

**INCENTIVES TO INDUSTRIES FOR TRAINING PROSPECTIVE
EMPLOYEES SCHEME,2017**

1. Short title and commencement:

1.1 This Scheme shall be called the **INCENTIVES TO INDUSTRIES FOR TRAINING PROSPECTIVE EMPLOYEES SCHEME, 2017**, and shall be governed by the Goa State Incentives To Encourage Investments Scheme, 2017(Umbrella Scheme). This scheme shall come in force with effect from 1st October 2017 and shall remain in force up to 30th September 2022.

2. Background:

2.1 The Government realises that in some areas there is a gap between employer expectations and skill sets available in Goa. The Government, through the relevant departments, is taking steps to improve the quality of education as well as introducing new courses to meet industry requirements. However, the Government realizes that every skill set required by industry might not be readily available. Therefore the Government is proposing this scheme to support industrial units to provide *Demand driven Short Term Training Courses* through recognised institutions.

3. Definitions:

3.1 Goan: For the purpose of this scheme, a “Goan” will be defined as:

- a) Person born in the State of Goa. OR
- b) Person having 10 years Residence Certificate issued by the Mamlatdar, OR Any other document indicating residence in Goa issued by the Government of India or Government of Goa or its organisations, issued

prior to 10 years, to the satisfaction of Task Force Committee. (eg. Driving license, Ration card, EPIC, Passport etc)

3.2 Skill Training Provider (STP): Skill Training Provider (STP) is an institute which has the facilities for imparting Skill training to industries which demand such training; and which are approved by The Directorate of Technical Education (DTE), The Directorate of Skill Development and Craftsmen Training (DSCT) and Directorate of industries trade & Commerce (DITC).

4.Objective:

4.1 To create manpower suitable to the needs of the Industry.

4.2 To provide specific skill training to Goan youth to improve their employability by optimally utilizing the infrastructure available in Government and private institutions.

4.3 Optimum utilisation of existing infrastructure available to make the training cost effective.

5.Eligibility:

5.1. Micro, Small, Medium and Large manufacturing enterprises which have registered under the umbrella scheme are eligible for incentives under this scheme.

5.2 Only those courses conducted by the approved STPs will be considered for benefits under this scheme.

5.3 The units shall be considered for benefit under the scheme only for trainees between the age of 18 to 42 years who fulfil the criteria of being a Goan as defined in the scheme. The benefit does not extend to refresher courses or retraining courses.

6. Nature of Benefit

6.1 Reimbursement of 60% of training costs for prospective employees subject to a maximum of Rs 60,000/- per employee and Rs 7,20,000/- per unit per year will be given to the eligible units recommended by the Task Force Committee.

6.2 The benefits under this scheme are subjected to budgetary allocation. No Promisory Estoppel shall be applicable if benefits are discontinued in case allocation is exceeded.

7. Implementation of the scheme

7.1 All institutes recognised by The Directorate of Technical Education (DTE), The Directorate of Skill Development and Craftsmen Training (DSCT) and Directorate of industries trade & Commerce (DITC) shall be eligible to be STPs under this scheme. Any other statutory technical or managerial organisations set up under the Act of Parliament and their institutes set up by Act of Parliament, to the satisfaction of TFC shall also be eligible to be a STP.

7.2 The employer shall submit a proposal for the training to the STP duly mentioning aspects such as:

- i. Contents of the course (theory and/or practical);
- ii. Duration of the course;
- iii. Number of trainees;
- iv. Details of on-site training (if any);
- v. The required physical infrastructure.

7.3 The STP shall decide the course fees accordingly which will be paid by the Employer.

7.4 The payment made to the trainees by the employer like stipend, wages, allowances etc. shall not be considered as cost of training under this scheme.

8.Method of Application:

8.1 Applicant shall submit an application in the format provided to the Directorate of Industries Trade & Commerce, along with:

- i. A self-declaration in the format provided;
- ii. A self-attested copy of registration under Umbrella Scheme;
- iii. Copy of Proposal given to the STP;
- iv. Copy of approval given to the STP by DTE / DSCT / DITC;
- v. Certificate from the STP that the said course was successfully conducted;
- vi. Detailed Report of the course conducted along with the attendance roll by STP;
- vii. Receipt of the fees paid.