

SKILL DEVELOPMENT TRAINING SCHEME OF NBCFDC

**1. OBJECTIVES**

To impart Skill Development Training in broad conformance to the Common Norms (relevant extracts enclosed) for upgradation of technical and entrepreneurial skills through Govt./State Govt./SCA Training Institutes and Sector Skill Council constituted by Ministry of Skill Development and Entrepreneurship, so that eligible members of Backward Classes may engage in developmental activities by way of self employment or wage employment.

**2. ELIGIBILITY**

2.1 Members of Backward Classes living below double the poverty line (Presently Rs. 98,000/- per annum in rural areas and Rs. 1,20,000/- per annum in urban areas). The income & caste certificates are issued by the competent authority of respective State Governments.

The poverty line will be as defined by Govt. of India notifications issued from time to time.

2.2 In the case of migrant population, Income & Caste Certificates issued by their State of original domicile will be accepted.

**3. AGE**

The training may be imparted to persons of target group who are of 18 Years and above on date of completion of assessment/certification.

**4. DURATION OF TRAINING**

As per common norms issued by MSDE from time to time. (As appended)

- i) Fresh: Minimum 200 Hrs. (As per common norms notification dated 15.07.2015 & 20.05.2016 issued by Ministry of Skill Development & Entrepreneurship.
- ii) Reskilling or Skill up gradation : Minimum 80 Hrs.
- iii) Recognition of Prior Learning: Minimum 32 Hrs.

## 5. COURSE

All skill development courses offered under the scheme must broadly conform to the National Skill Qualification Framework (NSQF).

## 6. AMOUNT OF GRANT-IN-AID

- i) 100% of the total training cost or course fee of the training programme will be provided by NBCFDC.
- ii) **Stipend** – To cover the aspect of Boarding & lodging, travel costs as also other benefits for special area groups, the stipend amount @ Rs. 1000/- per month per trainee will be admissible for Fresh Courses subject to availability of funds with NBCFDC. Trainees having 80% and above attendance at the end of each month will be eligible for stipend. The stipend will be disbursed through DBT by the SSCs/Training Institute to the eligible trainees. Stipend will be disbursed by NBCFDC to SSCs/TIs alongwith Final Installment.

For reskilling &RPL payment to candidate will be as incorporated in MSDE norms.

## 7. ELIGIBILITY OF TRAINING INSTITUTE:-

- 7.1 The Skill Development will be got carried out through following categories of institutes, councils and training partners following the National Skill Qualification Framework (NSQF) and complying to the Common Norms
  - a) The Institute under the aegis of Central Government & State Government.
  - b) Sector Skill Councils – who sign MOAs with NBCFDC
  - c) Training Partners especially those having good past track record of working with NBCFDC, registered with National Skill Development Corporation (NSDC) and or Sector Skill Councils (SSCs) in areas of skilling where the concerned SSCs do not have working relations with NBCFDC.
- 7.2 To help fulfill the mandate of Corporation of promoting self employment and sustainable livelihood of OBCs, training may also be got conducted by State Channelizing Agencies especially in disturbance prone areas such as J&K, North East etc. and Training Institute of Channel Partner Banks.
- 7.3 The award of training to above categories of institutes/councils/training partners will be made based on proposals received from them which will normally be by way of request for proposals issued by the Corporation.

## **8. COMMENCEMENT OF TRAINING PROGRAMME:**

- 8.1 The training institute/SSCs will initially submit list of eligible mobilized candidates for proposed training programme after which sanction will be conveyed by NBCFDC in the form of Letter of Intent (LOI).
- 8.2 The Training Institutes need to accept the terms & conditions of Letter of Intent (LOI) issued by NBCFDC. The receipt of Letter of Intent signed by Training Providers will construe as the sanction which will be valid for ongoing financial year only.
- 8.3 The programme should commence within one month from date of release of first instalment of sanctioned amount which will be released proportionately to the numbers of selected trainees.

## **9 BASE COSTS**

Skill Development training costs under NBCFDC scheme will be paid at the rates as given in **SCHEDULE-I** of Common Norms as issued by MSDE in respect of each trainee who successfully completes the training and is assessed and certified by third party as per govt. guidelines

Third party certification & assessment cost will not be borne by NBCFDC.

## **10. RELEASE OF FINANCIAL ASSISTANCE**

The sanctioned amount of Training Cost will be released in two installments of 50% each.

- 10.1 First Installment of 50% of the sanctioned amount (which may be utilized by SSCs/Training Institutes towards meeting 30% of total cost to be released to TPs by SSCs as per Common Norms. The balance amount may be utilized towards payment of stipend/mobilization etc.) will be released proportionately on receipt of list of trainees alongwith acceptance of the sanction letter and terms & conditions. The details of the trainees should be submitted in the prescribed format (Annexure-I) and also uploaded on the website of the SSCs/TIs and the website be linked with NBCFDC.
- 10.2 Second Installment of 50% of sanctioned amount will be released on receipt of following:
  - i. List of successful trainees along with complete details of each trainee with certified attendance sheets (bio-metric) for each Centre.
  - ii. Annexure 1 and 2 duly filled in all respects. (copy appended)

- iii. Utilization Certificate on GFR 19-A duly certified by Head of Institute & Chartered Accountant.
- iv. Copy of Minutes of the Selection Committee Meeting duly signed by its Members.
- v. Mode of Publicity/Copies of Advertisements with details of Newspapers & Dates if any.
- vi. Details of disbursement of stipend through DBT, if any, duly certified by authorized signatory.
- vii. Photographs of each training programme of the candidates (in group) and in working posture.
- viii. Analytical Statement of feed back forms.
- ix. Proof of placement: As per common norms.
  - x. In case of self employment, the training institute should provide the details of mode of self employment through NBCFDC loans/Self Finance/Bank loans etc.
  - xi. Proof of distribution of printed material of NBCFDC loan schemes to each trainees.
  - xii. The details of the trainees should be uploaded on the website of NBCFDC at job portal.

10.3 Stipend amount for fresh training courses as mentioned in Letter of Intent will be released on submission of proof of transfer of stipend to the eligible candidates (having 80% attendance) through digital means.

## **11. REFUND/ADJUSTMENTS**

- i) In case of no. of trainees successfully completing the training is lesser than the no. of trainees for which sanction was accorded and funds released, then the amount proportionate in respect of such lesser number would be adjusted in the release of final installment.
- ii) NBCFDC reserves the right to withhold the payment of the balance amount and wherever deemed appropriate and demand refund of the first installment with Bank interest, if the SSCs/Training Institute found to have misled NBCFDC by submitting incorrect information or deliberately suppressing relevant information. NBCFDC may consider to blacklist such Training Providers and inform the funding agencies of Central Govt. / State Govt.

## **12. INSPECTION**

Representative of NBCFDC shall have the right to inspect the account books, records of SSCs and interaction with the trainees as well as with the trainer and officials of Training Institute/SSCs/TPs.

NBCFDC may also interact telephonically or Skype/Video Conferencing with the trainees before, during and after the training to assess the quality and status of the training programme/trainees.

**13. SUPPORT FOR BOARDING & LODGING/TRANSPORT**

Will be available as per need within Common Norms subject to availability of funds.

**14. THIRD PARTY CERTIFICATION & ASSESSMENT**

To ensure independent and unbiased assessment and certification of trained candidates, the Training Institute will be required to arrange for assessment and certification as per Govt. guidelines. Accordingly the NBCFDC funds will be released for the successful trainees only. However, cost will not be borne by NBCFDC.

**15. PROCEDURE FOR SELECTION OF TRAINEES BY TRAINING PROVIDERS**

Selection Committee for selection of eligible candidates will be formed at local and comprising of

- a) representative of State Channelising Agency/Channel Partner/Bank/ or any Govt. officials from Distt. Administrations.
- b) representatives from Industry for whom the training is relevant.
- c) representative from training institute/SSC/Training Partner.

Transparent system of selection of trainees need to be adopted by the Training Providers.

Preference be given to female applicants of target group.

**16. MONITORING & TRACKING**

The NBCFDC shall have access to an open, common and extensive data of SSCs/TIs to ensure NBCFDC IT systems can import data for its job portal .

The training institutes will track the trainees as per Govt. guidelines from the date of completion/certification of training with respect to their career progression, retention and other parameters.

\*\*\*\*\*

## RELEVANT EXTRACTS OF COMMON NORMS

The Common Norms for Skill Development Schemes implemented by Government of India are hereby notified as under.

### 1. Skill Development

Skill Development, for the purpose of any Government scheme, is defined as any domain specific demand led skill training activity leading to employment or any outcome oriented activity that enables a participant to acquire a Skill, duly assessed and certified by an independent third party agency, and which enables him/her to get wage/selfemployment leading to increased earnings, and/or improved working conditions, such as getting formal certification for hitherto informal skills, and/or moving from informal to formal sector jobs or pursue higher education/training and shall fall in the categories as per below:

- (i) For fresh entrants to the job market, the training duration to be minimum 200 hours (including practical and/or on the job training) except where prescribed by any Statute.
- (ii) In case of re-skilling or skill up-gradation of persons already engaged in an occupation, training programmes having a minimum duration of 80 hours of trainings including practical and/or on-the-job training.
- (iii) In the case of persons who have acquired Skill through informal, non-formal or experiential training in any vocational trade or craft, formal recognition and certification of such skill, if necessary after imparting bridge courses, to be treated as Skill Development.

Extension work, such as that carried out in the fields of agricultural and related activities, public health etc. would be recorded as an activity distinct from skill development. These would need to be programmes of durations of 32 hours or more, which leads to any economic or social benefit that may not be immediately measurable, and the Common cost norms would not be applicable to such extension work.

## 2. Skill Development Courses

Soft skills (which would include computer literacy, language and workplace interpersonal skills relevant for the sector/trade) would be an integral part of the skills training process and must be suitably integrated into the course modules of all the above-mentioned categories in section 1.

### 2.1. Alignment with the National Skills Qualifications Framework (NSQF)

All Skill Development courses offered under the scheme framework must conform to the National Skill Qualification Framework (NSQF) notified on 27.12.2013 which provides for transition of all training/educational programmes/courses so as to be NSQF compliant by the third anniversary date of the notification of the NSQF (i.e., after 27.12.2016). Government funding would not be available for any training or educational programme/course if it is not NSQF compliant. All training providers empanelled/approved by the various Ministries/Departments of the Government of India/State Governments/NSDA/NSDC/Sector Skill Councils would need to comply with this requirement of the NSQF failure to do which would lead to their de-listing by the concerned empanelling/approving authority.

## 3. Input Standards

3.1 While all training programmes funded under any scheme of the Government of India need to ensure that the outcomes are achieved as per these Common Norms, the following inputs may also be considered so as to ensure that adequate training infrastructure and capacity exists:

- (i) The overall training infrastructure specially the training aids and equipment being as per industry benchmarks.

- (ii) Trainers with suitable qualifications/experience being hired and each trainer to having undergone Training of Trainers (ToT).
- (iii) Industry relevant content, appropriate to the learning groups, and conforming to the requirements of NSQF/SDIS, being used.
- (iv) The student and trainer enrollment linked to Aadhar.
- (v) Assessments being video recorded if required.

#### **4. Outcome of Skill Development**

In addition to independent third party certification of the skilled individual, the outcomes from skill development programmes shall be as under:

- 4.1. For training of fresh entrants to the workforce, outcome shall be defined to include all of the following:
  - (i) Employment (both wage and self) on an annual basis of at least 70% of the successfully certified trainees within three months of completion of training, with at least 50% of the trainees passing out being placed in wage employment; Provided that the Ministries/Departments shall have freedom to alter the percentage of wage and self-employment based on specifics of the scheme that have been designed exclusively for self employment/entrepreneurship, nature of activity, local economy, social conditions, etc.
  - (ii) In case of wage employment and recognition of prior learning, candidates shall be placed in jobs that provide wages at least equal to minimum wages prescribed and such candidates should continue to be in jobs for a minimum period of three months, from the date of placement in the same or a higher level with the same or any other employer.
  - (iii) In case of self-employment, candidates should have been employed gainfully in livelihood enhancement occupations which are evidenced in terms of trade license or setting up of an enterprise or becoming a member of a producer group or proof of additional earnings (bank statement) or any other suitable and verifiable document as prescribed by the respective Ministry/Department.



- 4.2 In case of re-skilling or skill up-gradation of persons already engaged in an occupation, at least 70% of such persons shall have an increase of at least 3% in remuneration within 14 months of completion of the skill development training.
- 4.3 In case of persons who have acquired skills, through informal, non-formal or experiential training in any vocational trade or craft, the formal recognition and certification of such skills, (after imparting bridge courses if necessary) that provide appropriate increase in wages in the skill category of the candidate for immediate and subsequent production cycle in case of wage employment or meets the conditions under 3.1 (iii) in case of selfemployment will be treated as the outcome of this effort.

## 5. Funding Norms

Funding under skill development schemes is available for either of the following:

- (i) Meeting the capital expenditure for creation/up gradation of infrastructure for skill development training; and
- (ii) Meeting the recurring cost of training individual trainees including post-placement costs.

- 5.1 Rationalization of funding norms across Ministries/Departments shall enable them to monitor inputs and outcomes effectively. This shall also streamline the quality of training programmes delivered across Training Providers. Therefore, the funding norms as given in SCHEDULE-I apply to all existing and new skill development schemes that fund the training costs of individual trainees. Provided that Skill Development schemes/components of schemes catering to the creation/ augmentation of infrastructure for training should continue functioning as per their existing norms as decided by the concerned Ministries/Departments.
- 5.2 Base costs Skill Development training costs under any scheme of the Government of India should be paid at the rates as given in SCHEDULE-I and as per SCHEDULE-IV in respect of each trainee who successfully completes the training and is certified:
- 5.3. The trades/job roles listed in category I, II, III of SCHEDULE-II shall be aligned to National Skill Qualification Framework (NSQF) as notified vide Cabinet Notification

No.8/6/2013-Invt.dated 27.12.2013. These categories were classified based on the level of capital expenditure and operational expenditure for imparting a course. The Ministries/Departments are free to identify the courses which can be classified under any of these categories and in case of those that are not covered in this list, it can be done in consultation with the industry, and thereafter seeking the approval of the Common Norms Committee.

- 5.4 The hourly rates shall be inclusive of cost components such as:
- i. Mobilization of candidates
  - ii. Post-placement tracking/monitoring
  - iii. Curriculum
  - iv. Placement expenses
  - v. Trainers' training
  - vi. Equipment
  - vii. Amortization of Infrastructure costs/Utilities
  - viii. Teaching Aid
  - ix. Raw material
  - x. Salary of trainers
- 5.5 Any deviation from these norms would be permissible after the approval of the Common Norms Committee.
- 5.6 **Support for Boarding & Lodging:** Certain additional cost heads would be permissible as per below:
- (i) For
    - a) residential training and/or
    - b) in respect of all skill development training programmes where trainees from Special Areas (as defined in SCHEDULE-I) are trained outside these Special Areas, and/or
    - c) training programmes anywhere in the country where women trainees have to travel more than 80 kms from their homes to reach the nearest training centre and who are availing of boarding and lodging arrangements made for them.

Ministries/Departments shall reimburse Boarding & Loading costs at actuals, subject to a maximum per trainee per day as per SCFIEDULE-I. The List of categories of cities for this purpose is given at SCHEDULE-III.

- (ii) Transport costs: For candidates from Special Areas undergoing training outside these Special Areas, to and fro transport cost as given in SCHEDULE-I shall be payable.

#### 5.7 **Pooling of Resources:**

In case of geographies/sectors and trainee groups where the training cost is significantly higher than the norms specified in this Notification, the Training Providers are free to pool additional funding support from State Governments, Corporates, Employers, Philanthropic Institutions etc. However such dovetailing of funds shall have the approval of the respective Ministries/Departments.

- a) Placement should be within 3 months of completion of training

#### 6. **Evaluation parameter**

All Government of India funded schemes for skill development will be evaluated every three years by the Ministry or Agency designated by the Ministry, and continuance of schemes not achieving the Outcomes shall be reviewed. Performance here would be defined in both quantitative (Outcomes met) as well as qualitative terms (feedback from candidates/ States/training providers, degree of NSQF compliance, etc.)

#### 7. **Advocacy and Awareness Building**

Sector Skill Council/TPs/TI would devise a strategy to reach out to the respective target groups/beneficiaries, with special focus on sector/geographies which are in need of skill development initiatives. The sensitization of other stakeholders, particularly employer industry, will be an integral part of such campaign.

#### 8. **Empanelment of Training Providers/Assessors**

All Central Government programmes/schemes will be implemented through Training Providers/Assessors that are empanelled at the national level or through a validated process at the state level. At the national level, a single process for empanelment of Training Providers/Assessors would be put in place. This process would factor in sector specific issues/nuances in consultation with the related Ministries/Departments and the Sector Skill Councils. States would get their process of empanelment of Training Providers/Assessors validated by a designated agency at the national level.

## SCHEDULE OF COST

## 1. Base cost

## 1.1 The Base Cost for different Sectors will be as under.

- (i) Rs.38.50 per hour of training for trades/sectors listed in Category I of SCHEDULE-II.
- (ii) Rs.33/- per hour of training trades/sectors listed in Category II of SCHEDULE-II.
- (iii) Rs.27.50 per hour of training trades/sectors listed in Category III of SCHEDULE-II.

Costs would be subject to a periodic enhancement of 10% annually or as decided by the Common Norms Committee provided minimum duration between any 2 revisions would be at least six months.

## 1.2 With effect from 01.04.2016, the Base cost for different Sectors is increased at 5 o/o, rounded off to the next 10 paisa, of the amounts mentioned in Clause I . I of SCFIEDULE-I.

## 2. Transport costs

2.1 For candidates from Special Areas undergoing training outside such Special Areas, to and from transport cost as per actuals, subject to a maximum of Rs. 5000/- per *trainee*, shall be payable.

- (i) For :
  - a) Residential trainings, and/or
  - b) in respect of all skill development training programmes where trainees from Special Areas (as defined herein) are trained outside these Special Areas, and/or
  - c) training programmes anywhere in the country where women trainees have to travel more than 80 kms from their homes to reach the nearest training centre and who are availing of boarding and lodging arrangements made from them.

## 3. Boarding &amp; Lodging Costs

Ministries will reimburse Boarding & Lodging Costs at actuals, subject to maximum per trainee per day as per table below:

i. X Category Cities/Town per day per Trainee	Rs.300/-
ii. Y Category Cities/Town per day per Trainee	Rs.250/-
iii. Z Category Cities/Towns per day per Trainee	Rs.200/-
iv. Rural Areas and any Area not notified as a municipal/town area	Rs.175/-

(The List of categories of cities is given at SCHEDULE-III)

## List of Trades as per the Cost Category Prescribed

S.No.	Industry/ Sectors	Sub-Sector/Trades		
		Category-I	Category-II	Category-III
1.	Agriculture	Farm Machinery, Animal Husbandry, Farm Mechanisation, Precision farming, Fisheries and allied Sector	Agriculture, Plantation, Horticulture Floriculture, Poultry	Agriculture, Home Décor Art - Bonsai, Flower, water fall; Minor Forest Product processing and value addition, Natural Fibre product processing and value addition (Sericulture, Jute, cotton, hemp and Diversified Products)
2.	Apparel	Garment Manufacturing, Fashion Design	Garment making	
3.	Automotive	Manufacturing, Automotive repair	Automotive Sales	
4.	Beauty & Wellness		Spa and Wellness, Beauty Culture & Hair Dressing, Naturopathy	Home Décor Art Mehandi
5.	BFSI			Banking, Accounting Insurance
6.	Capital Goods	Fabrication, Electro- Mechanical		
7.	Chemicals	Manufacture of Chemicals and bio- Chemicals Plastics Processing	Fragrance Flavour & Perfume	
8.	Construction	Construction Equipment, Fabrication	Paint, Wood Works, Bamboo Fabrication, Carpentry	
9.	Education & Skill Development		Education, Skill Development	Counselling Skills
10.	Electronics	Electronics System Design, and Manufacture Refrigeration And Air Conditoning	Consumer Electronics - Sales & Service	
11.	Fast Moving Consumer Goods			Fast Moving Consumer Goods

12.	Food Processing Industries	Food Processing Sectors		Food Processing Sectors such as Dairy Products, Fruit & Vegetable Products, Cereals and Cereal Products, Food Grain (including milling), Edible Oil and Fats, Meat and Meat Products, Fish and Fish Products, Sweets and Confectionery, Bread and Bakery, Spices and Condiments, Beverage, Aerated Water and Soft Drinks, Packaging of food products
13.	Furniture & Furnishing		Furniture Making	
14.	Gems & Jewellery	Gems & Jewellery Manufacturing		Home Décor Art Jewellery
15.	Green Skills	Renewable energy		Rain Water Harvesting, Green retail, Allied green skills
16.	Handloom & Handicrafts	Handlooms	Brassware, Khadi, Carpet, Handicrafts	Handmade Paper and Paper Products, Home décor art Ceramic Painting, Home Décor Art Wood
17.	Healthcare	Medical and Nursing Healthcare - Machine Technician	Community Healthcare, Healthcare – Assistants, Preventive Healthcare (including Nutrition & Health Education and Health Counselling)	Allied Healthcare,
18.	Instrumentation	Process, Instrumentation		
19.	Iron & Steel	Foundry (including Sponge Iron)		

20.	IT-ITES		Information and Communication technology	
21.	Leather	Leather Footwear & Leather Sports Goods Manufacture		
22.	Life Science	Manufacturing of Pharmaceuticals	Pharmaceutical Sales	
23.	Logistics			Courier & Logistics
24.	Management			Materials Management, Business & Commerce

25.	Manufacturing	Production & Manufacturing		
26.	Marine Engineering	Marine Engineering, Ship Construction		
27.	Media & Entertainment	Animation	Production Support, Media, Printing	Film Production
28.	Mining	Mining		
29.	Music	Musical instrument Manufacture	Instrumental Music service	
30.	Plumbing	Plumbing		
31.	Power & Energy	Electrical Industrial Electrician	Domestic Electrician	
32.	Retail		Store Operation, FMCG	Retail
33.	Rubber	Manufacturing	Rubber, Nursery/Plantation	
34.	Security		Security, fire & Safety Engineering	
35.	Sports	Sports Goods Manufacture	Sports service	
36.	Telecom	Network & Infrastructure, Management	Telecom Service Provider, Handset Sales & Service	

37.	Textiles	Spinning, Weaving, Textiles, Knitting & Processing for Cotton, other Manmade & Synthetic Fibres		
38.	Tourism & Hospitality	Food Production, Cooking	Hospitality, Service & Housekeeping	F&B & Travel & Tourism
39	Traditional / conventional sectors	Glassware	Painting Toy Making	Clock and watch Repair
40.	Other Sectors	Any trade not covered in any of the categories above	Any trade not covered in any of the categories above	Any trade not covered in any of the categories above



**SCHEDULE-III**  
Categorization of Indian Cities for Residential Training Costs

S.N.	State	Cities classified as "X" As "X"	Cities classified as "Y"
1	Andhra Pradesh		Vijayawada [Urban Agglomeration (UA)], Visakhapatnam (UA), Guntur
2	Assam		Guwahati (UA)
3	Bihar		Patna (UA)
4	Chandigarh		Chandigarh
5	Chhattisgarh		Durg - Bhilai Nagar (UA); Raipur (UA)
6	Delhi	Delhi NCR (UA)	
7	Gujarat		Ahmedabad (UA),Rajkot (UA),Jamnagar (UA), Vadodara
8	Haryana		Faridabad
9	J&K		Srinagar(UA),Jammu (UA)
10	Jharkhand		Jamshedpur (UA), Dhanbad
11	Karnataka	Bengaluru(UA)	Belgaum (UA),Hubli-Dharwar, Mangalore (UA)
12	Kerala		Kozhikode (UA),Kochi (UA), Thiruvananthapuram (UA)
13	Madhya		Gwalior (UA),Indore (UA),Bhopal (UA),Jabalpur
14	Maharashtra	Greater Mumbai (UA)	Amravati, Nagpur (UA),Aurangabad (UA), Nasik (UA),Bhiwandi (UA), Pune (UA), Solapur,Kolhapur (UA)
15	Orissa		Cuttack (UA),Bhubaneswar (UA)
16	Puducherry		Puducherry (UA)
17	Punjab		Amritsar (UA), Jalandhar
18	Rajasthan		Bikaner, Jaipur, Jodhpur (UA),Kota
19	Tamil Nadu	Chennai	Salem (UA), Tiruppur (UA),Coimbatore (UA), Tiruchirapalli (UA),Madurai (UA)
20	Telangana	Hyderabad (UA)	Warangal (UA)
21	Uttar Pradesh		Moradabad, Meerut (UA), Ghaziabad, Aligarh, Agra (UA), Bareilly (UA), Lucknow (UA), Kanpur (UA),

22	Uttarakhand		Dehradun (UA)
23	West Bengal	Kolkata(UA)	Asansol (UA)

*All other cities/towns in various States/UTs which are not covered by classification as "X" or "Y" are classified as "Z"*

*(The above categorization of cities/towns being adopted from the categorization of Indian cities/towns for payment of*

*HRA as per 2008 - 6 Pay Commission)*

## Fund Flow Mechanism

## 1. Schedule of release of payments:

1.1 The release of funds could be batch wise or as per project MoU as per the guidelines of scheme in question. The funds should be released to the Training Providers as per the following schedule:

Instalment	Percentage of Total Cost	Output Parameters
1st	30%	On commencement of Training Batch against validated candidates
2nd	50%	On successful certification of the trainees
3rd	20%	Outcomes based on Placements as under

## 1.2 The above payment schedule is subject to the following:

- (i) It is applicable only for fresh training.
- (ii) The second tranche of 50 % will be calculated on the basis of total cumulative 80% payment for candidates actually certified.
- (iii) The dropouts will not be considered for 2nd and 3'd tranche. The Ist tranche payment of the dropouts is adjusted in next tranche.

2. The 20% of training cost which is linked to outcome (3rd instalment) would be released to the Training Provider subject to the following:

(i) Training Provider shall be eligible for 100% payment on for outcome achievement

under para 4.1 (i), (ii) and (iii), 4.2 and 4.3 of Annexure-1.

(ii) Training Provider will be paid on pro rata basis on achievement of 50-69 % placement of those who have been certified with at least 50% minimum wage employment of the certified trainees within three months of completion of training in case of fresh entrants.

(iii) Training provider will be asked to discontinue the training in that particular

trade/centre and will be paid only on pro rata basis, if the outcome achievement over the period of one year in case of fresh entrants/ 14 months in case of reskilling and upskilling, is unsatisfactory as defined under:

a. 49% and below placement of those who have been certified with at least

50% minimum wage employment of the certified trainees within three months of completion of training in case of fresh entrants.

b. 49% and, below number of certified candidates with increase of at least

3% in remuneration within 14 months in case of reskilling and upskilling.

c. 49% and below number of formal recognition and certification of experiential training in vocational trade or craft leading to appropriate increase in wages in the respective skill category of the candidate for immediate and subsequent production cycle or meets the conditions provided under Para 4.1 (ii) of Annexure - I in case of self-employment. In the case of such disengagements, the Ministry concerned would take a prompt decision, after careful consideration

of all related factors with respect to performance, whether to disengage such Training Provider from implementation of the Scheme/Project. The de-empanelment by concerned Ministry would be done for the trade under advice to the Ministry/agency designated by the Ministry for informing all other concerned Ministries. The training provider would get an opportunity to re-apply for empanelment for the training after a gap of at least one year from the date of notification of de-empanelment by the concerned Ministry.

3. In order to encourage the Training Provider who exceed the prescribed outcomes, the

following additional incentives should be provided:

- (i) For every candidate, where outcome achievement is above 70% to 85 %, the Training Provider should be paid an additional amount of Rs.3000/- of the base cost per candidate.
- (ii) For every candidate where outcome achievement is above 85 %, the Training Provider should be paid an additional amount of Rs. 5000/- of the base cost per candidate.