHIP DEVELOPMENT

TEDPs : TECHNOLOGY BASED EDPs  
ToT : TRAINING OF TRAINERS  
UT : UNION TERRITORY