

Agreement

Between

Department of Higher Education
Government of Himachal Pradesh

And

Automotive Skills Development Council (ASDC)

And

Gram Tarang Employability Training Services

For

NVEQF Program Implementation Support in Himachal
Pradesh



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This Agreement has been made and agreed upon between all the parties mentioned below, signed on the 15 day of the month of June and year 2013

A. Objective

This Agreement is for collaboration on the National Vocational Educational Qualification Framework (NVEQF) project for introducing Vocational Education in Schools in State of Himachal Pradesh.

B. Description of Parties

This Agreement dated 15 June, 2013 with a validity of 5 years is signed

BETWEEN

Department of Higher Education, Government of Himachal Pradesh, hereinafter referred to as "DHE", (which expression shall, unless it be repugnant to the subject or context thereof, include its successors and permitted assigns) acting through its authorised representative Mr. Dinkar Burathoki, Director Higher Education, Himachal Pradesh Government

AND

Automotive Skills Development Council, (Sector Skill Council set by NSDC) a non-profit company, registered under Indian Companies Act, 1956 and obtained a license under section 25 of the said Act, having its registered office at Core 4-B, 5th floor, India Habitat Centre, Lodhi Road, New Delhi 110003 (India), hereinafter referred to as "ASDC", which expression shall, unless it be repugnant to the subject or context thereof, include its successors and permitted assigns, acting through its authorised representative Mr. Sunil K. Chaturvedi, Chief Executive Officer - ASDC



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AND

Gram Tarang Employability Training Services, (NSDC funded Skill Training Provider and affiliated to ASDC) is an Automotive training academy for provision of globally accredited employability training for less endowed segments of the population, establishing a strong domestic and international presence in education, training and skills sector with a target of making 100,000 youth employable annually and challenging the cliché of the structural technological underclass in rural India by producing highly skilled manpower for cutting edge production through setup of world class training centres training with its registered office at D-206, KSR Green Valley, Madhavadhara, Vishakhapatnam - 530018 hereinafter referred to as "Gram Tarang", which expression shall, unless it be repugnant to the subject or context thereof, include its successors and permitted assigns, acting through its authorised representative Ms Swati Sharma, Director, Business Development, Gram Tarang.

C. Background and Purpose

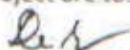
The Government of India has brought out a revised Centrally Sponsored Scheme of Vocationalisation of Secondary Education by integrating employability education into School Education in September 2011. The scheme is operated within the National Vocational Education Qualifications Framework (NVEQF), which establishes a system of clear educational pathways from school to higher education while providing certification of vocational skills. The project has been approved for the state of Himachal Pradesh by MHRD, GOI and accordingly Himachal Pradesh will be implementing the National Vocational Educational Qualification Framework (NVEQF) from the academic year 2013. The aim is to start the project in academic year 2013 at Level 1 (Class 9th) in Normal Track and Level 1 and 2 (Class 11th) in Fast Track in about 100 government schools in Himachal Pradesh. The student who starts the Normal Track in 2013 will attain the Level 4 Certification by 2017, whereas the Fast Track students will attain the Level 4 certification by the year 2015. The aim of this project is to make students employable when they complete secondary education. The Project will be jointly funded by Central Government and the State Government.

ASDC is a Sector Skill Council for the Automotive Sector and has been set by National Skill Development Corporation (NSDC) with an aim to of conducting research related to skill development, developing training course curriculum & training modules, training the trainers, assessment and certification of trainers and students, in consultation with experts from the Automotive Industry and from Academics

Gram Tarang is a NSDC funded Training Provider and affiliated to ASDC with an objective to be a globally accredited human resource center of excellence catalyzing sustainable livelihoods through skill development & training in the less developed regions across the globe.

D. Objectives

The Objectives of this project are to:


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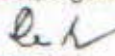
Himachal Government Judicial Paper

- Successfully introduce and integrate vocational (NVEQF compatible) automotive courses at the Class 9th – 12th (in the 14-17 years age group) on an optional/voluntary basis in schools in Himachal Pradesh from the academic year 2013. More schools could be added or removed from the list at the discretion of the HP Education Department from time to time.
 - These Automotive courses will be industry driven based upon National Occupational standards (NOS) set by the Automotive Sector Skill Council (ASDC)
 - The courses will be introduced in normal track mode in Class 9th (Level 1) and in fast track mode in Class 11th where both Level 1 and Level 2 will get covered during the academic year.
- This project is expected to improve employability of the students passing from these courses because of industry driven inputs and exposure. This will be measured by enhanced employment (70% of placement interested candidates placed in workplace as employees or interns) of the students achieving Level 4 certification.
- Another expected outcome is reduction in school dropout rates and better attendance levels due to better job prospects through such a program. Linking this program to State Open Schools should also encourage prior school dropouts to complete their education.
- The goal of this Agreement is to ensure the success of the Himachal Pradesh State's project of rolling out Vocational Education under the NVEQF starting with the IX class and going up to Class XII and meeting the aspiration of all the stakeholders.

E. Roles and Responsibilities

DHE is the Operations/Implementing Entity in the Pilot and will be responsible for activities such as:

- a) **Budgeting and expenditure** – Obtaining and manage the MHRD funding as per Centrally Sponsored Scheme of Vocationalisation of Secondary Education (CSSVE) sanction and the State funds for the project implementation. Allocate budget and sanction expenses as per the CSSVE sanctioned plan per school.
- b) **Identification of districts/ schools** - Selection of districts and schools where Automotive Training could be introduced in consultation with the Automotive Sector Skills Council (ASDC)
- c) **Communication and marketing plan:** To create awareness, stakeholder engagement and bringing in the right talent into the NVEQF program. Counselling of students & parents to enrol into the program.
- d) **Skill Gap Study:** Assist in Skill Gap study in all Districts of the State, from demand and supply side.
- e) **VET Committee:** Setting up of VET Committee comprising of
 - State Department
 - NSDC/SSCs
 - Training Partners
 - Program Management team
- f) **Advisory Group:** Creation of advisory group at the district level for monitoring/feedback/regular demand assessments.


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- g) **Nodal Officers:** Designate Nodal Officer at Headquarters Level and also at District Level who will be responsible for the program.
- h) **Engagement of School Staff and District Administration** – Hold focussed group discussions with school staff, district administration officials and ensure their total involvement and commitment to the project with the assistance of all the Sector Skills Councils participating in this implementation and the Project Management team.
- i) **Infrastructure:** Equipping the schools with adequate infrastructure as per the specifications prescribed by Automotive Sector Skill Council. The responsibility of equipping the lab will rest on State Education Department. However it will be assisted in setting both by ASDC and Gram Tarang.
- j) **Academic Certification:** Ensure integration of the courses with the scheme of examination of HP Board of School Education.
- k) **Faculty Deployment:** The HP state government will outsource the training delivery to Gram Tarang who is affiliated to ASDC and also funded by NSDC. Gram Tarang will optimally deploy the required number of faculty. The HP State Education Department will directly pay Gram Tarang from MHRD and State funding for the project for their services rendered. The basis of payment will be on the number of school serviced by Gram Tarang.
- l) **Payment Schedule to GRAM TARANG:** H.P Education department will make the payment at the rate of Rs 25,000/- per serviced school to Gram Tarang within 7 working days on receipt of consolidated invoice submitted by Gram Tarang to the H.P Education Department. Gram Tarang will utilize this fund for paying salary to the teachers deployed in the project, maintaining backup teachers and covering its administrative cost. Gram Tarang will submit the consolidated invoice on 1st of every month for the schools serviced for the previous serviced month. In the event of any change done by MHRD in the amount payable to the teachers contracted in this program, the same will be applicable from the date of issue of the notification by MHRD. The lists of Schools to be serviced by Gram Tarang are in Annexure 1.
- iii) **Payment Schedule to ASDC:** The payments to ASDC will be only on account of assessment and certification at the end of academic session. Post assessment, ASDC will submit a consolidated invoice on number of assessments done to H.P Education Department. The department will reimburse ASDC on the current rate set by MHRD which is Rs 600/- for Level 1 and Level 2 certification and Rs 800/- for Level 3 and Level 4 certification. In the event of any change done by MHRD in the amount payable for assessments and certification in this program, the same will be applicable from the date of issue of the notification by MHRD.
- n) **Teacher Training :** Training of teachers will be conducted by PSSCIVE, Bhopal as per norms from the MHRD funds allocated for Teacher's training.
- o) **MIS:** Generate MIS

ASDC

Coordination to facilitate the following:


Director of IT, Bhabha City
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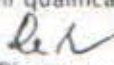
No. 3401019 **Himachal Government Judicial Paper**

- a) **Identification of Trades/ Occupations:** Identify in-demand Trades/Occupations for which employment opportunities exist in the state of Himachal Pradesh, including a district wise mapping of skill in demand mapping to NVEQF level 4.
- b) **Accrediting curriculum:** ASDC to review the available curriculum and accredit the one best suited for the program - both for the students and trainers on the basis of guidelines set by NSDC.
- c) **Training Delivery:** Under the responsibility of selecting the affiliated training partner to the HP Education Department, ASDC recommends appointment of Gram Tarang as the Vocational Training Provider for the delivery of NVEQF level 1 to 4 training in Automotive sector in HP
- d) **Quality Control of Training:** ASDC will take the responsibility of doing quality control of the training including providing the Master Trainers for the teacher training of the training partner and will certify teachers deputed for conduct of the training.
- e) **Student Assessment and Certification:** ASDC will organize for the assessment of skills in the practical exams and issue a joint certificate on the skills component to the successful candidate along with the H.P School Education Board. The current rate of assessment as set by MHRD is Rs 600/- for Level 1 and 2 assessment and certification and Rs 800/- for Level 3 and 4 assessment and certification. In the event of any change done by MHRD in the amount payable for assessments and certification in this program, the same will be applicable from the date of issue of the notification by MHRD.
- f) **Industry Interface:** Drive all aspects and continuous industry interface, identifying local industries who will actively engage to help the delivery of the training and placement of students into internships/jobs.
- g) **Post Placement Survey:** Coordinate with the state team in facilitating the post placement survey.

Gram Tarang Role and Responsibilities:

Gram Tarang will be responsible for Training Delivery and placement of the students as per the responsibilities listed below:

- a) **Faculty Deployment:** Gram Tarang will optimally deploy the required number of qualified faculty in the allocated schools. It will be the endeavour of Gram Tarang to source the bonafide/domicile faculty for the project from the HP State. However, in the eventuality of qualified VET faculty not available in the state, the same will be sourced and deployed from outside so that the implementation of the project does not get affected. Gram Tarang will be free to replace the faculty in consultation with the Principal of the school if the performance of the faculty is not as per the expectations of Gram Tarang. The qualification of faculty should be as per the norms prescribed by PSSCIVE Bhopal
- b) **Faculty Salary:** Gram Tarang will make the salary payments to the deployed teachers as per the salary structure applicable at Gram Tarang and will vary from teacher to teacher on the basis of their qualifications and experience.


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H. P. Sharma-1





- c) **Faculty Governance:** The faculty deployed by Gram Tarang will have dual reporting. The day to day reporting on administrative and functional matters will be to the Principal of the school and for all other matters it will be to Gram Tarang. The Gram Tarang faculty will be governed by the same set of rules as are applicable to the other school teachers in the state.
- d) **Training Delivery:** Gram Tarang will ensure that the vocational training is delivered in Automotive Sector to students enrolling for the program with a view to get them employed in the sector, if they wish to. Following will be ensured by Gram Tarang:
- Understand the existing content of the curriculum and get it delivered through its faculty effectively in the classroom.
 - Ensure that the entire vocational content designed is delivered in the classroom within the stipulated time. Ensure quality parameters are met.
 - Ensure conduction of internal assessments of students on a weekly/ monthly basis as per the assessment pattern set up for the domain.
 - Conduct soft skill training including preparing the students for work as per the industry requirement.
 - Inviting and organising guest lectures from domain related experts working in industry.
- e) **Service Level Terms:** Following Service Level Terms will be adhered to by Gram Tarang: Complete the syllabus as per the time line.
- Conduct practical's as per the syllabus.
 - Conduct work readiness module and prepare students for world of work.
 - Arrange industry guest lecture as and when required.
 - Facilitate industry interaction and interface.
 - Assist/facilitate in placement of the students.
 - Arrange campus interview where ever possible and needed.
- f) **Performance Metrics/ Measurement:** Gram Tarang performance will be measured by:
- Content delivery as per timeline.
 - Industry Engagement.
 - Placement of students, who desire to seek employment after attaining Level 4 certification
 - Percentage of students getting certified.
 - Timely and accurate reports.
- g) **Industry Interface:** Gram Tarang will work along with ASDC to network with the industry and tie up for placement opportunities and ensure placement for the desired students. Gram Tarang and ASDC will jointly organize for internship/industry exposure visit for the students.

COORDINATION OF MEETINGS AND LIAISON

All parties will establish procedures to facilitate regular contact at the executive and operational levels to discuss issues arising in relation to the Project.

All parties will hold an annual meeting, between senior officials at least every three months to discuss the coordination of matters relevant to the operation of this Agreement.

OTHER COVENANTS

1. The use of the name, logo and/or official emblem of any of the Parties on any publication, document and/or paper is allowed only, after seeking explicit permission in writing by either party.
2. This Agreement doesn't create any legal obligations ~~but~~ ^{Does} the Parties. Any difference or dispute between the Parties concerning the interpretation and/or implementation


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and/or application of any of the provisions of this Agreement shall be settled amicably through mutual consultation or negotiations between the Parties, without reference to any third Party.

3. The Parties are entering into this Agreement in good faith and intentions. Neither party will be responsible for any liabilities arising out of death, injury or any legal action in respect of field staff, trainees or any other persons associated with the operationalization of this Agreement.
4. This Agreement will come into effect on date of signature by all partners and will end after 5 years from the date of signing of this Agreement.
5. This Agreement may be varied at any time by mutual agreement of the parties in writing. It shall be reviewed three month before the end of contract date or at a time mutually agreed by the parties for possible renewal.
6. Each party might bring this Agreement to an end by giving a 3 months' notice to the other parties, via written notice of a Government/ Board Resolution to this effect.
7. This Agreement does not give authority to NSDC, ASDC or Gram Tarang to either represent or exercise opinion or decision, on behalf of the Government of Himachal Pradesh and vice versa.

 Director of Higher Education Himachal Pradesh	 Automotive Skills Development Council Chief Executive Officer Automotive Skills Development Council	 Ms Swati Sharma Director-Business Development Gram Tarang
Dated: 15 th June, 2015.	Dated:	Dated:

Annexure 1: List of H.P Schools Allocated for Gram Tarang

BILASPUR

S.N	schname	Subject	UDISE	distt.	blkname	Total
	GSSS BERTHIN	IT,Automobile		BILASPUR	JHANDUTTA	484

CHAMBA

	GSSS BATHRI	IT,Automobile		CHAMBA	BANIKHET	321
	GSSS CHAMBA (B)	IT,Automobile		CHAMBA	CHAMBA	694

KANGRA

	GSSS INDORA	HC, Automobile		KANGRA	INDORA	441
	GSSS JAWALI	IT, Automobile		KANGRA	JAWALI	387
	GSSS JASSUR	IT,Automobile		KANGRA	NURPUR	420
	GSSS CHANOUR	IT,Automobile		KANGRA	DADASIBA	435
	GSSS NAGROTA BAGWAN(B)	HC,Automobile		KANGRA	NAGROTA BAGWAN	600
	GSSS SHAHPUR	IT,Automobile		KANGRA	RAIT	641
	GSSS FATEHPUR	IT,Automobile		KANGRA	FATEHPUR	534
	GSSS DHARMSALA (B)	IT,Automobile		KANGRA	DHARAMSALA	290
	GSSS NURPUR	HC,Automobile		KANGRA	NURPUR	401

UNA

	GSSS DAULATPUR CHOWK	IT,Automobile		UNA	GAGRET-1	355
	GSSS DIARA	IT,Automobile		UNA	AMB	355
	GSSS BASDEHRA	IT,Automobile		UNA	UNA	264
	GSSS LATHIANI	HC,Automobile		UNA	BANGANA	241

KINNAUR

17	GSSS RECONGPEO	IT,AUTOMOBILE	2120200501	KINNAUR	KALPA	254
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(Signature)
 Director of H.E. Education
 H.P., Shimla-1

