

# Results Framework Document for Directorate General of Employment & Training (2011-12)

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## Section 1

### Vision, Mission, Objectives and Functions

#### **Vision**

To enhance the employment outcomes of graduates through highly inclusive and dynamic Vocational Training system by innovative design and delivery of demand driven (responsive) internationally competitive and comparable.

#### **Mission**

Improving quality and relevance of vocational training through upgradation of infrastructure and instructor training facility ensuring close involvement of industry and employers in curriculum development quality assurance, examination & certification and providing opportunity for horizontal and vertical mobility to graduates.

#### **Functions**

##### **Employment Directorate**

- Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments.
- Conducts regular training programmes and develops staff training material for the Employment Service personnel.

- Carries out continuous programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented.
- Collects and disseminates Employment Market Information and prescribes uniform reporting procedures for the organized sector and Employment Exchanges.
- Co-ordinates Vocational Guidance and Career Counseling Services rendered through 'Employment Exchanges and University Employment Information and Guidance Bureaus (UEIGBx) to the unemployed youth for choosing and planning their career suited to their abilities and skills.
- Evaluates residual capabilities of physically challenged persons and to provide them adjustment training in order to facilitate their economic rehabilitation.
- Establishes coordination and consultation with the Ministries of the Government of India whose activities affect the employment situation in the country.
- Provides Vocational Guidance and Training in confidence building to SC/ST job seekers.

#### **TRAINING DIRECTORATE**

- Develops training programme at the national level, particularly in the area concerning common policies, common standards and procedures.
- Deals with training of instructors and trade testing and certification.
- Conducts vocational training in some of the specialized areas, including training of women through the field institutes under its direct control.
- Conducts research in vocational training and development of instructional material.
- Implements the Apprentices Act, 1961 in respect of trade apprentices.

## Section 2:

### Inter se Priorities among Key Objectives, Success indicators and Targets

Objectives	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
<b><u>Training Directorate</u></b>										
<b>1.</b> To develop training programmes for Craftsmen Training Scheme (CTS) and Instructors.	8	<b>1)</b> Increase in seating capacity in ITIs /ITCs	1,40,000 (depends upon nos. of proposal received from states)	Nos	2	140000	126000	112000	98000	84000
		<b>2)</b> opening of new institutes	500	Nos	2	500	450	400	350	300
		<b>3)</b> Conducting All India Trade Tests (AITT)	32 (Fixed)	Nos	2	32 All India tests are held every year				
		<b>4)</b> Issue of National Trade Certificate.	4.2	Lakh	2	4.2	3.78	3.36	2.94	2.52
<b>2.</b> To implement Apprenticeship Act, 1961 in respect of trade apprentices.	6	<b>1)</b> Increase in the establishments under the Apprentices Act, 1961	1000	Nos.	3	1000	900	800	700	600
		<b>2)</b> Increase in the apprenticeship seats under the Apprentices Act, 1961.	20000	Nos.	3	20000	18000	16000	14000	12000
<b>3.</b> To upgrade ITIs into CoEs through World Bank assistance.	10	<b>1)</b> Processing of proposals from States/UTs and release of funds	Release of funds to States/UTs	Rs in Crores	4	100	90	80	70	60
		<b>2)</b> Visit to States / ITIs for review of implementation of VTIP	Visits to States/ UTs	No.	2	14	12.6	11.2	9.8	9.4
		<b>3)</b> Establishment of 10 Instructor Training Wings in selected States	Start Training in Instructors Training Wings	Nos.	2	4	4	3	3	2

		<b>4) Conducting studies to review the VTIP</b>	Submission of Reports by the Consultants	Nos	2	3	2	1	-	-
<b>4. To upgrade Govt. ITIs through Public Private Partnership.</b>	12	<b>1) Processing of proposals from States/UTs and release of loan.</b>	Release of interest free loan to IMC societies of ITIs	Rs in crores	8	740	666	592	518	444
		<b>2) Training programmes for principals and senior faculty of ITIs covered during 2010-11 (Their training to be completed in Year 2011-12)</b>	Timely conduction of training programmes for principals and senior faculty of ITIs	Date	4	30 <sup>th</sup> October 2011	15 <sup>th</sup> Nov 2011	30 <sup>th</sup> Nov 2011	15th Dec 2011	31 <sup>st</sup> Dec 2011
<b>5. To provide training based on Modular Employable Skills (MES) framework under Skill Development Initiative (SDI).</b>	12	<b>1) Registration of VTPs.</b>	1000	Nos.	2	1000	900	800	700	600
		<b>2) Persons to be trained and tested.</b>	300000	Nos.	4	300000	270000	240000	210000	180000
		<b>3) Registration of Assessing Bodies.</b>	10	Nos.	2	10	9	8	7	6
		<b>4) Development of Course curricula for MES.</b>	21	Nos.	4	21	19	17	15	13
<b>6. To impart vocational training to women.</b>	3	Imparting vocational training to women. Imparting vocational training to women.	Number of women to be trained in long term. & Short term courses	Nos	3	9000	8100	7000	6500	5400
<b>7. To impart vocational training In Advanced Training Institutes</b>	4	Imparting vocational training in Advanced Institutes of Directorate General of Employment & Training (DGE&T)	Number of persons to be trained in long term & Short term courses	Nos	4	23500	20700	18400	16100	13800
<b>8. To set up 1500 ITIs and 5000 Skill Development centres through PPP in unserved blocks.</b>	5	EFC is under circulation , get funds under Supplementary(s) and roll out the scheme	Sign MoUs with Private partners and Release funds	Nos.	5	100 (based on availability of funds )	90	80	70	60
<b>9. Skill Development for</b>	3	<b>1) Skill training programmes for youth</b>	5000	Nos	1	5000	4500	4000	3500	3000

34 districts affected by Left Wing Extremism		in existing institutes.								
		2) Create additional infrastructure for 34 Industrial Training Institutes (ITIs)	34	Nos.	1	34	31	28	24	21
		3) Create additional infrastructure for 68 Skill Development Centres.	68	Nos.	1	68	61	54	48	41
10. Enhancing skill development infrastructure in states and sikkim	2	Upgradation of existing 20 ITIs by adding 3 trades in each institute	15	Nos.	1	15	13	12	10	9
		Supplementing deficient infrastructure in 28 ITIs	17	Nos.	1	17	15	13	11	10
<b>Employment Services</b>										
11. Strengthening Employment Services	35.00	1) Release of Second Annual Report to People on Employment	Release of Report	Date	6.00	31/07/11	31/08/11	30/09/11	31/10/11	30/11/11
		2) Welfare of SC/ ST job-seekers through coaching, guidance and vocational training	Providing Vocational guidance and career counseling services to educated SC/ ST job-seekers	Nos	4.00	131000	130000	108000	94500	81000

		Providing facilities of typing and shorthand to SC/ ST job-seekers while waiting for placement	Nos	4.00	10500	10000	8500	7500	6500
		Providing coaching to prepare SC/ ST candidates for exams/ selection tests to Group'C' Posts	Nos	2.00	1200	1050	800	750	650
		Imparting computer training to SC/ ST job-seekers	Nos	2.00	2000	1500	1300	1200	1000
	<b>3) Continuation and setting up of Vocational Rehabilitation Centres for Handicapped (VRCs) including skill Training Workshops (STWs) and Rural Rehabilitation Centres</b>	Intake in VRCs	Nos	2.00	30500	30000	28000	26000	20000
		Evaluation of trainees	Nos	2.00	29500	29000	26000	24000	19000
		Rehabilitation of person with disabilities	Nos	2.00	11000	10000	9000	8000	7000
	<b>4) Preparation of Reports</b>	Compilation and preparation of reports (i) Report of EMI for March, 2010 (ii) Employment Exchange Statistics, 2009 (iii) Trade Apprenticeship Training in India, 2009 (iv) Bulletin on Job Opportunities, 2009	Nos	4.00	31/12/11	31/01/12	28/02/12	31.03.12	-
	<b>5) Evaluation of VRC/CGC</b>	Inspection of Centres and submission of reports	Nos	2.00	10	8	6	4	2

		<b>6) Evaluation of Employment Exchanges</b>	Evaluation and inspection of State Employment Exchanges	Nos	3.00	7	6	5	4	3
		<b>7) Revision of Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959</b>	Circulation of the Cabinet Note	Date	2.00	31/08/11	31/10/11	31/12/11	31/01/12	29/02/12

### Section 3:

#### Trend Values of the Success Indicators

Objectives	Action	Success Indicator	Unit	Actual Value for FY 2009-10	Actual value for FY 2010-11	Projected Value for FY 2011-12	Projected Value for FY 2012-13	Projected Value for FY 2013-14
<b><u>Training Directorate</u></b>								
<b>1.</b> To develop training programmes for Craftsmen Training Scheme (CTS) and Instructors.	1) Increase in seating capacity in ITIs and ITCs	Increase in seating capacity in ITIs and ITCs	Nos	1,61,744	1,11,204	1,40,000	1,50,000	1,60,000
	2) Trade Testing and Certification	Nos of Trade Tests	Nos	32 (fixed)	32	32	32	32
	3) Formulation and Updation of curriculum.	Formulation and Updation of curriculum.	Nos	20	28	30	34	40
<b>2.</b> To implement Apprenticeship Act, 1961 in respect of trade apprentices.	1) Increase in the establishments under the Apprentices Act, 1961	Increase in the establishments under the Apprentices Act, 1961	Nos.	24800	25500	26500	28000	29500
	2) Increase in the apprenticeship seats under the Apprentices Act, 1961	Increase in the apprenticeship seats under the Apprentices Act, 1961	Nos.	286329	306329	320000	340000	360000
<b>3.</b> To upgrade ITIs into CoEs through World Bank assistance.	1) Processing of proposals from States/UTs and release of funds	Release of funds to States/UTs	Rs. in Crores	196.34	192.28	100	253.65	NA
	2) Visit to States / ITIs for review of implementation of VTIP	Visits to States/ UTs	Nos.	8	10	14	06 (Project Closing tentatively by Dec. 2012)	NA
	3) Establishment of 10 Instructor Training Wings in selected States	Identification & Selection of ITIs,	Nos.	3	6	1	-	

Objectives	Action	Success Indicator	Unit	Actual Value for FY 2009-10	Actual value for FY 2010-11	Projected Value for FY 2011-12	Projected Value for FY 2012-13	Projected Value for FY 2013-14
		approval of World Bank & IFD						
		To start training in ITWs	Nos.	-	-	4	8 (cumulative)	10 (cumulative)
	4) Conducting studies to review the VTIP	Submission of Reports by the Consultants	Date	-	Contract Awarded Mid term review	Carry out Mid Term Review Studies & submit report	Take actions as per outcome of the study reports	
<b>4.</b> To upgrade Govt. ITIs through Public Private Partnership.	1) Processing of proposals from States/UTs and release of loan	Release of interest free loan to IMC societies of ITIs	Rs in crores	750.01	300.00 (Less proposal received from State Govts.)	740.00	NA	NA
	2) Training programmes for Principals and Senior faculty of ITIs covered	Timely conduction of training programmes for principals and senior faculty of ITIs covered	Nos.	535 trained	535 trained	275 (due to less nos. of ITI approved during the year 2010-11)	--	
<b>5.</b> To provide training based on Modular Employable Skills (MES) framework under Skill Development Initiative (SDI).	1) Registration of VTPs	1000	Nos.	2290	675 (Scheme was on temporary old)	1000	As per CCA note ,scheme will continue in XII FYP and target is 10 lakh trainees every year	
	2)Persons to be trained and tested	300000	Nos.	575489	421532	300000 ( Reason for low target is in Section 4)		
	3) Registration of Assessing	10	Nos.	12	21	As per requirement		-

Objectives	Action	Success Indicator	Unit	Actual Value for FY 2009-10	Actual value for FY 2010-11	Projected Value for FY 2011-12	Projected Value for FY 2012-13	Projected Value for FY 2013-14
	Bodies							
	4) Development of Course curricula for MES	30	Nos.	691	146	40	-	
<b>6.</b> To impart vocational training to women.	1) Training for women in long term and Short term courses in DGE&T field institutes	Number of persons trained in long term & Short courses	Nos.	7868	8144	9000	9500	10000
<b>7.</b> Imparting vocational training in Advanced Training Institutes of Directorate General of Employment & Training (DGE&T)	Training in long term and Short term courses in DGE&T field institutes	Number of persons to be trained in long term & Short term courses	Nos.	18400	23500	24000	25000	25500
<b>8.</b> To set up 1500 ITIs and 5000 Skill Development centres through PPP in unserviced blocks	EFC is under circulation , get funds under Supplementary(s) and roll out the scheme	Sign MoUs with Private partners and Release funds	Nos.			100 (based on availability of funds )		
<b>9.</b> Skill Development for 34 districts affected by Left Wing Extremism	1) Skill training programmes for youth in existing institutes.	5000	Nos	-	-	5000	-	-
	2) Create additional infrastructure for 34 Industrial Training Institutes (ITIs)	34	Nos	-	-	34	-	-
	3) Create additional infrastructure for 68 Skill Development Centres.	68	Nos	-	-	68	-	-

Objectives	Action	Success Indicator	Unit	Actual Value for FY 2009-10	Actual value for FY 2010-11	Projected Value for FY 2011-12	Projected Value for FY 2012-13	Projected Value for FY 2013-14
<b>10.</b> Enhancing skill development infrastructure in states and sikkim	Upgradation of existing 20 ITIs by adding 3 trades in each institute	15	Nos.	-	-	15	5	
	Supplementing deficient infrastructure in 28 ITIs	17	Nos.	-	-	17	11	
<b>11.</b> Strengthening Employment Services	1) Release of Second Annual Report to People on Employment	Release of Report	Date	-	completed	31.07.11	31.07.12	31/07/13
	2) Welfare of SC/ ST job-seekers through coaching, guidance and vocational training	Providing Vocational guidance and career counseling services to educated SC/ ST job-seekers	Nos.	130000	130000	131000	133000	135000
		Providing facilities of typing and shorthand to SC/ ST job-seekers while waiting for placement	Nos.	10000	10000	10500	11000	11000
		Providing coaching to prepare SC/ST candidates for competitive	Nos	1050	1050	1200	1300	1400

Objectives	Action	Success Indicator	Unit	Actual Value for FY 2009-10	Actual value for FY 2010-11	Projected Value for FY 2011-12	Projected Value for FY 2012-13	Projected Value for FY 2013-14
		exams/selection texts to GroupC posts						
		Imparting computer training to SC/ST job seekers	Nos	1000	1000	2000	2000	2000
	3) Continuation and setting up of Vocational Rehabilitation Centres (VRCs) for Handicapped including Skill Training Workshops (STWs) and Rural Rehabilitation Centres.	Intake in VRCs	Nos	27000	30000	30500	31000	31500
		Evaluation of trainees	Nos	26000	29000	29500	30000	30500
		Rehabilitation of person with disabilities	Nos	8700	10000	11000	11500	12000
	4) Preparation on Reports	Compilation and preparation of reports	Nos	NA	4	4	4	4

Objectives	Action	Success Indicator	Unit	Actual Value for FY 2009-10	Actual value for FY 2010-11	Projected Value for FY 2011-12	Projected Value for FY 2012-13	Projected Value for FY 2013-14
		(i) Report of EMI for March, 2010 (ii) Employment Exchange Statistics, 2009 (iii) Trade Apprenticeship Training in India, 2009 (iv) Bulletin on Job opportunities, 2009						
	5) Evaluation of VRC/CGC	Inspection of Centres and submission of reports	No.	NA	10	10	10	10
	6) Evaluation of Employment Exchanges	Evaluation and inspection of State Employment Exchanges	No	NA	7	7	7	7
	7) Revision of Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959	Circulation of the Cabinet Note	Date	-	-	31.8.11	-	-

## **Section 4:**

### **Information about Promoting Skill Development**

#### **Training:**

- Reason for less budget in FY 2011-12 for ' Upgrading ITIs into CoEs through World Bank' :- Less budget received due to the fact that at the time of preparation of Annual plan , expenditure was less i.e., only Rs. 40 Crores , thus B.E for FY 2011-12 was slashed to Rs 100 Crores .
- Reason for low training target in MES – based on the experience in past three years, method of assessment has been changed to competency based standards ,thereby resulting increase in duration of training & quality of assessment.

**Employment : NIL**

## **Section 5:**

### **Information about Promoting Skill Development**

#### **Training:**

1. The release of funds under different Centrally Sponsored schemes (for ITIs) is dependent on the proposals to be received from the State Governments since ITIs are directly under the control of State Governments
2. Performance of MES would depend upon performance of individual State Governments since the training work has been now entrusted to State Govts. .

#### **Employment :**

1. The Report to people will be prepared by July, 2011, however the release will be subject to approval of Planning Commission/ PMO/Cabinet Secretariat

**Section 6**  
**Ministry of Labour & Employment**  
**DGE&T**

S.No.	Outcome/impact of organization/RCs	Jointly responsible for influencing this outcome/impact with the following organization(s)/departments/Ministries	Success Indicator	Unit	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
<b>Training</b>									
1.	To impart Vocational Training to youth to enhance their potential & through various schemes .	State Govts., Govt ITIs and private ITIs	a) No. of trainees trained in Central institute	Nos.	18400	23500	24000	225000	25500
			b) No. of women trainees trained	Nos.	7868	8144	9000	9500	1000
			c) Increase in seating capacity in ITIs	Nos.	1.61 Lakh	1.11 lakh	1.40 lakh	1.50 lakh	1.60 lakh
			d) No. of Seats in Apprenticeship Training	Nos.	2.86 lakh	3.06 Lakh	3.20 Lakh	3.40 lakh	3.60 lakh

S.No.	Outcome/impact of organization/RCS	Jointly responsible for influencing this outcome/impact with the following organization(s)/departments/Ministries	Success Indicator	Unit	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
	Report to People on Employment	Different Ministries/Departments engaged in Employment Generation & Poverty alleviation programme& Planning Commission	Preparation of report	-		complete	31.07.2011	31.07.2012	31.07.2013
	To enhance the employability of SC/ST jobseekers through coaching, vocational guidance & Training.	Central & State Govts.	Providing vocational guidance and career counseling services to educated SC/ST job-seekers		130000	130000	131000	133000	135000
			Providing facilities of typing and shorthand to SC/ST job-seekers while waiting for placement		10000	10000	10500	11000	11000
			Providing coaching to prepare SC/ST candidates for competitive exams/selection tests to Group 'C' Posts		1050	1050	1200	1300	1400

S.No.	Outcome/impact of organization/RCS	Jointly responsible for influencing this outcome/impact with the following organization(s)/departments/Ministries	Success Indicator	Unit	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
			Imparting computer training to SC/ST job-seekers		1000	1000	2000	2000	2000
	Assessment of residual capacity & providing vocational /skilled training leading to mainstreaming/rehabilitation of PWDs.	Central Govt/State Govt/Public sector undertakings/Financial Institutions/ private sector/NGOs	Intake in VRCs		27000	30000	30500	31000	315000
			Evaluation of trainees done		26000	29000	29500	30000	30500
			Rehabilitation of PWDs		8700	10000	11000	11500	12000
	Release of data/reports	Central Govt/State Govt/Other organisation	Collection of data & preparation of reports		-	4	4	4	4

S.No.	Outcome/impact of organization/RCS	Jointly responsible for influencing this outcome/impact with the following organization(s)/departments/Ministries	Success Indicator	Unit	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
	Assessment of capacity, Manpower, Infrastructure & performance of VRCs & CGCs	Central Govt.	Inspection of Centres and submission of Reports		-	10	10	10	10
	Standardisation of policies & procedures relating to Employment Services & maintaining uniformity across the country.	Central/State Govts.	Evaluation and inspection of State Employment Exchanges		-	7	7	7	7
	Enhancing the coverage and scope for estimation of employment on organized sector .	Central Govt/State Govt./State /Jobseekers	Circulation of Cabinet Note	-	-		31.08.2011		