“Development of screening parameters for T.P.s/T.I.s/S.S.C.s”

The National Scheduled Castes Finance and Development Corporation is a Public Sector Undertaking set-up by the **Government of India (G.O.I.)**, under the aegis of the Ministry of Social Justice and Empowerment (MoSJE). The broad objective of this project under NSFDC is to finance, facilitate and mobilize funds for the essential socio-economic development of the target group, i.e. individuals belonging to scheduled castes, earning an annual family income of less than three lakh rupees, in both rural and urban areas, through various **skill-development** and **financial-development initiatives**.

One of the major factors that determines the success of any skill development program is the appropriate selection of the **right training institutes** that would assist in the imparting the skill training. The previously-followed structure of selecting partners on specific **subjective criteria** left scope for certain improvements, and hindered the efficiency of the entire skill-programme.

As a part of our project, we were assigned the task of pivoting the crucial partner-selection process from a subjective-evaluation model, to be transformed into an **objective-merit-based ranking framework**. In other words, we were tasked with developing relevant parameters which could then be used for screening all such proposals. Additionally, we also came up with an **automated system** that processes the **reported-data** through the avenue of the Training Partners, Training Institutes and Sector Skills Councils; and consequentially generates scores based on a mathematical formula. These scores could further ahead be used to create Institute or Sector Skills Council rankings. This would greatly expedite the process of Institute selection, as well as ensure that **more funds are channelled into quality institutes**; thereby enabling a higher number of students to acquire vocational training and improve their employability.

Embodied as a part of our **preliminary research**, we interacted with all existing levels of the hierarchy, ranging from the **heads of the institutes**, **senior executives** to even the current **students**. All such stakeholders were interviewed in order to understand loopholes of the system. This exercise equipped us with adequate knowledge to proceed to the stage of problem-solving. Subsequently, we went on to suggest four parameters loosely based on the National Institutional Ranking Framework **(NIRF)** model, personified by **Placements, Infrastructure, Quality of Education and Mobilization Capacity**. In the penultimate stage, we designed and curated questionnaires for every single parameter, assigned designated weights to them, and the result was a model that would give a numerical score to Training Institutes and their Sector Skills Councils. These scores would ultimately enable NSFDC to focus on relatively better institutes, and bring about greater efficiency in its vocational training programme.

For the final stage of the project, we put out all the theoretical observations, frameworks and models to practice, while also having generated **implementable forms, automated ranking sheets and instruction manuals**. Pilot tests were conducted to test the functionality and utility of the ranking framework and the data-collection tools. We ensured that all the deliverables could be implemented by the corporation soon afterwards. Thereby, the systems created allowed for **automatic data collection, storage access, automatic rank-generation, modularity and customization in terms of parameters and weights**. Additionally, it would

increase accountability, on the part of the Sector Skills Councils as they have been incentivized to provide contracts to better institutes, as their performance now depends on the performance of the Training partners they recommend to the corporation, under the new ranking framework. We are assured of the belief that, on successful implementation, all these deliverables would allow the corporation to effectively select better partners under the public-private partnership model, and help transform the lives of many students by augmenting their skill-levels.

National Scheduled Castes Finance and Development Corporation

The client organization.

Constants / Benchmarks		Note
Sub-Parameter	Value	
Max. Threshold Mobilising Factor	3	
Min. Threshold Mobilising Factor	1	
Minimum Trainer-to-Trainee Ratio	0.0125	1:80 Trainer-to-Trainee Ratio
Ideal Trainer-to-Trainee Ratio	0.033	1:30 Trainer-to-Trainee Ratio
Benchmark Scaling Factor for Self-Employment	0.5	
Benchmark Average Salary for Wage-Employment Salary Comparison	8000	This corresponds to a scaling factor of 0.5. Thereby, an average salary of 14000 will correspond to a scaling factor of 1.
Benchmark Scaling Factor for Wage-Employment	0.5	
Minimum Acceptable score in Infrastructure Part - A	14	Minimum Score acceptable out of 17
Weights Assigned to Various Parameters		
Parameter	Weightage	
Infrastructure (NIS)	0.25	
Placements (NPS)	0.4	
Quality of Education (NQES)	0.2	
Mobilisation Capacity (NMCS)	0.15	

The control panel to change weights, benchmarks and scaling-factors for score calculation.

TP/ TI Name	TP/ TI Score	Minimum Required Score out of 100 33	RANK	SSC Name	Number of Students Enrolled in NSFDC Courses Last Year	Mandatory INFRA Pass/ Fail	Overall Placement Percentage	Proposed Intake of Students
Partner - A	67.49679487	67.49679487	2	SSC - A	80	PASS	82.5	160
Partner - B	43.640625	43.640625	3	SSC - B	80	PASS	84	80
Partner - C	42.39583333	42.39583333	5	SSC - C	80	PASS	75	80
Partner - D	43.20873397	43.20873397	4	SSC - D	80	PASS	97	120
Partner - E	70.58740385	70.58740385	1	SSC - E	40	PASS	92.5	40
Partner - F	36.46354167	36.46354167	6	SSC - F	80	PASS	65	240

Final Output used to award skilling projects in accordance with institute performance.