55350/2020/O/o DIR (NPIU)

SEPTEMBER 2020

सत्यमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP

Inception Report of the Independent Verification Agency for STRIVE

Submitted to DGT, Ministry of Skill Development and Entrepreneurship.

सिद्धिमूलं प्रबन्धनम्

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Inception Report

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LIST OF ABBREVIATIONS

ATI	Advanced Training Institute
ATS	Apprenticeship Training Scheme
BMO	Business Membership Organization
CFI	Centrally Funded Institute
CITS	Craft Instructors Training Scheme
CSTARI	Central Staff Training and Research Institute
CTI	Central Training Institute
CTS	Craftsmen Training Scheme
DGT	Directorate General of Training
DLI	Disbursement Linked Indicator
DLR	Disbursement Linked Result
GoI	Government of India
IAI	Industry Apprenticeship Initiative
IC	Industry Cluster
ICT	Information and Communication Technology
IMC	Institute Management Committee
IoT	Internet of Things
ISP	Institute Strategic Plan
IT	Information Technology
ITI	Industrial Training Institute
IVA	Independent Verification Agency
M&E	Monitoring and Evaluation
MSME	Micro, Small, and Medium Enterprise
MIS	Management Information System
MoU	Memorandum of Understanding
MSDE	Ministry of Skill Development and Entrepreneurship
NCVET	National Council for Vocational Education and Training
NCVT	National Council for Vocational Training

NSDA	National Skill Development Agency
NSDC	National Skill Development Corporation
NIMI	National Instructional Media Institute
NPIU	National Program Implementation Unit
NSDM	National Skill Development Mission
NSQF	National Skills Qualifications Framework
NVTI	National Vocational Training Institute
OJT	On-the-Job Training
OM	Operations Manual
PB	Performance-Based
PBGA	Performance-Based Grant Agreements
PforR	Program for Results
PMC	Program Management Consultant
PPP	Public-Private Partnership
RDAT	Regional Directorates of Apprenticeship Training
RDSDE	Regional Directorate of Skill Development and Entrepreneurship
SAMC	State Apprenticeship Monitoring Cell
SAA	State Apprenticeship Advisor
SME	Small and Medium Enterprise
SPIU	State Program Implementation Unit
SSC	State Steering Committee
SSDM	State Skill Development Mission
STRIVE	Skills Strengthening for Industrial Value Enhancement
TA	Technical Assistance
TL	Teaching and Learning
WB	World Bank

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INTRODUCTION

In his address to the youth marking five years of "Skill India" mission, Prime Minister Narendra Modi said that the "mantra" to stay relevant in the rapidly changing business environment is to "skill, re-skill and upskill"[1]. The Skill India Mission was launched by the Prime Minister on 15 July 2015. It is estimated that by the year 2022, 400 million Indians will benefit from the mission[2]. He also said that in today's rapidly changing world, millions of skilled people are needed and there is a huge opportunity for those who are skilled. India is one of the fastest growing economies in the world and "Skill India" campaign by the Government of India attempts to exploit this opportunity. It empowers the youth of the country with skill sets that will make them more employable and productive in their work environment.

Skill India offers courses across various skill sectors in the country which are aligned to the standards recognised by both, the industry, and the government under the National Skill Qualification Framework. The courses help a person enhance their technical expertise and skills so that they are job-ready from day-one of employment and companies do not have to invest in training them. The Industrial Training Institute (ITI) ecosystem has also been brought under Skill India to ensure better results in vocational education and training.

The Ministry of Skill Development and Entrepreneurship (MSDE) has introduced comprehensive reforms to the Apprentices Act 1961, and most of the control is now with the industry to enable them set standards based on market needs. Much of the rules can now be formed by the industry matching industry needs with the expectations of the trainees. The changes to the Apprentices Act in 2014 have provided for adaptability and responsiveness in the framework and facilitates the integration of theoretical learning with practice while apprenticing in the industry. To provide for industry specific classroom inputs, the framework now allows the participation of third-party organizations in providing the preparatory modules. The act also facilitates creation of industry specific programs to cater to their needs.

The long-term skill development programmes are coordinated by The Directorate General of Training (DGT) in the Ministry of Skill Development and Entrepreneurship (MSDE). It is the apex

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[1]Excerpts from PM Narendra Modi Speech on July 15,2020 from The Hindu (July 16,2015) Retrieved from: https://www.thehindu.com/news/national/mantra-to-stay-relevant-is-to-improve-skills-says-pm-modi/article32088039.ece

[2] Business Standard (July 16, 2015) Retrieved from: https://www.nsdcindia.org/sites/default/files/BS_Delhi_16thJuly2015.pdf

national organisation for development and coordination of programmes related to vocational training, including Women's Vocational Training. Industrial Training Institutes (ITIs) are under the administrative and financial control of State Governments or Union Territory administrations. While the Apprenticeship Training Scheme (ATS) is a three-year training scheme combining classroom-based and on-the-job learning provided by industry, the Craftsmen Training Scheme (CTS) is predominantly a 2-year training programme provided in the ITIs. The ATS provides students of CTS /other training programmes an opportunity to gain work experience. The scheme is structured to provide industries an incentive to offer fresh students learning opportunities though work experience.

DGT also operates Vocational Training Schemes in some of the specialized areas through field institutes under its direct control. Development of these programmes, common policies, common standards & procedures, training of instructors and trade testing is the responsibility of the DGT.

With the objective of strengthening Industry connect and imparting industry relevant training, DGT has introduced the Dual System of Training (DST) wherein ITIs are encouraged to join hands with industry partners to provide mandatory industrial exposure to the trainees during the course of their training. This means that part of their skill training takes place in the industry. The Flexi-MoU model offering customized, industry relevant training, entirely in the industry premises has also been introduced to provide flexibility in creating tailored skilling programmes.[3]

Skills Strengthening for Industrial Value Enhancement (STRIVE) is a far-reaching initiative in this direction with the objective of improving the relevance and efficiency of skills training provided through ITIs and apprenticeships. This initiative, which is currently underway, is supported by the World Bank and is expected to be completed by November 2022.

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[3] https://dgt.gov.in/

STRIVE

Skills Strengthening for Industrial Value Enhancement (STRIVE) is an outcome focused scheme marking a shift in the government's implementation strategy in vocational training and education. It is a program of the Government of India with assistance from the World Bank, designed as a performance driven project to support various initiatives of the state governments and Industrial Training Institutes (ITIs). It is aimed at improving the performance of ITIs through infrastructure development, on-the-job training, improved teaching learning materials, training of trainers etc., leading to improved teaching and learning outcomes.

The objective of the scheme is to provide technical and implementation support to state governments and other institutions that will result in MSDE achieving predefined targets in various result areas. The project uses the Programme for Results (PforR) instrument of World Bank that ensures outcome-based funding. The project also aims to increase participation of the industry through industry clusters/ geographical chambers to address the challenge of involving Micro, Small and Medium-sized Enterprises (MSMEs) in the initiatives. As the project aims to enhance the quality of delivery at the ITIs, several ITIs would be competitively selected for upgradation under the scheme.

The outcomes will be measured through Disbursement Linked Indicators (DLIs) agreed between DGT and the Bank. A DLI verification protocol has been established to measure achievement of DLIs on a periodic basis. With its focus on improving access to quality-oriented and market-driven vocational training through ITIs and apprenticeship training, the project emphasizes on the following four result areas,

1. Improved Performance of ITIs.
2. Increased Capacities of State Governments to support ITIs and Apprenticeship Training.
3. Improved Teaching and Learning materials.
4. Improved and Broadened Apprenticeship Training.

STRIVE STAKEHOLDERS

As the Skill India mission evolved over 2015-2019, numerous public and private agencies have been involved and new organizations created. While the roles and responsibilities of the organizations will evolve depending on emerging needs, a list of the key stakeholders is given below and annexure -3 provides a brief description of their roles.

- Ministry of Skill Development and Entrepreneurship (MSDE).
- Directorate General of Training (DGT), Ministry of Skill Development & Entrepreneurship (MSDE).
- World Bank Group (WB).
- The National Council for Vocational Education and Training (NCVET).
- Indian Institute of Management, Indore.
- Industrial Training Institutes (ITIs).
- Industry Cluster (IC).
- Central Apprenticeship Council.
- The Regional Directorate of Skill Development and Entrepreneurship (RDSDE).
- National Skill Development Corporation India (NSDC).
- National Steering Committee (NSC).
- National project implementation unit (NPIU).
- Project Management Consultant (PMC).
- State Steering Committee (SSC).
- State Project Implementation Unit (SPIU).
- State Apprenticeship Monitoring Cell (SAMC).
- Institute Management Committee (IMC).

Aside to the above there are many other Government department and functionaries which play a key role in implementation of the STRIVE project.

INSTITUTIONAL AND IMPLEMENTATION ARRANGEMENTS

STRIVE is a national program representing a multi-level approach that reflects the complex structure of the skills development ecosystem. Responsibility for management, monitoring and transfer of grant funds to selected ITIs under the PB Grant Agreement Scheme (Results Area 1) rests with the respective state governments, which will sign tripartite PB Grant Agreement with the ITIs and Government of India. Upon verification of the achievement of Key Performance indicators milestone, the NPIU will transfer the respective quantum of funds to the State government (Treasury) from where it would be transferred to the State society account. Further, the SPIU will ensure further transfer the amount to the selected Industrial Training Institute's (ITI's) Institute Management Committee (IMC) (or equivalent body) account.

Under Results Area 2, the NPIU will transfer funds to the respective state government (Treasury) once every year. Subsequently, the State treasury will transfer the funds to State Society account. This is to incentivize state-level policy reforms to state governments based on defined financing triggers, for which targets are defined in a Performance Based Financing Agreement.

Under Results Area 3, funds will be utilised by NPIU and will be provided to centrally funded institutes (CFIs), like CSTARI, NIMI, or other organizations identified by DGT (through NPIU), to undertake curriculum design and develop course materials respectively. The NPIU will consult with central institutes and keep a budget provision for achieving various KPI milestones as per approved implementation plans. NPIU and central institutes will utilize the budget during the financial year to achieve agreed KPI milestones or disbursement triggers.

Under Results Area 4, NPIU will transfer funds to the respective state government (Treasury) from where it would be transferred to the State society account. Further on, the SPIU will ensure transfer the funds to the selected Industry Cluster's (IC) society (or equivalent body) account on achievement of the Key Performance indicators (KPI).

Responsibility to coordinate and facilitate the implementation of STRIVE and provide overall fiduciary guidance at the departmental level rests with the NPIU. Similarly, at the state level, SPIUs established under Vocational Training Improvement Project will be responsible for providing fiduciary guidance, implementation, monitoring, and facilitation of STRIVE. Under STRIVE, the NPIU will be supported through a dedicated PMC directly funded through the project's TA component. The PMC is a consultancy team comprising of key experts in project management, M&E, skills

development, and apprenticeship training. Institutional structure of project governance structure is given below:

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                          ┌──────────────────────┐
                          │        MSDE          │
                          └──────────┬───────────┘
                                     │
                          ┌──────────▼───────────┐
                          │  National Steering   │
                          │  Committee (NSC)      │
                          └──────────┬───────────┘
  ┌──────────────────────┐          │
  │  National Project    │          │
  │  Implementation Unit ├──────────┤
  │  (NPIU)              │          │
  └──────────────────────┘   ┌──────▼───────────┐
                             │  State Steering   │
                             │  Committee (SSC)  │
                             └───────────────────┘
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Figure 1: Institutional Structure of STRIVE

Legend:
- Decision making bodies
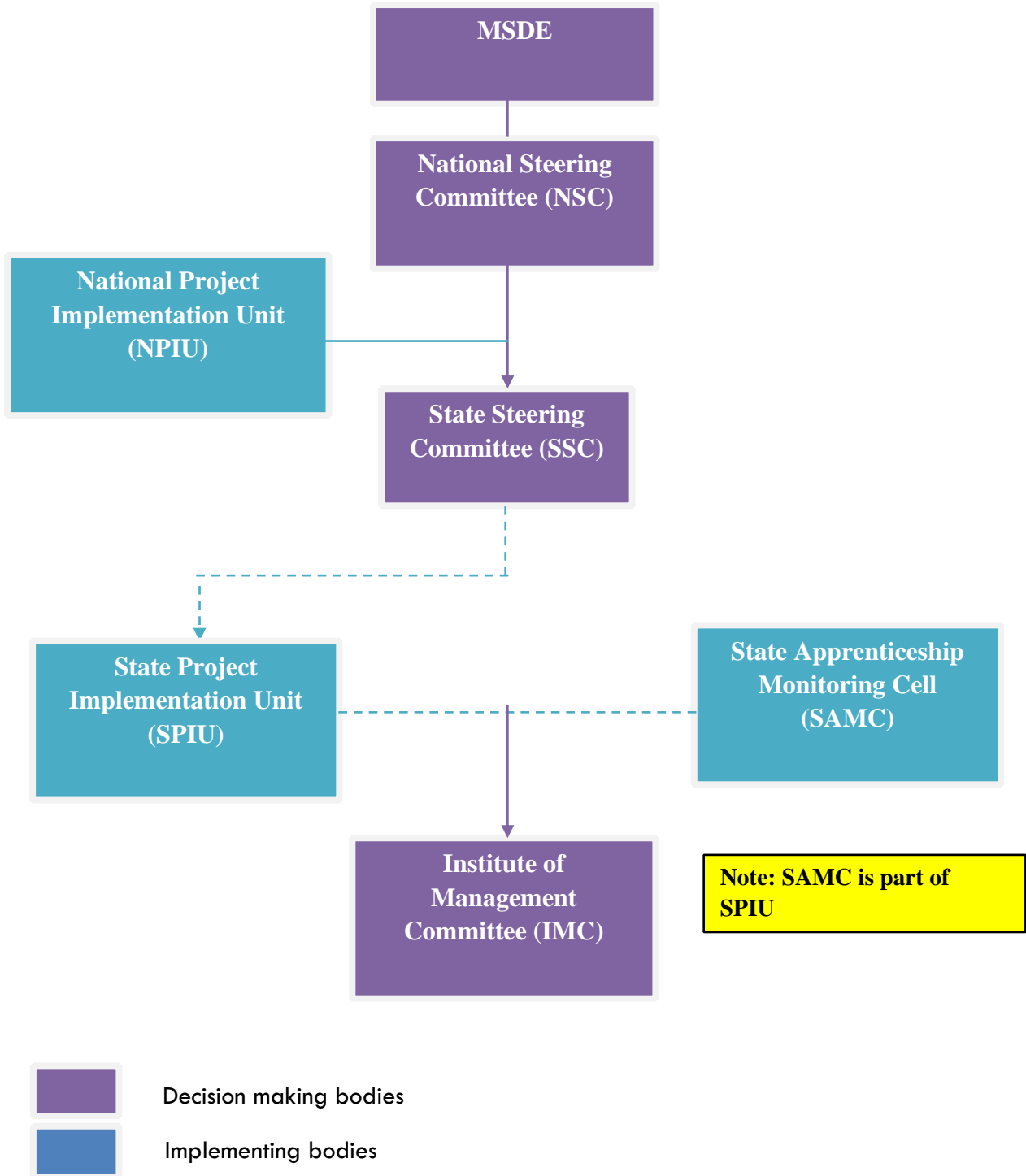- Implementing bodies

Note: SAMC is part of SPIU

Figure 1: Institutional Structure of STRIVE

WORLD BANK PforR AND DLI FRAMEWORK

Program for Results (PforR) is a financing instrument used by the World Bank to align financing of a project based on achievement of predefined results. The unique features of PforR are the use of a country's own institutions & processes and linking disbursement of funds directly to the achievement of specific program results. This approach helps build capacity within the country, enhances effectiveness & efficiency, and leads to achievement of tangible and sustainable program results. PforR is also unique because it supports government programs and helps leverage World Bank development assistance by fostering partnerships and aligning development partner goals and results that can lead to greater development effectiveness.

Figure 2: Four key result areas of STRIVE

Disbursement Linked Indicators (DLIs)

STRIVE has been designed to use the Program for Results (PforR) instrument of the World Bank and funds will be disbursed based on achievement of the results. The DLIs are supplemented with a Verification Protocol that defines how achievement of each DLI will be measured. Disbursement from World Bank to Government of India will be based on achievements of DLRs. Further the MSDE will use a performance-based approach to disburse funds to the implementing agencies (including states, ITIs and ICs), mirroring a similar fund disbursement relationship between the World Bank and the GoI.

Indian Institute of Management, Indore (IIMI) has been contracted by DGT (MSDE) to carry out the Independent Verification of achievements against the DLIs and is the Independent Verification Agency (IVA) for the STRIVE project. This inception report presents the understanding of the IIMI

team and details how the verification exercise would be carried out based on the approach and methodology broadly already agreed upon in the contract.

The Program has six specific DLIs as follows:

DLI-1: Increase in the number of graduates from ITIs that have signed Performance-Based (PB) Grant Agreements.

DLI-2: Improvement in industrial training and employment outcomes for trainees and graduates of ITIs that have signed PB Grant Agreements.

DLI-3: Reduction in ITIs' trainer vacancies and improvements in training of trainers.

DLI-4: Number of Participating States that have conducted tracer studies.

DLI-5: Number of Industry Clusters (ICs) that have introduced at least 2 different apprenticeship programs within their participating (member) industries.

DLI-6: Increase in female enrolment rate in ITIs with PB Grant Agreements and ICs receiving Industry Apprenticeship Initiative (IAI) Grants.

DLI-WISE VERIFICATION PROTOCOL

Baseline Verification:

Some of the DLRs are specified as an increase or decrease in percentage over the baseline figures (for DLI 1 and DLI 3). As the templates used for providing the data also require the data for the baseline year / period, verification of the baseline figures would be undertaken following the same methodology specified below for the verification of achievement against the DLRs.

DLI 1: Increase in the number of graduates from ITIs that have signed PB Grant Agreements

BACKGROUND

Performance-Based (PB) Grant Agreements are introduced to provide results-based funding approach for ITIs to address key challenges affecting quality, relevance, and efficiency of training in government and private ITIs. Under STRIVE support will be provided to selected ITIs through the provision of this performance-based grants for the implementation of their Institute Strategic Plans (ISP) to improve accessibility, enhance quality & market relevance of their skills development programs, while increasing efficiency of their operations. A total of 500 ITIs, consisting of both Government ITIs (400 ITIs) and Private ITIs (100 ITIs), will receive performance-based grants of INR 1000 crore under the project. NPIU and respective state governments represented by the SPIU for STRIVE, will be responsible for selecting the ITIs in accordance with the guidelines.

For year 3 the DLR requires at least 200 ITIs to have signed the PB agreement. This would be verified. In addition, the percentage increase of total number of graduates over 2017-18 across all ITIs that have signed PB Grant Agreements will be checked. It is understood that though more than 200 ITIs are expected to sign the PB agreement, the focus for the DLI would be 200 ITIs.

- **Total Financing Allocated to DLI:** 18 Mn USD
- **As % of total financing Amount:** 15%

DISBURSEMENT-LINKED RESULTS				
Target 2017-18 (Year 1)	Target 2018-19 (Year 2)	Target 2019-20 (Year 3)	Target 2020-21 (Year 4)	Target 2021-22 (Year 5)
		(i) At least 200 ITIs have signed PB Grant Agreements with MSDE (ii) The number of graduates in the academic year from ITIs that have signed PB Grant Agreements has increased by at least by 5% compared to the number of graduates from these institutes in the academic year 2017/18		

The funds allocation for this DLR allows for proportionate disbursement for every percentage point increase in number of graduates above 5% to a maximum of 20% across the project ITIs.

VERIFICATION PROTOCOL

The verification protocol would adopt the approach and methodology proposed in the technical proposal and agreed to in the contract. As per the verification protocol, DGT, MSDE would submit their claim on the number of ITIs that have signed PB grant agreement. DGT, MSDE would provide data on the ITIs and a link to the site /location where the copies of the PB agreements are available, which would be used to verify the claims. With respect to the number of graduates from the ITI(s) it is expected that the data provided would be in a summary form, supported by detailed information on the graduates by state, by SSC, agencies notified by MSDE, ITI, gender, category (SC/ST) etc., as per the template decided upon. Our understanding is that most of the data would come from the NCVT MIS portal. If the data is from outside the portal like for short term programmes, additional documents supporting the claim would also be provided by DGT (MSDE). Details of Data required is given below.

DATA REQUIREMENTS

As per the DLI verification protocol, the data source is the MIS from NCVT portal and other MIS as notified by MSDE. The data provided in the templates by DGT will be used for verification.

Base data requirement for the verification exercise are identified as:

1. A list of ITI's who have signed the PB grant agreement with code number, address and the contact details of the Principal as per Template 1_A.

2. Copies of the PB agreement for 200 ITI's or a link to the location where the copies are stored.

3. ITI wise number of graduates in the baseline year and the current year who have completed NSQF compliant programmes of more than 300 hours. This data will be provided as per Template 1_B and will show numbers based on long term and short-term programs. Separate pages have been created in this template for long term and short-term programmes.

4. List of Students who have graduated in the year from these ITIs (who have signed the grant agreement) as per Template number 1_C. For long term programmes, this is expected to be downloaded by running a query on the NCVT database /portal and sent to us in the CSV format.

5. It is understood that only details of NSQF complaint programmes having a minimum duration of 300 hours are uploaded on the NCVT site /portal. As such if there are any deviations to this, details of the same to be provided.

6. For short term programmes, the above data may come from the STRIVE MIS portal. If the data for template 1_C is available only for long term programmes (that are on the NCVT portal), then the ITI wise details in template 1_B confirmed by the state SPIU official will be used for short term programmes.

Data mentioned above are desirable for the three-stage process and is requested as per the data templates. If data is not available on NCVT MIS portal verification would be carried out based on the data provided by the DGT, MSDE with suitable adjustments to the three-stage process.

Verification Protocol for DLI 1 – Year 3- part (i)

1. Peruse the list of ITI's that have signed the PB grant agreement as per Template 1_A.
2. Check if this list is available on the website of DGT or any other site /portal.
3. The claim will be verified by perusing the copies of the PB agreement for 200 ITI's, using the link provided for the google drive /website.

Verification Protocol for DLI 1 – Year 3- part (ii)

Long term programmes: The numbers in template 1_B for a long-term programme will be checked using the data from the data dump provided from the NCVT portal and in Template 1_C for the 200 ITI's that have signed the PB grant agreement.

Short term programmes: The document from the ITI's confirmed by the SPIU claiming the number of graduates of the short-term programmes will be used to verify the numbers. If details in template 1_C are provided for long term and/ or short-term programmes, they will be verified /checked for internal consistency.

INTERNAL VALIDITY CHECK

As part of the IVA methodology, internal consistency in the data would be first verified. The student data in Template 1_C will be Eyeballed /checked for any evidence of inconsistency.

a) Eyeballed /checked for any evidence of inconsistency. For example
   i. Phone numbers in Name fields,
   ii. Text in Numeric fields (e.g. phone numbers),
   iii. Different dates are inconsistent as per the DLR schedule.
b) Using unique identifiers such as Aadhar number (if available) or fuzzy /unique combinations of various fields, checked for duplication, if any.
c) By perusing documents /communications to /from states, check whether data uploaded on the MIS are of Graduates who have successfully completed a NSQF compliant CTS trade or any other NSQF compliant trade offered in the ITI with a minimum duration of 300 hours.

EXTERNAL VALIDITY CHECK

NIL

PHYSICAL VERIFICATION

Earlier it was planned that a random sample of the ITI's will be identified and field surveyors of the IVA will visit them. Check their graduation registers for conformity with respect to numbers.

Due to the present Covid situation, the above may not be possible because of the travel restrictions and as such it is proposed to use the following. However, once the situation normalizes, physical verification using field visits would be carried out.

a.   Select a random sample of 50 ITI's and telephonically request the ITI's (through the principal) to confirm the numbers reported for their ITI.

IVA will compare the number of graduates at the end of the year with the baseline figure and check for achievement of the DLI

PROPOSED DELIVERABLE OF VERIFICATION

The above verification exercise will enable the IVA to verify the DGT (MSDE) claim of the total number of ITI that signed the PB grant agreement and number of graduates in these ITIs during the year. The final report is expected to contain the result in the following table format for each year of verification

Year 3 DLI 1(i):

Target for DLI 1 Year 2019-20	Number of ITIs that signed PB grant agreement		Whether the target has been achieved	Comments
	claimed as per DGT (MSDE)	based on our verification		
At least 200 ITIs have signed PB Grant Agreement with MSDE				

Year 3 DLI 1(ii)

Number of graduates in 2017-18: _____

Number of graduates in 2019-20: _____

Target for DLI 1 Year 2019-20	Percent Increase in number of graduates during the year 2019-20 compared to 2017-18		Whether the target has been achieved	Comments
	claimed by DGT, MSDE	based on the verification		
The number of graduates in the academic year for ITIs that have signed PBGA has increased at least by 5% compared with number of graduates in academic year 2017/18				

The funds allocation for this DLR allows for proportionate disbursement for every percentage point increase in number of graduates above 5% to a maximum of 20% across the project ITIs. If the target is exceeded, it will be mentioned in the comment's column.

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TIMELINE

It is expected that the verification exercise (with limited physical verification) would require 45 days, after the DGT (MSDE) claims / data / summary have been submitted.

TIMELINE

DLI 2: Improvement in industrial training and employment outcomes for Trainees and graduates of ITIs that have signed PB Grant Agreements

BACKGROUND

The main aim of the STRIVE project is to provide skill and competencies to people which will enhance their employability. For this On-the-job training (OJT) plays a crucial role as the trainees are exposed to a real working environment. Success of the course is demonstrated by the employment status of the trainees after the graduation. It is expected that the participants will be employed within one year of graduation.

There is no DLR for the first year. This DLI focuses on the number /percentage of trainees who have undergone on the job training from year 3 to year 5. In the final year, a national -level graduate tracer study is to be conducted on trainees who have graduated from ITIs that have signed PB Grant Agreements, which will measure job placement outcomes. The report is to be published.

- **Total Financing Allocated to DLI:** 21 Mn USD
- **As % of total financing Amount:** 17.5%
- **Baseline:** 2% trainees undergoing OJT; 50% placement rate (Since PB Grant Agreement ITIs are not identified yet, baseline information is based on the average across all ITIs.)

DISBURSEMENT-LINKED RESULTS				
Target 2017-18 (Year 1)	**Target 2018-19 (Year 2)**	**Target 2019-20 (Year 3)**	**Target 2020-21 (Year 4)**	**Target 2021-22 (Year 5)**
		(i) At least 10% of trainees enrolled in academic year 2019/20 across ITIs that have signed PB Grant Agreements have undergone OJT (ii) At least 15% of	(i) At least 20% of trainees enrolled in academic year 2020/21 across ITIs	(i) At least 25% of trainees enrolled in academic year 2021/22 across ITIs that have signed PB Grant Agreements have undergone OJT (ii) A national -level

		trainees enrolled in academic year 2019/20 across ITIs that have signed PB Grant Agreements have undergone OJT	that have signed PB Grant Agreements have undergone OJT	graduate tracer study on trainees graduated from ITIs who have signed PB Grant Agreements is conducted and published to measure job placement outcomes

VERIFICATION PROTOCOL

The verification protocol would adopt the approach and methodology proposed in the technical proposal and agreed to in the contract. As per the verification protocol, DGT, MSDE would submit their claim on the number /percentage of trainees in NSQF aligned CTS trade or other trades /programmes during the year who have undergone OJT. Data on the organizations providing OJT would be used to verify the claims. It is expected that the data provided would be in the summary form supported by detailed information on the persons trained by states, ITIs, category, gender etc as per the template provided. Our understanding is that most of the data would come from NCVT MIS portal and studies conducted/data collected by the states. If the data is from outside the portal, additional documents supporting the claim would also be provided by DGT, MSDE.

DATA REQUIREMENTS

As per the DLI verification protocol, the data source is NCVT MIS and other MIS as notified by MSDE. Base data requirement for the verification exercise are:

1. A declaration by each of the SPIU on the number of trainees enrolled in the year and the number of those who have undergone OJT using template 2_A. This certificate will also confirm that OJT was for the period as prescribed.
2. Data in Template 2_B, containing details of the establishments providing OJT need to be filled for a small sample of the ITI's identified /selected by the IVA.

INTERNAL VALIDITY CHECK

As part of the IVA methodology, internal consistency in the data would be first verified. As student wise data may not be available, the internal validity check would be restricted to a perusal of documents/data provided by the SPIU /DGT.

EXTERNAL VALIDITY CHECK

IVA would Identify a random sample of ten ITI from the 200 who have signed the PB grant agreement and request for the list of establishments who have provided OJT to their students. The data requested would also cover the number of students from the ITI who were provided OJT in each establishment. One or two establishments for each ITI will be contacted to confirm the numbers. This data to be provided as per template 2_B.

PHYSICAL VERIFICATION

It is suggested that ITI(s) may be requested /directed to maintain a register of students who undergo OJT and in the later years, this could be physically verified.

PROPOSED DELIVERABLE OF VERIFICATION

The above verification exercise will enable the IVA to verify the DGT, MSDE claim of total number/percentage of trainees who have undergone OJT. The final report is expected to contain the result in the following table format for each year of verification. The table would be progressively populated as data is obtained

Year	Target for DLI 2 as a % of trainees enrolled who have undergone OJT	Total Number of Trainees enrolled	Percentage of trainees enrolled who have undergone OJT		Whether the target has been achieved	Comments
			Claimed by DGT, MSDE	Verified by IVA		
2019-20	10%					
	15%					
2020-21	20%					
2021-22	25%					

TIMELINE

It is expected that the verification exercise would require 30 to 45 days, after DGT, MSDE claims have been submitted along with the details for the selected ITI(s) on the establishments.

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DLI 3: Reduction in ITIs' trainer vacancies and improvements in training of trainers

BACKGROUND

High quality Teaching Learning (TL) resources and good teachers are arguably the most important factors determining the quality of any training or skills development program. Many ITIs are still characterized by poor state of infrastructure, workshop facilities, and teaching equipment. Many of them have a number of unfilled instructors' positions and reducing the vacancy position is one of the greatest challenges for the ITIs. In some cases, particularly rural areas, the vacancy rate has been found to be very high.

DGT, MSDE would prepare the sustainability plan for the recruitment, training and career progression of ITI trainers. Participating states are required to prepare specific teachers' development plans based on the guidelines provided by the DGT, MSDE. One of the DLRs for the DLI is reduction in the vacancy position in participating states by a specified percentage. IVA would verify if the desired number of Participating States have reduced the vacancies of sanctioned trainers' posts by at least 20% in government ITIs compared with vacancy numbers as on 3rd January 2019. Also, IVA will verify that NIMI or organizations identified by DGT have upgraded at least 4 CITS trades with new digital TL resource packages, incorporating effective use of video and computer-based multimedia as educationally appropriate.

- **Total Financing Allocated to DLI:** 20.5 Mn USD
- **As % of total financing Amount:** 17.1%

DISBURSEMENT-LINKED RESULTS				
Target 2017-18 (Year 1)	Target 2018-19 (Year 2)	Target 2019-20 (Year 3)	Target 2020-21 (Year 4)	Target 2021-22 (Year 5)
		i) MSDE has developed a policy paper on sustainability plan for the recruitment, training and career progression for ITIs trainers (ii) Participating States have	(i) At least 7 Participating States have reduced the vacancies of sanctioned trainers' posts by at least 20%	i) At least 10 Participating States have reduced the vacancies of sanctioned

| | | developed the career progression policy (iii) At least 5 Participating States have reduced the vacancies of sanctioned trainers' posts by at least 20% in Government ITIs compared with vacancy numbers as on 3rd January 2019 | in government ITIs compared with vacancy numbers as on 3rd January 2019 (ii) DGT has upgraded at least 4 CITS trades in blended mode and approved by NCVET/DGT/ NSC | trainers' posts by at least 20% in government ITIs compared with vacancy numbers as on 3rd January 2019* |

The funds allocation for this DLR allows for proportionate disbursement up to a maximum number of 15 states achieving the reduction in vacancy.

VERIFICATION PROTOCOL

DGT, MSDE will submit Claims and provide data and documents in support of the claims to the IVA. The IVA will verify the availability of sustainability plan, career progression policy etc., based on the documents provided. It is understood that individual trainer details may not be readily available. If the summary data of sanctioned and vacancy positions in each of the ITI is provided and confirmed by the SPIU, they will form the basis for verification. A small number of ITI(s) may be selected for telephonic verification of the numbers. The number of CITS trades upgraded, for which comprehensive new digital TL resource packages have been developed would be verified based on the documents provided and information available on the websites. The data requirements are as follows:

DATA REQUIREMENTS

The data required is to be extracted from the NCVT MIS and other MIS /reports submitted by SPIUs to DGT. Documents and data requirement for the verification exercise are identified as:

1. Copy of the MSDE policy paper on Sustainability plan and its date of approval by the competent authority in the form of the Minutes of the Meeting (MoM) or notification etc.
2. List of states that have developed the career progression policy.
3. Copies of the state policies from at least 15 states along with evidence of approval of the same by the competent authority.

4. List of states which have achieved 20% reduction in trainer vacancy.

5. The trainer Vacancy Summary as per template No. 3_A for the states that have achieved the vacancy reduction (as mentioned in point number 3 above). This is to be certified by the SPIU of each state.

6. Individual Trainer data in Template 3_B. If not available from all the ITIs (of the states mentioned above), then from a sample of selected ITIs. If this is difficult even from a few ITI(s) for year 19-20, states may be asked to plan for this from year 20-21.

7. Copies of government orders /Gazette notifications /advertisements from the state government for appointment of trainers if available.

8. Annual progress report on STRIVE prepared by states if available.

9. Annual progress report on STRIVE prepared by the DGT, MSDE if available.

10. List of trades for which TL material has been upgraded /developed for delivery in the blended mode.

11. Documents in the form of minutes of meeting or communications evidencing the upgradation of the CTS trades and approval by competent authority.

12. Copies of modified /updated course content for each of the CITS that have been upgraded. If this is available on the website, the link may be provided.

Data mentioned above are desirable for the three-stage process. If data is not available or not shared due to legal or other consideration, verification would be carried out based on the data provided by DGT, MSDE with suitable adjustments to the three-stage process.

The verification would be carried out as detailed below. For some sub-components of the DLI, a two-stage verification process would be followed as field verification is not required.

For DLI 3- Year 3- Part (i) and (ii)

1. Perusal of the soft /hard copies of the approved sustainability plan for the recruitment, training and career progression of ITIs trainers developed by DGT, MSDE. MoM or approvals of the above plan /policy by competent authority will be checked for confirming the date /period when it was approved.

2. Perusal of the career development policy for teachers /instructors of the ITI's developed by the states. Check if at least 15 States have developed specific teachers' development plans (career progression policy) based on the guidelines provided by the DGT, MSDE. Minutes

of Meeting (MoM) or approvals of the above plan /policy by competent authority will be checked for confirming the date /period when it was approved.

For DLI 3: Year 3 Part (iii), Year 4 Part (i) & 5 Part (i):

INTERNAL VALIDITY CHECK

1. Data provided in the templates to support the claim will be used. If detailed instructor data is provided in Template 3_B, the same would be checked for internal consistency and duplication. This would be similar to the method mentioned for DLI 1. Else, the certificate from SPIU will be the basis for verification.

2. Documents /government orders /notifications issued (if any and available) by the state government on the recruitment and appointment of trainers /teachers/instructors to ITI's in the year would be checked to verify the claim.

EXTERNAL VALIDITY CHECK

Verify if there have been any advertisements by the ITI's or the concerned state department for recruiting trainers /teachers for the ITI's. This would depend on the data provided.

PHYSICAL VERIFICATION

It was earlier planned to take a random sample of the ITI's, and field surveyors of the IVA will visit them. Check their staff registers /salary registers for conformity with respect to numbers.

Due to the present Covid situation, the above may not be possible. However, once the situation normalizes, physical verification using field visits would be carried out. Currently, it is proposed to use the following,

- Select a random sample of 2 ITI's from each of the five states and telephonically verify the vacancy position provided in template 3_A.

Compare the vacancy position at the end of the year with the baseline figure and check for achievement of the DLR.

For DLI3-Year 4- Part (ii)

a. Perusal of the documents in the form of minutes of meeting or communications evidencing the upgradation of the CTS trades and approval by competent authority.

b. Perusal of the course content for changes in the course content for each of the CITS that have been upgraded.

PROPOSED DELIVERABLE OF VERIFICATION

The verification report would verify the claim report as follows, with the table getting progressively filled as verification proceeds.

Year 3- Part (i) and (ii)

Sl. No.	Target for Year 3 2019-20	Date on which the plan was approved by MSDE /Competent Authority	File No. /letter No. of the approval	Whether the target has been achieved	Comments
1	MSDE has developed a sustainability plan for the recruitment, training and career progression for ITI trainers				
2	At least 15 Participating States have developed the career progression policy				

Year 3 Part (iii), Year 4 Part (i) & 5 Part (i):

Year	Target for the year – Number of states that have reduced the vacancy of sanctioned trainers' posts by at least 20%)	No. of states that claim to have reduced the vacancy	Whether the target has been achieved	Comments
Year 3	5 states			
Year 4	7 states			
Year 5	10 states			

The funds allocation for this DLR allows for proportionate disbursement for up to a maximum number of 15 states achieving the reduction in vacancy. If the target is exceeded, it will be mentioned in the comments column.

Year 4- Part (ii)

Number of the CITS trade for which teaching learning materials have been upgraded	Name and code number of the CITS trade for which teaching learning materials have been upgraded	Date and number of the letter or internal document approving the upgraded CITS trade by NCVET/DGT/ NSC	Whether the target has been achieved	Comments, if any
Four (4)				

TIMELINE

It is expected that the verification exercise would require 30 days, after the DGT, MSDE claims / data / summary have been submitted.

DLI 4: Number of Participating States that have conducted tracer studies

BACKGROUND

One of the objectives of STRIVE is to support the states in strengthening their capabilities in providing training that will result in enhanced employment opportunities to the graduates of the ITI(s). Towards this objective, tracer studies are planned to establish benchmarks on the employment outcomes of the graduates of the ITI(s). The expectations are that the graduates from the ITI(s) will be gainfully employed, self-employed or enrolled in an apprenticeship programme within one year of certification.

These studies will be based on a sample of ITI graduates using a methodology accepted by the central government. There is no target for the first two years to provide time for implementation of the program. The target for year 3, 4 and 5 includes tracer studies to be conducted by the participating states and publishing the results of the same.

- **Total Financing Allocated to DLI:**   **18** Mn USD
- **As % of total financing Amount:**   **15 %**

DISBURSEMENT-LINKED RESULTS				
Target 2017-18 (Year 1)	**Target 2018-19 (Year 2)**	**Target 2019-20 (Year 3)**	**Target 2020-21 (Year 4)**	**Target 2021-22 (Year 5)**
		Pilot tracer study in one state by DGT	At least 5 Participating States have conducted tracer studies	At least 10 Participating States have conducted tracer studies

The funds allocation for this DLR allows for proportionate disbursement up to a maximum number of 15 states achieving the reduction in vacancy.

VERIFICATION PROTOCOL

The verification protocol would adopt the approach and methodology proposed in the technical proposal and agreed to in the contract. As per the verification protocol, DGT, MSDE would submit their claims on the number of states that have conducted the tracer studies and provide documents (copies of tracer studies and annual progress report of STRIVE) in support of the claim.

DATA REQUIREMENTS

Data required for the verification exercise are:

1.   Details of tracer study conducted by the DGT, MSDE.

2.   List of states that conducted tracer studies along with dates on which the same was conducted. Data to be provided as per template 4.

3.   Copies of the reports of the tracer studies mentioned above, along with details of the date of publication, approval of the report by the competent authority etc.

4.   Links to DGT /other websites where the reports of the tracer studies have been published /are available.

INTERNAL VALIDITY CHECK

As part of the IVA methodology, internal consistency of the data would be first verified. This is proposed to be carried out perusing the copies of the tracer study reports and the dates on which they were published. Availability of the reports on the STRIVE website /DGT website would be checked.

EXTERNAL VALIDITY CHECK

No external check is proposed.

PHYSICAL VERIFICATION

The report would be studied for conformity to the guidelines.

PROPOSED DELIVERABLE OF VERIFICATION

The above verification exercise will enable the IVA to verify the DGT, MSDE claim with respect to the tracer studies conducted by DGT and the states.   The final report is expected to contain the verification results in the following table format for each year of verification.

Sl. No.	Year	Target for DLI 4 Year	Name of the state(s) for which tracer studies is conducted	Date(s) on which the tracer study reports were published	File No. /letter No. in which the competent authority has authorized publication of the report	Whether the target has been achieved	Comments
1	Year 3	Pilot tracer study in one state by DGT					
2	Year 4	At least 5 Participating States conducted tracer studies.					
3	Year 5	At Least 10 Participating States conducted tracer studies					

The fund allocation for this DLR allows for proportionate disbursement up to a maximum number of 15 states achieving the reduction in vacancy. If the targets are exceeded, the same will be mentioned in the comment's column.

TIMELINE

It is expected that the verification exercise would require 30 days, after DGT, MSDE submits the claims and provides documents / data in support of the claims.

DLI 5: Number of ICs that have introduced at least 2 different apprenticeship programs within their participating (member) industries

BACKGROUND

Industry Apprenticeship Initiative (IAI) grants are given to industry clusters (ICs) for the development and implementation of apprenticeship programs that increase the participation of industry, SMEs, in defining the programs' content and delivery. IAIs are apprenticeship development projects driven by stakeholders with the joint interest of improving ongoing apprenticeship training and/or introducing new or improved apprenticeship programs. IAIs will be facilitated and managed by industry cluster organizations, which will also be a formal partner in the grant agreement with the Government.

DGT, MSDE is required to develop and adopt the approved operations manual for IAI Grant mechanism. In addition, at least 4 ICs, that have enrolled apprentices under the IAI Grant mechanism, must have introduced at least 2 new apprenticeship programs each. There are no DLI for Year 1 and Year 3 and Year 5.

- **Total Financing Allocated to DLI:** **22.5 Mn USD**
- **As % of total financing Amount:** **18.8%**

DISBURSEMENT-LINKED RESULTS				
Target 2017-18 (Year 1)	**Target 2018-19 (Year 2)**	**Target 2019-20 (Year 3)**	**Target 2020-21 (Year 4)**	**Target 2021-22 (Year 5)**
	(i) MSDE has developed and approved/adopted the Operations Manual for the IAI Grant mechanism*		At least 4 ICs, that have enrolled apprentices under the IAI Grant mechanism, have each introduced at least 2 new apprenticeship programs within their participating (member) industries	

*This has already been achieved and would not be verified.

VERIFICATION PROTOCOL

The verification protocol would adopt the approach and methodology proposed in the technical proposal and agreed to in the contract. It is understood that MSDE has already developed and approved the Operations Manual for the IAI Grant mechanism, and the target for year 2 is not required to be verified by the IVA. As per the protocol, verification would be carried out using the documents provided by DGT supporting the claim of achievement. The verification claim is expected to include the details of the ICs introducing new programs and list of apprentices as per the templates. IVA will validate the data on a sample basis by using the following data:

DATA REQUIREMENT

1. Copy of the operations Manual developed by DGT, MSDE for IAI grant mechanism.
2. List of ICs that have introduced two new programmes within their participating industries. Data of the new programme introduced and number of apprentices in the newly introduced programmes within their participating members as per template 5_A.
3. Details of individual apprentices enrolled to be provided as per Template 5_B
4. Documents supporting the claim of introduction of the new apprentice programs in the form of communications by the IC's, DGT or the industry to the public through the portal or other means.
5. List of participating member industries /companies and the communication from the industries confirming their participation in the new programmes.

Data mentioned above are desirable for the three-stage verification process. If data is not available or not shared due to legal or other consideration, verification would be carried out based on the data provided by the DGT, MSDE with suitable adjustments to the three-stage process.

INTERNAL VALIDITY CHECK
1. Documents relating to the new programmes would be perused to check for the newness of the programmes. The DGT, Apprentice portals would be visited for details of the programme /announcement regarding the introduction of the new apprentice programs.
2. If detailed apprentice wise data is provided as per the templates, then internal validity checks will be undertaken. As in the case of DLI1, the number of apprentices enrolled in a new program would be checked for consistency and duplication.

EXTERNAL VALIDITY CHECK

NIL

PHYSICAL VERIFICATION

1. Details provided in Template 5_B will be verified with the details available in the portal.

2. Officials of ICs and participating industry members would be telephonically contacted to verify the data points.

PROPOSED DELIVERABLE OF VERIFICATION

The above verification exercise will enable the IVA to verify the claim with respect to the introduction of two new apprentice programs. The final report is expected to contain the results in the following table format for the respective year of verification.

S.no.	Target for Year 4 (2020-21)	Claim –from DGT		Whether the target is achieved	Comments
		Number of ICs that have introduced 2 new programmes	Names of the ICs that have introduced 2 new programmes		
1	At least 4 ICs, that have enrolled apprentices under the IAI Grant mechanism, have each introduced at least 2 new apprenticeship programs				

TIMELINE

It is expected that the verification exercise would require 30 days, after DGT (MSDE) claims / data / summary have been submitted (without physical verification or with limited physical verification).

55350/2020/O/o DIR (NPIU)

DLI 6: Increase in female enrolment rate in ITIs with PB Grant Agreements and ICs receiving IAI Grants

BACKGROUND

Female labour force participation in Indian Labour market is only 23.4%. To ensure the equal participation of women in social and economic progress, thirty percent of the seats in ITIs are reserved for women. However, only one out of 10 students in the ITIs are women. In addition, the female enrolment rate differs considerably between states. Of the 36 Indian states and UTs, 8 states record a female participation rate of 30 percent and higher. In 6 states that account for 32 percent of the entire ITI enrolment, the rate is 5 percent or below. In Bihar, only 1.15 percent of all ITI students are female[4]. The situation is more concerning in apprenticeship training.

One of the DLIs of the scheme is an increase in female enrolment in ITI(s). IVA will verify the increase in female enrolment across ITIs that have Signed PB Grant Agreements as percentage of enrolees in that year. To provide for the implementation of activities to boost the enrolment of female trainees in these ITIs and ICs, no target (DLR) is prescribed for Year 1 and Year 2.

- **Total Financing Allocated to DLI: 19 Mn USD**
- **As % of total financing Amount: 15.8%**
- **Baseline: 9.7% (Since PB Grant Agreement ITIs were not identified yet, baseline information is based on the average across all ITIs.)**

DISBURSEMENT-LINKED RESULTS				
Target 2017-18 (Year 1)	Target 2018-19 (Year 2)	Target 2019-20 (Year 3)	Target 2020-21 (Year 4)	Target 2021-22 (Year 5)
		(i) Female enrolment during the year 2019-20 across ITIs that have signed PB Grant	(i) Female enrolment during the year 2020-21 across ITIs	(i) Female enrolment during the year 2021-22 across ITIs

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[4] The Economic Times (March 4, 2020) accessed at
https://economictimes.indiatimes.com/news/company/corporate-trends/how-indias-workforce-participation-rate-of-women-has-sharply-declined-over-the-years/articleshow/74531505.cms?from=mdr and
Program Appraisal Document for STRIVE by World Bank (February, 2017)-Retrieved from:
http://documents1.worldbank.org/curated/en/849071488682856000/pdf/India-Skill-Strengthening-PAD-02102017.pdf

		Agreements has reached 11% of all enrolees. (ii) Female enrolment during the year 2019-20 across ITIs that have signed PB Grant Agreements has reached 12.5% of all enrolees (iii) At least 4 ICs receiving IAI Grants have achieved a female enrolment of 5% in aggregate	that have signed PB Grant Agreements has reached 14% of all enrolees (ii) Female enrolment of 10% in aggregate across 10 industry clusters (ICs)	that have signed PB Grant Agreements has reached 15% of all enrolees (ii) Female enrolment of 12% in aggregate across 10 industry clusters (ICs)

VERIFICATION PROTOCOL

The verification protocol would adopt the approach and methodology proposed in the technical proposal and agreed to in the contract. As per the protocol, DGT, MSDE would submit their claim on the number of women enrolled in ITIs that signed PB Grant agreement and in the apprentice programmes of IC receiving IAI grant. Data would be provided as per template 2_A and 6_C. It is expected that the data provided would be in the summary form, supported by detailed information on the persons trained by state, by category, by ITIs, or by ICs etc. Our understanding is that most of the data would come from NCVT MIS /Apprenticeship portal. If the data is from outside the portal, additional documents supporting the claim would also be provided by DGT, MSDE.

DATA REQUIREMENTS

The data source is NCVT MIS, Apprenticeship portal MIS and other MIS as notified by DGT, MSDE for the number of female enrolments in ITI(s) and as apprentices in industry clusters. Data requirement for the verification exercise are identified as:

1. Annual progress report on STRIVE prepared by the MSDE
2. IVA expects that some of the data provided for DLI 2 in template no. 2_A will be useful for verifying this DLI.
3. Data regarding trainee enrolment in ITIs that have signed the PB Grant Agreement as per Template 6_C.

4. List of IC's that have received the IAI grant.

5. Template no. 6_A_Summary sheet of enrolment in ICs that have received the IAI grant.

6. Template no. 6_B_Female Apprentice details of the ICs receiving IAI Grants. If data from all the ICs that have received the grant is not available, the above data can be provided for those ICs which have met the target.

Data mentioned above are desirable for the three-stage process. If data is not available or not shared due to legal or other considerations, verification would be carried out based on the data provided by DGT, MSDE with suitable adjustments to the three-stage process.

For DLI 6, Year 3 part (i and ii), year 4 part (i) and year 5 part (i)

Long term programmes:

The numbers in template 2_A for a long-term programme will be verified using data from the data dump provided from the NCVT portal as per template 6_C.

Short term programmes:

The document from the ITI's confirmed by the SPIU providing the number of graduates of the short-term programme as per template 6_C will be used to verify the numbers.

INTERNAL VALIDITY CHECK

As part of the IVA methodology, internal consistency in the data would be first verified. This is proposed to be carried out on the student data in Template 6_C, if provided. It will be Eyeballed /checked for any evidence of inconsistency similar to DLI1.

EXTERNAL VALIDITY CHECK

NIL

PHYSICAL VERIFICATION

It was planned that a random sample of the ITI's will be identified and field surveyors of the IVA will visit them. Check their graduation registers for conformity with respect to numbers.

Due to the present Covid situation, the above may not be possible. However, once the situation normalizes, physical verification using field visits would be carried out. Currently, it is proposed to use the following,

1. Select a random sample of 50 ITI's and telephonically request the ITI's (through the principal) to confirm the numbers reported for their ITI.

IVA will check the number of female trainees enrollment with respect to the total enrollment figure for achievement of the DLR

For DLI 6, Year 3 part (iii), year 4 part (ii) and year 5 part (ii)

INTERNAL VALIDITY CHECK

If template 6_B is provided, an internal consistency check would be carried out. The apprentice data provided will be Eyeballed /checked for any evidence of inconsistency as done for DLI 1. Checks for duplication can also be carried out.

EXTERNAL VALIDITY CHECK

Two establishments from each IC would be randomly picked and data verified using telephone calls.

PHYSICAL VERIFICATION

It was planned that the field surveyors of the IVA would visit a random sample of the ICs and verify the data on their admission /enrolment using the registers maintained for this purpose.

Due to the present Covid situation, the above may not be possible. However, once the situation normalizes, physical verification using field visits would be carried out. Currently, it is proposed to use the following,

1. Telephonically call officials of the four ICs and request them to verify the numbers provided in Template 6_A.
   Or
2. If individual apprentice details are given, then randomly select a sample of female apprentices from each of the 4 ICs and cross check their details with the details available on the apprentice portal.

PROPOSED DELIVERABLE OF VERIFICATION

The above verification exercise will enable the IVA to verify the DGT, MSDE claim of the total number of women trained during the year. The final report is expected to contain the result in the following table format for each year of verification

For DLI 6, Year 3 part (i and ii), year 4 part (i) and year 5 part (i)

Year	Target Female enrolment across ITIs with signed PB Grant Agreements during academic year has reached x% of all enrolees	% of women enrolled in ITIs/claimed by DGT, MSDE	% of women enrolled in ITIs verified by IVA	Whether the target is met	Comments
Year 3	x≥11%				
	x≥12.5%				
Year 4	x≥14%				
Year 5	x≥15%				

For DLI 6, Year 3 part (iii), year 4 part (ii) and year 5 part (ii)

Year	Target - At least 'x' ICs receiving IAI Grants have reached a female enrolment of 'y'% in aggregate	% of women enrolled in ICs programmes claimed by DGT, MSDE	% of women enrolled in ICs programmes verified by IVA	Whether the target is met	Comments
Year 3	x≥4 and y ≥5%				
Year 4	x≥ 10 and y ≥10%				
Year 5	x≥ 10 and y≥12%				

TIMELINE

It is expected that the verification exercise would require 30 days, after the DGT, MSDE claims / data / summary have been submitted.

VERIFICATION DELIVERY TIMELINES

It is understood that the DLRs are not time-bound. The Fiscal Years in which they are expected to be achieved as per this Schedule are strictly for indicative purposes. It is possible that some of the DLRs may be achieved early. These DLRs can accordingly be met up and until the Closing Date. The timeline for delivery of the verification reports are conditional to the data and DGT, MSDE claims being made available in time.

Due to the current Covid situation, no field visits are planned considering travel restrictions. When the situation returns to normal, field visits can be undertaken. However, no field visits will be undertaken in connection with verification of DLRs for which verification reports have been submitted.

When field visits are undertaken as part of the verification process, the timelines given below will be extended to accommodate for the travel time. It is expected that the timelines in such cases will increase by 45 to 75 days.

DLIs wise Information required and minimum timelines in brief:

Sl. No.	DLI	Data /Information requirement	Estimated* time required for verification post receipt of data /information in column 2 (physical verification in the nature of a dipstick verification by phone calls if necessary). No field visits.
1	Increase in the number of graduates from ITIs that have signed PB Grant Agreements.	Claims by DGT, MSDE for years. Template 1_A, 1_B, 1_C. List of data sources from which the claims have been prepared. Data requirement mentioned against the DLI above.	30 to 45 days

2	Improvement in industrial training and employment outcomes for Trainees and graduates of ITIs that have signed PB Grant Agreements	Claims by DGT, MSDE for the year. Template 2_A and 2_B. List of data sources from which the claims have been prepared. Data requirement mentioned against the DLI above.	30 to 45 days
3	Reduction in ITIs' trainer vacancies and improvements in training of trainers.	Claims by DGT, MSDE for the year. Template 3_A and 3_B. List of data sources from which the claims have been prepared. Data requirement mentioned against the DLI above.	30 days
4	Number of Participating States that have conducted tracer studies	Claims by DGT, MSDE for the year. Template 4_A. List of data sources from which the claims have been prepared. Data requirement mentioned against the DLI above.	30 days
5	Number of ICs that have introduced at least 2 different apprenticeship programs within their participating (member) industries	Claims by DGT, MSDE for the year. Template 5_A and 5_B. List of data sources from which the claims have been prepared. Data requirement mentioned against the DLI above.	30 days.

| 6 | Increase in female enrolment rate in ITIs with PB Grant Agreements and ICs receiving IAI Grants. | Claims by DGT, MSDE Template 2_A, 6_A, 6_B and 6_C. List of data sources from which the claims have been prepared. Data requirement mentioned against the DLI above. | 30 days |

*Attempts will be made to complete the verification as early as possible.

A summarized version of the data requirements and methodology is provided as Annexure -1A and 1B. The templates 1A to 6C are listed in Annexure -2. The templates are to be treated as Part 1 of the inception report.

ANNEXURE 1A: SUMMARY OF VERIFICATION PROTOCOL FOR YEAR 3

DLI	DLR for 19-20	Data /Documents required	How is the DLR for 19-20 going to be verified
DLI 1	**(i) At least 200 Itises have signed PB Grant Agreements with DGT, MSDE**	List of ITI's who have signed the PB grant agreement with code number, address and the contact details of the Principal as per Template 1_A. Signed by an official of NPIU. Link to the list on DGT website /Drive that has copies of the PB grant agreements.	1. Check if the list is signed by an official of the DGT/NPIU. 2. The PB grant agreements in the drive will be perused for conformity with the list.
	(ii) The number of graduates in the academic year for ITIs that have signed PB Grant Agreements has increased at least by 5% compared with number of graduates in academic year 2017/18	ITI wise number of graduates in the baseline year and the current year who have completed NSQF or NCVT compliant programmes of more than 300 hours. This data will be provided as per Template 1_B and will show numbers based on long term and short-term programs. Separate pages have been created in this template for long term and short-term programmes. List of Students who have graduated in the year from these ITI who have signed the grant agreement as per Template number 1_C. For long term programmes, the above data can be downloaded by running a query on the NCVT database /portal and sent to us in the CSV format. It is understood that only details of NSQF and NCVT	**Documents will be checked for verification.** **Long term programmes:** The numbers in template 1_B for a long-term programme will be checked from the NCVT site (or the data dump provided from the NCVT portal and in Template 1_C) for the 200 ITI's that have signed the PB grant agreement. **Short term programmes.** The document from the ITI's confirmed by the SPIU confirming the number of graduates of the short-term programmes will be used to verify the numbers. If details in template 1_C are provided for long term and/ or short-term programmes, they will be verified /checked for internal consistency. **INTERNAL VALIDITY CHECK** The student data in Template 1_C, if provided, will be Eyeballed /checked

		complaint programmes having a minimum duration of 300 hours are uploaded on the NCVT site /portal. As such if there are any deviations to this, details of the same to be provided. For short term programmes, the above data can be downloaded by running a query on the STRIVE MIS portal. If the data for template 1_C is available only for long term programmes that are on the NCVT portal, then additional data /document listed below to be provided for the short-term programme. With respect to short term programmes the ITI provide details in template 1_B confirmed by the state SPIU official.	for any evidence of inconsistency. For example • Phone numbers in Name fields, • Text in Numeric fields (e.g. phone numbers), • Dates are inconsistent as per the DLR schedule. The data will be checked for duplication by fuzzy logic using a computer. **EXTERNAL VALIDITY CHECK:** NIL **PHYSICAL VERIFICATION** Earlier it was planned that a random sample of the ITI's will be identified and field surveyors of the IVA will visit them. Check their graduation registers for conformity with respect to numbers. **Due to the present Covid situation, the above may not be possible due to travel restrictions and as such it is proposed to use any of the following,** a. Select a random sample of 50 ITI's and telephonically request the ITI's (through the principal) to confirm the numbers reported for their ITI. *Compare the number of graduates at the end of the year with the baseline figure and check for achievement of the DLR* *No further field verification will be carried out after the verification report is submitted.*

| DLI 2 | **(i) At least 10% of trainees enrolled in academic year 2019/20 across ITIs that have signed PB Grant Agreements have undergone OJT**

(ii) At least 15% of trainees enrolled in academic year 2019/20 across ITIs that have signed PB Grant Agreements have undergone OJT | Data from template 2_A and template 2_B will be used.

Request for a declaration by each of the SPIU on the number of trainees enrolled in the year and the number who have undergone OJT using template 2_A. This certificate will also confirm that OJT was for the period as prescribed.

Data in Template 2_B, containing details of the establishments providing OJT need to be filled by the ITI's.

If the data in template 2_B cannot be provided for all the ITI's, a small sample of the ITI's will be identified /selected by the IVA and data in template 2_B to be provided for these ITI's for verification. | Data in template 2_A and template 2_B will be used for verifying the achievement of DLI.

INTERNAL VALIDITY CHECK

As student wise data may not be available, no internal validity check is proposed.

EXTERNAL VALIDITY CHECK

Identify a random sample of ten ITI from the 200 who have signed the PB grant agreement and request from them the list of establishments who have provided OJT to their students and the numbers of students who were provided OJT in each establishment. From this list, we will contact one establishment for each ITI and verify the numbers.

This data can be provided as per template 2_B.

Suggestion: An OJT register should be maintained by each ITI. Copies of the same can be checked from next year onwards. |
| DLI 3 | **MSDE has developed a policy paper on sustainability plan for the recruitment, training, and career progression for ITIs trainers**

(ii) Participating States have developed the career progression policy

(iii) At least 5 Participating States have reduced the | Copy of the MSDE policy paper and its date of approval by the competent authority in the form of the MoM or notification etc.

Copy of the state policies from at least 15 states along with evidence of approval of the same from the competent authority.

The trainer Vacancy Summary as per template No. 3_A to be provided. This | Documents will be checked for verification.

Documents will be checked for verification.

Data provided in the templates to support the claim will be used for verification.

INTERNAL VERIFICATION: |

	vacancies of sanctioned trainers' posts by at least 20% in Government ITIs compared with vacancy numbers as on 3rd January 2019	is to be certified by the SPIU of each state. Individual Trainer data in Template 3_B to be provided. (if not available from all the ITI's, then from a sample of selected ITIs). Copies of government orders /Gazette notifications /advertisements from the state government for appointment of trainers if available.	This would be carried out only if data for all the ITI's in the template 3_B is available. Else, the certificate from SPIU will be the basis for verification. **EXTERNAL VALIDATION** Verify if there have been any advertisements by the ITI's or the concerned state department for recruiting trainers /teachers for the ITI's. This would depend on the data provided. This would be based on data provided by the SPIU/ NPIU. **PHYSICAL VERIFICATION** It was earlier planned to take a random sample of the ITI's, and field surveyors of the IVA will visit them. Check their staff registers /salary registers for conformity with respect to numbers. **Due to the present Covid situation, the above may not be possible and as such it is proposed to use any of the following,** Select a random sample of 2 ITI's from each of the five states and telephonically request them to confirm the vacancy position provided in template 3_A. *Compare the vacancy position at the end of the year with the baseline figure and check for achievement of the DLR.*
DLI 4	**Pilot tracer study in one state by DGT**	A letter from DGT /state government official confirming that the tracer studies have been carried out.	Check the documents for conformity.

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		A copy of the tracer study report.	
DLI 5	**At least 4 ICs, that have enrolled apprentices under the IAI Grant mechanism, have each introduced at least 2 new apprenticeship programs within their participating (member) industries.** *(Expecting an early achievement of this DLI, it is shifted to this year)*	List of ICs that have introduced two new programmes within their participating industries. Data of the new programme introduced and number of apprentices in the newly introduced programmes within their participating members as per template 5_A. Details of individual apprentices enrolled to be provided as per Template 5_B Documents supporting the claim of introduction of the new apprentice programs. List of participating member industries /companies and the communication from the industries confirming their participation in the new programmes.	Checking the documents for conformity. Officials of ICs can be contacted to verify the data points. **INTERNAL CONSISTENCY CHECK** If apprentice wise data is given, then internal validity checks will be undertaken. As in the case of DLI1, the apprentice enrolled in a new program would be checked for consistency and duplication. **PHYSICAL VERIFICATION** Crosscheck the details provided in Template 5_B with the details available in the portal. At least 20 apprentices should be enrolled in each introduced course.
DLI 6	**(i) Female enrolment across ITIs with signed PB Grant Agreements during academic year 2019/20 has reached 11% of all enrolees** **(ii) Female enrolment across ITIs with signed PB Grant Agreements during academic year 2019/20 has reached 12.5% of all enrolees**	Template no. 2_A and 6_C will be used for this purpose. Data regarding trainee enrolment in ITIs that have signed the PB Grant Agreement need to be provided as per Template 6_C.	Data provided in the templates 2_Aand 6_C to support the claim will be used for verification. **Long term programmes:** The numbers in template 2_A for a long-term programme will be checked from the NCVT site (or the data dump provided from the NCVT portal in template 6_C) for the 200 ITI's that have signed the PB grant agreement. **Short term programmes.** The document from the ITI's confirmed by the SPIU confirming the number of graduates of the short-term

			programme will be used to verify the numbers.
			If details in template 6_C are provided for long term and/ or short-term programmes, they will be verified /checked for internal consistency.
			INTERNAL VALIDITY CHECK
			The student data in Template 6_C, if provided, will be Eyeballed /checked for any evidence of inconsistency same as DLI 1.
			EXTERNAL VALIDITY CHECK: NIL
			PHYSICAL VERIFICATION
			Earlier it was planned that a random sample of the ITI's will be identified and field surveyors of the IVA will visit them. Check their graduation registers for conformity with respect to numbers.
			Due to the present Covid situation, the above may not be possible due to travel restrictions and as such it is proposed to use any of the following,
			Select a random sample of 50 ITI's and telephonically request the ITI's (through the principal) to confirm the numbers reported for their ITI.
			IVA will check the number of female trainees enrollment with respect to the total enrollment figure for achievement of the DLR.
	(iii) At least 4 ICs receiving IAI Grants have reached a female enrolment of 5% in aggregate	List of IC's that have received the grant. Template no. 6_A_Summary sheet of enrolment in ICs that have received the IAI grant.	**INTERNAL VALIDITY CHECK** If template 6_B is provided, then we can check for internal validity. The apprentice data provided will be Eyeballed /checked for any evidence of inconsistency as done for DLI 1.

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| | | Template no. 6_B_Female Apprentice details of the ICs receiving IAI Grants

If data from all the ICs that have received the grant is not available, the above data can be provided for those ICs which have met the target. | Checks for duplication can also be carried out.

EXTERNAL VALIDITY CHECK:

Randomly pick two establishments from each IC and call them to verify the data provided.

PHYSICAL VERIFICATION

It was planned to select a random sample of the ICs and field surveyors of the IVA will visit them. Check their admission /enrolment registers for conformity with respect to numbers.

Due to the present Covid situation, the above may not be possible and as such it is proposed to use any of the following,

   a. Telephonically call the four ICs and request them to verify the numbers provided in Template 6_A on phone.

      Or

   b. If individual apprentice details are given, then randomly select a sample of female apprentices from each of the 4 ICs and crosscheck their details with the details available on the apprentice portal. |

ANNEXURE 1B: SUMMARY OF VERIFICATION PROTOCOL FOR YEAR 4

DLI	DLR for 20-21	Data /Documents required	How is the DLR for 20-21 going to be verified
DLI 1	**No DLR**	As there is no DLR, no verification will be done.	As there is no DLR, no verification will be done.
DLI 2	**i) At least 20% of trainees enrolled in academic year 2020/21 across ITIs that have signed PB Grant Agreements have undergone OJT**	Same as proposed for year 3 (19-20).	Same as proposed for year 3 (19-20).
DLI 3	**i) At least 7 Participating States have reduced the vacancies of sanctioned trainers' posts by at least 20% in government ITIs compared with vacancy numbers as on 3rd January 2019**	Same as proposed for Year 3 (19-20)	Same as proposed for Year 3 (19-20)
	(ii) DGT has upgraded at least 4 CITS trades in blended mode and approved by NCVET/DGT/ NSC	Documents in the form of minutes of meeting or communications evidencing the upgradation of the CTS trades and approval by competent authority.

Copies of course content and the changes in the course content for each of the CITS that have been upgraded. | Checking the documents for conformity. |
| DLI 4 | **At least 5 Participating States have conducted tracer studies** | Same as proposed for Year 3 (19-20) | Same as proposed for Year 3 (19-20) |
| DLI 5 | **At least 4 ICs, that have enrolled apprentices under the IAI Grant mechanism, have each introduced at least 2 new apprenticeship programs within their participating (member) industries** | (Expecting an early achievement of this DLI, it is shifted to year 3 summary) | (Expecting an early achievement of this DLI, it is shifted to year 3 summary) |
| DLI 6 | **(i) Female enrolment across ITIs with signed PB Grant Agreements during academic year 2020/21 has reached 14% of all enrolees**

(ii) Female enrollment of 10% in aggregate across 10 industry clusters | Same as proposed for Year 3 (19-20) | Same as proposed for Year 3 (19-20) |

ANNEXURE 2: LIST OF DATA TEMPLATES ATTACHED AS SOFT ANNEXURES

1. Template 1_A _List of ITIs with PBGA
2. Template 1_B_Summary sheet for number of graduates from each ITI
3. Template 1_C_Individual graduate Trainee detail
4. Template 2 _A Summary sheet for enrolment and OJT ITI wise
5. Template 2_B_Establishment wise OJT details from selected ITIs
6. Template 3_A_Declaration on Trainer Vacancy by SPIU
7. Template 3_B_Individual Trainer detail from selected ITIs
8. Template 4_List of states that conducted Tracer studies
9. Template 5_A_Summary sheet for ICs that have introduced 2 new programmes
10. Template 5_B_Apprentice details for those enrolled in new program
11. Template 6_A_Summary sheet for IC wise enrolment detail.xlsx
12. Template 6_B_Individual Female Apprentice details in 4 IC
13. template 6_C_Individual trainee Enrolment Details

Templates provided in annexure - 2 can be used for providing data either in the excel format or csv format. They can also be modified if necessary, to facilitate online data insertion. However, the data in csv format or excel format (if the file size is not large) is preferable and these can be emailed.

ANNEXURE 3: DETAILS OF STRIVE STAKEHOLDER

- The overall responsibility for the mission lies with the Ministry of Skill Development and Entrepreneurship (MSDE).

- Directorate General of Training (DGT) is a department under Ministry of Skill Development & Entrepreneurship (MSDE), is the nodal agency responsible for the funding, monitoring and implementing the project. It frames and the policy and framework for vocational training at the Industrial Training Institutes (ITIs) and operates National Skill Training Institutes (Formerly known as Advanced Training Institutes (ATI) and Regional Vocational Training Institutes)

- World Bank Group (WB) is extending a loan assistance to the STRIVE program. The funds would be released to Government of India basis DGT - MSDE achievements of the DLIs.

- The National Council for Vocational Education and Training (NCVET) is a regulatory body and subsumes the earlier skill regulatory bodies- National Skill Development Agency (NSDA) & National Council for Vocational Training (NCVT). It acts as an overarching skills regulator.

- Indian Institute of Management, Indore is an autonomous institute of national importance established under the Indian Institute of Management Act 2017. They have been appointed as the IVA for the STRIVE program.

- Industrial Training Institutes (ITIs) are institutes set up to provide vocational training to students in India. They are under the control of the state governments and operate under the policy framework designed by the Directorate General of Training (DGT), Ministry of skill development and entrepreneurship (MSDE)

- Industry Cluster (IC) is defined as a Business Membership Organization (BMO). This may include clusters, industry associations and any industry membership-based organizations. The IC shall be responsible for submitting the IAI proposal to receive grant funding under the project. Under the Apprenticeship Act, an industry member is referred to as "establishment".

- Central Apprenticeship Council is an apex statutory body. It is a tripartite advisory constituted with the representatives of Central as well as State Government, employers and experts on matters relating to industry, Skill and Technical Education and representatives of All India council and regional Boards. It advises the Government on policies, norms & standards in respect of Apprenticeship Training.

- The Regional Directorate of Skill Development and Entrepreneurship (RDSDE), under the Ministry of Skill Development and Entrepreneurship, Government of India, was set up for

improving skill and apprenticeship training, and ensuring effective integrated development and monitoring of these programmes at State level. The RDSDE has subsumed the existing activities of erstwhile Regional Directorates of Apprenticeship Training (RDAT).

- National Skill Development Corporation India (NSDC) is a Public-private Partnership Company with the primary mandate of catalysing the skills landscape in India. It is an industry led, "not for profit" corporation.

- National Steering Committee (NSC) guides the project at central level and is chaired by the Secretary of Ministry of Skill Development and Entrepreneurship (MSDE), and includes representation from the industry, State governments and inter-ministry officials. The NSC play a key role in guiding and advising the project implementation and monitoring the systemic reforms that the project will initiate.

- National project implementation unit (NPIU), headed by a National Project Director (NPD) is set up by the ministry of skill development and entrepreneurship for facilitating, implementing, coordinating and monitoring STRIVE project activities at the national level. Under the guidance of the NSC, the NPIU will be directly responsible and accountable for project implementation, day-to-day management, coordination, and for meeting the administrative and legal requirements of the Government of India (GoI) and the World Bank.

- Project Management Consultant (PMC) supports NPIU in implementing the project. MSDE has also formed a Project Steering Committee (PSC), headed by Deputy Director General (Projects), to review functioning of the project and resolve operational issues in implementation of the project.

- State Steering Committee (SSC) is an apex body at the state/ UT level and is responsible for reviewing the implementation of the STRIVE project. They work in close coordination with the SPIU and recommend selection of evaluated ITIs and ICs to the NPIU. It is headed by the Principal Secretary/ Secretary/ Commissioner for department concerned with vocational training and will include representation from industry and relevant experts.

- State Project Implementation Unit (SPIU) is the key implementing body at the State/ UT level and will be directly responsible and accountable for project implementation within the State/UT, day-to-day management, coordination, and for meeting the administrative and legal requirements of the Government of India and the World Bank.

- State Apprenticeship Monitoring Cell (SAMC) under overall supervision of SPIU, is responsible for overall implementation and co-ordination of apprenticeship related result areas of STRIVE in the states/UTs. SAMC forms an integral part of SPIU in each State. SAMC is headed by a State Project Director/ State Apprenticeship Advisor (SAA) in the State along with representatives from National Skill Development Corporation (NSDC) and Regional Directorate of Skill Development and Entrepreneurship (RDSDE).

- Institute Management Committee (IMC) is required to be set up as a 'society' registered under relevant Societies Registration Act by each ITI. Additionally, governing body of private ITIs managed/driven by industry are also accepted as equivalent body to IMC if it is registered either as a Society/Trust or as a Section 8 Company as per Companies Act 2013. IMC is responsible for managing the affairs of the ITI under the project.