



A Training Report On

Placement Oriented Skill Training For The Youth Of Dima Hasao District, Assam

Conducted At



SENGYA SAMBHUDHAN PHONGLO INSTITUTE (SSPI)
Kota Arda Village, Diyunbra, Dima Hasao, Assam

In collaboration with



North Cachar Hills Autonomous Council (NCHAC)



Foundation For Integrated Support & Solution (FISS)

Implementation Partner



Nature Tech Vision Private Limited

INTRODUCTION

FISS (Foundation for Integrated Support & Solution) a registered company under section -8 of the Companies Act 1956, with registered office located at Guwahati. FISS has been in operation in the northeast region of the country since 2016 by rendering services as implementing agency for bringing about socio-economic transformation of the region. FISS has entered into an MOU with North Cachar Hills Autonomous District Council (NCHAC) who has conceptualized and set up an institute named as **Sengya Sambhudhan Phonglo Institute(SSPI)** for skill development and entrepreneurship located at Diyungbra, Arda, district of Dima Hasao. As per the MOU with NCHAC, FISS is partnering for advisory, facilitation and implementation support services for end to end operational management requirements of the institute having a total area of 30000 sq metre which also include residential facility for 400 students. As per the MOU several focus areas are identified out of which Agriculture and Food Processing are two major areas.

PRELIMINARY SURVEY- When NCHAC assigned the first phase of skill training to FISS, the preliminary survey was done to determine the Job Roles to be taken up in various phases. Various job roles in agriculture, horticulture, live stock farming were considered and accordingly required infrastructure was put in place. But later on, considering the interest of the youth mobilized by the team and future livelihood prospect FISS decided to go for the variety of job roles. In the following table details of job roles against candidates trained is given –

TABLE - A

Phase	Job Roles taken up	Number of youth trained	Date
Phase 1	1) Assistant electrician 2) Self employed tailoring	100	Feb'2023 – May'2023
Phase 2	1) Assistant Manual Metal Arc Welder Under Assam Skill Development Mission	50	Sept'2023
Phase 3	1) Assistant Manual Metal Arc Welder Under Assam Skill Development Mission	52	Feb'2025 – June'2025
Phase 4	<i>Approval of SSPI by SCVT as an ITI (Industrial Training Institute) in PPP mode in the following Trades –</i>		SSPI is all set to start the ITI batch in this session. Admission process is ON
	1) Computer Operator & Programming Asstt.(COPA) – 1 Year	24	
	2) Welder - 1 Year	20	
	3) Electrician – 2 Years	20	
	4) Fashion Design Technology – 1 yr	20	

Implementation Planning - To implement the entire project FISS tied with a start up company Nature Tech Vision Private Limited, promoted by a team of highly professionals having more than 15 years of experience in providing Employment/Entrepreneurship oriented skill training program. NTV a registered private limited company is under the Companies Act 1956 – is operating in the direction of contributing positively in paving the way for an Atmanirbhar Bharat in the green sectors. Their area of operations is basically Assam but are open to work pan India. All the promoters of the company have long (15 to 20 yrs) enriching experience in the area of providing Placement Oriented Skill Development Training in Assam under various State Government and Central Government projects under NULM(National Urban Livelihood Mission), IIE (Indian Institute of Entrepreneurship), PMKVY(Pradhan Mantri Kaushal Vikash Yojana) etc. They are currently empaneled partners of Assam Skill Development Mission (ASDM) working hand in hand with ASDM since inception towards implementing Skill Mission project in Assam thereby contributing towards positive growth for the state of Assam. FISS executed an MOU with NTV in the month of December'2022 to collaborate in implementation of skill training projects at SSPI on behalf of FISS. NTV carried out the operations starting from preparing the classrooms with adequate equipment, training of teachers, training delivery to assessment of the candidates.

The permanent structure at SSPI to take up the challenges of training throughout the phases as mentioned in Table – A was available. FISS mobilized all the resources needed for the training of the specific job roles in terms of man power, raw materials.

- *Raw materials* - The raw materials as per the specification of National Skill Development Corporation (NSDC) for both the job roles were procured and made available for smooth going of theory and practical class.
- *Manpower* – FISS recruited and deployed manpower for the first phase of skill training program. Recruitment for the following posts were done and deployed prior to commencement of the training program –
 - Centre In-Charge – 1
 - Project Coordinator – 1
 - Mobilizer - 1

Trainer for the job roles – we have identified a pool of trainers who are on boarded as per the requirement. From this pool of trainers now process is on to recruit permanent instructors for the SSP - ITI

- *Fooding & accommodation* – The hostel facility that is available at SSPI was made operational by putting all required kitchenware, room items in place. Recruited hostel staff including hostel superintendent for smooth operation of the hostel. The supply chain for the consumable items was put in place so that the hostel can be run without any hassle.

Apart from the above FISS engaged a highly professional team to look after the operations, for its quality assurance and other management as per NSDC guidelines.

MOBILIZATION OF CANDIDATES FOR THE TRAINING –

Form inception FISS inducted few local manpower for creating awareness and mobilization of candidates for the Skill Training Program. This team dedicatedly worked in tandem with North Cachar Hills Autonomous District Council (NCHAC) to register the required batch of candidates for the training. SSPI received a huge response from the local youth for taking up the skill training. We could not accommodate many candidates as we had limited number of seats.

INAUGURATION OF FIRST PHASE OF SKILL TRAINING –

FISS and NCHAC mutually agreed to inaugurate the program on 9th February 2023. A guest list was prepared after mutual discussion and accordingly an invitation card was sent to all of them.

The inauguration function was in the august presence of dignitaries from NCHAC and other bodies. The candidates too were motivated by the speech delivered by the distinguished guests.

INVITATION CARD



PHOTO GALLERY FOR INAUGURATION FUNCTION





TRAINING PROGRAM –

Soft Skills & Yoga Class – *As per NSDC guideline, Soft Skills classes to be provided to the candidates mandatory.*

To motivate the candidates the training program was started with few hours of delivery of Soft Skills and Yoga classes. The aim was to enhance the spirit of the candidates. These non domain delivery basically enable the candidates to interact effectively and harmoniously with others. These classes also aimed to impact culture, mindsets, leadership, attitude and behavior. The candidates participated with high spirit and great enthusiasm.





Domain Skilling in various Job Role -

National Skill Development Corporation (NSDC) has defined all the guidelines for conducting the skill training for various job roles. Assam Skill Development Mission follows the guidelines of NSDC in conducting the Skill Development Projects in toto. For all the job roles NSQF (National Skill Quality Framework) Level, number of theory and practical hours, other training that has to be mandatorily provided like Soft Skills, Computer Basics are defined. ASDM has an online portal through which we the Training Providers (TP) have to upload daily, the class and hostel attendances available through a Sensor Based Optical Time Attendance Scanner. Also, all other proceedings of the batches like training, assessment and placement are to be uploaded on a step by step process based on which the final invoice can be raised.

Infrastructure –

SSPI has excellent facilities in terms of infrastructure. We are doing the projects only when get the order from Assam Skill Development Mission. So, during the project we source the raw materials required and invest in setting the laboratories in ready to work condition.

Trainer –

As per the guidelines the trainers we involve in ASDM projects should be TOT (Train the Trainer) certified in a specific job role. It is very difficult to get TOT certified trainers in this location. So under the guidance of an expert TOT certified trainer we engage local trainers to deliver the training program. Uptill now for all the training programs following trainers were involved. These trainers have adequate technical qualification as per NSDC guideline except TOT Certification.

- 1) **Rushna Naiding** – For the job role Assistant Electrician
- 2) **Dhoni Dibragede** – For the job role Assistant Electrician
- 3) **Dipankar Das** – For the job role of Manual Arc Welding
- 4) **Mukul Sarkar** – For the job role of Manual Arc Welding
- 5) **Nabajyoti Doley** – For the job role of Fashion Designing
- 6) **Swahamdi Langthasa** – For the job role of Manual Arc Welding

PHOTO GALLERY FOR TRAINING OF ASSISTANT ELCTRICIAN









PHOTO GALLERY FOR TRAINING OF FASHION DESIGNING









PHOTO GALLERY FOR TRAINING OF MANUAL METAL ARC WELDING



OUTDOOR, RECREATIONAL & OTHER ACTIVITIES-

It is very important for everyone to stay fit and free from any stress. Being confined in the SSPI campus for more than 3 months may be boring and monotonous for the youth. So our operations team inspired the candidates to get involved in various activities like playing basketball, football, cleaning of the campus etc. The spirit and enthusiasm exhibited by the candidates was just amazing. This really have made their days at SSPI a memorable one.





BASIC COMPUTER CLASSES –

Providing basic computer working skills in any of the skill training is a mandatory guideline as NSDC guideline. Accordingly the first phase candidates were provided with adequate training in basic computer operations by competent trainer.





PROVISION OF HOSTEL FACILITY TO THE CANDIDATES -

The hostel facility that is available at SSPI was made operational by putting all required kitchenware, room items in place. Recruited hostel staff including hostel superintendent for smooth operation of the hostel. The supply chain for the consumable items was put in place so that the hostel can be run without any hassle. A steady supply of consumable items was maintained with proper quality assurance to ensure wholesome, healthy and hygienic food to the boarders. A balanced diet with both vegetarian and non vegetarian items to satisfy the palette of the boarders was constantly maintained. All effort was on to maintain cleanliness of the rooms and its campus. Boarders were engaged to monitor the food, cleanliness and maintenance of overall positive environment of the hostel so that the boarders have a feel good experience about it.

PHOTO GALLERY OF HOSTEL ACCOMMODATION







THIRD PARTY ASSESSMENT (TPA) OF THE CANDIDATES –

Third party skills assessment is not only important for providing independent evidence of a learner's acquired skills for both potential employers and progression to further learning, it is also an important platform for recognition of India's rapidly growing skills sector. It is observed that there is a constant need of third-party assessments to evaluate job applicants and employees as it facilitates in evaluating the skills, knowledge, and abilities of an individual or organization by an external agency or entity. The need for third-party assessment arises in many situations, including recruitment, promotion, and certification.

- **Helps in impartial evaluation:** Third-party assessments provide an impartial evaluation of a candidate's skills and abilities, which helps companies make better-informed hiring decisions.
- **Implement Standardization:** Third-party assessments are means to standardize the process, and ensure that all candidates are evaluated on the same criteria, making the process more fair and consistent.
- **Focus on Evaluation Objectivity:** Third-party assessments brings objectivity to the process of evaluation, thereby helping organizations avoid bias and ensure most qualified candidates are hired.
- **Brings Credibility:** Third-party assessments enhances the credibility of the hiring process and the organizations reputation.

For assessment of phase I of skill training at SSPI, FISS had entered into an contract with renowned Third Party Assessor(TPA) of the country **Radiant Infonet** for assessment. Accordingly the assessment and reassessment was completed on 5th May and 10th May'2023 respectively.

For assessment of subsequent phases done under ASDM project, Third Party Assessor(TPA) empanelled under NSDC had visited SSPI to conduct the assessment. While assessment of

SAMPLE CERTIFICATE –



ASSESSMENT OF CANDIDATES UNDER JOB ROLE ASSISTANT ELECTRICIAN-













ASSESSMENT OF CANDIDATES UNDER JOB ROLE SELF EMPLOYED TAILOR-







CONDUCTING OUTREACH MOBILIZATION AND AWARENESS CREATION CAMP

As we are striving to get more and more projects to take SSPI to the next level, we will need more beneficiaries to join our programs. Also, after approval of SSPI to be one the Industrial Training Institute (ITI) in a PPP mode, we have to create awareness among the people of Dima Hasao and its neighbouring areas, so that we get a steady flow of beneficiaries and students.

In this direction, we have conducted a few outreach Mobilization & Awareness Creating Camp in association with local bodies like Dimasa Students Union and other organizations.





PHOTO GALLERY OF CELEBRATION OF WORLD ENVIRONMENT DAY'2025 AT SSPI





PHOTO GALLERY OF IMPLEMENTING PARTNER

NATURE TECH VISION PRIVATE LIMITED





PHOTOGRAPHS OF VALEDICTORY FUNCTION WITH DISTRIBUTION OF CERTIFICATE FOR PHASE - 1











THE END