



**JEEViKA**

Rural Development Department, Government of Bihar

**Bihar Rural Livelihoods Promotion Society  
State Rural Livelihoods Mission, Bihar**



3<sup>rd</sup> Floor, Vidyut Bhawan - II, Bailey Road, Patna- 800 021; Ph.:+91-612-250 4980; Fax:+91-612-250 4960, Website:www.brllps.in



## **EXPRESSION OF INTEREST (EOI) TO PARTNER WITH DDU GKY AS CAPTIVE EMPLOYERS**

### **Letter of Invitation**

**Eoi No. BRLPS/Proj-Jobs/2282/24**

**Dated: 30<sup>th</sup> September 2024**

BRLPS invites "Expression of Interest" from the eligible agencies to submit their interest to "Expression of Interest (Eoi) to Partner with DDU GKY As Captive Employers". Interested agency may obtain further information for submitting the "Expression of Interest" from Mr. Gyanesh Singh, Phone: 9334300428 E-Mail: pm.jobs@brllps.in

<b>Sr. No.</b>	<b>Description</b>	<b>Date</b>
1	Date of Publication	30 <sup>th</sup> September 2024
2.	Last Date for Query/Clarification – Pre-Bid Meeting	14 <sup>th</sup> October 2024 from 11.00 AM onwards at BRLPS Office, Patna
3.	Last Date for Submission of sealed Proposal	30 <sup>th</sup> October 2024 till 04.00 PM.

Sd/-  
**CEO BRLPS**

## 1. Data Sheet

1	Name of the Assignment	Expression of Interest (Eol) to Partner with DDU GKY As Captive Employers under DDU-GKY.
2	Time period of Project/MoU/Assignment	Initially for a period of three years extendable on basis of performance of the agency subject to terms and condition of Captive Employment Guidelines applicable time to time.
3	Selection Method	Basis Eligibility Criteria and Commitment Parameters
4	Proposal Validity Period	120 days from proposal submission due date
5	Proposal Language	English
6	Consortium allowed	No
7	Sub-contracting allowed	No
8	Date of Publication on BRLPS website at <a href="http://www.brlps.in/procurement/tender">www.brlps.in/procurement/tender</a>	30 <sup>th</sup> September 2024
9	Last date of receiving queries	14 <sup>th</sup> October 2024.
10	Pre- Proposal Meeting	To be held at BRLPS Office, Patna on 15/10/2024 from 11.00 AM onwards. Bidders may also submit their queries about this Eol to <a href="mailto:pm.jobs@brlps.in">pm.jobs@brlps.in</a> one day before the pre-proposal meeting i.e., 14/10/2024
11	Clarification by BRLPS	Clarification to queries received through email or during the pre-proposal meeting will be clarified and uploaded on BRLPS Official website at <a href="http://www.brlps.in">www.brlps.in</a>
12	Last date for submission of sealed Proposal	30 <sup>th</sup> October 2024 till 04.00 PM at BRLPS Office, Patna
13	Proposal Screening (Eligibility and Technical) – Final Level	To be communicated to the selected agencies through email.

14	Communication Address, Phone number & Email	To, The CEO Bihar Rural Livelihoods Promotion Society (JEEViKA) Vidyut Bhawan -II, Bailey Road, Patna- 800021  For operational communication Gyanesh Singh Project Manager-Jobs Phone: 9334300428 Email: ceddugkybihar @gmail.com/pm.jobs@brlps.in
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## **2. Background**

The Ministry of Rural Development (MoRD) is implementing Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) with a vision to “transform rural poor youth into an economically independent and globally relevant workforce”. DDU-GKY is a part of the National Rural Livelihood Mission (NRLM), tasked with the dual objectives of adding diversity to the incomes of rural poor families and catering to the career aspirations of rural youth.

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) aims to provide placement to skilled human resources. DDU-GKY occupies a unique position amongst other skill training programmes, due to its focus on the rural poor youth and its emphasis on sustainable employment through the prominence and incentives for Higher placements.

Since every effort is made to skill the candidates as per the industry standards, the absorption rate of candidates trained by PIA is still low in the market, as each industry/employment has different level of needs and that too changes over a period of time. The skilling for performing a particular job requires trainees to accustom with relevant job operations being conducted at actual locations. Also, it becomes quite challenging for the industry, which requires large number of human resources to set up separate skilling infrastructure other than industry as per standards of govt. schemes, when they already have the readily available infrastructure for providing skilling as per their own industry standards. On the other hand, If Industry is encouraged in adopting Captive employer model, it gives confirm employment to the skilled candidates which in-turn also provides them real work life environment to learn skills on the job.

In order to encourage the participation of Industry and tailor made the candidates as per the industry requirement, DDU-GKY is facilitating Captive Employment model of skilling. The model will allow industry to source trainees as per their requirement with active support from states and train them as per the requirement of their own organizational/industry/ subsidiaries /operational need and provide candidates assured placement. The model allows the employer to select the rural youths, skills & deploy them in one of its establishment/subsidiaries.

## **3. Salient Features of Captive Employers**

- a. Training courses may be implemented by the Industry/Employer as per the requirement of the industry to train the candidate with a minimum of 576 hours of skilling and maximum 2304 hours of skilling for which DDU-GKY

funding shall be made available. The courses selected by the industry would mandatorily be the NSQF aligned.

- b. Captive Employment to be provided for the minimum period of 6 months' post completion of training preferably in the trained job role or any higher-level job role.
- c. The payment to the candidates trained and further provided with captive employment should be as per the norms of Captive Employment Guidelines.
- d. The payment to the employer/industry shall be on reimbursement basis. The Captive employers shall be paid in three instalments as defined in the Payout Model section of Captive Employment guidelines.
- e. Mandatory external assessment of trainees needs to be conducted by the captive employer with whom MoU would be signed.
- f. Performance Guarantee is not required to be submitted by Captive Employers.

#### **4. Advantage of Captive Employers under DDU-GKY**

- a. The Captive Employer can provide training to rural youths in their own premises; however, it is mandated/committed to have the required set-up for the opted job role as per National Skill Qualification Framework and branding of DDU-GKY.
- b. Tripartite MoU would be signed between Captive Employer, MoRD and BRLPS initially for a period of three years.
- c. Captive Employers shall get topmost priority in target allocation by States.
  - Category 'A' status amongst PIAs (Project Implementation Agencies/ Training Partners. (Refer to Section 4.7, Table 5, 1, c) of the DDU-GKY Guidelines
  - Second highest priority amongst the eight sub-categories of Category 'A' PIAs. (Refer 5.12 of the ddu-gky guidelines)
  - An inter-se priority as a Category 'A' PIA over categories B and C.
- d. Captive Employers will have waiver of QA Process, QA Fees, and other mandates of DDU-GKY SoP. However, regular checks of training conducted may be done during the training period.
- e. Performance Guarantee will not be applicable for Captive Employers

## 5. Key Expectations from Captive Employers

The 'Captive Employer' is expected to provide sustainable employment of high quality at scale to minimum of 500 candidates in three years, with focus on co-branding, commitment to decent work norms, retention and career progression. This must be enabled through a model providing high levels of co-branding in all processes, activities and outcomes thus setting a benchmark for training quality, training material including use of technology and training delivery, and through an upskilling path through multiple training levels allowing a trainee to progressively achieve higher levels of skills & certification over a period starting from a novice level. All the organizations fulfilling the eligibility criteria or with direct relevance to the sector will be provided with preference. Critically, every Captive Employer is required to commit and adhere to the following deliverables:

Sl. No.	Deliverables
<b>1</b>	<b>Training</b>
1a	Training Infrastructure as per the requirement of Job Role
1b	Willingness to provide basic training as per the NSQF Aligned courses
1c	Commitment to provide assessment and certification from govt. recognized awarding body
1d	Commitment to train and place minimum 500 candidates in the period of 3 years
<b>2</b>	<b>Placement</b>
2a	Minimum placement commitment of 70% of training target for the minimum period of six months
2b	All the placement of trained candidates needs to be in 'Captive Employment or Sister Concerns/Subsidiary Companies
<b>3</b>	<b>Minimum Wage Commitment</b>
3a	Minimum CTC of Rs. 10,000/- month or minimum wages whichever is higher for the training courses less than six months
3b	Minimum CTC of Rs. 12,000/- month or minimum wages whichever is higher for the training courses more than six months
<b>4</b>	<b>Co – Branding as per DDU-GKY guidelines</b>

- To enable the above, a MoU shall be signed between selected Captive Employer, MoRD and BRLPS.
- A 'Captive Employer' designated as such through a formal MoU would be awarded projects based on the approved processes and systems of Captive Employment Guidelines under DDU-GKY.
- An organization meeting the qualification criteria given here under will be selected as 'Captive Employer' under DDU-GKY.

## 6. EVALUTION CRITERIA

Two steps evaluation will be done as per the following details.

1. **Project Screening:** At the state level under the chairmanship of Principal secretary of Rural development department Government of Bihar'
2. **Project Review and approval:** At central level under the chairmanship of Additional Secretary MoRD along with SRLM officials after hearing the presentation by each of prospective industry/ Training providers.

An organization meeting the qualification criteria given here under will be selected as 'Captive Employer' with DDU-GKY.

### A) Minimum Eligibility Criteria

S. No	Minimum Eligibility Criteria	Documentary Evidence required for Verification
1	<b>A PRN allotted by MoRD</b>	
1a	PRN Details	<i>Print of E-mail/Website indicating PRN OR TRN Number</i>
1b	Date of allotment of PRN	<i>Provide PRN Date (DD/MM/YYYY)/Application Date</i>
2	<i>Proof of Valid EPFO/ESIC/Factory registration number</i>	<i>EPFO Registration license / ESIC registration license / Factory registration license • EPFO/ESIC/Factory Registration License is mandatory with Preceding Six Months EPFO Challans.</i>
3	Proof of Valid TIN/TAN/GST Number	<i>Certificate of TIN/TAN/GST by concern govt. authority department (GST is mandatory)</i>
4	<b>Proof of organization existence for more than 3 years old as a legal Entity</b>	
4a	No. of years of existence	<i>Certificate of Incorporation/Registration Certificate</i>
4b	Date of registration /incorporation	<i>Provide Date (DD/MM/YYYY)</i>
4c	List of Subsidiary to be declared for providing Future Placements	To be provided as per Annexure VIII on Company's Letterhead
5	Proof of Positive net worth in at least two of the last 3 financial Years	The three preceding financial years from the date of application as Captive Employer Details to be Provided on Letterhead as per Annexure X
5a	Annual net worth in Rs. (in crores)	a. <i>Certificate by Chartered Accountant</i> b. certifying the net worth as indicated by the applicant

6	Proof of Annual Turnover of the organization is more than Rs. 25 crores in each of the preceding 3 Financial Years	<i>For the three preceding financial years from the date of application as Captive Employer <b>Details to be Provided on Letterhead as per Annexure X</b></i>
6a	Annual turnover	<i>Certificate by Chartered Accountant certifying the turnover as indicated by the Applicant</i>
7	Proof of the organization or its owners/Directors not found guilty by any court/regulatory body/self-regulatory organization/stock exchange for any offence in India or abroad?	<i>To provide details or Declarations from Organization's legal representative (On Letterhead as per Form VII)</i>
8	Proof of the organization/Industry having training experience for at least 2 years	<i>Proof of Projects taken under various govt. schemes like target received / project received/project completion certificate/Proofs of training organized with corporates/own staff (Fill up details as per Annexure IX on Letter head &amp; Photographs of Training Conducted)</i>
9	Proof of Bank Account is Aadhar/PAN linked	<i>A certificate from Bank regarding the PAN linked &amp; Cancelled Cheque of the same Bank</i>
10	Proof of existing training centre as per the norms of NSQF industry specified infrastructure	<i>To provide details or Declarations from organization's letterhead along with the own organization's photograph.</i>
11	Proof of Provided employment to 500 or more jobs in own or subsidiary agencies/companies during last 3 years from the date of application of the project	<i>Proof of Projects taken under various govt. received/project completion certificate/Proofs of training organized &amp; Placement Provided with corporates/own staff (Fill up details as per Annexure IX on Letter head &amp; Photographs of Training Conducted)</i>

**NOTE: Manpower supplying agency are not eligible to submit their proposal against this advertisement.**

- It is mandatory to provide all the required documents for evaluation of the documents
- Organization/Industry may require to read the captive employment guidelines before applying for the REOI. Implementation modalities and payout structure will be as per the guidelines of Captive Employment
- BRLPS/MoRD may choose to seek additional documents for clarification, if so required



- Organizations who do not meet the Minimum Eligibility Criteria will not be evaluated further.

## **B) Assessment Parameters**

Organizations who successfully meet the minimum eligibility criteria stated above shall be assessed by the 'Project Review & Approval Committee' for Captive Employer; a committee consisting of team from MoRD (DDU-GKY) team along with SRLM officials. The committee shall undertake an assessment of the capacity and experience of the captive employer taking into account the following:

- a. The proposed quantum of recruitment as 'Captive Employer' vs. the current HR capacity, past recruitment levels and the business strategy of the organization to support its recruitment plan as a 'Captive Employer'.
- b. The existing and proposed strategy of the 'Captive Employer' to support retention, upskilling and career progression of trainees.
- c. Job role wise strategies to train and place the candidates.
- d. Strategies for co-branding, quality management as well as preparedness for alignment to training to the national skill qualification including that of National Council for Vocational Training (NCVT) and Sector Skill Council (SSC).
- e. The potential 'Captive Employer' will be required to present information as per the Presentation template attached Annexure IV
  - Details to be Provided on Letterhead as per Annexure XI (Job Role Wise) Training and placement plan
  - Template -1 PPT
  - Template – 2 PPT

## **C) PROCESS and OTHER DETAILS**

DDUGKY warmly invites organizations that see themselves as potential 'Captive Employer' to Partner in this initiative. The applications received by 30<sup>th</sup> October, 2024 will be taken up for consideration by the committee as it deems fit.

The organizations may respond to this invitation by sending a Cover Letter and other documents as provided in Annexures in ***sealed hardcopy*** at the following address:

The CEO,  
Bihar Rural Livelihoods Promotion Society (BRLPS)  
Vidyut Bhawan -II, Bailey Road, Patna- 800021

For operational communication  
Gyanesh Singh  
Project Manager-Jobs  
Phone: 9334300428  
Email: pm.jobs@brlps.in

## ANNEXURES

### FORM I: Covering Letter

(On letterhead)

[Date]

To,  
The CEO  
Bihar Rural Livelihoods Promotion Society (JEEViKA)  
Vidyut Bhawan -II, Bailey Road, Patna- 800021

Dear Sir,

**Ref: Response to Invitation for selection as a 'Captive Employer under DDU-GKY Program**

Having examined the invitation and guidelines of Captive Employment, we, the undersigned, hereby submit our response for selection as 'Captive Employer is for DDU-GKY Program

We attach here to the response as required. Primary and Secondary contacts for our organization are:

	<b>Primary Contact</b>	<b>Secondary Contact</b>
<b>Name:</b>		
<b>Title:</b>		
<b>Company/Organization Name:</b>		
<b>Address:</b>		
<b>Phone:</b>		
<b>Mobile:</b>		
<b>Fax:</b>		
<b>E-mail:</b>		

We confirm that the information contained in this response or any part thereof, including its exhibits and other documents and instruments delivered or to be delivered to BRLPS/MoRD is true, accurate, verifiable and complete. This response includes all information necessary to ensure that the statements there in do not in whole or in part mislead the department in its short-listing process.

We here by confirm that we commit and would adhere to the following deliverables in event of being selected as Captive Employer-

<b>Sl. No.</b>	<b>Deliverables</b>	<b>Agreement to Deliverables (Yes/No)</b>
<b>1</b>	<b>Training</b>	
1a	Training Infrastructure as per the requirement of Job Role	
1b	Willingness to provide basic training as per the NSQF Aligned courses	
1c	Commitment to provide assessment and certification from govt. recognized awarding body	
1d	Commitment to train and place minimum 500 candidates in the period of 3 years	
<b>2</b>	<b>Placement</b>	
2.a	Minimum placement commitment of 70% of training target for the minimum period of six months	
2.b	All the placement of trained candidates needs to be in 'Captive Employment 'or Affiliate Companies	
<b>3</b>	<b>Minimum Wage Commitment</b>	
3.a	Minimum CTC of Rs. 10,000/- month or minimum wages whichever is higher for the training courses less than six months	
3.b	Minimum CTC of Rs. 12,000/- month or minimum wages whichever is higher for the training courses more than six months	
<b>4</b>	<b>Co – Branding as per DDU-GKY guidelines</b>	

We fully understand and agree to comply that on verification, if any of the information provided here is found to be misleading during the shortlisting process, we are liable to be dismissed from the selection process or termination of the contract during the project, if selected to do so.

It is hereby confirmed that I/We are entitled to act on behalf of our company / corporation / firm / organization and empowered to sign this document as well as such other documents, which may be required in this connection.

Date:

Signature:

(In capacity of )

Name:

Duly authorized to sign the Response for and on behalf of:

(Name and Address of Firm)

Seal/Stamp of

Firm Witness Signature:

Witness Name:

Witness Address:

Enclosures: Hard Copy of the response along with enclosures duly filled,  
signed and stamped as mention in the invitation of Eol.

**FORM II: Signatory Authority Certificate**

**(on Letterhead)**

**Date:**

To,  
The CEO  
Bihar Rural Livelihoods Promotion Society (JEEViKA)  
Vidyut Bhawan -II, Bailey Road, Patna- 800021

Dear Sir,

**Sub: CERTIFICATE AS TO AUTHORISED LEGAL SIGNATORIES**

**Ref: Invitation for selection as a 'Captive Employer under DDU-GKY Program**

I, ....., Director on the Board of Directors / Trustees of  
....., certify that ..... who signed the  
above responses authorized to do so and bind the organization by authority  
of its board/governing body, as evidenced in the attached document.

(Signature)

Authorized Signatory  
name (Organization/ Company Seal) Designation

Evidentiary proof:

1. Appropriate board resolution / other documents as necessary

### FORM III: Response Details - Minimum Eligibility Criteria

#### Minimum Eligibility Criteria

S. No	Minimum Eligibility Criteria	Documentary Evidence required for Verification
1	<b>A PRN allotted by MoRD</b>	
1a	PRN Details	<i>Print of E-mail/Website indicating PRN OR TRN Number</i>
1b	Date of allotment of PRN	<i>Provide PRN Date (DD/MM/YYYY)/Application Date</i>
2	<i>Proof of Valid EPFO/ESIC/Factory registration number</i>	<i>EPFO Registration license / ESIC registration license / Factory registration license • EPFO/ESIC/Factory Registration License is mandatory with Preceding Six Months EPFO Challans.</i>
3	Proof of Valid TIN/TAN/GST Number	<i>Certificate of TIN/TAN/GST by concern govt. authority department (GST is mandatory)</i>
4	<b>Proof of organization existence for more than 3 years old as a legal Entity</b>	
4a	No. of years of existence	<i>Certificate of Incorporation/Registration Certificate</i>
4b	Date of registration /incorporation	<i>Provide Date (DD/MM/YYYY)</i>
4c	List of Subsidiary to be declared for providing Future Placements	To be provided as per Annexure VIII on Company's Letterhead
5	Proof of Positive net worth in at least two of the last 3 financial Years	The three preceding financial years from the date of application as Captive Employer Details to be Provided on Letterhead as per Annexure X
5a	Annual net worth in Rs. (in crores)	<i>a. Certificate by Chartered Accountant b. certifying the net worth as indicated by the applicant</i>
6	Proof of Annual Turnover of the organization is more than Rs. 25 crores in each of the preceding 3 Financial Years	<i>For the three preceding financial years from the date of application as Captive Employer <b>Details to be Provided on Letterhead as per Annexure X</b></i>
6a	Annual turnover	<i>Certificate by Chartered Accountant certifying the turnover as indicated by the Applicant</i>

7	Proof of the organization or its owners/Directors not found guilty by any court/regulatory body/self-regulatory organization/stock exchange for any offence in India or abroad?	<i>To provide details or Declarations from Organization's legal representative (On Letterhead as per Form VII)</i>
8	Proof of the organization/Industry having training experience for at least 2 years	<i>Proof of Projects taken under various govt. schemes like target received / project received/project completion certificate/Proofs of training organized with corporates/own staff (Fill up details as per Annexure IX on Letter head &amp; Photographs of Training Conducted)</i>
9	Proof of Bank Account is Aadhar/PAN linked	<i>A certificate from Bank regarding the PAN linked &amp; Cancelled Cheque of the same Bank</i>
10	Proof of existing training centre as per the norms of NSQF industry specified infrastructure	<i>To provide details or Declarations from organization's letterhead along with the own organization's photograph.</i>
11	Proof of Provided employment to 500 or more jobs in own or subsidiary agencies/companies during last 3 years from the date of application of the project	<i>Proof of Projects taken under various govt. received/project completion certificate/Proofs of training organized &amp; Placement Provided with corporates/own staff (Fill up details as per Annexure IX on Letter head &amp; Photographs of Training Conducted)</i>

**NOTE:**

1. Manpower supplying agency are not eligible to submit their proposal against this advertisement.
2. All documents to be counter-signed by the authorized representative.
3. Documentary evidence of authorization to be provided.
4. It is mandatory to provide all the required documents for evaluation of the documents.
5. Organization/Industry may require to read the captive employment guidelines before applying for the REoI. Implementation modalities and payout structure will be as per the guidelines of Captive Employment
6. BRLPS/MoRD may choose to seek additional documents for clarification, if so required
7. Organizations who do not meet the Minimum Eligibility Criteria will not be evaluated further.

## **FORM IV: Response Details – Assessment Parameters**

ASSESSMENT SHALL BE DONE BASED ON PRESENTATION TO BE MADE BY THE ORGANIZATION AS PR THE TEMPLATE ATTACHED.

**Template -1**

**Template – 2**



## FORM V: Organization Details

### Details of the Organization (Fill all, where applicable)

Name of organization	
Nature of the legal status in India	
Legal status reference details	
Nature of business/ work in India	
Date of Incorporation/ Registration	
Date of Commencement of Business/ Work	
Address of the Registered Office in India	
PAN Number	
GST Number	
Other Relevant Information	
<b>Mandatory Supporting Documents:</b>	
<ul style="list-style-type: none"><li>a. Certificate of Incorporation from Registrar of Companies (ROC) /Registration Certificate as applicable</li><li>b. Relevant sections of Memorandum of Association of the organization or filings tot the stock exchange to indicate the nature of business of the organization</li><li>c. Any other specified in this document</li></ul>	

**FORM VI: Undertaking on Litigation**  
**UNDERTAKING ON MAJOR LITIGATION**

(Organization letterhead)

[Date]

To,  
The CEO  
Bihar Rural Livelihoods Promotion Society (JEEViKA)  
Vidyut Bhawan -II, Bailey Road, Patna- 800021

**Sub: Undertaking on Major Litigation**

**Ref: Response to Invitation for selection as a 'Captive Employer's for DDU-GKY Program**

Sir,

I/We as potential 'Captive Employer do hereby state that our company/organization is not involved in any major litigation which may impact the performance of the services to be provided by us, if selected by BRLPS/ MoRD.

Yours faithfully,

(Signature)

Company Secretary/Legal Representative (with authorization)

(Organization/ Company Seal) Designation

**FORM VII: Undertaking Blacklisting / not found guilty**

(On letterhead)

[Date]

To,  
The CEO  
Bihar Rural Livelihoods Promotion Society (JEEViKA)  
Vidyut Bhawan -II, Bailey Road, Patna- 800021

**Sub: Undertaking on Blacklisting**

**Ref: Response to Invitation for selection as a 'Captive Employers' under  
DDU-GKY Program**

Sir,

I/We as potential 'Captive Employer do hereby state that our company/ organization is not blacklisted as of date with any Central or State Government Ministry or Department in India. I/We do hereby state that our company/organization or its owners/Directors not found guilty by any court/regulatory Organization /self-regulatory organisation/stock exchange for may offence in India or abroad.

Yours faithfully,

(Signature)

Authorized Signatory name

(Seal)

Designation

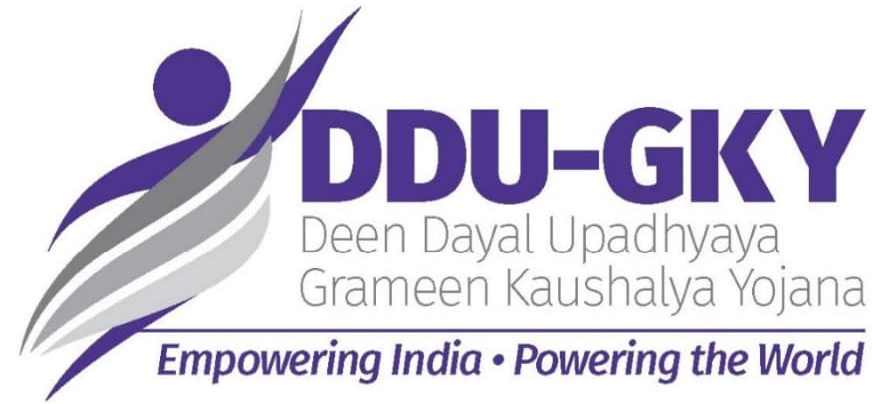


**FORM X : Financial Details**

SL	Financial Year	Annual turnover (Rs.)	Net Worth	Details of SFP-18 (Turnover & Networth Certificate)	Details of Balance Sheet & P/I Accounts statement	IT returned Filed – Y/N	ITR Acknowledgement CA Number	ITR Acknowledgement document	Name of CA	CA Membership No.	CA contact Number	CA Email ID

**FORM XI : Training & Placement Plan (Proposed)**

Sl.	State	Sector	Trade Code	Trade Name	Proposed Placement Location	Training Target	Placement Target



# ***Captive Employment Review and Approval committee Meeting***

***Date :***

13 August

***<Name of Organization>***

***Sector –***

***State of Origin :***

***Proposed Trades :***

***Proposed Target :***

# Existence of Organization

Industry Existence for past 3  
Years

- Incorporation Certificate dated <date>

Valid EPFO/ESIC/Factory  
Registration number

- EPFO No :                      dated :
- ESIC No :                      dated :
- Factory Registration No :    dated :

Staff Registered on EPFO

Valid TIN/TAN/GST /SGST  
Number

- GST Certificate No : dated:
- TAN Certificate No :





# Financial Parameters

Minimum turnover of Rs. 25 Cr for each year for three preceding FY

- FY 21-22 :
- FY 22-23:
- FY 23-24:

Positive net worth in at least two of the last three financial years

- FY 21-22 :
- FY 22-23:
- FY 23-24:



# Training Details

Past Training Experience –  
More than Two Years

- Inhouse Training – <No. of Candidates Trained >
- Govt. Scheme Name – <No. of Candidates Trained>

Training Infrastructure  
Availability

- Photographs in next slide



# Training Details – 2 Photographs



# Placement Details

Provided 500 or more  
Employment during last 3 Years

- Employment provided in last 3 years –
- Current Staff –

Salary Offered

- Minimum CTC :
- Average CTC :

Career Progression

- Incremental in Grade /Salary of the Candidates



Thank You





# PROPOSAL FOR PARTNERING WITH DDU-GKY AS CAPTIVE EMPLOYER



# Presentation Topics

- Company Profile
- Skilling Expertise, Competence & Experience
- Organization Structure (Skill Structure within Organization Structure)
- Readiness plan for providing training to Rural Youths
- Plan of training(Proposed Job role wise / State wise plan) & placement with timelines as captive Employer
- Previous Placement success of skilled candidates (Retention details)
- Placement Strategy along-with the career growth plan of candidates
- Additional Information about to Organization



# Company Profile

- Incorporation date
- Preceding 3 years Turnover & Net Worth
- Promoters / Directors and Top Management -Brief profile
- Promoters / Directors -CIBIL rating
- Employment provided in past 3 years
- Current Staff available with the organization
- Details of Staff registered on EPFO/ESIC



# Skilling Expertise, Competence & Experience

- Details of Baseline survey and impact studies done related to their training interventions
- Details of Experience in Skilling & Placement
- Proofs of provided training for past two years – Proof of Projects taken under various govt. schemes like proof of target received / project received /project completion certificate/Proofs of training organized with corporates/own staff
- Plan of SSC / NCVT associated job roles for providing training - Proof of approved NSQF Course(Certified Course from SSC)
- Proof of number of Candidates placed within the organization in last 2 years
- Salaries structure of trained and placed candidates
- Examples of Career Progression of Staff within the organization



# Organization Chart alongwith the Skill Vertical

- Organization Chart
- Skill Vertical Chart (if Available)
- Details of Hiring for Skilling the candidates under the Captive Employment in case Skill Vertical is not in place



# Readiness plan for providing training to Rural Youths

- Infrastructure readiness as per the NSQF Standards for providing the training in proposed job roles (Details of Classroom, lab, equipment's, residential facility etc. ) (May use pictures of center for more clarity)
- Cobranding Strategy
- Details of Proposed NSQF Job Roles alongwith the no. of hours of training
- Mobilization Strategy
- Training Plan for proposed job roles alongwith the details of additional tailor made training if any
- ToT Plan
- Assessment & Certification plan (Details of planning of assessment & certification within 15 days of completion of training)
- Placement Plan (Plan to provide captive employment for minimum 6 months alongwith the salary structure to atleast 70% of trained candidates )



# Plan of Training & placement as Captive Employer

- Over All Planning
  - Proposed Job role wise /State wise plan for training
  - Proposed Job role wise /State wise plan for Placement
  
- Quarterly Planning
  - Proposed Job role wise /State wise plan for training
  - Proposed Job role wise /State wise plan for Placement



# Previous Placement success of skilled candidates (Retention details)

- Details of the Retention Ratio of Staff
- Details of the Career Growth of the candidates
- Success Stories of Career Progression
- Additional information on Placed Candidates (Pictures of successfully growth of candidates)



# Placement Strategy along-with the career growth plan of candidates

- Strategy to place the trained candidates
- Details of their employment , designation etc.
- Details of Salary Structure & other statutory benefits
- Details of Career Growth over the period of 2 years
- Details of other benefits to placed candidates if any (like free food and accommodation, etc. )



# Additional Information about to Organization

- Any Additional Information Organization find fit to provide as important as Captive Employer



