
RESULTS FRAMEWORK DOCUMENT (RFD)
2014-15

(APRIL 1, 2014 – MARCH 31, 2015)



सत्यमेव जयते

DIRECTORATE OF EMPLOYMENT & CRAFTSMEN TRAINING
LABOUR DEPARTMENT
MEGHALYA
(Groove Site, Keating Road, Shillong – 793001)

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Section 1

Vision, Mission, Objectives and Functions

Vision

- ✦ To register and provide Employment Guidance to Job-Seekers
- ✦ To implement Skill Development Programmes in non-farm sectors directly linked to employment.

Mission

- ✦ Train and produce skilled manpower to suit the changing needs of the industry.
- ✦ Testing and Certification of Skilled Manpower.
- ✦ Serve as a bridge between Job Seekers & Employers, Training Providers & Potential Trainees and Service Providers.
- ✦ Collect Employment Market Information data at State Level.
- ✦ Contribute to the planned growth of Meghalaya's economy through the above activities.

Objectives

- ✦ Skilling of 57,000 persons during the 12th Five-year Plan Period.
- ✦ Modernization of the Employment Exchanges in the State.
- ✦ Upgradation of all existing Government Industrial Training Institutes.
- ✦ Setting-up of New Government Industrial Training Institutes at the newly created Districts in the State.

Functions

- ✦ Implement Employment Exchange Services as per the National Employment Service Manual.
- ✦ Implement Skill Development Schemes viz., Craftsmen Training Scheme (CTS), Skill Development Initiative (SDI) Scheme based on MES, Apprentice Training Scheme (ATS) and Placement Linked Skill Development Programmes.

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%
Skilling of 57,000 persons during the 12th Five-year Plan Period	50	Skill Development Initiative (SDI) Scheme	Skilling of 7500 persons	Persons	25	7500	6750	6000	5250	4500
		Placement Linked Skill Development Programmes	Skilling of 3500 persons	Persons	15	3500	3150	2800	2450	2100
		Craftsmen Training Scheme	Skilling of 1000 persons	Persons	10	1000	900	800	700	600
Modernization of the Employment Exchanges in the State	20	Digitization of existing data in all Employment Exchanges	35000 Data Entries	Nos	10	35000	31500	28000	24500	21000
		Develop New Modules in the Employment Exchange Portal	2 Software Development	Modules	10	2	1	-	-	-
Upgradation of all existing Government Industrial Training Institutes	20	Introduction of New Trades	3 Trades each in 4 ITIs	Nos	10	12	11	10	8	7
		Upgradation of the Motor Vehicle Section under PPP Mode	1 ITI	Nos	10	1	-	-	-	-
Setting-up of New Government Industrial Training Institutes at the newly created Districts in the State	10	New ITI at Ampati, Mawkyrwat and Khliehriat	3 New ITIs	Nos	10	3	2	1	-	-

Section 3
Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value FY 11/12	Actual Value FY 12/13	Target Value FY 13/14	Projected Value FY 14/15	Projected Value FY 15/16
Skilling of 57,000 persons during the 12th Five-year Plan Period	Skill Development Initiative (SDI) Scheme	Skilling of 7500 persons	Persons	170	355	5000	7500	9000
	Placement Linked Skill Development Programmes	Skilling of 3500 persons	Persons	335	2100	3100	3500	3700
	Craftsmen Training Scheme	Skilling of 1000 persons	Persons	725	1890	1890	1000	1000
Modernization of the Employment Exchanges in the State	Digitization of existing data in all Employment Exchanges	35000 Data Entries	Nos	--	--	--	35000	--
	Develop New Modules in the Employment Exchange Portal	2 Software Development	Modules	--	--	--	02	--
Upgradation of all existing Government Industrial Training Institutes	Introduction of New Trades	3 Trades each in 4 ITIs	Nos	3	--	--	12	12
	Upgradation of the Motor Vehicle Section under PPP Mode	1 ITI	Nos	--	--	--	01	01
Setting-up of New Government Industrial Training Institutes at the newly created Districts in the State	New ITI at Ampati, Mawkyrwat and Khliehriat	3 New ITIs	Nos	--	--	--	01	02

Section 4
Description & Defination of Success Indicators and Proposed Measurement Methodology

Sl.no.	Success Indicator	Description	Definition	Measurement	General Comments
1	Skilling of 7500 persons	Under the Skill Development Initiative (SDI) Scheme based on MES	Training through the Registered Vocational Training Providers (VTPs)	Persons Trained	100% reimbursement by Ministry of Labour & Employment, GOI
2	Skilling of 3500 persons	Under the Placement-Linked Skill Development Programmes	Training through Empanelled Training Partners selected through Competitive Bidding.	Persons Trained and Placed	State Plan Fund
3	Skilling of 1000 persons	Under the Craftsmen Training Scheme	Through 10 Govt., ITIs and 01 Pvt. ITI	Persons Trained	Plan & Non Plan Fund
4	35000 Data Entries	Under Modernization of Employment Exchanges	Digitization of the Live Register	Number of Entries in the Live Register	State Plan Fund
5	2 Software Development	Under Modernization of Employment Exchanges	Skilled Hands and Skill Development Modules	Modules	State Plan Fund
6	3 Trades each in 4 ITIs	Under the Craftsmen Training Scheme	Introduction of 3 New Trades in 4 GITIs	Numbers	100% Centrally Sponsored Scheme
7	1 ITI	Under the Craftsmen Training Scheme	Upgradation of the Motor Vehicle Section at GITI Shillong under PPP Mode	Numbers	State Plan Fund and Corporate Social Responsibility
8	3 New ITIs	Under the Craftsmen Training Scheme	Setting-up of New ITIs at Ampati, Mawkyrwat & Khliehriat	Numbers	100% Centrally Sponsored Scheme

Section 5

Specific performance requirements from other departments that are critical for delivering agreed results.

Location Type	State	Organization Type	Organization Name	Relevant Success Indicator	What is your requirement from this organization	Justification for this requirement	Please quantify your requirement from this Organization	What happens if your requirement is not met
New Delhi	Delhi	Central Govt.	Directorate General of Employment & Training	Skilling of 7500 persons Skilling of 1000 persons	Funding and Guidelines	State Resources are inadequate to achieve the target.	8500 persons	VTPs would be discouraged to enrol candidates under the Scheme and Assessing Bodies will not conduct timely Assessments.
Shillong	Meghalaya	State Govt.	Public Works Department	3 Trades each in 4 ITIs 1 ITI 3 New ITIs	Execution of all Civil Works	The Department does not have its own Engineering Wing	40% of the Project consist of Civil Work Components	Lack of Accommodation Classrooms / Workshops.
Shillong	Meghalaya	Central Govt.	National Informatics Center	2 Software Development	Implementation of the Project	The Department does not have its own Manpower & Expertise in this field.	100%	Target cannot be achieved

Section 6
Outcome / Impact of Activities of Department/Ministry.

Sl.no	Outcome / Impact	Jointly responsible for influencing this outcome / impact with the following organisation(s) / departments/ ministry(ies)	Success Indicator(s)	Unit	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
1.	Skilling of 195000 persons during the 12th Five-year Plan Period	State Labour Department	56856	Persons	6123	8747	11080	13704	17203
		Other State Departments / Agencies	138144	Persons	14877	21253	26920	33296	41797
