

Ministry of Rural Development Department of Rural Development (Rural Skills Division) Address: 7th Floor, NDCC-II Building, Jai Singh Road, New Delhi-110001 Web: <u>http://ddugky.gov.in/</u> http://rural.nic.in

EXPRESSION OF INTEREST (EOI) TO PARTNER WITH DDU GKY AS CAPTIVE EMPLOYERS REOI No: J-17060/18/2021 DDU-GKY (374996)

Letter of Invitation Dated: 1st Feb 2022

MoRD 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" assignment at New Delhi. Interested applicants may obtain further information and procedure for submitting the "Expression of Interest" from the website: <u>http://ddugky.gov.in/</u>

Contact: Dipali Pujara, Phone: **011-23461802; 9999615194** E-Mail: <u>ce@ddugky.gov.in; dipalip.nird@gov.in</u>

Sr.	Description	Key Dates
No.		
1	Date of Publishing	1 st Feb 2022
2.	Last Date for Query/Clarification	14 th Feb 2022
3.	Last Date for Submission of Proposal	28 th Feb 2022

-/Sd Chief Executive Officer

1. Data Sheet

1.	Name	Partner as Captive Employer with DDU-GKY under Ministry of Rural Development
2.	Time period of Project/MoU	Three years extendable on basis of terms and condition of Captive Employment Guidelines
3.	Selection Method	Basis Eligibility Criteria and Commitment Parameters
4.	Proposal Validity Period	120 days from proposal due date
5.	Proposal Language	English
6.	Consortium allowed	No
7.	Sub-contracting allowed	No
8.	Date of Publication on CPPP and http://ddugky.gov.in	01/02/2022
9.	Last date of receiving queries	14/02/2022 at 17:00 Hrs.
10.	Pre- Proposal Meeting	21/02/2022 at 15:00 Hrs. (Interested parties may email DDU GKY by 17 th Feb 2022 date to allow us to send VC details to them)
11.	Clarification by DDUGKY	23/02/2022 at 17:00 Hrs.
12.	Proposal submission date	28/02/2022 before 17:00 Hrs.
13.	Proposal Screening (Eligibility and Technical)	07/03/2022 at 11.00 Hrs. in MoRD/State Office of SRLM/SSDMs implementing (DDU-GKY)
14.	Communication Address, Phone number & Email	DDU-GKY, Rural Skills Division, Ministry of Rural Development, Govt. of India, NDCC-II Building,7th Floor, Jai Singh Road, New Delhi-110001

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 cater to the career aspirations of rural youth.

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), aims to provide placement to skilled human resource. 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.

The trainings across the various skill development programs have not kept pace with the changing requirements of the industry and in particular desired need of each and product differentiated employer. The courses being run currently are as per general norms of NSQF. The employment potential of each of the course not ascertained and PIAs adopt some of them based on their training ability/feasibility. After training the trainees are placed with a different job role, which puts a question mark on the job roles for which the trainee was trained on. Thus there is currently a peculiar concern of "un-employment of trained candidates" and "lack of skilled human resource as perceived by Industry". To train trainees in such a way that they are industry ready from day one, it is inevitable to develop/ utilize a model in which training too is provided by the skilled labor absorbing enterprise, which provides the Captive employment to the skilled manpower.

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 resource 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 provide 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 selects the rural youths, skills & deploy them in one of its establishment/subsidiary

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 minimum 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 mandatorily be 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 Guideline.
- d. The payment to the employer/industry shall be in reimbursement form. 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.
- 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 the training to rural youths in their own premises, however it is mandated to have the required set-up for the opted job role as per National Skill Qualification Framework and branding of DDU-GKY.
- b. Captive Employer MoU with MoRD shall be for a period of three years.
- c. Captive Employers shall get top most 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 Program Guidelines
 - Second highest priority amongst the eight sub-categories of Category 'A' PIAs. (Refer 5.12 of the 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, Due Diligence of Training center 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

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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 has to 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 provide preference. Critically, every Captive Employer is required to commit and adhere to the following deliverables:

SI. No.	Deliverables
1	Training
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
2	Placement
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 Affiliate Companies
3	Minimum Wage Commitment
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
4	Co – Branding as per DDU-GKY guidelines

- To enable the above, a MoU shall be signed between MoRD and the 'Captive Employer'. A sample MoU is provided in Annexure.
- 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' with DDU-GKY.

6. EVALUTION CRITERIA

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	A PRN ¹ allotted by MoRD	
1a	PRN Details	Print of E-mail/Website indicating PRN OR PRN Application Form as per Annexure - VIII
1b	Date of allotment of PRN	Provide Date (DD/MM/YYYY)(Not Applicable for Captive Employer submitting Annexure -VIII)
2	Proof of Valid EPFO/ESIC/Factory registration number	EPFO Registration license / ESIC registration license / Factory registration license
3	Proof of Valid TIN/TAN/GST Number	Certificate of TIN/TAN/GST by concern govt. authority department
4	Proof of organization existence for more than 3 years old as a legal entity	5
4a	No. of years of existence	Certificate of Incorporation/Registration Certificate
4b	Date of registration /incorporation	Provide Date (DD/MM/YYYY)
5	Proof of Positive net worth in at least two of the last	For the three preceding financial years
	3 financial years	from the date of application as Captive

		Employer
5a	Annual net worth in Rs.(in crores)	Certificate by Chartered Accountant 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 Financia Years	Ifrom the date of application as Captive Employer
6а	Average annual turnover	Certificate by Chartered Accountant certifying the turnover as indicated by the applicant
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?	To provide details or Declarations from Organization's legal representative
8	Proof of the organization/Industry having training experience for at least 2 years	Proof of Projects taken under various govt. schemes like target received / project received/project completion certificate/Proofs of training organized with corporates/own staff
9	Proof of Bank Account is Aadhar/PAN linked	A certificate from Bank regarding the Account is Aadhar/PAN linked

¹ An organization may fill the Annexure VIII with the necessary details and documentation required for obtaining the PRN Number. For further information and support, the organization may contact <u>ce.ddugky@gov.in</u>, <u>dipalip.nird@gov.in</u> All pages of the response shall be initialed by the authorized representative. Documentary evidence of authorization to be provided

- 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
- MoRD may choose to seek additional document for clarification, if so required
- Organizations who do not meet the Minimum Eligibility Criteria will not be evaluated further
- Legal undertaking to be provided by shortlisted captive employer in case of failure to fulfil employment conditions alongwith MoU.

B) Assessment Parameters

Organizations who successfully meet the minimum eligibility criteria stated above shall be assessed by the 'Project Review & Approval Committee' of Captive Employer; a committee consisting of team from MoRD(DDU-GKY) team. 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 supports 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. State wise & 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 FORM4.

b. PROCESS and OTHER DETAILS

DDUGKY warmly invites organizations that see themselves as potential 'Captive Employer' to Partner in this initiative. The applications can be sent within 90 days of publish of EoI 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:

Director (Skills), Rural-Skills Division Ministry of Rural Development 7th Floor, NDCC-II Building, Jai Singh Road, New Delhi-110001



ANNEXURES

FORM I : Covering Letter

(On letterhead)

[Date]

To, Director (Skills), Rural-Skills Division Ministry of Rural Development 7th Floor, NDCC-II Building, Jai Singh Road, New Delhi-110001, New Delhi 110 001, INDIA.

Dear Sir,

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

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

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

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

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 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-

SI. No.	Deliverables	Agreement to Deliverables (Yes/No)
1	Training	
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	
2	Placement	
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 Affiliate Companies	
3	Minimum Wage Commitment	
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	
4	Co – Branding as per DDU-GKY guidelines	

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: Name:

(In capacity of)

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 in

⁵ As per the DDU-GKY norms found in DDU-GKY <u>Guidelines</u> and <u>SOPs-Part 1</u> and <u>Part II except the</u> exemption provided in captive employment guidelines

⁶ As may be notified by MoRD

FORM II: Signatory Authority Certificate

(on Letterhead)

Date:

To, Director (Skills), Rural-Skills Division Ministry of Rural Development 7th Floor, NDCC-II Building, Jai Singh Road, New Delhi-110001

Dear Sir,

Sub: CERTIFICATE AS TO AUTHORISED LEGAL SIGNATORIES Ref: Invitation for selection as a 'Captive Employer's for 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 Designation

(Organization/ Company Seal)

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	Page No:
1	A PRN ¹ allotted by MoRD		
1a	PRN Details	Print of E-mail/Website indicating PRN OR PRN Application Form as per Annexure - VIII	
1b	Date of allotment of PRN	Provide Date (DD/MM/YYYY)(Not Applicable for Captive Employer submitting Annexure -VIII)	
2	Proof of Valid EPFO/ESIC/Factory registration number	EPFO Registration license / ESIC registration license / Factory registration license(All three of them to be provided)	
3	Proof of Valid TIN/TAN/GST Number	Certificate of TIN/TAN/GST by concern govt. authority department	
4	Proof of organization existence for more than 3 years old as a legal entity		
4a	No. of years of existence	Certificate of Incorporation/Registration Certificate	
4b	Date of registration /incorporation	Provide Date (DD/MM/YYYY)	
5	-	For the three preceding financial years from the date of application as Captive Employer	
5a		Certificate by Chartered Accountant certifying the net worth as indicated by the applicant	
6	Proof of Annual Turnover of the organization	For the three preceding financial years	
	is more than Rs. 25 crores in each of the from the date of application as Captive preceding 3 Financial Years Employer		
6a	Average annual turnover	Certificate by Chartered Accountant certifying the turnover as indicated by the applicant	
7		To provide details or Declarations from Organization's legal representative	
8		Proof of Projects taken under various govt. schemes like target received /	

	years	project received/project completion certificate/Proofs of training organized with corporates/own staff
9	Proof of Bank Account is Aadhar	r/PAN linkedA certificate from Bank regarding the
		Account is Aadhar/PAN linked

⁸ An organization may fill the Annexure VIII with the necessary details and documentation required for obtaining the PRN Number. For further information and support, the organization may contact <u>ce.ddugky@gov.in</u>, <u>dipalip.nird@gov.in</u>

- All documents to be counter-signed by the authorized representative. Documentary evidence of authorization to be provided
- MoRD may choose to seek additional document for clarification, if so required
- 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 IN THE ATTACHED <u>PPTFORMAT</u>

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 Office in Delhi		
Address of the Registered Office in India		
PAN Number		
Service Tax Number		
Other Relevant Information		
Mandatory Supporting Documents:		
a) Certificate of Incorporation from Registrar Of Companies (ROC) /Registration Certificate		
as applicable		
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		
c) Any other specified in this document		

FORM VI : Undertaking on Litigation

FORM VI: UNDERTAKING ON MAJOR LITIGATION

(Organization letterhead)

[Date]

To, Director (Skills), Rural-Skills Division Ministry of Rural Development 7th Floor, NDCC-II Building, Jai Singh Road, New Delhi-110001.

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's 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 MoRD.

Yours faithfully,

(Signature) Company Secretary/Legal Representative (with authorization)

(Organization/ Company Seal) Designation

FORM VII : Undertaking Blacklisting

(On letterhead)

[Date]

To, Director (Skills), Rural-Skills Division Ministry of Rural Development 7th Floor, NDCC-II Building, Jai Singh Road, New Delhi-110001

Sub: Undertaking on Blacklisting

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

Sir,

I/We as potential 'Captive Employer's do hereby state that our company/ organization is not blacklisted as of date with any Central or State Government Ministry or Department in India.

Yours	
faithfully,	

(Signature) Authorized Signatory name Designation

(Seal)

FORM VIII : Permanent Registration Number (PRN) Application Form

Name of the Organization:	
Website:	

Select Category of the Organization and attach the proof:

Government Organizations (including Departments/ Subordinate Offices/ Attached Offices in Central or State Government)



Semi Government Organizations (including Statutory Bodies set up by Central or State Government)

Company registered under Companies Act, 1956 / Companies Act, 2013

Limited Liability Partnerships registered under the Limited Liability Partnership Act, 2008

Company registered under Section 25 (Companies Act, 1956)/ Section-8 (Companies Act, 2013)

Registered Trusts

Society registered under Societies Registration Act, 1860

Registered Federation / Cooperatives registered under the Cooperatives Societies Act, 1912

NITI Aayog's allotted Unique ID:

[Please mention allotted Unique ID and attach its proof in case of NGOs (Non-Government Organizations) category i.e. Trust/ Society/ Cooperatives Societies/ Company registered under section-25/ Section-8. Please visit "NGO Darpan Portal" i.e. <u>https://ngodarpan.gov.in/</u> for NITI Aayog's registration & its details]

Address of t	he Organization:			
District:		State:	Pin:	

Building Photo of Head Office of the Applicant Organization: (*Please attach photo*)

Contact Details:

Office Phone	Office Phone	
Email		

Type of business/Activity of Applicant Organization: (More than one options may be selected)

Vocational Training
Education
Training and Placement of persons in Public Service Deliver Jobs
Providing fee-based skilling programs though vouchers/scholarships
Manufacturing
Production of natural resources
Export
Agriculture/Agriculture based Industry
Service Provider
Any other industrial activity

Registration Details of the Applicant Organization:

(Please mention details as per the Incorporation, PAN and TAN Certificates and attach its proof)

Registration No.		Date of Registration (DD/MM/YYYY)	
State where regist	ered		
PAN			
TAN			

Details of the Owners/Directors:

(Please fill the Applicant Organization's Director/Owner Details. Details of more than one member may be provided in "Annexure-I", enclose multiple copies of Annexure-I in case of more than 3 members.)

Name	
Mobile	Designation
Email	
PAN	Aadhaar/ Voter Id
Passports/ D	Driving License
Liability in %	(In case of Limited Liability Partnerships Category only)

Authorized Person Details:

(The board of directors / trustees nominates an authorized person to enter into the agreements, sign proposals and is held responsible for the acts of the organization. The authorized person can a Director, Trustee or an Employee duly authorized by the board. Attach a brief profile (CV) of the authorized person and a clear passport size photograph. The photograph should not be more than 3 months old.)

Name of the authorized person	
Age S/O, W/O, D/O	
Designation	Occupation
Email	
PAN Aa	dhaar/ Voter Id
Passports/ Driving License	Mobile
Residential Address	
State	PIN

Post Office		Police Station	
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Additional Details:

Whether Organization is profitable or not? (*Please mention Yes/No*)

[The following additional details are mandatory in case of Yes. If the applicant Organization has registrations like section 12A/ 80G of Income Tax Act of India, FCRA, etc, then provide the details accordingly. However, if the details are not available with the Organization, then registration numbers and dates may be provided as "Not Applicable"].

S. No.	Details of Section 12A/ 80G of Income	Registration Number	Registration Date
	Tax Act of India and FCRA		(DD/MM/YYYY)
1	Details of registration under section 12A		
	of Income Tax Act of 1956		
2	Details of registration under section 80G		
	of Income Tax Act of 1956		
3	Details of registration under FCRA		

Annexure-I

Name	
Mobile	Designation
Email	
PAN	Aadhaar/ Voter Id
Passports/ [Driving License
Liability in %	(In case of Limited Liability Partnerships Category only)

Details of the Owner/Director-2:

Details of the Owner/Director-3:

Name	
Mobile	Designation
Email	
PAN	Aadhaar/ Voter Id
Passports/ [Driving License
Liability in %	6 (In case of Limited Liability Partnerships Category only)