

**DGT-3/2019- STRIVE**

**Government of India**

**Ministry of Skill Development & Entrepreneurship, Directorate General of Training**

**Kaushal Bhawan, New Delhi**

**14 Feb 2020**

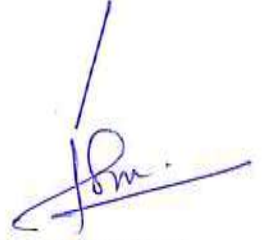
**Office Memorandum**

**Addendum to Operations Manual for STRIVE**

As approved by National Steering Committee (NSC) Meeting of STRIVE held on 4<sup>th</sup> Nov 2019, partial modifications have been made under result Area 4: Improved and broadened apprenticeship training in the Operations Manual for STRIVE. These modifications are effective from the day of approval by NSC.

All implementing agencies are requested to adhere to the modified guidelines as detailed in **Annexure-1**

*To be uploaded on website  
PDF will be supplied by PMC  
Sh Deepankar (ADT)*



**Sanjay Kumar**

**Director (Projects)**

*o/c*

Annexure 1: Changes in Operations Manual regarding Result Area 4

| Section            | Old   | New   |
|--------------------|---|---|
| Definitions<br>Xv  | <p>IC is defined as a Business Membership Organization (BMO), this may include clusters, industry associations and any industry membership-based organizations however the organization must be formally registered as society/trust/Section 8 company and have the legal capacity to sign contracts on behalf of its members. The IC shall be responsible for submitting the IAI proposal to receive grant funding under the project. Under Apprenticeship Act, industry is referred as "establishment".</p> | <p>IC is defined as a Business Membership Organization (BMO) – an industry association formally registered as society/trust/Section 8 company and have the legal capacity to sign contracts on behalf of its members. The IC shall be responsible for submitting the IAI proposal to receive grant funding under the project.</p> |
| 2.2.2.3<br>Page 14 | <p>• Facilitating constitution of National Level ITI Evaluation Committee (NLIEC) for evaluation of private ITIs and National Cluster Evaluation Committee (NCEC) for evaluation of Industry Cluster (IC) Application</p>   | <p>• Facilitating constitution of National Level ITI Evaluation Committee (NLIEC) for evaluation of private ITIs and National Cluster Evaluation Committee (NCEC) for evaluation of Industry Cluster (IC) Application</p>   |
| 2.2.5<br>Page 21   | <p>National Cluster Evaluation Committee (NCEC) will be responsible for evaluation of IC Application and IAI Proposals under Result Area-4 of STRIVE.</p>   | <p>National Cluster Evaluation Committee (NCEC) will be responsible for evaluation of IC Application.</p>   |
| 2.2.5.2<br>Page 21 | <p>• Evaluation of IAI Proposal from states under Result Area-4 of STRIVE</p>   | <p>This bullet is being deleted.</p>  |
| 2.2.5.2<br>Page 21 | <p>NCEC will meet during each phase of IC selection i.e. for both Phase-1 (pilot phase) and Phase-2, although meetings may be convened, as and when directed by NPD to conduct evaluation of IC/IAI or to</p>   | <p>NCEC will meet during each phase of IC selection i.e. for both Phase-1 (pilot phase) and Phase-2 and Phase 3, although meetings may be convened, as and when directed by NPD to conduct evaluation of IC or to provide clarification to NSC on evaluation scores.</p>  |

|                             |   |   |
|-----------------------------|---|---|
|                             | provide clarification to NSC on evaluation scores.  |   |
| <b>2.3.4.1<br/>Page 30</b>  | The State Cluster Evaluation Committee headed by SAA shall comprise of representatives of SAMC, RDAT concerned, NSDC SEO of the State concerned, representative from SSDM and one industrialist from private sector (by submitting a disclaimer that he/she has no business relation with participating members of ICs).  | The State Cluster Evaluation Committee headed by SAA shall comprise of representatives of SAMC, RDSDE concerned, NSDC SEO of the State concerned, representative from SSDM and industrialists from private sector (by submitting a disclaimer that he/she has no business relation with participating members of ICs).  |
| <b>2.3.4.2<br/>Page 31</b>  | Sharing the evaluation scores with State Steering Committee (SSC) for its approval and to NCEC (housed at NPIU).  | Sharing the evaluation scores of both IC application and IAI proposal with State Steering Committee (SSC) for its approval and the SSC will further send the recommended IC applications to NCEC (housed at NPIU). The IAI proposal once evaluated by SCEC and SSC will be deemed approved.   |
| <b>2.3.4.2<br/>Page 31</b>  | SCEC will meet during each phase of IC selection i.e. for both Phase-1 and Phase-2, although meetings may be convened, as and when desired by SAA to conduct evaluation of IC/IAI or to provide clarification to SSC on evaluation scores.  | SCEC will meet during each phase of IC selection i.e. for both Phase-1, Phase-2 and Phase 3, although meetings may be convened, as and when desired by SAA to conduct evaluation of IC/IAI or to provide clarification to SSC on evaluation scores.   |
| <b>3.4.3<br/>Page 73-74</b> | <ul style="list-style-type: none"> <li>Industry Cluster (IC) must be registered either as a 'society' under relevant Societies Registration Act or trust or an organization under Section 8 Company and have the legal capacity to sign Tripartite Agreements/contracts on behalf of its members</li> </ul> <p>Minimum Number of member enterprises consenting to participate with IC for implementing IAI grant must be 20 irrespective of the size of the</p> | <ul style="list-style-type: none"> <li>Industry Cluster (IC) must be an industry association formally registered either as a 'society' under relevant Societies Registration Act or trust or an organization under Section 8 Company and have the legal capacity to sign Tripartite Agreements/contracts on behalf of its members</li> </ul> <p>No change</p> |

|  |   |                                       |
|--|---|---------------------------------------|
| <p>The State Cluster Evaluation Committee to evaluate the IAI proposals submitted by ICS. The SAMC/State Apprenticeship Advisor/State Steering Committee shall then approve the IAI plan</p> | <p>The State Cluster Evaluation Committee to evaluate the IAI proposals submitted by ICS. The SAMC/State Apprenticeship Advisor/State Steering Committee shall forward the shortlisted applications along with their assessment and recommendations to NCEC at DGT/NPIU</p>   | <p>3.4.9<br/>Page 84</p>              |
| <p>To be deleted</p>   | <p>vi. National Cluster Evaluation Committee will scrutinize all the IAI proposals as recommended by SSC and the same shall be approved by NSC. Once approved by NSC, the selection decision will be communicated to ICS through SAMC. The SAMC shall in turn also intimate to RDATS, SSDM, National Skill Development Mission (NSDM), and SEO, NSDC for monitoring the IAI implementation.</p> | <p>3.4.4<br/>Page 76</p>              |
| <p>v. The shortlisted IAI proposals recommended by State Cluster Evaluation Committee and then be approved the by SSC.</p>   | <p>v. The shortlisted IAI proposals recommended by State Cluster Evaluation Committee and recommended by SSC will be evaluated by National Cluster Evaluation Committee (as detailed in section 2.2.5) constituted by NPIU</p>  | <p>3.4.4<br/>Page 76</p>              |
| <p><b>Selection process for ICS:</b><br/>This figure has been modified to show that approved and ready for implementation</p>  | <p><b>Selection process for ICS:</b><br/>Earlier NCEC evaluation was necessary for IAI plan</p>   | <p>3.4.4<br/>Page 74<br/>Figure 6</p> |
| <p>Minimum 50% of the participating members should be from MSME category (as per MSME definition of Govt. of India)</p> <p>No change</p>   | <p>Minimum apprenticeship seats available for IAI implementation in the cluster as per the Apprenticeship Act/Norms must be 40.</p>   |                                       |

|                                |  |  |
|--------------------------------|--|--|
| <b>3.4.9<br/>Page 84</b>       | Notification of approval by the NSC to ICs through the States concerned.   | Notification of approval to ICs and NPIU through the States concerned.   |
| <b>6.2 SAMC</b>                | ToR for SAMC is under development and final version would be shared with states  | States to refer SAMC guidelines issued by DGT  |
| <b>Annexure 5<br/>Page 216</b> | Constitution and Notification of a National Cluster Evaluation Committee comprising of representatives of DGT which may including DG/DDG/Director Apprenticeship Training, Three Representatives one each from NSDC, RDAT and MSME and one representative of Industry. It shall be notified by the DGT/NPIU. The National Cluster Evaluation Committee will scrutinize all the IC applications and IAI plans as recommended/nominated by States/UTs. | Constitution and Notification of a National Cluster Evaluation Committee comprising of representatives of DGT which may include DG/DDG/Director Apprenticeship Training, Three Representatives one each from NSDC, RDSDE and MSME and one representative of Industry. It shall be notified by the DGT/NPIU. The National Cluster Evaluation Committee will scrutinize all the IC applications recommended/nominated by States/UTs. |
| <b>Annexure 5<br/>Page 216</b> | Convene National Cluster Evaluation Committee meetings for evaluating IC Applications and IAI plans recommended by States. NPIU to coordinate with states on responses, consolidate and recommend convening of meetings  | Convene National Cluster Evaluation Committee meetings for evaluating IC applications recommended by States. NPIU to coordinate with states on responses, consolidate and recommend convening of meetings  |
| <b>FAQ<br/>section</b>         | RDAT   | RDSDE  |

Besides the above

1. Modifications Annexure 14,15,17 and 18 have been revised and will replace old Annexures 14,15,17 and 18.
2. NCEC evaluation Matrix for IC has been newly added and will be referred as Annexure XXX which are attached below:





<sup>1</sup> For e.g., organizing fairs, imparting skill training, dissemination of Apprenticeship among members, engaging of apprentices, conduct of training for member industries, etc.). This is an indicative list and the IC can mention any other activity which is deemed relevant (conducted in 2017-19)

|    |  |  |
|----|--|--|
| SN | Particular   | Details  |
| a. | Nature of the Cluster<br>(Indicate Y for yes and N for No) | 1. Multi Sector/Mix Product –<br>2. Specific Sector/Product centric –<br>In case 2, Sector/Product Name  |
| b. | Employment Scenario<br>in cluster                          | 1.Total members<br>2.Total employment in 2019<br>3.Total members who have given support letters<br>4.Total employment within participating members |

## 2. Character of Cluster

|                                     |  |  |
|-------------------------------------|--|--|
| Skill Upgradation of Existing Staff | (i) What role applicant IC plays in the recruitment of staff for its members specially at the entry level hiring |  |
|                                     | (j) Other activities conducted by IC in the cluster <sup>1</sup><br>[submit supporting docs]                     |  |



|    |                                       |  |
|----|---------------------------------------|--|
|    |                                       | 5. Number of entry level new hire resources by the cluster in 2019   |
| c. | Geographical Concentration of cluster | (Indicate Y for yes and N for No)<br>Members are located within one defined geographical area –<br>Members are scattered and not within one define geographical area – |

## 2. Previous Training Activities in the IC

|   |   |    |
|---|---|----|
| (a) Does the IC already have a training unit/skill development cell to identify the training needs of its member enterprises?<br>Submit Proof (activity photographs, reports) | Yes   | No |
| (b) How many people received training organized by the IC in the previous calendar year (2019-20)? How many of the people trained are women?                                  |   |    |
| (c) Does the IC have its own training centre? If yes:<br>Submit proof (photographs of tools, centre)  | Status of tools/equipment or infrastructure availability in the training centre that can be used as training centre for Basic Training for fresh apprentices. (Indicate Y for yes and N for No)<br>a) Classroom with no or basic equipment –<br>b) Workshop with basic/ intermediate level equipment–<br>c) Workshop with advanced level equipment –<br>{submit picture of training centre – classrooms/tools and equipment/training aids used in centre} |    |

3. Implementation of Industry Apprenticeship Initiative (IAI)

(a) Has IC identified any training programs where its members will engage apprentices? Provide details of such identified apprenticeship programs with rational clarifying its need amongst participating members of the cluster and the impact it can make in the cluster.

|                                |                                 |   |   |  |  |
|--------------------------------|---------------------------------|---|---|--|--|
| Trade Name/Job Role/Occupation | Rational of proposing the trade | Reasons of not engaging apprentices currently | How participating members are addressing skill shortage without these apprentices | How IAI grant will help IC and its members in engaging apprentices which are otherwise not engaged despite strong rational amongst members |  |
| Name of Trade 1                |                                 |   |   |  |  |

|   |  |
|---|--|
| (d) In case, IC doesn't have its own training centre and going to use training centre of its members for basic training, provide details of such members and their infrastructure |  |
| (e) How many members of the cluster have their own training infrastructure for their staff? Submit proof (photographs of tools, centre)   |  |

|                 |  |  |  |  |
|-----------------|--|--|--|--|
|                 |  |  |  |  |
| Name of Trade 2 |  |  |  |  |
| Name of Trade 3 |  |  |  |  |
| Name of Trade 4 |  |  |  |  |

(c) What are the plans of impacting non-participating members (remaining members of the cluster who have not consented to participate in IAI) of the cluster for apprenticeship Training? Max 200 words

(b) What are the Employment prospects of apprentices who will be trained by participating members of IC under IAI? Max 200 words

| Name of Trade 5 |  |  |  |  |
|-----------------|--|--|--|--|
|                 |  |  |  |  |

[Empty rectangular box for text entry]

(d) What are the sustainability prospects of continuing Apprenticeship Implementation Cell which will be setup as part of the project post the closure of the project? Max 200 words

[Empty rectangular box for text entry]

4. Members support from Cluster

| SN | Data Indicators   | Details |
|----|---|---------|
| 1  | Total Member Industries in Cluster  |         |
| 2  | Number of MSME in overall members of the cluster  |         |
| 3  | Number of Member Industries who will participate in IAI implementation  |         |
| 4  | Number of MSME who have consented and participate in IAI  |         |
| 5  | Number of IC members who will engage apprenticeship for the first time  |         |
| 6  | Number of members who have discontinued engaging apprentices (engaging apprentices earlier and stopped engaging from past two years i.e. 2018 and 2019) |         |
| 7  | How many of them (4,5) have consented to participate in IAI under STRIVE  |         |

5. Participating members of the cluster are aware about the implementation principles and have provided support letters to the applicant IC (upload support letters) Indicate Y for yes and N for No

- Pay applicable monthly stipends to apprentices during the training duration –
- Making workplace available for the apprentice training –
- Allow staff members to train apprentices as per the standard training curriculum –
- Provide access to equipment/machines and the workplace for the training of apprentices –

6. Provide details of participating members [upload excel-format "Support from IC"]

Support Letter format

**(Company Letter Head)**  
**letter of support**

To  
The President/Secretary  
<Association Name>  
<Address>

**Sub: Willingness to be a member of <cluster name> for the Implementation of Industry Apprenticeship Initiative (IAI) under project STRIVE of DGT, Ministry of Skill Development & Entrepreneurship Govt. of India**

Dear Sir,

We are willing to be a member of the <cluster name> for Implementation of Industry Apprenticeship Initiative (IAI). We confirm to participate in its implementation and consent to:

1. Notify apprentice seats and engage apprentice
2. Making workplace available for the apprentice training
3. Allow staff members to train apprentices as per the standard training curriculum
4. Making workshop or any other related infrastructure available for apprentice training facility
5. Making staff members/supervisors available for participating in capacity building programme
6. Provide equipment/machine for the training of apprentices
7. Pay applicable monthly stipends to apprentices during the training duration

We shall extend full support and regularly participate in the Industry Apprenticeship Initiative (IAI) meeting/training/program organized by <association name> from time to time. We also authorise <association name> to represent my firm on subjects related with apprenticeship and STRIVE project.

Thanking you  
Yours sincerely

**Sign:**  
**Name:**  
**Co seal:**  
**Date**





Format for membership details

| 1  | 2                  | 3   | 4   | 5   | 6  | 7                  | 8                                       | 9   |   |   |  |
|----|--------------------|---|---|---|--|--------------------|---|---|---|---|--|
| SN | Name of Enterprise | Category (S, M, L) as per MSME guidelines | Total No of employees including contractual workers | Whether Engaging Apprentices prior to IAI (Y/N) | If Y, establishment ID of the enterprise | Name of the trades | No of apprentices trained by enterprise | Reason of not engaging apprentices (enter response as per direction in remarks) | What excites enterprise to participate in IAI (enter responses as per direction in remarks) | In-kind Contribution for IAI (i.e. equipment's/tools, provide existing training facilities, Provide staff as trainers.) | Continuity of hiring apprentices post STRIVE project (Y/N) |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
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|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |
|    |                    |   |   |   |  |                    |   |   |   |   |  |

Note: 1. Those members who were engaging apprentices in trades prior to IAI have to opt different trade in IAI  
 2. Trades opted in IAI and trades selected for DST MoU by IC with an ITI are not linked; IAI implementation is not associated with DST  
 3. For Column no 6, Reason are marked as numbers; Enter number which is most appropriate [1 for "Inability to pay stipend"; 2 for "Not Found relevance"; 3 for "Apprentice Engagement were complex"]; 4 for "Not aware of Apprenticeship concept & Act"  
 4. For Column no 7, Reason are marked as numbers; Enter number which is most appropriate [1 for "Access to know how and training of staff"; 2 for "Support Services offered by IC

Annexure 15: Standard Evaluator Sheet –IC Application Form

**Standard Evaluator Sheet – Reference for evaluating IC Application Form**

Name of industry cluster \_\_\_\_\_ State \_\_\_\_\_

Evaluation date \_\_\_\_\_

Evaluation conducted by (<Name> <Designation>)

1. \_\_\_\_\_,
2. \_\_\_\_\_,
3. \_\_\_\_\_,
- ...

| Selection criterion  | Scores (0-2) | Multiplication factor | Total Score | Remarks |
|--|--------------|-----------------------|-------------|---------|
| 1. Years of operation of IC and IC staff   |              | 1                     |             |         |
| 2. Size (Number of members) of the IC  |              | 2                     |             |         |
| 3. Services offered by IC  |              | 2                     |             |         |
| 4. Training centre owned by IC   |              | 1                     |             |         |
| 5. Number of people trained in by IC   |              | 1                     |             |         |
| 6. Apprenticeship activities of IC members   |              | 2                     |             |         |
| 7. Understanding of Industry Apprenticeship Initiative (IAI)                                     |              | 3                     |             |         |
| <b>Summary scores</b>  |              |                       |             |         |
| <b>Note:</b> Total maximum score: 24; Selection threshold (75 % and above of maximum scores: 18) |              |                       |             |         |

**Scoring Rubric (representing a guidance that can be interpreted by the Selection Panel)**

| Criterion  | Score  |   |   |
|--|--|---|---|
|  | 0  | 1   | 2   |
| 1. Year of establishment of IC and IC staff                      | <p>The IC is not older than three years.</p> <p>The IC organization has no full- or part-time staff employed by the IC</p> | <p>The IC is in existence for 3 to 10 years.</p> <p>The IC has up to 5 staff including part-time staff</p>  | <p>The IC is ten years or older in existence.</p> <p>The IC has more than 5 staff including part-time staff.</p>  |
| 2. No of Member Enterprises who have Consented to be part of IAI | <p>Number of member enterprises below 20</p> <p>Representation of MSME in Participating members is less than 50%</p>       | <p>Number of member enterprises between 20 and 50.</p> <p>Representation of MSME in Participating members is less than 80% and higher than 50%</p>  | <p>Number of member enterprises above 50.</p> <p>More than 80% of the participating members are from MSME.</p>  |
| 3. Services offered by IC  | <p>The IC is not offering any structured services to its members</p>   | <p>The IC is involved in at least 3 such activities as mentioned below:</p> <ol style="list-style-type: none"> <li>1. Manpower planning/assessment of skills/training needs of members</li> <li>2. Training of new hires</li> <li>3. Skill upgradation of existing staff of members</li> <li>4. Support Services to members for recruiting entry level hires</li> </ol> | <p>The IC offers services to its members that goes beyond</p> <ol style="list-style-type: none"> <li>1. Manpower planning/ assessment of skills/training needs of members</li> <li>2. Training of new hires</li> <li>3. Skill upgradation of existing staff</li> <li>4. Support Services to members for recruiting entry level hires</li> <li>5. Dissiminitaion of appreticeship among members</li> </ol> |

|  |   |  |  |
|--|---|--|--|
|  |   | 5. Dissiminitaion of appreticeship among members   |  |
| 4. Training centre owned by IC/Availability of tools, equipment and class room that can be used for Basic Training | The IC has no own training centre/workshop  | The IC has its own training centre, with workshop(s) having basic level equipment/tools however not adequate             | The IC has an own training centre, with workshop(s) having basic, intermediate and advanced level equipment<br><br>Evaluation committee shall also consider cases if training centre deals with service sector and doesn't require heavy infrastructure as per the BTP guidelines however equipped with class room and necessary training aids |
| 5. Number of participants/trainees trained by IC   | Nobody was trained in the previous calendar year (2019-20)                                    | Between 100-200 trainees were trained in the previous calendar year (2019-20)  | More than 200 trainees were trained in the previous calendar year (2019-20)  |
| 6. Apprenticeship activities of IC members   | More than 5% of overall participating members are already involved in apprenticeship training | Up to 95% member companies/enterprises going to register and engage apprentices for the first time through IAI mechanism | All member companies/enterprises going to register and engage apprentices for the first time through IAI mechanism   |
| 7. Understanding of IAI  | IC has not identified any trade, there is no strategy defined by IC as to how                 | The project includes some details desired in section 3 of the IC application form, however, are not                      | The project includes a comprehensive and coherent understanding and appreciation of IAI  |

|  |   |                              |   |
|--|---|------------------------------|---|
|  | it will engage its members and there is no employment prospects suggested by IC for apprentices | elaborated and inconsistent. | plan (IC has provided details on trade, member engagement and employment prospects). Methodologies and instruments still need to be developed and further capacity building can enhance the IC's detailed plan. |
|--|---|------------------------------|---|

**Note –**

1. SCEC discretion – Committee members collectively can discuss the potential of IC and award 20% of the overall marks to IC, should there be consensus among members that:
  - a. Applicant IC has stronger and direct engagement with its members however doesn't have any established training centre/has no dedicated apprenticeship/skill development cell/prior to the submission of IC application but likely to develop into a good quality provider to its members with the support that is intended under the project.
2. SCEC is advised to refer responses against question no 2 d and 2 e of IC application form for ascertaining aggregation capacity of IC as input for discretion in case IC doesn't have its own training centre.
3. In case of score awarded by SCEC under above discretion, the SCEC minutes should capture the rationale and should be collectively agreed by its members. Same should also reflect in the recommendation of respective State Steering Committee.
4. Industry associations with direct memberships (with members who are going to engage apprentices) are known to have ease of mobilization and coordination however; in cases of indirect representation, it must be ensured that the project can operate directly with members.
5. IC applications from North East, LWE, disadvantaged regions, 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. 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.
6. Selection criteria and IC application form is subject to further changes based on the learnings from implementation; NPIU reserves the right to make suitable changes in the Application Form template/rubrics.

**I. Planned IAI Activities**

|  |  |               |              |
|--|--|---------------|--------------|
| <p>(1) How many member companies/enterprises of the IC are expected to participate in the IAI activities? (list of enterprises to be attached)</p> | <p>(Refer table titled "Participation details of members"; IC shall submit the details as per the table)</p>   |               |              |
| <p>(2) Any other important partner in the IAI and the role it will play</p>  | <p>Apprentice Mobilization – Provide Letter of Support<br/>                 Capacity Building and Training – Provide Letter of Support<br/>                 Content and Curriculum Development - Provide Letter of Support<br/>                 Other partners – Provide letter of support</p> |               |              |
| <p>(3) Estimated number of apprenticeship contracts to be signed (Number of apprentices member companies/enterprises will engage with)</p>         | <p>Male</p>  | <p>Female</p> | <p>Other</p> |
|  | <p>SC</p>  | <p>ST</p>     |              |

(4) Please provide details of identified training programs proposed to be carried out through Industry Apprenticeship Initiative (IAI):

*\*Note: Selection of trade is completely demand led and shall be discretion of IC. (Please mention "(O)" in case it is planned to introduce an optional trade and "D" in case for Designated Trade). Refer designated trades notified under Apprenticeship Act/Rules (source# <https://apprenticeshipindia.org> ); Optional trades as approved by NSDC (provide details of standards being used from Sector Skill Council)*



For trades opted by IC, kindly elaborate details – relevance with the labour market and rational, details of such identified apprenticeship programs with rational clarifying its need amongst participating members of the cluster and how was the trades identified and the process of selection

| Trade Name/Job Role/Occupation | Rational of proposing the trade | Reasons of not engaging apprentices currently | How participating members are addressing skill shortage without these apprentices | How IAI grant will help IC and its members in engaging apprentices which are otherwise not engaged despite strong rational amongst members |
|--------------------------------|---------------------------------|---|---|--|
| Name of Trade 1                |                                 |   |   |  |
| Name of Trade 2                |                                 |   |   |  |
| Name of Trade 3                |                                 |   |   |  |
| Name of Trade 4                |                                 |   |   |  |
| Name of Trade 5                |                                 |   |   |  |

(4.b)

| Trade Name     | Category of Trade (Mention "D" for Designated and "O" for Optional Trade) | Proposed number of apprentices during project duration | Eligibility profile of Apprentice | Duration of Training | Duration of Basic Training | Description if new curriculum to be designed and proposed trade is not available in DT/OT |
|----------------|---|--|-----------------------------------|----------------------|----------------------------|---|
| <Trade Name 1> |   |  |                                   |                      |                            |   |
| <Trade Name 2> |   |  |                                   |                      |                            |   |
| <Trade Name 3> |   |  |                                   |                      |                            |   |
| <Trade Name 4> |   |  |                                   |                      |                            |   |
| <Trade Name 5> |   |  |                                   |                      |                            |   |

(4.c)

| What type of basic training institute will you collaborate with under the IAI? Also provide name of such institutes, if already known. Cluster to refer Basic Training Guidelines and based on the prescribed guidelines and verify existing facilities |  |   |  |  |
|---|--|---|--|--|
| Name of Trade   | 1. Does IC meets the requirements to register itself as BTP (Yes/No) | 2. Does IC proposes to outsource Basic Training (Y/N) | If yes, then enclose support letter from the partner BTP | If IC proposes to register one of its member to register as BTP (provide BTP ID or establishment ID) with support letter |
| Trade 1   |  |   |  |  |
| Trade 2   |  |   |  |  |
| Trade 3   |  |   |  |  |
| Trade 4   |  |   |  |  |
| Trade 5   |  |   |  |  |

|   |  |
|---|--|
| (5) What does the IC plan to do in order to attract more female apprentices (outline your strategy) |  |
|---|--|

|   |
|---|
| (6) What is the Employment prospects of apprentices who will be trained by participating members of IC? |
|   |

|  |  |
|--|--|
| (7) Provide approximate details of in-kind support extended by participating members for Basic Training such as Tools/Equipment's/Training Space/AIC office space etc. |  |
|--|--|

(8) Provide details about planned activities to improve the training skills and capacity building plan for participating enterprises, supervisors, and staff engaged in the IAI delivery.

**Note** – Below activities are indicative and applicable according to the requirement of IC and nature of trades opted by the IC. IC is also encouraged to propose any other innovative additional activities as part of capacity building program. IC should provide supporting information to substantiate the plan defining how the outcomes will help IC achieving the objectives which it could not do otherwise in absence of capacity building program

| Activity (for 3 years)                                      | Number | Subject/content of training program | Expected Outcomes | Training Provider (Submit details of training provider) |
|---|--------|-------------------------------------|-------------------|---|
| BTP Trainer to be trained                                   |        |                                     |                   |   |
| Supervisor to be trained                                    |        |                                     |                   |   |
| AIC staff to be trained                                     |        |                                     |                   |   |
| Manager/member enterprise to be trained                     |        |                                     |                   |   |
| Workshops to be organized                                   |        |                                     |                   |   |
| Other Training programs to be conducted for cluster members |        |                                     |                   |   |

(9) What are the plans for mobilizing SC/ST and members from disadvantage community?

|  |
|--|
|  |
|--|

(10) What are the Quality assurance mechanism (using logbooks, review system, supervision by IC, workshops, etc.) put in place by IC for the implementation of the apprenticeship program amongst its members?

|  |
|--|
|  |
|--|

|   |
|---|
| (11) How likely is it that the apprenticeship program will continue after implementation of the STRIVE project? How will the AIC be financed in the future? |
|   |
| (12) What are the arrangements for Occupational Health and Safety for Apprentices who will be trained?  |
|   |

## II. Estimated Budget

|   | Total cost to be covered under the IAI Grant, in INR | % of total grant |
|---|--|------------------|
| <b>Apprenticeship program Development Cost</b>                      |  |                  |
| Consultancy costs (needs assessments, curriculum development, etc.) |  |                  |
| Production/purchase of teaching and learning material               |  |                  |
| Other   |  |                  |
| <b>TOTAL Development Cost</b>                                       |  | xx               |
| <b>Capacity Development Cost (training of stakeholders)</b>         |  |                  |
| Training of company supervisors and company managers                |  |                  |
| Further training of teachers from basic training institutions       |  |                  |
| Others  |  |                  |

|  | <b>Total cost to be covered under the IAI Grant, in INR</b> | <b>% of total grant</b> |
|--|---|-------------------------|
| TOTAL Capacity Development Cost                                  |   | XX                      |
| <b>Apprenticeship Training Cost</b>                              |   |                         |
| Tools/Equipment's  |   |                         |
| Training material  |   |                         |
| Insurance  |   |                         |
| Transport  |   |                         |
| Other  |   |                         |
| TOTAL Training Cost  |   | Xx                      |
| <b>Organization and Facilitation (Apprenticeship Cell, etc.)</b> |   |                         |
| Staff Cost   |   |                         |
| Office expenses, communication                                   |   |                         |
| Other  |   |                         |
| TOTAL Organization and Facilitation                              |   | xx                      |
| <b>Communication &amp; Outreach</b>                              |   |                         |
| Communication and Outreach Costs - Workshops                     |   |                         |
| <b>GRAND TOTAL</b>   |   |                         |

Note-

1. Budget head "Organization and Facilitation" should not be more than 40% of the total budget
2. Budget Head "Apprenticeship Training Cost" should also accommodate expenses for objects/tools/uniform etc. related to occupational safety of apprentices
3. Additional breakup for cost heads such as under Organization and Facilitation can be submitted as annexure with the proposal for exa. staff details/job roles, description, salary heads

\* ICs should further populate the budget with details and greater specification on the unit cost heads, add additional line items subject to review by SAMC and their qualification to the eligible cost heads mentioned in the manual.

\*\* Please note that the cost of stipends is not covered under STRIVE. The cluster or individual enterprises may, however, apply for grants under these categories under any other applicable government scheme such as NAPS



Supporting Documents to be submitted along with IAI proposal:

- List of member's enterprises who will be engaging apprentices in the cluster
- Details of BTP setup (if planned) and details of BTP partner (if outsourced) with details such as affiliation, training facilities, staff qualification etc.
- Details of the Need Assessment instrument/process IC has used to determine the selection of trade
- Details of strategy in case IC has opted to design any trade/curriculum
- Details of Capacity Building Plan
- Implementation Time Frame

Details of IAI Plan (to be submitted along with IAI proposal)

|   | Yr1  | Yr2  | Yr3   |
|---|--|--|---|
| Name of Trade and duration  | <Trade Name1> : <Duration> : <apprentices per trade> : <no of hosting members><br><Trade Name2> : <Duration> : <apprentices per trade> : <no of hosting members><br><Trade Name3> : <Duration> : <apprentices per trade> : <no of hosting members><br><Trade Name4> : <Duration> : <apprentices per trade> : <no of hosting members><br><Trade Name5> : <Duration> : <apprentices per trade> : <no of hosting members> | <T> : <D> : <a><br><T> : <D> : <a><br><T> : <D> : <a><br><T> : <D> : <a><br><T> : <D> : <a><br>Note : Apprentice programme of two year shall be mentioned (Y1+Y2) or (Y2+Y3) or every year one year duration programme | <T> : <D> : <a><br><T> : <D> : <a><br><T> : <D> : <a><br><T> : <D> : <a><br><T> : <D> : <a> |
| IC members and no of apprentices to be engaged                      | Note : minimum no of apprentices per trade is 20; Maximum no of trade is five<br><IC member Name> : <No of apprentices> : <Trade Name><br>Note : Add row for each enterprises who are participating in IAI and engage apprentices  |  |   |
| No of Apprentices   | Overall number of apprentices which will be trained by all members of IC (Yr1)   | Overall number of apprentices which will be trained by all members of IC (Yr2)   | Overall number of apprentices which will be trained by all members of IC (Yr3)              |
| % of women apprentices  | % share of the women against overall trained apprentices Y1  | % share of the women against overall trained apprentices Y2  | % share of the women against overall trained apprentices Y3                                 |
| Overall Apprentices trained by all members of IC : Total (Y1+Y2+Y3) |  |  |   |

Additional Details

Note : If Trades opted for year 2 and year 3 are different then the trades opted in year 1. IC shall provide details as per table above for both years

Provide strategy if IC is opting for designing a trade curriculum; along with time lines of designing the curriculum and engaging apprentices

Incremental addition of new members for engaging apprentices in the project duration.

|   | Year 1 | Year 2 | Year 3 |
|---|--------|--------|--------|
| No of members (of IC) who will participate and engage apprentices |        |        |        |
| No of apprentices to be trained                                   |        |        |        |

Note : IC is encouraged to increase the no of participative members from who will engage apprentices; support letters to be submitted to SAMC



Participation details of members (to be submitted along with IAI proposal)

| 1  | 2                  | 3   | 4   | 5   |   | 6                  | 7                                       | 8   | 9   |   |  |
|--|--------------------|---|---|---|---|--------------------|---|---|---|---|--|
| SN   | Name of Enterprise | Category (S, M, L) as per MSME guidelines | Total No of employees including contractual workers | Whether Engaging Apprentices prior to IAI (Y/N) | If Y, establishme nt ID of the enterprise | Name of the trades | No of apprentices trained by enterprise | Reason of not engaging apprentices (enter response as per direction in remarks) | What excites enterprise to participate in IAI (enter responses as per direction in remarks) | In-kind Contribution for IAI (i.e., equipments/tools, provide existing training facilities, Provide staff as trainers.) | Continuity of hiring apprentices post STARWE project (Y/N) |
| <b>Provide member data as submitted during IC application (add rows)</b>   |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
| <b>Provide changes in the data like addition of new member (add rows for added members; write NIL if no new members are added)</b> |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |
|  |                    |   |   |   |   |                    |   |   |   |   |  |

Note: 1. Those members who were engaging apprentices in trades prior to IAI have to opt different trade in IAI  
 2. Trades opted in IAI and Trades selected for DST MoU by IC with an IAI are not linked; (AI implementation is not associated with DST  
 3. For Column no.6, Reason are marked as numbers; Enter number which is most appropriate: 1 for "Inability to pay stipend"; 2 for "Not Found relevance"; 3 for "Apprentice Engagement were complex"; 4 for "Not aware of Apprenticeship concept & Act"  
 4. For Column no.7, Reason are marked as numbers; Enter number which is most appropriate: 1 for "Access to know how and training of Staff"; 2 for "Support Services offered by IC"

**Standard Evaluator Sheet – Reference for evaluating IAI activity plan submitted by ICs**

Name of industry cluster : \_\_\_\_\_  
 State : \_\_\_\_\_  
 Evaluation date : \_\_\_\_\_

|                             |                   |                           |                          |
|-----------------------------|-------------------|---------------------------|--------------------------|
| Feasibility Aspect          |                   |                           |                          |
| Evaluation Score            | IAI plan approved | IC to revise the IAI plan | IAI plan stands rejected |
|                             |                   |                           |                          |
| Recommended Action (Tick ✓) |                   |                           |                          |
|                             |                   |                           |                          |

Evaluation conducted by screening committee:

| S. No | Member         | Name | Designation | Signature |
|-------|----------------|------|-------------|-----------|
| 1     | SAA            |      |             |           |
| 2     | NSDC           |      |             |           |
| 3     | RDAT           |      |             |           |
| 4     | SSDM           |      |             |           |
| 5     | SAMC           |      |             |           |
| 6     | SAMC           |      |             |           |
| 7     | Private Sector |      |             |           |
| 8     | Others         |      |             |           |

**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. 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 implementation from Pilot; NPIU can make suitable changes in the plan/rubrics.

**Standard Evaluator Sheet – Reference for evaluating IAI plan**

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

| <b>Selection criterion</b>                                   | <b>Scores (0-3)</b> | <b>Multiplication factor</b> | <b>Total score</b> | <b>Remarks</b>   |
|--|---------------------|------------------------------|--------------------|--|
| 1. Trade Selection and Apprentice Programs                   |                     | 2                            |                    | Evaluator to assess the selection of trade proposed by IC. STRIVE emphasis on combination of workplace + basic training in integrated manner, number of apprentices per trade and introduction of new trades for the first time.                 |
| 2. Relevance for female youth                                |                     | 3                            |                    | Applicant IC will receive higher weightage if participation of women apprentices have more than 20% share in projection.   |
| 3. Relevance with Labour Market/Employability of Apprentices |                     | 3                            |                    | 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  |
| 4. Quality of Basic Training Providers                       |                     | 1                            |                    | 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.   |
| 5. Appropriateness of the capacity building concept          |                     | 2                            |                    | 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.   |
| 6. Relevance for youth from SC or ST backgrounds                                  |  | 1         |  |  | % population of SC/ST in apprentice registration  |
| 7. Addition of new members and Cascading the impact of IAI within cluster         |  | 1         |  |  | Evaluator to assess if non participating members becomes part of IAI implementation during/after the project duration and cascading impact is extended to those who opted out in the beginning. |
| 8. Quality assurance concept for the implementation of the apprenticeship program |  | 2         |  |  | Evaluator to assess the provision of quality control instruments proposed by IC to ascertain the learning outcomes for apprentices/adherence with Apprenticeship Act/OM guidelines etc.         |
| 9. Sustainability prospects   |  | 2         |  |  | Evaluator to assess ICs readiness for continuance of AIC after implementation of the STRIVE project And ascertain the sustainability instruments for AIC.                                       |
| 10. Quality of concept to ensure adherence with OHS and environmental standards   |  | 1         |  |  | Evaluator to assess arrangements for Occupational Health and Safety for Apprentices   |
| <b>Summary scores</b>   |  | <b>54</b> |  |  |   |

**Note:** Total maximum score: 54 and Selection threshold (50 % and above of maximum scores): 27.

**Scoring Rubric (representing a guidance that can be interpreted by the Selection Panel)**

| Criterion                                    | 0   | 1   | 2  | 3  |
|--|---|---|--|--|
| <p>1. Trade Selection and Trade Programs</p> | <p>IC fails to propose minimum two trades (IC needs to rework the IAI plan)</p> | <p>Trades selected by IC are under designated/ optional trade where candidates have undergone some formal basic training (NSQF aligned) and trainings will be not integrated in nature.</p> | <p>If IC has opted for two trades which includes both basic and industrial training in an integrated manner (fresher apprentices)<br/>Or<br/>IC is opting for two trades where number of apprentices per trade is more than twice the minimum prescribed number (20 apprentices per trade) in every training cycle</p> | <p>If IC has opted for more than three trades which includes both basic and industrial training in an integrated manner (fresher apprentices)<br/>Or<br/>IC is opting for three or more trades where number of apprentices per trade is more than thrice the minimum prescribed number (20 apprentices per trade) in every training cycle<br/>Or<br/>IC is introducing and developing for the first time training for two new trades or occupational specialization that is in high demand in the region and</p> |



|  |  |  |  |   |
|--|--|--|--|---|
|  |  |  |  | no designated or optional trade exists.   |
| 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 youths can be mobilised by IC  | 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<br>Across all proposed apprenticeship programs to be introduced | Apprentices are rather unlikely to find a job after training.<br>The plan does not make a convincing argument that apprentices find a job after training | There are some chances for apprentices to find a job in the field of training after completion of the apprenticeship program.<br>There are chances for apprentices to find contract jobs after completion of the training, or apprentices can become self-employed | A fair percentage of successful apprentices are likely to be employed by the apprenticeship offering companies, others may find jobs in other companies.                     | Under current economic conditions all successful apprentices will have a chance to be permanently employed by the companies that offer the apprenticeship |
| 4. Quality of Basic Training Providers   | The BTP has not been established, and it is uncertain whether IC will be able to develop into a  | The BTP is new, but likely to develop into a good quality provider with the  | The BTP that IC is partnering with is an established training provider or IC has an  | The BTP is an established training institution that is known to provide high quality training   |



|  |   |  |  |   |
|--|---|--|--|---|
|  | <p>reasonable provider within the project duration.</p> <p>or</p> <p>The BTP IC is partnering has no adequate facilities and teaching staff, and no previous record of delivering good quality training</p> | <p>support that is intended under the project.</p>   | <p>existing training centre setup that will need considerable upgrading in terms of facilities and capacity building of staff to deliver the required training at required standards</p>                                 |   |
| <p>5. Appropriateness of the capacity building concept</p> | <p>The plan does not include activities to build capacities of company or BTP staff</p>   | <p>The plan includes some capacity building activities, but these are not based on a systematic needs assessment</p> | <p>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</p> | <p>The plan includes comprehensive, systematic and well-planned activities to increase the capacities of participating as well as well as non-participating members of the IC and BTP staff according to needs, which are likely to be continued after the end of the project</p> |
| <p>6. Relevance for youth from SC or ST backgrounds</p>    | <p>The program does not target SC or ST youth</p>   | <p>The program is accessible to ST or SC youth, but no specific initiatives are undertaken to attract them.</p>      | <p>The program is designed to be accessible for ST or SC youth, and initiatives to raise their participation are part of the plan</p>  | <p>The program specifically targets youth from SC or ST backgrounds</p>   |

|  |  |   |  |  |
|--|--|---|--|--|
| <p>7. Addition of new members and Cascading the impact of IAI within cluster</p>         | <p>No new addition of members who have consented to participate in IAI implementation with the cluster</p>   | <p>IC has added new members and the IAI proposal includes a strategy which, however, are not elaborated and consistent.</p> | <p>IC has added new members and additional consent letters are secured by IC however comprehensive plan to maximise the IAI benefits for the larger member base of the cluster needs further strengthening</p> | <p>IC has added 50% new members and its proposal provides comprehensive strategy to reach out and extend the IAI benefits to current non members during and after the project duration thereby reducing the gap between overall members of IC and participating members of IC.</p> |
| <p>8. Quality assurance concept for the implementation of the apprenticeship program</p> | <p>The project does not include any plan to introduce quality assurance of the apprenticeship delivery.<br/>The plan proposed for quality assurance is insufficient.</p> | <p>The project includes a commitment to QA activities, which, however, are not elaborated and consistent.</p>               | <p>The project includes a comprehensive and coherent QA plan. Methodologies and instruments still need to be developed and further capacity built.</p>   | <p>The project includes a consistent and commendable QA plan covering both in-company and school-based training. Instruments and methodologies are developed and of high quality.</p>  |
| <p>9. Sustainability prospects</p>   | <p>Training is not likely to continue after implementation of the STRIVE project</p>   | <p>The plan includes a sustainability concept that relies on assumptions that are very uncertain</p>                        | <p>The plan includes a sustainability concept, which includes some uncertainties</p>   | <p>Under current economic conditions, the program is likely to continue in a self-financing manner</p>   |
| <p>10. Quality of concept to ensure</p>  | <p>The plan has no concept for OHS and</p>   | <p>OHS and environmental conditions in apprenticeship providing</p>   | <p>OHS and environmental conditions in some of the apprenticeship providing</p>  | <p>Apprentices will be trained in safe and</p>   |

|   |  |   |   |  |
|---|--|---|---|--|
| <p>adherence with OHS and environmental standards</p> | <p>environmental standards adherence.<br/>Apprentices are likely to be exposed to adverse OHS and environmental standards while in training.</p> | <p>companies are not in accordance with required standards, but the plan includes measures to improve these conditions.</p> | <p>companies are not in accordance with required standards, but the plan includes effective measures to increase conditions up to standards</p> | <p>environmentally friendly environments</p> |
|---|--|---|---|--|

Annexure 41: IC Feasibility for NCEC consideration and Evaluation Reference

| Name of State | SMAC Category | No of total IC application received | No of IC applications qualified by SCEC | No of ICs applications recommended by SSC | Cut off for NCEC consideration |
|---------------|---------------|-------------------------------------|---|---|--------------------------------|
|               |               |                                     |   |   |                                |
|               |               |                                     |   |   |                                |

Note –

1. Based on the volume of overall application received and % IC applications qualified (the qualifying marks), a cut off marks will be calculated for NCEC consideration. NPD reserves the right to finalise the cutoff marks.
2. Discretion –NCEC reserves right to select and cluster based on its discretion which may include factors such as geographical distribution, distance between clusters, regional balance and inclusivity, ICs getting common marks, trades proposed by IC etc. A discretion of up to 20% marks over and above the total marks being awarded will lie with the NCEC.
3. In cases where ICs are getting same marks in SCEC, State Steering Committee should be asked to provide preference for NCEC consideration. NCEC during the evaluation, shall rank the ICs accordingly for the selection consideration.

## NCEC Evaluation Sheet

|                     |   |   |                        |
|---------------------|---|---|------------------------|
| IC Name             |   |   |                        |
| NCEC Score          |   |   |                        |
| State Name          |   |   |                        |
| Cluster Type        |   |   |                        |
| NCEC Recommendation | Approved<br>(recommended for<br>Tri Party Grant<br>Agreement) | Waitlisted<br>(IC has potential<br>but can be<br>considered if<br>opportunity<br>created) | Not Selected in<br>IAI |
| IC Name             |   |   |                        |

| Selection criterion  | Scores<br>(0-3) | Multiplication<br>factor | Total<br>Score | Remarks |
|--|-----------------|--------------------------|----------------|---------|
| 8. Member Engagement   |                 | 2                        |                |         |
| 9. % of MSME<br>participation in IC  |                 | 3                        |                |         |
| 3. SCEC Evaluation Score<br>Total marks secured by IC<br>during SCEC evaluation  |                 | 3                        |                |         |
| 4. Readiness of state for<br>IAI<br>implementation/Technical<br>capacity of SAMC and<br>ability to hand hold clusters<br>post selection of ICs in the<br>state |                 | 3                        |                |         |
| 5. IC at centre/readiness for<br>BTP and training numbers  |                 | 1                        |                |         |
| Summary scores   |                 |                          |                |         |
| Note: Total maximum score: 36; Selection threshold would be decided subject to the kind and number of applications received.                                   |                 |                          |                |         |

Scoring Rubric (representing a guidance that can be interpreted by the Selection Panel)

| Criterion   | 0   | 1  | 2  | 3  |
|---|---|--|--|--|
| 1. Member Engagement<br><i>Total members of IC = x<br/>member's enterprises<br/>have submitted consent<br/>letters to participate in<br/>the scheme = y<br/>z = y/x%.</i>     | The proportion of members participating in LAI activity against total members of applicant IC is a positive indicator of IC's aggregation capability and leadership in the cluster. | If z is more than 10%  | <i>if z is more than 20%</i>   | <i>if z is more than 30%</i>   |
| 2. % of MSME participation in IC<br><br>Total members who have consented to participate with IC = x<br>Number of MSME members out of consented members = y<br><br>$Z = y/x\%$ | Representation of MSME in Participating members is less than 50%  | Representation of MSME in Participating members is less than 80% and higher than 50% | More than 80% but less than 100% of the participating members are from MSME. | 100% of the participating members are from MSME                      |
| 4. SCEC Evaluation Score<br>Total marks secured by IC during SCEC evaluation.   |   | If the IC has scored marks between 75% and 84% in SCEC evaluation                    | If the IC has scored marks between 85% and 94% in SCEC evaluation            | If the IC has scored equal or more than 95% marks in SCEC evaluation |



|   |   |   |   |   |
|---|---|---|---|---|
| <p>SCEC evaluation is based on various parameters, Applications which secures 75% or more are only considered for NCEC.</p>                         |   |   |   |   |
| <p>5. Readiness of state for IAI implementation/Technical capacity of SAMC and ability to hand hold clusters post selection of ICs in the state</p> | <p>State doesn't have SAMC in place</p>   | <p>Existing directorate staff dealing with apprenticeship has not attended any STRIVE related capacity building programme. And the existing capacity of state directorate is limited.</p> | <p>State doesn't have SAMC in place however hiring of staff is under process and will be completed within one-month time. Exiting AT team of state directorate is technically sound till the time SAMC is in place.</p> | <p>SAMC is fully equipped with technical staff (details shared with DGT) which can help facilitate the IAI preparation of IC. State has completed all STRIVE preparations.</p> <p>SAMC team has attended capacity building programme from NPIU.</p> |
| <p>6. IC at centre/readiness for BTP and training numbers</p>   | <p>The IC has no own training centre/workshop or any tie-up with a training center.</p> | <p>Tie-up with a training center</p>  | <p>The IC has its own training centre, with workshop(s) having basic level equipment</p>  | <p>The IC has an own training centre, with workshop(s) having basic, intermediate and advanced level equipment</p>  |
| <p>Total</p>  |   |   |   |   |



