



Corporate Transaction Advisory Private Limited

Organization Introduction:

Corporate Transaction Advisory Pvt Ltd is registered as Pvt Ltd Company Under Company Act 1956.

CTA engaged in Training and capacity building.

Providing technical assistance and support services to New Centre want to inrole themselves in PMKY project.

☑ VISION

The establish a excellence work in field of humanity empowerment through Skill Development.

☑ MISSION

- Implement the Management planning through Skill Development
- Providing capacity building and training services.
- Strongly scale-up the clean-up massage at community level.
- Increase the community partnership in Skill Development.

☑ STRATEGIES

Is to comprehensive set of waste management services which including five E's .

- Education service
- Environment service
- Economics service
- Emotion service
- Enjoy service

Service providing strengthen to stakeholder and build stakeholders organization.

1.1 Introduction:

Approved for another four years (2016-2020) to benefit 10 million youth Allocated Budget 12,000 Crores

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL).



Affiliation of a Training Centre

Affiliation is a method for the Training Centres (TCs) to get formally associated with Sector Skill Councils (SSCs) in order to impart training to trainees for specific job roles aligned to National Skill Qualification Framework (NSQF). Accreditation and Affiliation are the measuring scales for the provision of quality skilling by the TCs.

An affiliated TC has to follow the rules and regulations set by the respective SSCs that give the affiliation in order to maintain/follow the Accreditation Standards.

Affiliation can be granted to an Accredited as well as Conditionally Accredited Centre. A Conditionally Accredited Centre may apply for affiliation and get Conditional Affiliation; however, it is pivotal that the TC complies with the Accreditation Standards within the required time frame, failing which the Conditional Accreditation status of the TC shall be revoked, and therefore the TC shall no longer remain affiliated.

Why get affiliated?

An affiliated TC gets access to a number of benefits, including the following:

- Only accredited AND affiliated TCs are allowed to commence NSQF aligned training program.
- As all the Government funded schemes are monitored on a continuous basis, an affiliated TC becomes entitled to the Continuous Monitoring Process, if empaneled under a specific scheme. Continuous Monitoring helps in awarding a dynamic grade to the TC on periodic basis, based on its compliance and performance. If a TC does not seek affiliation, its grading will become 'dormant', as such TCs are not entitled to be monitored on a continuous basis. It may be noted that a TC having dormant grade does not bestow high confidence of the stakeholders. Refer to the [Guidelines for Accreditation, Affiliation and Continuous Monitoring of Training Centres for Skills Ecosystem](#) for more details.
- Trainees of the Affiliated TCs are entitled to receive Industry recognized Certificates post successful completion of training and assessment.

It is to be noted that Accreditation and Affiliation of a TC does not guarantee target allocation under Government funded skill development schemes. Each scheme may have its own target allocation process, according to which a TC may be allocated the targets. For example, under PMKVY, the target allocation is based on the grade and job roles demands as per the geographical location of the TC. A TC may thus choose to ascertain its capability in terms of mobilizing candidates pertaining to certain job roles, adherence to particular scheme guidelines and targets it may receive under specific schemes before seeking affiliation with the SSC.



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If it is found that a TC, accredited for certain job roles, has started the training operations without getting affiliated for the accredited job roles, it shall be penalized suitably as deemed fit by the monitoring team of that scheme.

Process of Affiliation

All accredited TCs are deemed for the grant of affiliation. Once a TC is accredited for certain job roles, the affiliation cannot be denied by the SSC to that TC for the accredited job roles. A TC, in order to seek affiliation certificate from the SSCs, shall have the provision of submitting an online application for affiliation.

Affiliation request would be deemed as completed under following conditions:

- Affiliation is granted on the basis of job roles. Therefore, a TC has to apply for affiliation only for the accredited job roles.
- The TC shall pay an affiliation fee for each job role. TC is advised to apply for affiliation as soon as it gets accredited; however, it is provided a maximum of 6-month period to seek affiliation. In cases where six months have elapsed since the accreditation date of an unaffiliated TC, it would require to re-accredit itself before applying for affiliation.
- The online affiliation request is forwarded to the concerned SSC, which reviews the request containing the accreditation report of all job roles as submitted by the Inspection Agency and the affiliation fee payment confirmation. Post review, the SSC shall award the Affiliation Certificate to the concerned TC.

Validity of Affiliation

The validity of affiliation of a TC is for a year from the date of affiliation. The TC has to apply for the renewal of affiliation at least three months in advance of the affiliation expiry date. The request for renewal of affiliation has to be sent only after renewal of accreditation, as only the Accredited Centres are eligible for affiliation. In case a TC gets de-accredited for any reason, its affiliation shall also be no longer valid. In such cases, the concerned TC may seek affiliation only after getting re-accredited for the specific job roles.



1.2 Scope of Work:

Continuous Monitoring

Effective and Continuous Monitoring of the Training Centre is considered crucial for efficient delivery of the training for all the skill development schemes. Continuous Monitoring is envisaged to regularly assess the effectiveness of various processes at the Training Centres (TCs). In order to overcome significant challenges that remain with regards to the delivery of quality of training, Continuous Monitoring of the TC is crucial.

Mechanism to ensure Continuous Monitoring

Continuous Monitoring is based on certain standards pertaining to **Accreditation, Compliance and Performance Grading Metrics**. The Inspection Agency, along with the monitoring team of the scheme shall be responsible to continuously monitor all the TCs based on the above-mentioned three Standards Grading Metrics.

The Continuous Monitoring process involves a combined mechanism of self-evaluation by the TC and other relevant sources to evaluate its performance. Refer to the [Guidelines for Accreditation, Affiliation and Continuous Monitoring of Training Centres for Skills Ecosystem](#) to know more details.

Centre Grading- Outcome of Continuous Monitoring

As multiple modes of imparting the skills training are observed in a TC, it is essential to identify a standardized system to benchmark the TCs across the country. The major outcome of Continuous Monitoring is grading of the TCs, based on which actions may be taken on a TC for non-compliance and/or non-performance.

Based on the Continuous Monitoring for Compliance and Performance Standards, the TCs shall be graded. Grading will play a pivotal role in benchmarking the TCs. The grading is applicable only to the Accredited TCs. Consequently, if any TC that loses its accreditation status at any point of time, also loses its grade.

Significance of Centre Grading

The grade of a TC determines its quality and its ability to impart skills training. Grading of TCs would contribute to the skills ecosystem in a number of ways, including the following:

- a. Enabling the stakeholders to compare the TCs and identifying the TCs incorporating the best practices. A higher grade may help the TC in attracting trainees for fee based trainings, being preferred choice for Corporate Social Responsibility (CSR) projects and for Government funded skill development schemes as well.
- b. The grade of a TC provides relevant information to potential trainees, such as its infrastructure, quality of trainers, and placement services that would help them select a TC for training.
- c. Instilling healthy competition among the TCs to improve their grades, thereby providing a platform for them to analyze and compare their strengths and weaknesses with each other and improve their performance.
- d. Providing information to potential employers about the quality of skills training offered by a TC. The grading mechanism helps TCs in becoming the preferred choice of employers/corporates.
- e. Enabling a TC to benchmark itself with other TCs across the country, and in the same state, region, or infrastructural and regulatory environment.
- f. Rewarding TC by linking its grade to the key processes outcomes. A scheme may link grading of a TC in its target allocation framework to ensure that high quality TCs get targets to meet their full capacities. This shall ensure continued focus on quality delivery of trainings. For example, PMKVY has ensured that the target allocation strategy is linked to the grade of the TCs.

Grading Methodology



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- a. The grading methodology involves defining a set of indicators and classifying them into specific categories. The indicators within each category have appropriate weight assigned to them, forming a grading metrics. The total score for each category is 100.
- b. The overall performance of a TC would be measured by assigning the scores. The corresponding scores are then converted into grades (represented by a Star rating).
- c. Below given Table represents the Grade Structure. Based on band/range of the total percentage as per the scores computed, the TCs shall be graded as shown in the table, where 5 Star denotes the highest grade, and 1 Star the lowest. At any point of time, if a TC is graded as 1 Star, it may get suspended from the scheme at its own discretion.

Grade Structure :

| Percentage of Scores | Grade |
|----------------------|--------|
| 85-100% | 5 star |
| 70-84% | 4 star |
| 55-69% | 3 star |
| 40-54% | 2 star |
| Below 40% | 1 star |

The grade of a TC is based on inputs, processes and outputs. Accordingly, a TC is graded as per the scores computed with respect to the following three broad pillars (categories) of the grading metrics available as an annexure in the Guidelines for Accreditation, Affiliation and Continuous Monitoring of the Training Centres for Skill Ecosystem:

- Accreditation Standards Metrics
- Compliance Standards Metrics
- Performance Standards Metrics