

ACTION PLAN FOR PM-DAKSH (PRADHAN MANTRI DAKSHTA AUR KUSHALTA SAMPANN HITGRAHI) YOJANA-2022-23

I. MAIN FEATURES

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

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

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

With the above in mind, a National Action Plan for the marginalized persons of SC, OBC, EBC, DNT, Safai karamcharies including waste pickers was prepared and named as 'Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi' (DAKSH) Yojana. It is a 100% Central Sector Scheme, and was launched during 2020-21.

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

II. OBJECTIVE OF THE SCHEME

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

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

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

- (i) artisans may improve their revenue generation capacities within their practicing vocations,
- (ii) women may enter into self-employment thereby financially empowering themselves without neglecting their domestic activities; and
- (iii) Youth may acquire long-term training and specialization in employable vocations giving them better standing in the job market.

III. CATEGORIZATION OF SKILLING PROGRAMMES

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

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

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

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

- (iii) **Period of Training:-** The duration of the training programmes will be **35 to 60 hours/5 days to 35 days** keeping in mind the occupational hours of the trainees.
- (iv) **Training Cost:-** The training cost will be limited to extent of Common Cost Norms (CCN) as applicable from time to time. The total training cost per persons which includes other expenses is also as under:
 - (a) NSFDC and NBCFDC : Rs.8000/-
 - (b) NSKFDC : Rs.3000/-

- (i) **Other Expenses:-** As the trainees are already employed, they will be paid Rs.2,500/- per person per programme, in the form of stipend, for duration of

training of Up-skilling/RPL, towards compensation of their wage loss, during the period of training.

- (v) **Share of Training Type:-**Upskilling/Reskilling will comprise of 20% of all training conducted by NSFDC, 26% by NBCFDC and 65% of training conducted by NSKFDC.

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

- (a) **Target Group:-**Most disempowered groups belonging to SC/OBC/EBC/DNT and Sanitation Workers including Waste Pickers and their dependents who are illiterate/semi-illiterate and unemployed. Special focus on marginalized section of society with primary objective of training and providing assistance to start self-employment venture.
- (b) **Curriculum:-**The Curriculum of the training programmes will be as per National Skill Qualification Framework (NSQF)/National Occupational Standard (NOS), issued by Ministry of Skill Development and Entrepreneurship, Govt. of India in various job roles with focus on wage and self employment opportunities such as self employed tailors training, furniture making, food processing, carpet weaving, beautician workers, leather work, latex harvesting, tyre fitting along with financial and digital literacy, etc. Every skill imparted shall have a component of Entrepreneurial Development Programme (EDP).
- (c) **Period of Training:-**The duration of the training programmes will be normally **300 hours and upto 3 months**, as stipulated in National Occupational Standards (NOS) and Qualification Packs (QPs). Every training will have a component of linkage with Banks for assistance to start a self employment venture.
- (d) **Training Cost:-** The training cost will be as per Common Cost Norms as applicable and amended from time to time. The total training cost is Rs.22000/- per person which includes other expenses also.
- (e) **Other Expenses:**
- (i) For non-residential training programmes, the trainees will be paid stipend @ Rs.1,500/- per month for SC candidates, Rs.1,000/- per month to OBCs/EBCs/ DNTs and Rs.1,500/- per month to Sanitation Workers including waste pickers and their dependents.
- (ii) For residential training programmes, wherever necessary, the trainees will be provided boarding and lodging and expenses compensated within CCN, for complete duration of the training programmes. No stipend will be separately payable except in case of Safai Karamcharis, Waste Pickers & their dependants who will be paid Rs.500/- per month.
- (f) **Share of Training Type:-**Short term training will comprise of 42% of all training conducted by NSFDC, 34% by NBCFDC and 35% of training conducted by NSKFDC.

3. Entrepreneurial Development Programmes (EDP):

- (a) **Target Group:-** SCs, EBCs, OBC and DNTs youth who have preferably undergone skill training under the PMKVY and are having an entrepreneurial bent of mind.
- (b) **Curriculum:-**The Curriculum of the training programme will essentially be modelled on NSQF and as notified by Ministry of Rural Development being implemented by the RSETIs in terms of letter No.I-12011/09/2016-NRLM (RSETI) dated 18.11.2017 of MoRD. The training would consist of sessions on Effective Communication Skills, Risk Taking Behaviour, Business Opportunity Guidance, Market Survey, Systematic Planning, Banking - Deposits, Advances and Lending, Costing & Pricing, Time Management, Working Capital and its Management, Business Plan Preparation etc.
- (c) **Period of Training:-** The duration of the training will **normally 90 hours (15 days)** or as stipulated by MoRD.
- (d) **Training Cost:-** The training cost will be reimbursed as per the norms of MoRD for compensation which are broadly modelled as per the Common Cost Norms. The total training cost is Rs.7000/- per person which includes other expenses also.
- (e) **Other Expenses:**
- (i) Payment will be made as per Common Cost Norms/Guidelines of MoRD or other relevant Government documents, as in vogue.
 - (ii) Assessment and certification charges of Rs.1,500/- per candidate will be payable to assessing and certification body.
- (f) **Share of Training Type:** EDP will comprise of 22% of all training of NSFDC and 31% by NBCFDC.

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

- (a) **Target Group:-** SC, OBC, EBC, DNT youth etc. who have been educated upto 10th class or more and having aspirations to be employed in sectors having good demand in job market with suitable wage.
- (b) **Curriculum:-** The Curriculum of the training programmes will be as per NSQF, NCVT, AICTE, MSME, and other reputed certification programmes including those run by State Government entities in areas such as production technology, plastic processing, apparel technology, health care sector, tourism, aviation, nursery teachers training etc. Certification provided will be aligned with the processes of the concerned training programmes.
- (c) **Period of Training:-**The duration of the training programmes will be **650 Hours or 7 months**, as stipulated by the concerned board/regulatory body of the training

centre.

(d) **Training Cost:-** The training cost will be as per Common Cost Norms for NSQF job roles or as stipulated by concerned board as applicable and as amended from time to time. The total training cost is Rs.45,000/- per person which includes other expenses also.

(e) **Other Expenses:**

(i) For non-residential training programmes, the trainees will be paid stipend (compensation of transportation charges), @ Rs.1,500/- per month for SC candidates, Rs.1,000/- per month to OBCs/EBCs/DNTs and Rs.1,500/- per month to Sanitation Workers (excluding Manual Scavengers)/waste pickers and their dependents.

(ii) For residential training programmes, wherever necessary, the trainees will be provided boarding and lodging and expenses compensated as per CCN, for complete duration of the training programmes. No stipend will be separately payable except in case of Safai Karamcharis; Waste Pickers & their dependants who will be paid Rs.500/- per month.

(f) **Share of Training Type:**

Long Term Training will comprise 15% of all training of NSFDC and NBCFDC is 9%.

IV. GUIDELINES OF THE SCHEME

The guidelines of the 100% Central Sector Scheme of PM-DAKSH have been prepared in accordance with the recommendations of Standing Finance Committee (SFC). The main features are as under:

- (i) The target groups will be trained in four types of training programmes, viz. upskilling/RPL, Short Term Training, EDP and Long Term Training. The details of each training course have been elaborated in the guidelines.
- (ii) The scheme is demand driven and beneficiary centric. PM-DAKSH Portal and PM-DAKSH mobile App have been launched by HMSJE for online registration of the candidates on pan India basis. The candidates can choose the training course and the training institute/centre as per their choice. The portal has also been integrated with PFMS. Candidates are required to link Aadhar with the portal for making payments to them through DBT.
- (iii) The eligibility criteria for selection of candidates have been specified in the guidelines.
- (iv) Like-wise, criteria for selection of Training Institutes (TIs) and Training Partners (TPs) have also been specified.
- (v) Methodology for implementation of the scheme has been elaborately stated in the

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guidelines.

- (vi) Broad timelines specifying opening of portal for registration, document verification, psychometric test and thereafter commencement of the training programmes alongwith the calendar have been stated.
- (vii) Targets to be achieved (both physical and financial) as approved by SFC during 2022-23 have been specified.
- (viii) Monitoring of the scheme have also been specified.

V. STRATEGY

PM-DAKSH is a demand driven scheme. The success of the scheme lies in the registration of the candidates in PM-DAKSH Portal at the beginning of the year as stated in the methodology and timelines of the scheme. In order to popularize and spread awareness of the scheme among the potential candidates, the implementing agencies (i.e. the Corporations) will publicize the scheme through electronic and print media as also the social media on pan India basis. The implementing agencies should publicize the scheme in regional dialects as well to cater to the candidates who are not well versed in English or Hindi.

VI. BUDGET PROVISIONS

An amount of Rs.84.00 crores has been allocated for BE during 2022-23 under PM-DAKSH. SC and OBC component-wise break-up of the fund is as under:

(Rs. In crores)

Sl. No.	Major head	Scheme	BE-2022-23
1	2225	Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi' (PM-DAKSH) Yojana (SC component)	39.20
2	2552	NER (SC component)	0.80
3	2225	Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi' (PM-DAKSH) Yojana (OBC component)	39.40
4	2225	Professional Services	0.10
5	2225	Other charges	0.10
6	2552	NER (OBC component)	4.40
		Total	84.00

VII. METHODOLOGY OF IMPLEMENTATION AND TIMELINES

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

- i) There will be a PM-DAKSH portal and PM-DAKSH Mobile App giving the list of TIs, Job roles and locations in which training would be imparted.
- ii) PM-DAKSH Portal apart from registration of the candidates online, commencement of trainings, etc. will also have the information regarding payment made to the training institutes through PFMS, payment to trainees through DBT etc. and will be accessible to the officials of MoSJE.

- iii) The list of finalized training institutes would be pre-fed into the software.
- iv) The eligible candidates can register for taking skill training with their Aadhar numbers and specify their area of interest, and also select the institution where he/she would like to take the training.
- v) As soon as the portal is closed for receiving the applications, candidates who have opted for a particular training institution will give online psychometric test using the portal.
- vi) The documents of the candidates will be verified by the Selection Committees having different officials as member as directed by the Corporations to the Training Institutes.
- vii) All candidates who are found suitable based on the qualifications and the psychometric test would be communicated to the Training Institutes on the PM-DAKSH portal automatically.
- viii) The Training Institutes will have to fix the date for starting the training programme; and based on that communications will automatically go to all the candidates who opted for the training.
- ix) On the date of the commencement of the training programmes for Short Term Training and Long Term Training, the first instalment of 30% would be released by the implementing agency (NSFDC/NBCFDC/NSKFDC) to the TIs through an online process. There should be no paper work in this regard. The internal approval processes within the implementing agency should be duly aligned to this system to ensure that the payment to the TIs goes immediately after satisfying the required formalities.

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

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

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

- x) Payment to implementing agencies shall be made through PFMS and stipend payment to the trainees through DBT on Aadhaar Enabled Payment System (AEPS).
- xi) As soon as the training starts, an attendance system using Artificial Intelligence of facial biometric, installed in the training centre will be used to record attendance of all the students on the portal every day.
- xii) Only those candidates who are found to be regular with not less than 80% attendance would be eligible for stipend. The stipend payment would be automated based on the attendance recorded on the portal, without any manual intervention. The payment shall go through an online process from the implementing agencies using PFMS/DBT into the account of the candidates.

- xiii) On completion of the training programme, the training agency should enter the date of the examination/assessment on the PM-DAKSH portal, along with the results obtained against each candidate.
- xiv) This would enable releasing of the second instalment automatically and without any manual intervention.
- xv) The placement details of the candidate would need to be accurately entered by the Training Providers after placement, alongwith the bank account in which the stipend would be paid. The portal would also have the facility for student to enter the progress in the profession where he has been placed.
- xvi) The scheme will follow MSDE guidelines and Common Cost Norms as specified by them.

Timeline for implementation under PM-DAKSH

S. No.	Purpose	Date
Module-I First Round Trainings		
1	Uploading of the approved Training Partners with course being offered on the portal	Before 15 th March, 2022
2	Opening of portal for registration	15 th March to 15 th June,2022
3	Document verification, psychometric test and commencement of courses during the registration period for those centres where registration is 1.25 times batch size.	1 st May to 30 th May,2022
4	Document verification, psychometric test and commencement of courses for rest Centres	15 th June to 30 th June,2022
Module-II Second Round Trainings		
5	Second round training programme (if target has not achieved)	
6	Registration of Candidates in PM-DAKSH Portal	1 st July to 31 st July,2022
7	Document verification, psychometric test and commencement of courses	By 31 st August,2022

Release of Fund to TIs

Sl. No.	Release of Payment to TIs for Ist Round	Date
1	Release of I st Instalment 30% (STT/LTT) and 50 (Upskilling and EDP)	By 15 th July,2022
2	Release of II nd Instalment for RPL/EDP Programmes	By 30 th August,2022
3	Release of II nd Instalment for Short Term courses	By 30 th October,2022
4	Release of III rd Instalment for Short Term courses	By 31 st December,2022
5	Release of II nd Instalment for Long Term	By 28 th January,2022

CORPORATION-WISE PHYSICAL AND FINANCIAL TARGETS

(Rs. In Lakhs)

A.	Corporation's Part	2022-23		
		NSFDC	NBCFDC	NSKFDC
(i)	Upskilling			
	Number of Trainees	4200	5600	6500
	Training Cost	336	448	195
(ii)	Short Term Training			
	Number of Trainees	8700	7200	3500
	Training Cost	1914	1584	770
(iii)	EDP			
	Number of Trainees	4600	6600	0
	Training Cost	322	462	0
(iv)	Long Term Training			
	Number of Trainees	3100	1900	0
	Training Cost	1395	855	0
	Trainees through Corporations	20600	21300	10000
	Total (T1)			51900
	Total Training Cost (C1)	3967	3349	965
	Add: Monitoring Expenses @ 1% of the training cost (C2)	40	33	10
	Total (C1 + C2)	4007	3382	975
	Total (C3)			8364

VIII. FUNDING PATTERN

Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi' (PM-DAKSH) Yojana is a Central Sector Scheme and is 100% funded by Government of India.

Average cost per Trainee (in Rupees)

Component of Training	2022-23		
	NSFDC	NBCFDC	NSKFDC
Upskilling	8000	8000	3000
Short Term Training (300 Hrs/3 Month)	22000	22000	22000
EDP (90 Hrs/15 Days)	7000	7000	7000
Long Term Training (650 Hrs/7 Month)	45000	45000	45000

- The average cost per trainee varies depending upon the duration of the training programme as specified by the Common Cost Norms of MSDE.
- Average trainee cost for upskilling/skill upgradation (60 Hrs/1 Month)- Rs.8,000/- for 2022- 23 (Expected Training duration of 35 Hours/5 Days).
- Average trainee cost for short term course - Rs.22,000/- for 2022-23 (Expected training duration of 300 Hours/3 Months and includes stipend and assessment cost with an assumption that around 25% programmes will be residential).

- Average trainee cost for long term course - Rs.45,000/- for 2022-23 (Expected training duration of 650 Hours/7 Months and includes stipend and assessment cost with an assumption that around 25% programmes will be residential).
- Average trainee cost for EDP course - Rs.7,000/- for 2022-23 (Expected training duration of 90 Hours/15 days and includes assessment cost and support for food and to & fro for candidates).

IX. MONITORING OF THE SCHEME

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

Monitoring will also be done through the following interventions:

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