Briefing of Pradhan Mantri Kaushal Vikas Yojna – TP Meet

14 May 2015
Agenda

1. Brief on PMKVKY

2. Process Manual for the Scheme with enhancements

3. Roles and Responsibilities of the Stakeholders

4. Branding & Advocacy for TP

5. Consequence Management System

6. Process for Target Allocation
1. Brief on PMKVY

**Background**

- Pradhan Mantri Kaushal Vikas Yojna (PMKVY) is the flagship scheme for skill training of youth for the Ministry

- Approval from Cabinet received on 20.03.2015

- PMKVY will impart skill/training to 24 lakh persons (14 lakh fresh training; 10 lakh RPL)

- Outlay of Rs. 1500 crore

- Scheme will be implemented through the National Skill Development Corporation (NSDC)
1. Brief on PMKVY

Key Strategic Features

1. Significant Scale Up
   • Aims to target more than 24 lakh candidates,
   • Flagship outcome based scheme of MSDE

2. Demand Driven Target allocation
   • Based on demand received from SSCs
   • Collaborative approach and input taken from states
   • Target allocation granulated at job role levels

3. Special Allocation for North East
   • Focus on North East States
   • 10% dedicated allocation

4. Recognition of prior learning
   • Emphasis on mainstreaming experienced workforce
   • Focus on skill up gradation and re-skilling of existing workforce in the most desired job-roles/sectors

5. Variable amount of reward money
   • Higher reward amount for manufacturing sectors
   • Variable reward amount for different levels of a job role
   • To ensure candidates equity, lowered reward amount

6. Robust Regime for registration of Training providers
   • Due diligence by SSCs for affiliating training providers
   • All the training centers of training providers to be monitored by SSCs and Training providers
1. Brief on PMKVY
Key Operational Features

Greater emphasis on activities across the value chain including:
- awareness building & mobilisation,
- selection & training,
- mentorship & placement services, and
- monitoring & evaluation

| a) Awareness mobilization activities | • Dedicated allocation of 5% for mobilisation drive and awareness building  
| | • Specialized mass media campaign for awareness building  
| | • Collaboration with local government, NGOs for special drives/Skill Melas by local bodies |
| b) Mentorship support | • Special allocation of 5% for mentorship support  
| | • Mentors to provide career guidance and counselling for certified trainees and facilitate tracking trainees in post training phase |
| c) Enhanced monitoring | • SSCs to ensure certification of trainers and assessors  
| | • Verification of all training centers on SDMS to be monitored by the SSCs  
| | • To explore the possibility of bio-metric attendance and assessment in CCTV environment |
| d) Curricula, pedagogy & trained instructors | • Support for improved curricula, technology enabled pedagogy, upgrading capacity of instructors  
| | • Trainings to include soft skill, personal grooming, behavioural changes, and work ethics. |
| e) Monitoring & Evaluation | • Explore mechanism for trainee feedback  
| | • Enhanced methods for monitoring and evaluation |
| f) Grievances redressal | • Grievance redressal mechanism to be explored sm to be developed for the scheme  
| | • Creation of complete database of all available courses ad training centers under the scheme |
2. Process Manual (1/9)
A. Scheme Implementation Plan

Stakeholders at different stages of the scheme

NSDC will be the overall Monitoring Agency for PMKVY
1.a. Affiliation of Training Provider

- SSCs to follow robust regime for affiliation of Training Providers
- SSCs to sign PMKVY specific Memorandum of Understanding with TPs
- All the documents pertaining to TP affiliation to be made available
- All the TPs interested in participating in PMKVY are required to get affiliated with relevant SSCs; NSDC training providers are to be auto-affiliated in the sectors they are operating under NSDC.
- No affiliation fee to be charged by the SSCs
- Each center must be approved by SSCs and registered on SDMS; No subcontracting allowed under the Scheme
- Any training provider found violating this rule will be dealt with the highest level of disciplinary action
- The list of all Training Providers with approved centers will be made available on the PMKVY Scheme website.
- In case of any deviation in this case, the batches at the unlisted centers will be cancelled, and the Affiliated Training Provider will be held responsible for the cancellation
- Assessment Agency will conduct assessment **only** at centers listed on SDMS
- SSCs to implement monitoring plan for the affiliated Training Providers
1.b. Registration of Assessment agency

- SSCs to register Assessment Agencies for conducting assessments of job roles.
- SSCs to ensure that the registered Assessment Agencies are not affiliated as Training Provider with the same SSCs.
- All the documents pertaining to AA registration to be made available
- All the assessors of assessment agencies to be approved/ certified by the SSCs
- SSCs to implement monitoring plan for the affiliated Training Providers

2. Job Role Identification

- The job roles identified by SSCs for Level 1 to level 4 is aligned with NSQF and aim to target school drop-out students
- The job roles for Level 5 and Level 6 aligned with NSQF to target trainers and assessors for the sector.
B. Operational Phase

3. Target Allocation

- First phase of target (i.e. 20% of the total target) based on SSC readiness as per the following:
  - Availability of QP-NOS
  - Training partners affiliated with the SSCs
  - Assessment agencies registered with the SSCs
  - Availability of assessors

- Subsequently targets will be allocated to the SSCs as per factors mentioned below: for and
  - Demand from SSCs (job role wise)
  - Demand from States
  - Demand from Ministries (alignment with Central Government’s flagship programmes, such as - ‘Swachh Bharat’, ‘Make in India’, ‘Digital India’, ‘National Solar Mission’ and so on)
  - Skill Gap studies readiness of the SSCs
  - Meeting the Service Level Agreements (SLAs) by the SSCs and TPs.

- SSCs to allocate job role wise target to all the training providers affiliated under PMKVY scheme.

- Focus on North East States & Persons with Disabilities

B. Operational Phase

4. Enrolment

Enrolments to happen in a cyclical manner for the scheme

- Training Providers to conduct training at the affiliated centers
- The TP needs to ensure that candidates meet the minimum and maximum eligibility criteria to undertake training for the relevant Qualification Pack (QP)
- The TPs are encouraged to facilitate the generation of Aadhaar numbers of the candidates, if not available, with the help of SLAs between UIDAI and NSDC.

5. Training

- Training Providers to ensure that
  - candidates are provided with standard booklet/ pamphlet consisting of information of PMKVY scheme before beginning of the training.
  - the duration of training of the batch is as per the requirement of the job role shared by SSCs.
  - mention preferred language of assessment on SDMS for every batch, prior to the start of the training of batch.
  - day-wise attendance record for the batch and provide the same to the Assessor during the Assessments.
6. Assessment

Assessment Criteria:
- as per the assessment criteria mentioned by the SSCs for the job roles,
- in the language preferred by the candidates and on the date assigned for assessment.

Identity of Assessors:
- Assessment Agency to upload the details of the approved assessors
- At the time of assessment, Assessor to carry his/her photo identity that needs to be validated by the concerned Training Provider.

Candidate’s ID proof at the time of assessment:
- Assessor to check the photo-IDs of the trainees
- The Assessor may choose to not conduct the assessment in absence of photo-ID proof of candidate during the assessment.

Candidate Feedback:
- TPs to take feedback on a standard format and maintain record for the batch, to be checked by the assessor

Training Center Validation
- Assessors to validate the training center
6. Assessment - Result of the candidates

- Two step result validation process,
  - Assessor to upload QP-NOS wise marks of candidates, assessment agency
  - Assessment agency to upload the result of the assessed batch on SDMS as per the marks shared by the assessor and the assessment criteria of the SSC
  - SSC must validate the result uploaded by the Assessment Agency - the SSCs-SPOC and CEO. After CEO’s approval

Reassessment:
- The cost of reassessments or revaluation shall be borne by the Assessment Agency or the Training Provider as decided by the SSC.

<table>
<thead>
<tr>
<th>Assessment Fees</th>
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<tbody>
<tr>
<td><strong>Job Role Type</strong></td>
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<tr>
<td>Level 1 &amp; 2</td>
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<tr>
<td>Level 3 &amp; 4</td>
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<tr>
<td>Level 5 &amp; 6</td>
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7. Certification

- SSCs to certify candidates post Aadhaar validation as per defined SLA
- Maintain records of soft copies of Certificates.
8. Reward Disbursement

- **Reward is disbursed in candidate bank account**
  - TPs to ensure that the candidate’s bank account details are correctly uploaded on SDMS.
  - TPs to facilitate bank account opening for the candidates who do not have bank account; encouraged to open bank a/c before the completion of training.

- NSDC to initiate and complete the monetary reward transfer process

- NSDC to re-process reward amount for candidates with failed transaction as per defined SLAs of process manual.

- Banks to disburse reward money to eligible candidates as per the SLAs and agreements with NSDC

<table>
<thead>
<tr>
<th>NSQF Levels</th>
<th>For Skills Training</th>
<th>For Recognition of Prior Learning (RPL)</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Manufacturing, Healthcare Plumbing &amp; Construction sectors</td>
<td>Other sectors</td>
</tr>
<tr>
<td>Level 1 &amp; 2</td>
<td>Rs. 7,500</td>
<td>Rs. 5,000</td>
</tr>
<tr>
<td>Level 3 &amp; 4</td>
<td>Rs.10,000</td>
<td>Rs.7,500</td>
</tr>
<tr>
<td>Level 5 &amp; 6</td>
<td>Rs.12,500</td>
<td>Rs.10,000</td>
</tr>
</tbody>
</table>
9. Mentoring & placement support

- All Training Providers to assign mentors for the candidates who will help the trained candidates with counselling and career guidance.
- Training Providers will be responsible for facilitating placement of trainees and will be incentivized for placing the candidates.
- An incentive of Rs. 475 / placed candidate would be given to the TPs on achieving 70% placement in a batch.

10. Grievances redressal

- All the TPs to have unique TP number on SDMS.
- Any non-compliance to the guidelines and / or any malpractice during different stages of PMKVY scheme- affiliation, mobilization, communication on the PMKVY Scheme by the Training Provider or their Franchisee center representatives, enrolments, conduct of training, assessment, will be placed before the SSC Grievance Committee and or Steering committee as per severity level.
- The action against such stakeholders will result in consequences as defined in process manual.
2. RPL Framework for PMKVY (1/3)

Assessment for a given job role

Scenario 1
Full Qualification (All NOS)

Competency based QP-NOS for job role

Competency based assessment cleared for all NOS

FULL QUALIFICATION

Scenario 2
Part Qualification (NOS Award)

NOS 1
NOS 2
NOS 3
NOS 4
NOS 5 etc.

Competency based assessment cleared for ONE or more NOS

PARTIAL QUALIFICATION
2. Proposed Process for RPL for PMKVY (2/3)

1. Mobilization & Counselling
   - Identify Candidates
   - Pre-assessment of skill level

2. Assess
   - Assessment against job Role

3. Certify & disburse reward
   - Complete Certification process similar to fresh trainings
   - Partial certification without monetary reward

Activity Owner - Training Partner
Activity Owner - SSC/Assessment Agency
Activity Owner – SSC/PMKVY PMU
2. Proposed Process for RPL for PMKVY (3/3)

- The Scheme proposed to provide full RPL certification and monetary reward to 1 million candidates.
- The proposed reward amount is as follows

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<td>2,000</td>
</tr>
<tr>
<td>Level 5 &amp; 6</td>
<td></td>
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</tbody>
</table>

- The reward amount may be reviewed at a later stage depending on the feedback from the stakeholders as the scheme progresses. Such changes would be proposed by the sub-committee and would be approved by the PMKVY Steering Committee.
## 3. Role & Responsibilities of TPs in PMKVY

### Approach SSCs for Affiliation
- TPs to approach SSCs for affiliation under the scheme
- No affiliation fee to be charged by the SSCs
- Every center must be registered on SDMS and approved by SSC(s) within the stipulated time period.
- No subcontracting shall be allowed

### Mobilization
- TPs to mobilize candidates wherein mobilization to be facilitated by the State governments
- TPs to strictly refrain from mobilizing candidates for the Sector they are not affiliated with.
- TPs to ensure that the posters of the PMKVY Scheme are on display for their every training center

### Enrolments
- TPs are the owner of the enrolment process.
- TPs need to ensure that all the guidelines related to the enrolment process are strictly adhered.

### Trainings
- TPs are required to follow the guidelines as per the process manual

### Mentoring & Placement
- All Training Providers to assign mentors for the candidates who will help the trained candidates with counselling and career guidance.
- Training Providers will be responsible for facilitating placement of trainees and will be incentivized as per the process manual

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**Preparatory Phase of PMKVY**

**Operational Phase of PMKVY**
7. Participation of Private ITIs in PMKVY

1. Awareness about the scheme
   - Refer to the PMKVY website [www.pmkvyofficial.org](http://www.pmkvyofficial.org)
   - Scheme document at [http://pmkvyofficial.org/Documents](http://pmkvyofficial.org/Documents) will provide in-depth knowledge about PMKVY

2. Selection of the SSCs and Job roles
   - Shortlist the sector and the related Job role depending upon the capacity of the ITI and available training infrastructure
   - List of Job roles is also available at [http://pmkvyofficial.org/Documents.aspx](http://pmkvyofficial.org/Documents.aspx)

3. Affiliation and Alignment with SSCs
   - Affiliate with shortlisted SSC (Contact Details available: [http://pmkvyofficial.org/ExploreSSC](http://pmkvyofficial.org/ExploreSSC))
   - Follow SSC related guidelines and protocols for affiliation

4. Robust Regime for registration of Training providers
   - Validation of ITI facility by the SSC
   - Alignment of the training content to the SSC related QP-NOS standards
   - Exemption of Private ITIs with respect to affiliation fees

5. Detailing of SDMS
   - Generation of Logins for the affiliated ITIs, post sharing of the required information by the SSCs with NSDC
   - Briefing of the SDMS to the affiliated ITIs by the SDMS Team

6. Branding under PMKVY
   - Affiliated ITIs to follow branding under PMKVY
   - Marketing guidelines available are at [http://pmkvyofficial.org/Marketing-Guidelines.aspx](http://pmkvyofficial.org/Marketing-Guidelines.aspx)
4. Branding and Advocacy for TPs

TPs need to adhere to the marketing and branding guidelines of the scheme to ensure maximum outreach:

• Presence of Banners / Posters in every classroom and counselling rooms of their training center.

• Standard booklets / Pamphlets to be distributed to every candidate at the time of enrolments.

• Use of other media poster / flyer / text messages / e-mails or any document (electronic or physical) contradicting the message and outcomes of the PMKVY Scheme will be considered as a violation of the Scheme

Collaterals for the same will be provided to the TPs at the time of affiliation by PMKVY-PMU.

Non–adherence to the branding and advocacy guidelines of the scheme will lead to consequences against the TPs as per the consequence management system.
# 5. Consequence Management for TPs in PMKVY

<table>
<thead>
<tr>
<th>Issues</th>
<th>Consequences</th>
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<tbody>
<tr>
<td>1. Candidates not made aware about the objective (s) of the scheme.</td>
<td><strong>Level 1</strong>: Warning would be issued, corrective actions to be taken within 7 working days</td>
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<tr>
<td>2. Information related to the monetary benefit in the scheme and the Auto-debit facility not shared with the candidates</td>
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<tr>
<td>3. No adherence to the QP-NOSs curriculum shared by the SSCs</td>
<td><strong>Level 2</strong>: No targets for next quarter</td>
</tr>
<tr>
<td>4. Violation of the marketing and communication guidelines of the scheme</td>
<td><strong>Level 3</strong>: Discussions at the Sub Committee level, possible debarring from PMKVY Scheme</td>
</tr>
<tr>
<td>5. Bank related information and documents not provided to the candidates</td>
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<tr>
<td>6. Non adherence to the scheme SLAs</td>
<td><strong>Level 4</strong>: Intimation to all the Ministries and Govt Departments, possible debarring from other Govt schemes</td>
</tr>
<tr>
<td>7. Improper details of the candidates entered on SDMS repeatedly</td>
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<tr>
<td>8. TPs not informing the candidates about their progress in the scheme</td>
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<tr>
<td>9. Candidates not notified about their non-enrolment in the scheme due to various reasons</td>
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The Monitoring of the TPs will be done by SSCs and their performance related information will be shared with NSDC on monthly basis. Information related to these would be updated on PMKVY website on regular basis.
# 6. Parameters for Target Allocation

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<tr>
<th></th>
<th>Static Parameters</th>
<th>Dynamic Parameters</th>
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<tbody>
<tr>
<td>1</td>
<td>Readiness of the SSCs</td>
<td>5 PMKVY Achievement</td>
</tr>
<tr>
<td>2</td>
<td>Skill Gap Studies</td>
<td>6 SLAs and Grievances</td>
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<tr>
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<td></td>
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</tbody>
</table>

- **Static Parameters**
  - **1. Readiness of the SSCs**
    - SSCs that are ready for PMKVY would get targets for the Pilot
  - **2. Skill Gap Studies**
    - Targets would be given on the basis of the gaps highlighted in the Skill Gap studies for all the sectors
  - **3. Alignment with other Schemes**
    - Alignment with flagship schemes such as Make in India, Swachh Bharat, etc., would be factored in
  - **4. Inputs from the States**
    - Inputs from the states would be factored in, basis the skill gaps and demands received from them
  - **5. PMKVY Achievement**
    - Depending upon the over-achievement and under-achievement of the SSC, the target for the subsequent quarters will be decided.
  - **6. SLAs and Grievances**
    - The performance of the SSC will be monitored against their SLAs

- **Dynamic Parameters**
  - **The target to the TPs will be decided by the concerned SSCs on quarterly basis**
  - **SSCs can frame their Allocation process basis the above criteria**
Frequently Asked Questions
Frequently Asked Questions (1/12)

1) Why is this scheme beneficial for Training Providers?
Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship outcome-based skill training scheme of the new Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this skill certification and reward scheme is to enable and mobilize a large number of Indian youth to take up outcome based skill training and become employable and earn their livelihood.

The Scheme will allow Training Partners to attract students and provide an opportunity to operate centers in greater capacity than before and also achieve economies of scale.

2) Do Training Partners have a role to play during the mobilization activities under the scheme?
State governments and local administration would be the primary facilitators of mobilization activities such as Skill Melas and Recruitment Drives. Training Partners can support the authorities in terms of counseling of the potential candidates and other related activities.
3) What is NOS and QP? How do we get access to those?
National Occupational Standards (NOSs) specify the standard of performance that an individual must achieve when carrying out a particular activity in the workplace, together with the knowledge and understanding they need to meet that standard consistently. Each NOS defines one key function in a job role. In their essential form, NOSs describe functions, standards of performance and knowledge / understanding.
Qualification pack is a set of NOSs, aligned to a job role, called Qualification Packs (QPs), would be available for every job role in each industry sector. QPs as on 31st March 2015 are available on the PMKVY website. SSCs would provide updated lists of QPs and NOSs for the Pilot Phase of the Scheme.

4) How do a Training Partner get affiliated under PMKVY?
All the Training Partners interested in participating in PMKVY would be required to get affiliated with the respective Sector Skill Council. Interested Training Partners will have to align their courses based on the National Occupational Standards (Level 1-4) which are available on the NSDC website.

NSDC Training Partners would get auto affiliated for the sectors defined in their term sheets. Other Training Partners would need to submit hard copy of the application form along with copies of all the relevant documents to the concerned SSC(s) as per SSC’s affiliation process. The Training Partner would be required to declare upfront all training centers where training would be conducted during the scheme duration. The Affiliation protocol is available on PMKVY website.
5) Do the Training Partners that participated in STAR need to get affiliated again for PMKVY?
Training Partners that participated in STAR, need to undergo the affiliation process afresh for PMKVY.

6) Is there any affiliation fee that needs to be paid?
Training Providers interested in getting affiliated to one or more SSCs are not required to remit any fee towards registration/ affiliation.

7) Would the Training Partner targets be redistributed by SSC, if new Training Partner affiliation happens or new centers of the same Training Provider opens up during the Scheme year?
SSCs will be allocated target numbers on quarterly basis by NSDC on performance parameters. SSCs would further distribute the target numbers amongst the affiliated Training Providers. SSCs will keep some buffer to accommodate new Training Partners and new centers of the existing Training Partners for the duration of the Scheme.

8) What information is a Training Partner expected to capture at the time of enrolling a candidate?
At the time of enrolment, along with the name, address and other details of a candidate, Training Partners need to capture Aadhaar number along with other IDs such as EPIC (Elector's Photo Identity Card) and PAN (Permanent Account Number).
Frequently Asked Questions (4/12)

9) **How is the Aadhar number being used for the scheme?**
A candidate can get enrolled and trained under PMK Vy by providing his/ her mobile number and other alternate IDs such as EPIC (Elector's Photo Identity Card) and PAN (Permanent Account Number). The Training Partner must facilitate enrolment of a candidate for Aadhaar. The Aadhaar number is only being used to ensure that a candidate does not avail of the monetary reward more than once during the Scheme.

10) **How can Training Partners open Bank Accounts?**
The banking activity under PMK Vy has been classified under the following three points:

- **Training Partner can charge Full Fee Upfront**
  A Training Partner is free to charge (and should charge) the complete training fee from the trainee. If the trainee undertakes the Training by paying upfront to the Training Provider, trainee can provide any Bank account details and should not sign any Undertaking and will receive the complete Monetary Reward in their bank account (any bank account which the Trainee provides).

- **Training Partners may work with designated Banks for PMK Vy**
  In case the Training Partner choses to extend credit to a few students in the batch (it is done at their own discretion), TP can work with the Banks which are designated for PMK Vy to open bank accounts with specific Auto-debit facility. Information about the banks shall be communicated with the stakeholders shortly.
Please Note, NSDC will not be anytime responsible for any mis-credit/failed Auto-Debit to the TP’s account. The Training Partner has to abide by the Terms & Conditions of the Bank & NSDC to explore this option.

Training Providers can work with their own Banking Network
The Training Partner is free to explore their own Banking arrangements with any Bank (Nationalized/Private) if they do not want to adhere to the terms & conditions laid in step B. In this case the Auto-Debit (if they choose to extend credit) & opening of Zero balance bank accounts will be managed by the Training Providers themselves.

11) Can Training Providers provide training to the candidates on credit basis? How does this arrangement work?
Training Partners can provide credit to the trainee, at their discretion. However, the trainee will have to pay the assessment fees upfront to the Training Provider. Once, the trainee passes the assessment and is certified by the SSC, the monetary reward will be transferred to the bank account of the certified candidate. Any amount owed by the candidate to the Training Partner needs to be through a formal arrangement between the parties.

All the undertakings/ deeds pertaining to such an arrangement must be properly recorded and be made available to PMKVY officials for verification. NSDC is not responsible for any such arrangements.
12) Who decides the cost of training?
Training Partners would determine training fee as per the prevailing market conditions. Moreover, it is expected that Training Providers have rational fee structure and maintain the quality of the training to align with the QP-NOS.

13) What happens to the training fee if the trainee wants to drop out in the middle of the program?
The decision authority of training cost refund is Training Partner themselves. Assessment cost however can’t be refunded as they are paid to the SSC.

14) Who will pay the money to the Training Partner if the candidate is on credit and drops out without giving the assessment?
Training Partner will bear the risk if the trainee doesn’t get certified because of not appearing for assessment or not being able to clear it.

15) Is franchising and sub-contracting allowed under the Scheme?
Training Providers affiliated with SSCs for PMKVY may enter into a direct franchisee agreement with other Training Providers to provide training. Please note that only one level of franchising is allowed under PMKVY. PMKVY affiliated Training Providers must enter into a formal agreement with their franchise partners as per the guidelines given in Process Manual.
Frequently Asked Questions (7/12)

The Training Partner has to share every franchisee agreement with the Sector Skill Council that they are affiliated with and must get the center approved by the respective SSC before any enrolments can happen at those franchisee centers. However, in case a Sector Skill Council, as part of their MOU/ Undertaking with the Training Partner, does not allow franchisee centers to conduct training, then the direction from the Sector Skill Council will supersede this clause.

It is the responsibility of the Training Providers to allocate targets for training to the franchisee partners for the job roles they have signed agreement. It is the responsibility of the Training Providers to monitor activities of their franchisee centers including adherence to the Process Manual and complying with it. Furthermore, all the Training Providers need to submit monthly monitoring reports of their franchisee centers to the concerned SSCs, highlighting action taken against the complaints received.

The Affiliated Training Partners or the Franchised Training Centers are not allowed to subcontract any training activities further. Any such case, if found, will be considered as a violation of PMKVY process and the affiliated Training Partner will be blacklisted and de-affiliated from PMKVY. However, the affiliated Training Partner or the Franchisee Training Centers may utilize the services of other agencies to mobilize students.
16) **Can the Training Partners provide training at franchisee centers?**
Training Partners that are affiliated to any of the Sector Skill Councils (SSC) under PMKVY are allowed to conduct training at any of their own centers or their franchisee centers strictly as per the list of centers shared by them with respective SSC(s) and NSDC.

At all times, the Training Partner needs to be vigilant that its franchisee training centers do not sub-franchise the training. Any such activity found will be considered as non-compliance and may result in de-affiliation of the Training Partner from participating in PMKVY.

17) **Who will do the assessment of the trainees?**
SSC would allocate an Assessment Agency and Assessment Date to a batch within 5 days of its start. On the scheduled day, a certified Assessor would carry out the assessment against the relevant QP-NOS and report back the results as well as the feedback obtained from the candidates. The format for capturing the feedback of the candidates is present in the Process Manual for the Scheme.

18) **How do Training Partners know the assessment Criteria?**
Assessment criteria against each course will be prepared by SSC on the basis of performance criteria within QPs and will published on the Scheme website for reference.
19) **Is a Training Partner allowed to provide training and conduct assessments in the same sector?**
   A Training Partner cannot conduct assessments in the same sector in which she/he is providing training to the candidates.

20) **Will the Training Provider have any share in the money collected for assessments?**
   Training Provider would collect the assessment fee along with the training fee from the trainee. They will submit the assessment fee to the Sector Skill Council on the first day of each training batch.

21) **How would the Training Provider remit the assessment fees to the concerned SSC?**
   Training Providers would need to transfer the cumulative assessment fee to the SSC on first day of commencement of batch through electronic bank transfer/DD or cheque.

22) **Can individual Assessors and Trainers be a part of the Scheme?**
   Yes, the Assessors and Trainers can do so after undergoing training for Job Roles for Levels 5 & 6, for Trainers/Assessors and being certified by the Sector Skill Council. These Assessors and Trainers can also opt for certifications under Recognition or Prior Learning (RPL) tenet of PMKVY.

   However, to be eligible for monetary reward, they need to be enrolled as a trainee and undergo training from an affiliated Training Partner as is the case with all other trainees.
Frequently Asked Questions (10/12)

23) Can Training Providers delete duplicate Candidates on SDMS?
PMKVY process manual does not allow deletion of any candidate, once uploaded on SDMS. Training Providers are expected to check their candidates’ data before uploading the batches on SDMS. Uploading of duplicate candidates’ data will be monitored and action will be taken against the Training Providers as per the consequence management guidelines.

24) Whom do I contact for the refund of Assessment fees of duplicate batches uploaded on SDMS?
Please note that duplicate batches are not allowed under PMKVY. Training Providers will be monitored for uploading duplicate batches. Training Providers to provide transaction detail of assessment fee submission to SSCs as per process manual and get it approved by the SSCs. Training Providers must maintain a record and reconcile the fee paid to SSCs.

Both TP and SSCs will be held responsible for their inability to reconcile assessment fee of batch. Such activities and grievances will be monitored and dealt as per the consequence management guidelines.

25) How is Service Tax accounted?
The Scheme has been exempted from service tax on training and assessment cost.
26) Who will bear the printing cost of the certification?
Training Partner will receive the PDF form of the certificate. Training Partners are required to print the certificate at their own expense.

27) Can multiple copies of the certificates be printed by Training Partner, if one gets spoiled?
Yes, Training Partner will receive PDF certificates and they can print duplicate if the certificates get spoiled or misplaced. The QR code printed on the certificate will help in uniquely identifying the certified candidate.

28) Is placement being tracked after the training?
Training is intended to develop and certify skills against industry standards. It is to be viewed as an opportunity to becoming employable. The Scheme in itself doesn’t guarantee any placement. However, it is recommended that Training Partners track the trainee’s placement informally and update it on the SDMS.

PMKVY Scheme provides incentive to the Training Partners based on the candidates placed after successful training. The incentive is Rs. 475 per placed candidate for achieving 70% placements in a batch against the number of certified candidates. Training Providers would track the candidates for three months for ensuring successful placement and submit relevant documents substantiating the placement.
29) Can the Training Partners advertise their training programmes under PMKVY?
Training Partners can advertise their training programmes using standard communication approved by NSDC. The standardised poster formats are available on PMKVY website. Use of any other poster/ flyer/ text messages/ e-mails or any document (electronic or physical) contradicting the message and outcomes of PMKVY will be considered as a violation of the Scheme process and appropriate actions shall be taken against the defaulter, including de-affiliation from participating in PMKVY in future.

30) Are the Training Partners allowed to use the NSDC/ SSC logo for advertising and display purposes?
Training Providers who are not NSDC Partners are not allowed to use the NSDC logo in any of their communication, other than the communication prepared by NSDC. Such Training Providers are allowed to only use the logo of the SSC(s) that they are affiliated to, with prior written approval of the SSC, along with PMKVY logo.
THANK YOU

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