

**MINUTES OF THE STATE STEERING COMMITTEE MEETING HELD ON
29.10.2019 AT 3.30 P.M. IN THE CHAMBER OF THE PRINCIPAL SECRETARY
TO GOVERNMENT, LABOUR AND EMPLOYMENT DEPARTMENT,
SECRETARIAT, CHENNAI-9.**

The 36th State Steering Committee meeting was held on 29.10.2019 at 3.30 P.M. under the Chairmanship of Principal Secretary to Government, Labour and Employment Department, Secretariat, Chennai-9.

The Member Secretary of SSC / the Director of Employment & Training along with other SSC members participated in the meeting. The list of participants is enclosed.

The DET extended a warm welcome to the members of the State Steering Committee (SSC).

The Principal Secretary to Government, L&E permitted the DET to deliberate over the agenda points.

AGENDA – 1:

Approval of Industry Apprenticeship Initiative (IAI) Proposal of AIEMA Industry Cluster which was evaluated and awarded score by the State Cluster Evaluation Committee (SCEC).

The DET explained about IAI proposal evaluated and the selection process made by the State Cluster Evaluation Committee (SCEC). Further, DET informed that CODISSIA & AIEMA Industry Cluster applications were recommended to Director General of Training, New Delhi under Result Area 4. Based on this the DGT, New Delhi has selected for Pilot Phase, (based on the recommendation of National Cluster Evaluation Committee (NCEC) for the State of Tamil Nadu) AIEMA as Industry Cluster under STRIVE project.

Further, DET also informed in detail about the SCEC scoring process. The Principal Secretary enquired about the parameters.

The DET explained the Evaluation Score Summary as per Annexure 3 (Copy Enclosed)

Finally, the SSC accepted this Agenda and instructed to send the IAI proposal to DGT, New Delhi.

AGENDA – 2:

Presentation of quarterly progress reports upto 30.09.2019 of 32 PPP ITIs to the perusal of SSC.

DET presented the Quarterly Periodical Reports (QPRs) for the period ended upto 30.09.2019 for 32 Government ITIs covered under Public Private Partnership mode.

The Principal Secretary reviewed the expenditure of 32 PPP ITIs and observed that performance need to be improved by insisting the IMC's of project Government ITIs.

The Principal Secretary also instructed to conduct meeting with IMCs and also get some best practices from other States with regard to repayment of amount under PPP scheme.

Finally, the SSC approved the QPRs and instructed to send the QPRs to DGT, New Delhi.

Agenda No.3:-

Any other points to be discussed with the permission of Hon'ble Chair.

The DET pointed out the necessary instruction have been issued to seven Regional Joint Director's and 26 Assistant Directors of DSTO offices by fixing target region wise to fill up 1 Lakh apprentices. Interactive workshop with Industries and Industry Association is also being planned.

The Principal Secretary instructed to use Mobile App and Online portal to mobilize youth for apprenticeship training.

The meeting concluded with vote of thanks to Chairman.

Sd/..[31.10.2019]
Member Secretary, SSC/
Director of
Employment and Training

Sd/..[06.11.2019]
Chairperson, SSC/
Principal Secretary to Government,
Labour and Employment Department.

//Forwarded by Order//

C. Mahalingam
9/11/19
For Director of Employment & Training

29.6
09/11/19

**LIST OF PARTICIPANTS OF THE 36th STATE STEERING COMMITTEE
MEETING HELD IN THE CHAMBERS OF THE PRINCIPAL SECRETARY TO
GOVERNMENT, LABOUR AND EMPLOYMENT DEPARTMENT, SECRETARIAT,
CHENNAI-9 ON 29.10.2019 @ 3.30 P.M.**

Sl. No	List of Participants
1.	Thiru Md.Nasimuddin IAS., Principal Secretary to Government, Labour and Employment Department, Secretariat, Chennai-9.
2.	Thiru. V. Vishnu, I.A.S., Director, Department of Employment and Training, Guindy, Chennai - 32.
3.	Thiru.R.Ramanathan., I.A.S., Deputy Secretary to Government, Finance Department, Secretariat, Chennai-9
4	Tmt. Amirtha Jothi, I.A.S., Deputy Secretary to Government, Labour and Employment Department, Secretariat, Chennai 9.
5	Thiru.K.Manickam, Secretary General, Employer Federation of South India, Chennai.
6	Thiru. A.S. Bhagat, Deputy Director, RDSDE, Guindy, Chennai 32.
7	Thiru.C.Ravichandran, Additional Director, Commissionerate of Employment and Training, Guindy, Chennai-32.
8	Thiru.T.Rajasekar, Joint Director (CTS) Commissionerate of Employment and Training, Guindy, Chennai-32.
9	Thiru R.Prabakaran, Joint Director (ATS), Commissionerate of Employment and Training, Guindy, Chennai-32.
10	Tmt.A.R.Revathy, Assistant Executive Engineer, T2/OT, O.o.E-in-C (B) & CE (B) Public works Department, Chepauk, Chennai-5.

**Sd/..[31.10.2019]
Member Secretary, SSC/
Director of
Employment and Training**

**Sd/..[06.11.2019]
Chairperson, SSC/
Principal Secretary to Government,
Labour and Employment
Department.**

//Forwarded by Order//

C. Manickam
9/11/19
For Director of Employment & Training

29.10
09/11/19

ANNEXURE -1

SCEC Evaluated - Sheet

Evaluators to read each plan and evaluate based on the requirements in the IAI application form.

Selection criterion	Scores (0-3)	Multiplicati on factor	Total score	Remarks
1. Trade Selection and Apprentice Programs	3	2	6	Evaluator to assess the selection of trade proposed by IC. STRIVE emphasis on combination of workplace + basic training in integrated manner Ref: IAI Proposal Pg.No 23 (P.No4)
2. Relevance for female youth	2	3	6	Applicant IC will receive higher weightage if participation of women apprentices have more than 20% share in projection. Ref: IAI Proposal Pg.No 35 (P.No6)
3. Relevance with Labour Market/Employability of Apprentices	3	3	9	IAI emphasise on quality and relevance of IAI plan with labour market. Evaluators to assess the relevancy of trades proposed by IC with reference to employability of apprentices Ref: IAI Proposal Pg.No 35 (P.No7)
4. Quality of Basic Training Providers	3	1	3	Apprenticeship is combination of workplace and class room (basic training) in an integrated manner in one training program and curriculum. Evaluator to assess quality provisions in basic training Ref: IAI Proposal Pg.No35 (P.No8).
5. Appropriateness of the capacity building concept	3	2	6	Evaluator to assess the capacity building plan, its details with reference to the prescription suggested in implementation manual and score accordingly. The score depends on the degree of details and supporting information such as nature of capacity building programs, intended outcomes, credential of

				consultant/organization who will undertake capacity building programs. Ref: IAI Proposal P.No37, (P.No-10).
6. Relevance for youth from SC or ST backgrounds	2	1	2	% population of SC/ST in apprentice registration Ref: IAI Proposal Pg.No 45 (P.No 11).
7. Quality assurance concept for the implementation of the apprenticeship program	3	2	6	Evaluator to assess the provision of quality control instruments proposed by IC to ascertain the leaning outcomes for apprentices/adherence with Apprenticeship Act/OM guidelines etc. Ref: IAI Proposal Pg.No 47 (P.No 12).
8. Sustainability prospects	2	2	4	Evaluator to assess ICs readiness for continuance of AIC after implementation of the STRIVE project And ascertain the sustainability instruments for AIC. Ref: IAI Proposal Pg.No 47 (P.No13).
9. Quality of concept to ensure adherence with OHS and environmental standards	2	1	2	Evaluator to assess arrangements for Occupational Health and Safety for Apprentices Ref: IAI Proposal Pg.No 49 (P.No14).
Summary scores		51	44	44 / 51 % Score -86.2%

Note: Total maximum score: 51 and Selection threshold (50 % and above of maximum scores


For DIRECTOR OF EMPLOYMENT AND TRAINING

 24/10/19

ANNEXURE 2:

Scoring Rubric (Selection Guidelines)

Criterion	0	1	2	3
1. Trade Selection and Trade Programs	IC fails in proposing at least two trades (<i>IC needs to rework IAI plan</i>)	Trades selected by IC are under designated/ optional trade where candidates have undergone some formal basic training (NSQF aligned)	If IC has opted for at least one trade which includes both basic and industrial training in an integrated manner and its training program/curriculum is designed by IC	If IC has opted for more than one trade which includes both basic and industrial training in an integrated manner and its training program/curriculum is designed by IC
2. Relevance for female youth	The suggested AT programs doesn't feature participation of female in its IAI plan	The suggested AT programs represent typical trades/ occupational preferred by males and it is not likely that a significant number of female youth will be interested. There	The program involves balanced approach to increase the female enrolment in traditionally trades preferred by males, and the likelihood that female youth will enrol in high.	The program is fully or predominantly addressing female youth.
3. Relevance with Labour Market/ Employment prospects of graduates Across all proposed apprenticeship programs to be introduced	Graduates are rather unlikely to find a job after training. The plan does not make a convincing argument that graduates find a job after training	There are some chances for graduates to find a job in the field of training after completion of the apprenticeship program. There are chances for graduates to find contract jobs after completion of the training, or apprentices can become self-employed	A fair percentage of successful graduates are likely to be employed by the apprenticeship offering companies, others may find jobs in other companies.	Under current economic conditions all successful graduates will have a chance to be permanently employed by the companies that offer the apprenticeship

4. Quality of Basic Training Providers	<p>The BTP has not been established, and it is uncertain whether it will be able to develop into a reasonable provider within the project duration. or</p> <p>The BTP has no adequate facilities and teaching staff, and no previous record of delivering good quality training</p>	The BTP is new, but likely to develop into a good quality provider with the support that is intended under the project.	The BTP is an established training provider that will need considerable upgrading in terms of facilities and capacity building of staff to deliver the required training at required standards	The BTP is an established training institution that is known to provide high quality training
5. Appropriateness of the capacity building concept	The plan does not include activities to build capacities of company or BTP staff	The plan includes some capacity building activities , but these are not based on a systematic needs assessment	The plan includes activities to increase capacities of both IC, supervisor and BTP staff, which are based on needs assessments, but it is not sure whether these can be sustained after completion of the project	The plan includes comprehensive, systematic and well planned activities to increase the capacities of company and BTP staff according to needs, which are likely to be continued after the end of the project
6. Relevance for youth from SC or ST backgrounds	The program does not target SC or ST youth	The program is accessible to ST or SC youth, but no specific initiatives are undertaken to attract them.	The program is designed to be accessible for ST or SC youth, and initiatives to raise their participation are part of the plan	The program specifically targets youth from SC or ST backgrounds
7. Quality assurance concept for the implementation of	The project does not include any plan to introduce quality assurance of the apprenticeship delivery.	The project includes a commitment to QA activities, which, however, are not elaborated and consistent.	The project includes a comprehensive and coherent QA plan. Methodologies and instruments still need to be	<p>The project includes a consistent and commendable QA plan covering both in-</p> <p>company and school-based</p>

8. Sustainability Prospects the apprenticeship Program	Training is not likely to continue after implementation of the STRIVE project The plan proposed for quality assurance is insufficient.	The plan includes a sustainability concept that relies on assumptions that are very uncertain	The plan includes a sustainability concept, which includes some uncertainties developed and further capacity built	Under current economic conditions, the program is likely to continue in a self-financing manner training. Instruments and methodologies are developed and of high quality.
9. Quality of concept to ensure adherence with OHS and environmental standards	The plan has no concept for OHS and environmental standards adherence. Apprentices are likely to be exposed to adverse OHS and environmental standards while in training.	OHS and environmental conditions in apprenticeship providing companies are not in accordance with required standards, but the plan includes measures to improve these conditions.	OHS and environmental conditions in some of the apprenticeship providing companies are not in accordance with required standards, but the plan includes effective measures to increase conditions up to standards	Apprentices will be trained in safe and environmentally friendly environments

C. Maheshwari
24/10/19
For DIRECTOR OF EMPLOYMENT AND TRAINING

S.D. G
24/10/19

ANNEXURE -3

Evaluation Score Summary

Percent Score	Quality of Response	Description	Strengths relatives to Requirements	Weakness	Confidence in Proposed Approach
80-100	Excellent – IAI plan approved	The IAI plan addresses the requirements completely, exhibits outstanding understanding of the requirements, creativity, innovation or other factors to justify this rating.	Meets requirements - numerous strengths in key areas.	None	Very High
50-79	Moderate - IC to revise the IAI plan and submit to SAMC	The plan meets some of the application requirements. SAMC can keep such plans in buffer	Meets some of the requirements with some clear strengths.	Exist in key areas - outweighs strengths	Low
0-49	Poor - IAI plan stands rejected and IC need to surrender the funds.	The plan meets a few to none of the application requirements.	Meets a few to none of the requirements with few or no clear strengths.	Significant and numerous	No Confidence

Note –

1. The project believes in the principle of strengthening the ICs and not rejecting their candidature on the ground of marginal

points. SAMC will be extending technical assistance in building the capacity of IC by identifying the areas in the IAI plan that can be strengthened and improvised. In worst case scenario and lack of critical information on substantial grounds in IAI, the OM also provisions where IC application can be rejected and IC needs to surrender the fund.

2. IC applications from North East, LWE, and hilly region including J&K should be given additional weightage and relaxation in evaluation for different parameters. Application evaluators led by SAMC should also give preference to ICs which are working with unique character of the cluster such as – ethnicity, product or services that cluster operates on and demography. Scrutiny committee led by NPIU reserves the final right and power of allowing relaxations for selection process considering inclusivity. SAMC shall consult NPIU before considering such relaxations while evaluation.
3. Selection criteria and IAI plan form is subject to further changes based on the learnings from Pilot; NPIU can make suitable changes in the plan/rubrics.


24/10/19
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24/10/19

