

## **Scheme for Skilled Manpower Development for Processing**

Coconut is cultivated mainly in the tropical coastal areas in our country with cultivation making slight inroads into the mainland. Coconut is a crop in which all parts of the palm can be put to a multitude of uses – kernel can be used as food, for oil production, for milk production; the water is used as beverage and for production of rehydrating drinks; shell is used for production of charcoal, activated carbon and handicrafts ; husk is used for fibre, coir, coir pith and handicrafts; inflorescence sap is used for production of syrup, honey, jaggery and sugar; coconut wood is used for production of furniture, panels, particle boards etc . It is truly called the Kalpavriksha or the Tree of Life. The multitude of uses of coconut makes it a crop of high potential and the coconut industry is a Sunrise industry across the globe. Coconut growing countries are concentrating on sustained development of their industry to capitalize on the potentials of the sector which will in turn provide livelihood security to the millions of coconut farmers.

CDB has been promoting processing of coconut through the scheme Technology Mission on coconut since 2002. Financial assistance is extended for the establishment of processing units as back ended subsidy. The crucial input apart from appropriate technology and finance is the availability of skilled labour. It is the quality of the labour that adds to the quality of the raw material and the technology to bring out products of international quality.

Coconut is a small holder crop and the farmers are predominantly small and marginal. Even in the processing sector in coconut, the processing units mostly fall in the category of micro, small and medium units which work on a narrow profit margin. Processing of coconut is a labour intensive activity and needs lot of manpower. Activities like selection of nuts, dehusking, deshelling, copra production, paring of the testa, sorting of desiccated coconut etc required skilled labour which finally affects the quality of the product and in turn the marketability of the product and the profitability of the enterprise. Inferior quality may turn out detrimental to the concerted efforts undertaken by the Government for the overall development of the industry and its survival. Skill development is therefore the most essential pre-requisite for the overall development of the industry and to accelerate the spread of the industry into non-traditional areas and the North East regions.

The scheme is proposed for the development of skilled manpower in processing of coconut products through skill development programmes. The objective of the scheme is to train personnel and equip them to meet the requirements of skilled manpower for the development of the coconut industry. This will result in inculcating quality consciousness among workers at grass root level and educating them on product standard quality. Development of skilled human resource will contribute to generation of rural employment. The successful trainees will be assured of job placement in processing units.

Duration of training	: 1 month (30 days)
Number of trainees in a batch	10

It is proposed to impart the training under the auspices of processing units in major states of Kerala, Tamilnadu, Karnataka and Andhra Pradesh.

### **Implementation strategy :**

- The skill development training will be undertaken based on specific project proposals from processing firms engaged in coconut processing.
- The processing firm will submit proposal on the nature of skill development with details of the selected applicants.
- The period of skill development training is 1 month
- The number of participants in a batch should be minimum 10
- A training schedule should be submitted along with the proposal detailing the activities planned over the one month period
- The training will be in house and on the job training within the processing unit
- After successful completion of training, the processing firm should submit consolidated details of pre and post skill evaluation test during the settlement of accounts
- Successful candidates will be provided placement by the processing firms or in other nearby coconut processing firms

### **Qualifications for resource organization**

The resource organization conducting the training can be a processing unit set up by Government Agencies/ Cooperatives /FPOs/ entrepreneurs involved in processing of coconut products

- Possess a valid industry registration/Udyog Aadhar
- Initiated commercial production of coconut products
- Requirement of minimum of 10 labour to be trained
- Possess FSSAI certification
- Quality Certifications like ISO 9001/ISO 14001/ISO 22000/ FSSC 22000/HACCP etc desirable

### **Qualification and Experience of Master Trainer**

- Master Trainer should be a regular/contract employee of the resource organization
- He should have an experience of a minimum of 3 years in processing activities of coconut
- Possess good communication skills

### **Eligibility criteria for applicant**

- Above 18 years of age
- Possess Aadhaar and a bank account
- Unemployed/Underemployed

### **Implementation schedule:**

Lack of formal education, marketable skills and other constraints imposed by poverty may be preventing rural youth from gaining significant entry in today's job market. At the same time the industry is in need of skilled labour for which there is acute scarcity. The proposed skill development program gains prominence in this context. By extending specific skill training to employable youth under the auspices of the processing units themselves will ensure that the required skill is imparted. The training is inhouse and on the job and this provides the trainees with a first hand experience of working in a commercial environment where every investment in time and money has an impact on the final profitability. Moreover there is the added potential that successful candidates will be extended placement by the firm. Also two or three firms together can meet their needs for skilled labour by undertaking training at one place.

This skill training and placement program proposed is based on need assessment. The resource organization will undertake mobilisation of potential applicants for skill development based on their need assessment. There will be a pre screening and counseling process to ensure that the applicants trained for skill development will remain in the field and get themselves engaged in the processing unit. The training and orientation program will be on the job. Coverage of people in the socially disadvantaged groups, youth of North East etc could also be made inclusive in the program. The firm will undertake a final Assessment to assess the employability with regard to the skill imparted following which placement will be offered in the unit.

### **Budget**

<b>No</b>	<b>Particulars</b>	<b>Unit cost (Rs.)</b>	<b>Total cost (Rs.)</b>
1	Food and Accommodation for 10 trainees	250	75,000
2	Honorarium for one Master Trainer	20,000	20,000
3	On the job training stipend for the trainees	150	45,000
4	Consumables, course materials, pre and post evaluation skill test etc		7,000
5	Other miscellaneous expenses and contingencies		3,000
	<b>TOTAL COST FOR ONE TRAINING</b>		<b>1,50,000</b>
	<b>TOTAL COST FOR THE PROPOSED 30 TRAININGS</b>		<b>45,00,000</b>

**APPLICATION FORM FOR SUBMITTING PROPOSAL FOR SKILLED  
MANPOWER DEVELOPMENT FOR PROCESSING**

1	Name of the Enterprise	
2	Office Address	
3	Factory Address	
4	Telephone & email	
5	Constitution of the Enterprise	Proprietor/ partnership/ company/ society/ others
6	Name, Address & contact details of the Promoter	
7	Name, Address & contact details of the authorized Person	
8	EM No. Date or UAN No. date	
9	Product manufactured/ processed	
9.a	Main product(s)	
9.b	Co-product and by products. If any	
10	Installed Capacity of the main product	
10.a	Capacity utilization during the previous year(in percentage)	
11	Requirement of manpower	
	a. Managerial Grade	
	b. Supervisory Grade	
	c. Skilled manpower	
	d. Semi skilled manpower	
	e. Unskilled manpower	

12	Details of manpower currently available in the Processing unit.	
	a. Managerial Grade	
	b. Supervisory Grade	
	c. Skilled manpower	
	d. Semi skilled manpower	
	e. Unskilled manpower	
13	Built up area of the unit (in sq.ft or sq.m)	
14	Area of the premise(in sq. m or in cents)	
15	Details of the master trainer	
	a. Educational qualification	
	b. Experience as trainer(in years/months)	
	c. Experience as a skilled worker(in years/months)	
16	No. of trainees could be accommodated in a batch	
17	Details of residential facility proposed to be provided to the trainees	
18	Is Canteen facility available in the unit?. If not arrangements proposed to be made for providing food to the trainees during the training programme?	
19	How many days advance notice is required for commencing the training programme?	
20	Are you able to assure placement to all the trainees who have completed the training programme successfully in your unit or nearby units?.	

Declaration:

I hereby declare that the details furnished above are true and correct to the best of my knowledge and belief.

Signature

Date:.....

Name:.....

Place:.....

Designation:.....

Seal