



Bihar government



Bihar State Skill Development: Process and Cost Norms

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Patna - 15**

Bihar State Skill Development: Process and Cost Norms

The Bihar State Skill Development: Process and Cost Norms will be applicable for the skill development endeavours in Bihar from immediate effect. However, those Departments that are currently implementing any skill development scheme that has batches / training under progress will have to complete their trainings and mandatorily comply with the Bihar State Skill Development: Process and Cost Norms latest by 1st of January, 2017.

Skill Development Centre (SDC): All the training centres imparting skill development training under the various schemes / programs in Bihar.

Recruit – Train - Deploy (R-T-D) model projects: Projects that will have the provision of recruiting the candidates and proving the offer letters upfront and then providing Industry relevant training before actually deploying the candidates at their work location.

Proposed process norms

Sl. No.	Parameter	Proposed Process norms	Remarks
1	Target Beneficiary Age Group	For Domain Specific Skilling - Working age population – 15 – 59 Years. For Kushal Yuva Program – 15-25 Years	
2	Target Beneficiary: Minimum Qualification	For BSDM run Kushal Yuva Program, the minimum qualification shall be 10th pass and dropped out thereafter or 12th pass and dropped out thereafter. For domain skilling it will be as per the scheme guidelines or course requirement. <i>Note: Relaxation in minimum educational qualifications for some severely disadvantaged groups may be done as and when deemed required by BSDM or as directed by the State Government.</i>	
3	Funding Pattern for Departments	As per the prevalent funding pattern of each scheme	
4	Courses Available	MES / QP-NOS / BBOSE / NIOS / IGNOU / Any other course approved by BSDM	Course list shall be

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			decided by BSDM in consultation with the Departments and other stakeholders and shall be revised from time.
5	Training Duration	<p><u>Domain Specific Skilling</u></p> <p>Fresh Skilling: Minimum 200 hours: As per the durations specified in the current course offering list or as required by any of the Departments or Industry.</p> <p>Courses that are less than 200 hours but are deemed as important in the context of the State for fresh skilling will be offered on a case to case basis. Also for some of these courses relevant clubbing would be done in order to increase the employment potential of the courses.</p> <p>In case of RPL, training of less than 200 hours will be allowed.</p> <p>In case of Recruit – Train - Deploy model projects the proposed duration of training can be less than 200 hours if proposed by industry / placement agencies and approved by BSDM.</p> <p><u>Kushal Yuva Programme</u> – 240 Hours</p>	Average duration across the identified courses: 450 hours to be used for per candidate calculation.
6	Social Inclusion Mandates	<p><u>Domain Specific Skilling</u></p> <p>The Departments / Directorates would be required to set the category wise percentages as per their Departments / Directorates / schemes mandates.</p> <p>For the Departments / Directorates that cater to multiple strata of beneficiaries,</p>	

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		<p>the following categories need to be focused in the annual physical targets</p> <ul style="list-style-type: none"> • Women • PwD • SC/ST • Minority <p><i>Not applicable for Kushal Yuva Programme, RPL or Recruit – Train – Deploy model projects</i></p>	
7	Placement: Definition & Mandate	<p><u>Domain Specific Skilling</u></p> <p><u>Placement Definition:</u></p> <p>Placement to be mandatorily done in 3 months from result declaration date. Placements by definition would mean that the placed candidate has joined the offered job and is in employment for the next 3 months at least. Placements can be in the form of wage employment or self-employment.</p> <p>In case of wage employment and recognition of prior learning, candidates should be placed in jobs that provide wages at least equal to minimum wages prescribed by the State where the deployment is done post recruitment and such candidates should continue to be in jobs for a minimum period of three months, from the date of placement in the same or a higher level with the same or any other employer.</p> <p>In case of self-employment, candidates should have been employed gainfully in livelihood enhancement occupations which are evidenced in terms of trade license or setting up of an enterprise or becoming a member of a producer group and proof of additional earnings (bank statement) or any other suitable and</p>	

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		<p>verifiable document as prescribed by BSDM / respective Ministry or Department.</p> <p><u>Placement Mandate:</u></p> <p>All the schemes following BSDM guidelines will have to ensure a minimum of 50 % placement including self-employment. The breakup of placement percentage for wage and self-employment can be decided by the implementing department as per the nature of the course and their target group inclinations.</p> <p>In case of Recruit – Train - Deploy (R-T-D) model projects the placement % will be as agreed between the Industry partner and BSDM (Or the relevant Department) but will be at least 80%.</p> <p><u>For R-T-D model Projects</u></p> <p>Service conditions need to be intimated to the beneficiaries in advance, i.e. at the time of recruitment. The conditions need to mandatorily include the following points:</p> <ol style="list-style-type: none"> 1. Salary package 2. Working hours 3. Job locations 4. Job role 5. Other amenities <p><i>Not applicable for Kushal Yuva Programme or RPL</i></p>	
8	Post Training / Placement tracking	<p><u>For Domain Specific Skilling</u></p> <p>All candidates need to be marked as placed or unplaced on the BSDM portal in 3</p>	

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	mandate	<p>months from result declaration date.</p> <p><u>For Placed candidates</u></p> <p>1 year of employment related tracking with the provision of uploading 6 months' payslip (in the aforementioned 1 year) or bank statements / self-declaration (To highlight increase in earnings in the case of self-employment) or self-declaration of monthly wage in case of wage employment in informal sector. Other relevant details, which will also have to be furnished on the BSDM portal, are as follows:</p> <p><u>For Wage Employment:</u></p> <ul style="list-style-type: none"> ○ Date of Placement ○ Name, Address, Sector and contact details of Employer Organization/Company ○ Employment Location (City, District, State) ○ Salary/wages ○ Role/Designation ○ Candidates current contact number ○ Declaration of data correctness from Skill Development Centre (SDC) centre operator ○ Soft copy of offer letter/contract copy / salary slip / self-declaration in case of wage employment in informal sector– uploading mandatory <p><u>For Self Employment:</u></p> <ul style="list-style-type: none"> ○ Date of Successful Completion of Training ○ Name, Address, Sector and contact details of Venture – not mandatory ○ Monthly earnings ○ Candidates current contact number 	

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		<ul style="list-style-type: none"> ○ Declaration of data correctness from SDC operator ○ Soft copy of venture registration / bank loan documents / bank statement / Self declaration of earnings from self-employment for increased earnings – uploading mandatory <p><i>Not applicable for Kushal Yuva Programme and RPL</i></p>	
9	Assessment & Certification	<p><u>Domain Specific Skilling</u></p> <p><u>Assessment</u></p> <ul style="list-style-type: none"> ● MES Courses – NCVT appointed assessment agencies ● QP/NOS based courses – SSC's appointed assessment agencies ● Other than MES / QP Based course – BBOSE, BSDM or any other BSDM approved organization of state / national repute. ● For courses proposed under Recruit – Train – Deploy (R-T-D) model projects the assessment will be done by the Industry or BSDM or jointly by BSDM and the industry. ● Government Training Providers of National or State repute might be able to do assessments of their training post approval from BSDM. ● For Kushal Yuva Program integrated online assessments to be done by BSDM. <p><u>Certification</u></p> <ul style="list-style-type: none"> ● MES Courses – NCVT ● QP/NOS based courses – SSC's ● Other than MES / QP Based course – BBOSE, BSDM or any other BSDM approved organization of state / national repute. ● For Industry initiated or R-T-D model based training programmes there will 	

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		<p>be a provision of self-certification(By the Industry Player) or joint certification (Industry Player & BSDM)</p> <ul style="list-style-type: none"> • Government Training Providers of National or State repute can certify their successfully trained candidates post approval from BSDM. • For Kushal Yuva Program integrated online certification to be done by BSDM. <p><u>For RPL</u></p> <ul style="list-style-type: none"> • Pre assessment – By an independent third party (BSDM will decide the per candidate payment to be made against the use of testing facility / centre) • Post assessment – By an independent third party (BSDM will decide the per candidate payment to be made against the use of testing facility / centre) 	
10	Empanelment of SDCs	<p>A pool of SDCs will be created by BSDM for both domain specific and Kushal Yuva trainings. In domain specific skill development, centres empaneled for certain specific sectors will be allotted to the respective departments (that cater to those specific sector)</p> <p>Centres that are empaneled for running courses that are offered by multiple departments will be allotted (in consultation with the departments) to all the concerned departments based on their respective targets.</p> <p>Departments / schemes to allocate work to SDCs from the allotted pool as per their need in consultation with BSDM. The registration shall be online and shall be periodically opened by BSDM as per requirement.</p> <p>Any SDC, even if registered for any centrally sponsored scheme run by a</p>	

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		<p>department of the State government, has to be mandatorily empaneled with BSDM for running that particular scheme in the state of Bihar.</p> <p>An SDC, if registered for any central scheme run directly by the Central government, may also be required to be registered with BSDM in order to avoid duplication of center as well as the beneficiaries being trained in that center.</p> <p>SDCs already empaneled with the different departments of Government of Bihar for running any state funded / Centrally sponsored scheme has to mandatorily comply with empanelment and registration conditions of BSDM within 3 months of the notification of these norms failing which they would not be allowed to run any new batch after the completion of training of the batch ongoing as on the date of notification.</p> <p><u>For Domain Specific skilling</u></p> <ul style="list-style-type: none"> • SDCs will be empanelled for training candidates in core skills • SDC operators may also be empaneled for training in infrastructure / premises provided by the State government <p><u>For Kushal Yuva Program</u></p> <ul style="list-style-type: none"> • SDCs will be empanelled for training candidates • SDC operators for training in BSDM provided Government owned infrastructure / premises. 	
11	SDC operator / SDC (due-diligence) empanelment	<p><u>Kushal Yuva Programme, Domain specific skilling, RPL & R-T-D model projects</u></p> <p>A non-refundable processing fee of INR 500 (To be revised by BSDM from time to time) per SDC will be charged from all the SDC applicants against the desk</p>	

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	processing fee	appraisal and due-diligence conducted by BSDM. However, BSDM may decide to exempt certain entities / type of centres on this account as deemed necessary.	
12	Centre Registration Fee and annual renewal fee from empaneled SDCs	<u>Kushal Yuva Programme, Domain specific skilling, RPL & R-T-D model Projects</u> All empaneled SDCs will pay a centre registration fee of INR 3000. The centre registration will be renewed at the end of the financial year in case of satisfactory performance of the SDC. A renewal fee of Rs. 1500 per year shall be charged. However, the initial registration for centres from the date of opening of empanelment till 31 st March, 2017 shall be up to 31 st March, 2018. Thereafter it shall be only up to the end of Financial year, in which the centre is registered. However, BSDM may decide to exempt certain entities / type of centres on this account.	
13	Course Registration Fee from empaneled SDCs	<u>Kushal Yuva Programme, Domain specific skilling, RPL & R-T-D model Projects</u> All empaneled SDCs will pay a course registration fee of INR 1000 / course. The course registration fee will be renewed at the end of the year in case of satisfactory performance of the SDC. A renewal fee of Rs. 1000 per year per course shall be charged. However, the initial course registration for centres from the date of opening of registration till 31 st March, 2017 shall be up to 31 st March, 2018. Thereafter it shall be only up to the end of Financial year, in which the course is registered. However, BSDM may decide to exempt certain entities / categories of SDC on this	

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		account.	
13	Portal usage fees	<p><u>In case of Kushal Yuva Programme (KYP):</u> A per course per candidate portal usage fee of INR 900 (i.e. INR 3.75 per candidate per hour for 240 hours) will be deducted from the amount payable to the SDC operators or will be charged in case of candidate paid models. This rate is applicable for FY 2016-17 only which will be revised for subsequent years.</p> <p><u>In case of the domain specific skilling (where training delivery is not through LMS):</u> A per candidate portal usage fee (against using the portal for monitoring and evaluation of the training) of INR 0.50 per candidate per course per hour will be deducted from the amount payable to the SDC operators or will be charged in case of candidate paid models. This rate is applicable for FY 2016-17 only which will be revised for subsequent years.</p> <p><u>In case of the domain specific skilling (where training delivery is through LMS):</u> A per candidate per course portal usage fee (against using the portal for monitoring and evaluation of the training and the actual training delivery) shall be decided and accordingly deducted from the amount payable to the SDC operators or will be charged in case of candidate paid models, as and when BSDM acquires the right to use such digital contents.</p> <p>In case of trainings where part of training delivery is through LMS and part is through normal classroom / workshop model, BSDM may decide the portal charges for that specific course on case to case basis.</p> <p><u>For R-T-D model Projects</u></p> <p>A per candidate portal usage fee (against using the portal for monitoring and</p>	In case of domain skilling implemented through the budget of departments other than BSDM, the department shall pay the reduced amount to the SDC operator and shall pay the portal usage fee to BSDM.

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		<p>evaluation of the training) of INR 0.50 per candidate per hour will be deducted from the payable to the SDC operators. This rate is applicable for FY 2016-17 only which will be revised for subsequent years.</p> <p><u>In case of RPL</u></p> <p>A per candidate portal usage fee (against using the portal for monitoring and evaluation of the training) of INR 0.50 per candidate per hour will be deducted from the payable to the SDC operators. This rate is applicable for FY 2016-17 only which will be revised for subsequent years.</p>	
14	Refundable security deposit from candidates	<p><u>Domain specific skilling</u></p> <p>10% of the total training fee (as paid to the SDC) per learner (to be paid to BSDM through the SDC operator) up to a max of INR 1000 will be taken as refundable security deposit from candidates.</p> <p><i>Exemption on this account</i> may be provided for severely disadvantaged groups such as:</p> <ul style="list-style-type: none"> • Beggars and their dependents • Leprosy cured and their dependents • Construction workers • HIV patients and their dependents • Jail Inmates • School Children currently enrolled and pursuing formal education. • Note: The list of applicable categories for the exemption may be revised as and when deemed required by BSDM or as directed by the State Government. 	

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		<p><u>Kushal Yuva Programme:</u></p> <ol style="list-style-type: none"> 1. INR 1000 will be taken as refundable security deposit (to be paid to BSDM through the SDC operator) from those candidates who are not covered under Self-Help allowance (SHA) programme. 2. For those youth of age group 20-25 who have opted for and have been approved for grant of self-help allowance (SHA), the last 5 months payment of payable SHA shall be released to them only after they successfully complete the Kushal Yuva Training Programme. <p>The refundable security deposit will be returned to the candidates who successfully complete the training i.e. are certified (passed) for the training undertaken.</p> <p><u>R-T-D:</u></p> <p>INR 1000 will be taken as refundable security deposit (to be paid to BSDM through the SDC operator / industry / placement agency) from candidates.</p> <p><i>Not applicable for RPL unless decided otherwise by BSDM.</i></p>	
15	Training of Trainers on training pedagogy	<p><u>Kushal Yuva Programme, Domain specific skilling & RPL</u></p> <ul style="list-style-type: none"> • The Training of Trainer (ToT) Agencies will be empaneled by BSDM and will be allocated districts / sectors for conducting the trainer trainings. • The ToT agency will be responsible to conduct training of trainers except under the Kushal Yuva programme. • The SDC operators will be responsible for arranging the commute of all trainers to the ToT centre. • The SDC operator will bear the ToT charges for its trainer as decided by 	

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		BSDM. <i>Not applicable for R-T-D model Projects unless decided otherwise by BSDM.</i>	
16	Release of Funds	<p><u>For Domain specific skilling</u></p> <ul style="list-style-type: none"> • 30% of the training fee – On completion of 1/3rd of the duration of the course or 1 month whichever is later for all the candidates with attendance equal to at least 80% against the covered duration of the course (in hours). • 50% of the training fee – On passing the final assessment by the BSDM authorized assessment & certification agency – for the passed candidates only, post adjustment of the 30% (paid earlier) for candidates who did not pass the assessment. • 10% of the training fee – For all the certified candidates after a minimum of 50% of the batch has been placed. • 10% of the training fee - This amount will be paid post the 12 month tracking completion and compliance. <p><u>For Kushal Yuva Programme</u></p> <ul style="list-style-type: none"> • 30% of the training fee – On completion of 1/3rd of the duration of the course or 1 month whichever is later, for all the candidates with attendance equal to 1/3rd of the duration of the course. • 30% of the training fee – On completion of 2/3rd of the duration of the course or 2 months whichever is later, for all the candidates with attendance equal to 2/3rd of the duration of the course. • 40% of the training fee - Post final assessment and certification for all the passed and certified candidates. <p><u>For R-T-D model Projects</u></p>	

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		<p>30% of the training fee as advance – Against a 110% BG at batch commencement for the entire batch size.</p> <p>If advance is not taken</p> <ul style="list-style-type: none"> • 30% of the training fee – On completion of 1/3rd of the duration of the course or 1 month whichever is later for all the candidates with attendance equal to at least 80% against the covered duration of the course (in hours). • 40% of the training fee – On passing the final assessment by the BSDM authorized assessment & certification agency – for the passed candidates only post adjustment of the 30% (paid earlier either as advance or post completion of 1/3rd of the training duration) for candidates who did not pass the assessment. • 10% of the training fee – For all the certified candidates after a minimum of 80% of the batch has been placed. • 20% of the training fee – For all the certified candidates this amount will be paid post the 12 month tracking completion and compliance. <p><u>For Recognition of Prior Learning</u></p> <p>Pre-assessment cost to be given to assessment agency & training partner (for utilization of assessment infrastructure) – at a rate decided by BSDM.</p> <p><u>For Bridge training</u></p> <ul style="list-style-type: none"> • 40% of the training fee – On completion of 1/3rd of the duration of the course or 15 days (Or as decided by BSDM) whichever is later for all the candidates with attendance equal to at least 80% against the covered duration of the course (in hours). • 60% of the training fee – Post bridge training & certification – for the 	

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		<p>candidates certified post the bridge training.</p> <p>Note:</p> <p>All the invoices of instalments shall be raised through the system and the payment has to be made within 30 days of the raising of invoice. In case, the payment is not made within 30 days of raising the invoice and no further information is required from the SDC, the disbursing department / organization shall be liable to pay simple interest on the due payment at a rate of 0.5 % per month till the time actual payment is made.</p>	
17	Training Calendar	<p><u>Kushal Yuva Programme, Domain specific skilling, RPL & Recruit – Train – Deploy (R-T-D) projects</u></p> <p>Any training batch will be able to start on 1st of the Month or 15th of the month. In case any of these dates is a holiday the common batch starting date applicable will be the next working day.</p>	
18	Batch Size	<p><u>Domain Specific skilling</u></p> <p>Min 20 candidates per batch - Max 40 candidates per batch except for CSS that specify minimum batch size.</p> <p><u>Kushal Yuva Programme:</u></p> <p>Min 20 candidates per batch – Max 30 candidates per batch</p> <p><u>Recognition of Prior Learning</u></p> <p>No minimum batch size</p>	

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		<p><u>R-T-D model projects</u></p> <p>Min 20 candidates per batch</p> <p><i>Note: For any specific category of beneficiaries exemption may be given by BSDM.</i></p>	
19	Provision of Tool Kit or any other teaching aid	The Departments may give tool kits (course specific) / training aids as deemed relevant by them apart from the currently approved provisions under process and cost norms.	

Cost Norms

Sl. No.	Parameter	Proposed Cost Norms	Average Amount for the proposed norm	Remarks
1	Training Cost	<p><u>Domain specific skilling</u></p> <ul style="list-style-type: none"> • Category 1: INR 40.4 per candidate per course per hour • Category 2: INR 34.7 per candidate per course per hour • Category 3: INR 28.9 per candidate per course per hour <p>The above costs are applicable for FY 2016 -17</p> <p>The training cost will increase by 5-10% as deemed fit by BSDM every Financial year coming in effect from 1st of April of the</p>	<p>Average training cost for Domain specific skills: INR 34.9 per candidate per course per hour</p> <p>Training cost for Kushal Yuva Program: INR 34.7 per candidate per hour</p>	<p>1. The cost given in this serial under column 3 is the total cost payable. However, the reduced training cost (on account of portal usage fee) to be paid by the respective Departments to the SDCs / SDC operators.</p> <p>2. The portal usage fee as specified in serial number 13 of process norms is to</p>

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		<p>subsequent years or as notified by BSDM.</p> <p>Note:</p> <ol style="list-style-type: none"> 1. The course categorization details can be seen in Annexure 1 2. For cases where the premises / building is provided by Government, a monthly rent as per the prevalent circle rates will be charged from the SDC operator using the allotted infrastructure. <p><u>2.1 Under KYP</u> BSDM shall provide the space (BSDC) to Organisations on a rental basis. The monthly rental would be as below. BSDC in Category A blocks – INR 2400 per month. BSDC in Category B blocks – INR 2000 per month. BSDC in Category C blocks – INR 1600 per month. BSDC in Category D blocks – INR 1200 per month. Note: BSDM shall deduct a portion of the Training fee towards rent. An annual increment in the rent subject to a maximum of 10% may be levied as will be decided by BSDM as appropriate.</p> <p>2.2 For other government premises</p>		<p>be paid by the respective Departments to BSDM.</p> <p>For Example of cases under point 2:</p> <p><u>Case 1:</u> Under Domain specific skilling where training delivery is through the LMS and the portal is also being used for monitoring, process tracking etc.:</p> <p>For the course “Domestic IT Helpdesk attendant” which is a QP/NOS based course of duration 400 Hours and is mapped in the cost category 2 i.e INR 34.7 per candidate per hour</p> <ul style="list-style-type: none"> • The respective departments will pay the per hour per candidate training fee to the SDC as INR 34.7 – per hour per candidate deduction (as decided and notified

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		<p>provided under domain skilling, the rates shall be decided by the respective departments owning the premises.</p> <p>3. For Recruit – Train – Deploy (R-T-D) model projects the courses proposed by the Industry if not in the existing course offering list will be categorized as per the above 3 categories based on their capital intensiveness and their likeness to the existing course categorization.</p> <p><u>Kushal Yuva Program:</u> INR 34.7 per candidate per hour</p>		<p>by BSDM)</p> <ul style="list-style-type: none"> • The amount deducted as portal usage fee from the SDC training fee amount will then be paid by the respective departments to BSDM. <ul style="list-style-type: none"> ○ Amount calculation of per candidate Portal usage fee to be paid to BSDM by respective department: Per hour per candidate deduction (as decided and notified by BSDM) * Total course duration <p><u>Case 2:</u> Under Domain specific skilling where training delivery is not through the LMS and the portal is only being used for monitoring, process tracking etc.:</p> <p>For the course “Dairy</p>

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				<p>Products Processor” which is a QP/NOS based course of duration 240 Hours and is mapped in the cost category 1 i.e INR 40.4 per candidate per hour</p> <ul style="list-style-type: none"> • The respective departments will pay the per hour per candidate training fee to the SDC as $\text{INR } 40.4 - \text{INR } 0.5 = \text{INR } 39.9$ per hour per candidate • The amount deducted as portal usage fee from the SDC training fee amount will the then be paid by the respective departments to BSDM. <ul style="list-style-type: none"> ○ Amount calculation of per candidate Portal usage fee to be paid to BSDM by respective department: $\text{INR } 0.5 * 240 = \text{INR } 120$

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				3. In the Kushal Yuva Programme BSDM will deduct the portal usage fee (which is currently INR 3.75 per candidate per hour) and pay INR 30.95 per candidate per hour to the SDC.
2	Uniform	No provision for uniform cost for schemes following BSDM guidelines except for schemes / Department's where it is mandatory as in the case of Health, Security etc. related training – All such exceptions need to be clearly stated. The required dress specification needs to be stated. However, for the purpose of branding, BSDM may decide to provide certain set of wearables displaying its logo to all or certain categories of the candidates undergoing training programmes.		
3	Boarding and Lodging	<u>Applicable where residential training is being conducted</u> <i>Note: A minimum training duration of 8 hours per day will be assumed for calculation of total number of days for which boarding and lodging amount will be provided.</i> Boarding and lodging cost at actuals for	Approx. Average Boarding & Lodging cost: INR 200	To be paid by the respective Departments to the SDCs / SDC operators

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		<p>residential training subject to maximum per trainee per day as per table below:</p> <ul style="list-style-type: none"> Rs. 250/- per day per trainee in Patna municipal corporation limits. Rs. 200/- per day per trainee in other municipal corporations / municipal board limits. Rs. 175/- per day per trainee in all other areas including nagar panchayats 		
4	Stipend	<p><u>Domain Specific Skilling (including the R-T-D model projects)</u></p> <p>No provision for stipend for schemes following BSDM guidelines except for severely disadvantaged groups.</p> <ul style="list-style-type: none"> Beggars – INR 100 / day Leprosy cured and their dependents – INR 30 / day subject to maximum of INR 800 / month Construction workers registered with BoCW board – As per unskilled construction labourers minimum daily wage rate prescribed by the State Government i.e. currently – INR 206 / day HIV / AIDS patients – INR 30 / day 	<p>Average Stipend for Domain specific fresh skilling: INR 91.5 per day</p> <p>Wage Loss compensation under RPL: INR 35 / hour</p>	To be paid by the respective Departments directly to the candidates through their bank accounts

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		<p>subject to maximum of INR 800 / month</p> <p>Note:</p> <ol style="list-style-type: none"> 1. A minimum training duration of 8 hours per day will be assumed for calculation of total number of days for which stipend amount will be provided. 2. Any candidate who is availing the self-help allowance will not be eligible for the stipend even if he falls under any of the above severely disadvantaged groups. 3. The list of applicable categories and the respective rates for the provision of stipend may be revised as and when deemed required by BSDM or as and when directed by the State Government. <p><u>Recognition of Prior Learning</u></p> <ul style="list-style-type: none"> • To compensate for wage loss – INR 35 / hour <p><i>Not applicable for Kushal Yuva Programme</i></p>		
5	Food and To & Fro charges	No provision of food and to & fro charges in case of non-residential training.		Not provisioned

Sl. No.	Parameter	Proposed Cost Norms	Average Amount for the proposed norm	Remarks
6	One time Transportation cost	<p><u>Applicable where residential training is being conducted</u></p> <p>In case of residential training one time transportation charges will be provided at actuals (To be paid directly to the candidates through their bank account) subject to a maximum amount of INR 1000.</p> <p><i>Not applicable for Kushal Yuva Programme</i></p>	INR 1000	To be paid by the respective Departments directly to the candidates through their bank accounts
7	Career Progression (for every candidate who gets Rs 15,000 per month and holds the job for at least 3 consecutive months within the 1 year tracking period)	<p><u>Domain Specific Skilling (including the R-T-D model projects)</u></p> <p>@INR 5000</p> <p><i>Note: Applicable for candidates with wage employment. This component will be paid for all the candidates who receive a salary of INR 15000 for at least 3 consecutive months within the 1 year tracking period.</i></p> <p><i>Not applicable for Kushal Yuva Programme and RPL</i></p>	INR 5000	<p>1.To be paid by the respective Departments to the SDCs / SDC operators</p> <p>2.This component will be paid for all the candidates who receive a salary of INR 15000 for at least 3 consecutive months within the 1 year tracking period. The TP will raise the invoice for all such candidates along with the last invoice linked with 1 year tracking.</p>
8	Counselling support including	<p><u>Domain Specific Skilling (including the R-T-D model projects) where overseas placements</u></p>	INR 10000	To be paid by the respective Departments to

Sl. No.	Parameter	Proposed Cost Norms	Average Amount for the proposed norm	Remarks
	medical check-up for candidates placed in Foreign countries	<p><u>are happening</u></p> <p>@INR 10000</p> <p>Note: <i>Applicable for candidates with wage employment. The invoice for this amount will be raised for the candidates who have got overseas deployment and have completed at least 3 months in the job post deployment.</i></p> <p><i>Not applicable for Kushal Yuva Programme and RPL</i></p>		the SDCs / SDC operators
9	Placement Incentive	<p><u>Domain Specific Skilling</u></p> <p>If the batch wage employment placement rate is 70 to 85 % placement incentive will be – INR 3000 for all the certified candidates who are placed in wage employment.</p> <p>If the batch wage employment placement rate is more than 85 % placement incentive will be – INR 5000 for all the certified candidates who are placed in wage employment.</p> <p><u>R-T-D model projects</u></p> <p>If the batch placement rate is 80 to 85 % placement incentive will be – INR 3000 for all the certified candidates who are deployed and</p>	Average placement incentive – INR 4000	To be paid by the respective Departments to the SDCs / SDC operators

Sl. No.	Parameter	Proposed Cost Norms	Average Amount for the proposed norm	Remarks
		<p>continue in the job for at least 3 months.</p> <p>If the batch placement rate is more than 85 % placement incentive will be – INR 5000 for all the certified candidates who are deployed and continue in the job for at least 3 months.</p> <p>Note: The R-T-D model will be for wage employment only.</p> <p><i>Not applicable for Kushal Yuva Programme and RPL</i></p>		
10	<p>Post-placement support (PPS) for Special Areas/Groups for wage employment</p> <p>Special Areas in context of Bihar: Left Wing Extremists (LWE) as per the Home Ministry notification.</p> <p>Special Groups: Would comprise</p>	<p><u>Domain Specific Skilling (including the R-T-D model projects)</u></p> <p>In order to enable the newly skilled persons from Special Areas/Groups to settle into their new jobs/vocations under wage employment, post placement support would be provided directly to the candidate at the rate of Rs 1500/- per month for the following durations:</p> <ul style="list-style-type: none"> ○ Placement within District of domicile – 1 month for Men, 2 months for Women ○ Placement outside District of domicile – 2 month for Men, 3 months for Women 	Average PPS: INR 3000	To be paid by the respective Departments directly to the candidates through their bank accounts

Sl. No.	Parameter	Proposed Cost Norms	Average Amount for the proposed norm	Remarks
	of Women, PwD candidates	<i>Not applicable for Kushal Yuva Programme and RPL</i>		
11	Assessment & Certification cost	<p><u>Domain Specific Skilling (including the R-T-D model projects)</u></p> <p>For MES courses – INR 800/- or INR 1000/- or INR 1200/- per assessment as per the prevalent course assessment rate</p> <p>For QP/NOS courses – INR 600- 1500 as per the prevalent course / SSC assessment rate</p> <p>For Non-MES and Non-QP based courses the assessment fee payable will be INR 800 to be revised from time to time by BSDM.</p> <p><u>Recognition of Prior Learning</u></p> <p>Pre-Assessment: On actuals in the range of INR 600 to INR 1500 as proposed by Industry player</p> <p>Post-Assessment: On actuals in the range of INR 600 to INR 1500 as proposed by Industry player</p> <p><u>For Kushal Yuva Programme</u></p> <p><i>The rate for the integrated online assessment will be as per the agreement with the knowledge framework provider.</i></p>	Approx. average cost INR 1000 per assessment	To be paid by the respective Departments directly to the assessment agency

