



Mukhya Mantri Kaushal Unnyan Evam Vaishvik Rozgar Yojana



CONTENTS



1	Background	4
2	Objectives	5
3	Strategy and Approach	6
4	Roles and Responsibilities	7
5	Incentives	10
6	Minimum Conditions for Eligibility of Overseas Skilling and Placement Agencies	12



01

Background

Globally, many developed countries are facing an aging population, of which, ~15 countries fall under the critical category where working age population is very low compared to the population of the elderly. These countries have a growing demand for foreign workforce to fill this gap.

Market assessment indicates more than 5 million overseas jobs¹ would be available by 2030 across job profiles such as Eldercare, Nursing, Hospitality, AYUSH, and Security. Major demand centres for these jobs include Japan, UK, UAE, Saudi Arabia, Germany, Canada, Australia, USA, and Singapore. The youth graduating from the schools and colleges of the State often lack the skill sets required for high-paying jobs. Thus, there is a significant opportunity to upskill and place the youth of Uttarakhand in overseas jobs which would lead to better quality of life, income levels and increased remittances for the state along with growth in skilled and employable workforce.

“Mukhya Mantri Kaushal Unnayan Evam Vaishvik Rozgar Yojana” (MM-KUVRY) aims to cater to this need of the state and to significantly accelerate the overseas skilling and placement process through incentives (placement guarantees, and post-placement support), partnerships and skilling programs. Cumulatively, MM-KUVRY aims to place around 50,000 youth overseas till 2030.

¹ Immigration Bureau and Bureau of Statistics of target countries, Press search, Statista (as on 1 February, 2023)



02

Objectives

Objectives

- Upskill the youth in the state.
- Provide support in the form of incentives and schemes to youth for upskilling and certification.
- Create an ecosystem of skilling and placement agencies, and foreign government partners to skill and place youth overseas.
- Reduce unemployment and raise income levels by opening premium overseas jobs.
- Increase remittances to the state.



03

Strategy and Approach

Strategy and Approach

- Department of Skill Development and Employment would be the implementing body.
- The Scheme shall be implemented through Public-Private and Government-to-Government partnerships. These partnerships would be taken up through RFPs / MoUs / Bilateral contracts:
 - PPP between State Government and overseas skilling and placement agencies
 - G2G between the State Government and foreign governments
- Overseas skilling and placement agencies shall be responsible for offering language and domain skilling programs followed by placement and post-placement support.
- The skilling program shall be delivered at designated government education and technical institutions like ITIs, polytechnics, higher education colleges, nursing colleges OR through online mode (online mode only for English language courses).
- Foreign governments or government entities shall be responsible for easing overseas immigration and facilitating placements in government agencies / departments.



04

Roles and Responsibilities

Department of Skill Development and Employment

The Department shall be responsible for administering this scheme and offering the necessary incentives and support (as the case may be) to the enrolled candidates, overseas placement agencies and foreign governments / government entities. It shall take up additional roles such as starting a hotline and overseas helpdesk for grievance redressal and any other functions as necessary to ensure smooth migration and settlement in the foreign country.

- **Administer the skilling and overseas placement program** – The Department or its agencies / nodal bodies shall serve as a program administrator. As part of this, it shall conduct periodic market assessments, identify demand skill sets, facilitate potential partnerships, collect data on skilling programs, overseas placed candidates, etc. to understand the changing skill and employment trends globally. In addition, the Department/ Agency shall organize industry conclaves and skilling & placement conferences/ workshops to increase the state's visibility and build relations with various stakeholders.

- **Launch government incentives** – The Government of Uttarakhand shall extend skilling incentives, bank loans and interest subvention (explained in below section – Government incentives). The agency will be required to submit attendance records for all registered candidates to the Department at the end of each month. The Department shall verify the same and transfer the skilling incentive for all candidates having at least 80% attendance for the month directly to the agency. The verification of attendance records and transfer of the skilling incentive to the agency shall be processed within 15 business days from the date of receipt of attendance records by the Department.
- **Mobilize for skilling and overseas placements** – The Department shall mobilize candidates through outreach campaigns.
- **Introduce dedicated Overseas Placement Helpdesk** – The Department shall introduce a dedicated Overseas Placement Helpdesk for grievance redressals. This Helpdesk should conduct periodic check-ins with the migrated candidates about their job, organization, accommodation, and any other grievances. The first check-in should be done within 10 business days from the date of landing in the destination country.

Overseas Skilling and Placement Agencies

The agencies shall be responsible for skilling program, overseas placements and post-placement support. Agencies would be onboarded through an EoI process.

- **Conduct skilling program** - The candidates must enroll with one of the selected agencies. The candidates would undergo foreign language and domain skilling (if needed) based on the job profile and country they are registered for.
- **Conduct overseas placements** – During or post the skilling program, agencies would facilitate placements of the candidates. Once such placed candidates qualify the required foreign language and / or domain examination(s), their employment shall be confirmed followed by migration documentation procedure, actual migration, and post-placement support by agencies.
- **Facilitate post-placement support** – The overseas skilling and placement agencies shall offer post-placement support directly to their respective overseas placed candidates. Typically, post-placement support would include periodic check-ins, grievance redressal, emergency support and attrition support. In addition, the Department would establish its own overseas helpdesk to address grievances and provide support to migrants.

Bank

A nationalized or co-operative bank shall partner with the State to extend skilling / educational loans to candidates as required by them to cover a portion of their program fee

Foreign Governments / Government Entities

The foreign governments shall support in immigration, and (optionally) placements in government agencies / departments in the host country and related support. Such G2G arrangements would be made with foreign governments / government entities with prior experience of similar partnerships with other Indian states / other foreign governments and with demand for Indian workforce. Foreign governments / government entities would be sent EoIs followed by discussions, and MoUs / Agreements post cabinet approval.

Educational Institutes

Educational institutes would be onboarded for introducing foreign language courses as complementary to the existing curriculum. These would be language courses of a certain proficiency level (Japanese, German, English etc.) as required for countries where overseas placement shall be targeted. This would give students more time to learn the language during their degree and save time and cost from taking up a separate language program later. The institutes shall have a contractual agreement with the empaneled overseas placement agencies to teach the students. In addition, on completion, the students shall be awarded a certificate by the institute or agency and students undertaking these hybrid courses shall be allowed to sit for the placements process with the relevant empaneled agency directly.





05

Incentives

- **Target candidates** – The scheme is applicable for any interested candidate above 18 years of age with a minimum eligibility for a given job profile in a specific country as prescribed by an overseas skilling and placement agency and holding a domicile certificate of Uttarakhand.
- **Incentives** – The Government of Uttarakhand would support registered candidates and overseas skilling and placement agencies with incentives to make the program cost effective and efficient.

— **Incentives for candidates:**

- » **Skilling and placement incentive** – The State shall provide a monthly incentive to each beneficiary for undertaking a skilling and placement program run by State empaneled agencies which would be 20% of the monthly program fee for a program no longer than 6 months, subject to the below maximum limit:

	Non-English + Domain + Cultural skilling and placement	English + Domain + Cultural skilling and placement
In-person	INR 7,500 per month	INR 3,000 per month
Online	This program is not allowed to be conducted online	INR 2,000 per month

- » **Bank loans and interest subvention** – The State shall tie up with a nationalized or co-operative bank to provide low-interest loans to candidate who wish to avail the same. As part of the scheme, the State shall offer interest subvention up to 75% on such loans availed by registered candidates for a loan of up to 60% of all-inclusive program fee or INR 1,00,000, whichever is lower. The State may provide Default Guarantee (DG) to bank for up to 10% of total loan book on this head. The candidate would be free to avail a loan higher than these specified limits, however, no interest subvention or Default Guarantee would be provided on the loan amount exceeding the specified limits.
- » **Fee refund** – The government shall require the agency to refund 75% of the skilling fee paid till date to the non-placed candidates provided the agency fails to provide placement within 6 months of completion of the skilling program and clearing the requisite qualifying exams to at least 85% of the enrolled candidates.

— **Incentives for overseas placement agencies:**

- » **Government infrastructure** – The Department shall facilitate provision of ITI facilities or Government Schools/Colleges or Polytechnic Institutes to the agencies at an annual rent of 0.5% of the circle rate for commercial establishments in the area where the institute is located. The annual rent would be subject to escalation at the prevailing inflation rate. The Department shall reserve the right to obtain services from agencies in lieu of the rent.

A photograph showing a person's hands performing chest compressions on a medical training mannequin. The mannequin is lying on a blue surface. The person is wearing a blue shirt. The background is slightly blurred, showing other people in a training environment.

06

Minimum Conditions for Eligibility of Overseas Skilling and Placement Agencies

Agencies interested to partner with the State shall be evaluated based on the below criteria:

Agency Certification and Financial Standing

- The agency shall be a 'certified recruiting agent' under Ministry of External Affairs, India and having a registered office in India OR in case of overseas opportunities in Japan under TITP and SSW, the agency shall be an 'approved sending organization' (SO) under National Skill Development Corporation (NSDC).
- The agency should have an annual turnover of at least INR 2 (two) crore.
- The agency should have at least 10 (ten) full time trainers on its pay roll (Domain as well as Language trainers included).

Skilling Requirements

- The agency would be required to conduct minimum 30 hours of training per month for an in-person program and minimum 20 hours of training per month for an online program
- The agency should disclose the detailed skilling program curriculum including training hours, schedule and syllabus which are linked to the mandatory exams for specific countries and requirements of overseas employers.

Job and Placement Requirements

- The agency should disclose the detailed job and salary information for target countries including available job profiles, salary structure by job profile, cost of living, minimum criteria to receive permanent residence and/ or citizenship and confirmed partner employer details by job profile such as employer name, employer registration ID, location / address, organization head details, and number of confirmed jobs with employer
- The agency should guarantee 85% placements of the total candidates enrolled in a particular course. In case of non-fulfilment of 85% placement, the agency would be de-empaneled for a period of 2 years and would need to refund 75% of the fees to the unplaced candidates as mentioned above.

Program Fees and Fee Structures

- The agency should disclose an all-inclusive program fee to be charged per beneficiary which includes providing the below mentioned services to the registered candidates (detailed fee breakup with rationale is to be made available by the agency):
 - Domain training as per the requirements of the overseas employer and as required for any mandatory exams for specific countries.

- Language training as per the requirements of the overseas employer and as required for any mandatory exams for specific countries.
- Placement with an overseas employer including coordination and facilitation of selection process. The placement would be for an annualized remuneration not lower than 25% of the latest reported per capita GDP (PPP basis) / minimum pay in that country.
- Migration documentation support including visa & related documentation.
- Post-migration and post-placement support including grievance redressal.
- Post-placement retention guarantee for a period of 6 months.
- Travel, Boarding & Lodging - Optional, but the same needs to be highlighted, Preference may be given to agencies where the cost of visa, travel and lodging is borne by their registered employers with no additional fee charged to candidates.

The agency would not be allowed to charge any other miscellaneous fees outside the disclosed program fee.

The upper limits on monthly fees which may be charged per beneficiary is specified below:²

	Non-English + Domain + Cultural skilling and placement	English + Domain + Cultural skilling and placement
In-person	INR 35,000	INR 15,000
Online	Non-English programs not allowed to be conducted online	INR 10,000

- The agency should structure the fees of each course such that not more than 30% of the fees are paid prior to placements for in-person program and no more than 20% of the fees are paid prior to placements for online program.

General Disclosures and Conditions

- All program information as required above should be disclosed to the candidates and their parents before enrollment followed by a consent declaration form signed by the candidates and their parents to acknowledge the information shared and provide their consent to avail the service.
- The State shall immediately de-empanel any agency and initiate proceedings as may be necessary where employers registered with the agency follow malpractices such as withholding passport or government IDs of candidates etc.

² The Department shall conduct a price discovery for English and Non-English skilling courses through a tender process



