



**NATIONAL INSTITUTE FOR EMPOWERMENT OF PERSONS
WITH MULTIPLE DISABILITIES**

(Dept. of Empowerment of Persons with Multiple Disabilities, MSJ & E, GOI)
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Minutes of the meeting on Sub Committee for making recommendation on customization required in Job Roles / Trades for Individuals with Intellectual Disabilities / Multiple Disabilities for Skill Development under SIPDA Scheme.

INTRODUCTION:

On 12th March 2018 at the venue of Pt. Deendayal Upadhyaya National Institute for Persons with Physical Disabilities (PDUNIPPD), New Delhi the said meeting was held with the following members:

1. Dr. Himangshu Das, Director, NIEPMD & NIEPID / Chairperson
2. Dr. Niharika Nigam, SCPWD, New Delhi - Representative
3. Ms. Juhi, Yasmin, NSDC, New Delhi, - Representative
4. Dr. Shanti Auluck, President, Muskaan Parents Association, New Delhi
5. Mr. T.Mugesh, Lecturer/ HOD, DAIL, NIEPID, Secunderabad, TL
6. Dr. Amrita Sahay , Officer Incharge, NIEPID- RC, Noida.
7. Dr. K.Balabaskar, Lecturer /HOD, DAIL, NIEPMD, Tamilnadu

PREAMBLE

Skill training for persons with Intellectual Disabilities and Multiple Disabilities are carried out across the country by National Institutes (NI's), Composite Rehabilitation Centre (CRC's) and several Non-Governmental Organization including parent's associations.

These training programmes did not have a uniform standardized curriculum leading to difficulties in certification and limited employment opportunities. Realizing the specific needs of Intellectual Disabilities (ID) and Multiple Disabilities (MD) and keeping in view the various levels of functioning, it was realized that alignment of curriculum with National Skill Qualification Framework (NSQF) is not feasible. Also in practice it was reported by all the committee members that key learning outcomes, levels of skilling, types of employment, job roles (current skills), need to be redefined to meet the needs of ID's and MD's.

Further the committee realized that keeping in view the broad frame of NSQF & its objectives, and the learning needs of persons with ID & MD, the sector requires simple curriculum in terms of duration of theory & practical hours, equipment's and adapted training tools etc. This means using the simpler terminology, skilling and training parameters and it would require necessary changes in the existing model curriculum.

Apart from the 2265 job roles of which 645 model curriculum are available from NSDC; organization and parents have successfully demonstrated several job roles in both urban and rural habitat, those needs to be approved by NSDC as model curriculum for these two specialized group of individuals with disabilities.

Unless provisions for specialized model curriculum shall be made for individuals with ID's and MD's; it is anticipated that this population will remain outside the ambit of NSDC leading to non- standardized method of training and employment.

However, the reality is that by the most liberal estimates only 5 % of people with Intellectual Disabilities and Multiple Disabilities are getting any kind of skill development and employment opportunities.

SELECTION OF QUALIFICATION PACK FROM SCPWD

1. The committee realized that keeping the target group (ID/MD) into consideration, there is need for every Qualification Pack (QP) and Model Curriculum to undergo massive adaptation, accommodation and modification.
2. The above modification observed in terms of learning outcomes, extension of hours, list of equipment's, trainer's qualification, lab details (Practical & Theory), assessment and certification etc.,

SUGGESTED PLAN OF ACTION:

1. A working group to be constituted for curriculum development / adaptation for the existing job roles as well as addition of new job roles.
2. 5 experts in the field of ID/ MD along with representatives from NIEPID, NIEPMD and SCPWD working in the field of vocational training and employment of adults with ID and MD will form the working group.

3. The experts suggested are:

- i. Dr. Shanti Auluck, President, Muskaan Parents Association, New Delhi
- ii. Mrs. Neera Chawla, Director, Muskaan Parents Association, New Delhi
- iii. Mr. Nitin Shah, Director SVRR, Mumbai
- iv. Mr. Philip Simon, Kerala
- v. Ms. Anuradha Nandkumar, Mysore,
- vi. Ms. Pooja Patel, Director, Prayas, Rajkot,

NIEPID Representatives: Mr. T. Mugesh, Lecturer / HOD-DAIL

Mr. G. Srinivasulu, Lecturer – DAIL

Dr. Moushmi Bhaumik Lecturer, NIEPID- RC, ND

Mr. Ravi Prakesh Singh, NIEPID-RC, Mumbai

NIEPMD Representatives: Dr. K. Balabaskar, Lecturer / HOD-DAIL

The terms of reference (TOR) of the working group shall be:

- a. Select and align 645 job roles for which model curriculum for which model curriculum has been designed by NSDC.
 - b. Select and prepare Qualification Pack / National Occupational Standard (QP/ NOS) and model curriculum for common skills / trades for individuals with ID/MD
 - c. The working group will target to start with 50 new QP's / NOS and aligned job roles for individuals with ID/MD
4. The working group shall be given one-day orientation on NSQF and alignment of NSQF for designing model curriculum, for persons with ID and MD; followed by one-day workshop on development of new QP's / alignment of QP's.
 5. The working committee will be mandated to develop the following QP's / alignment of QP's: curriculum adaptation, assessment & certification process, the other logistics such as duration, teacher student ratio, on the job training, entry level etc.,
 6. Further the working committee shall develop modalities for selection of training partner, budget, release of final installment on the basis of type of placement as most often it has been observed that individuals with ID/MD may have several employment options including sheltered / supported / self/ family based employment, apart from open employment in reference to SIPDA scheme.
 7. For unsuccessful trainees those may fail to clear the test as per curriculum framework, protocol for level based certification and provision for extended duration of training or any other modalities for skill upgradation ensuring placement to be deliberated further keeping in view the training and employment challenges of ID/MD

8. NIEPMD & NIEPID will be the nodal agencies for coordinating with the working group with the leadership of convener of the working Committee Member Dr. Shanti Auluck, President, Muskaan Parents Association, New Delhi
9. The two days of initial workshop and two days of final workshop shall be taken up within a period of 60 days from the date of approval of order for submission of the 50 targeted new QP's / alignment of QP's.
10. The committee did a tentative exercise on selected Two [02] out of 21 from SCPWD aligned QP for Persons with other disabilities; which are the part of 645 job roles with ready model curriculum and realized the need of re-designing the curriculum including the learning outcomes. The two QP's taken up as sample for alignment are as below
 - i. Domestic Data Entry Operator
 - ii. Sewing Machine Operator
11. The committee recommends to select 20 centres across the country working with adults with ID / MD for skilling of ID / MD on pilot basis that will help to develop more and more job roles and decide the training protocol based on best practices. The nodal agencies for this task shall be NIEPMD/NIEPID
12. This committee will supplement the need through a report on the status of employment / engagement of persons with ID/MD through a sample survey of 500 persons with ID's and MD's from the different cities of the county. This exercise will empower the concerned authorities to make comprehensive guidelines for skilling of individuals with ID and MD. The nodal agencies for the task shall be NIEPMD / NIEPID
13. The working committee will submit the 50 new QP's / alignment of QP's to the Core-Committee within 60 days of notification; following which the editing and recommendations of the Core- Committee will be submitted to the DEPwD's.

The meeting ended with vote of thanks by the Chair.

-Sd-
Director