

## Key features of DDU-GKY

### Multi-Partner Approach:

DDU-GKY is mindful that it must engage the support of multiple partners to ensure success and maximize on the **investment** made in time and resources. In order to energize and build mass support as well as create awareness amongst the rural youth, The DDU-GKY projects are market linked and implemented in PPP mode. The involvement and partnership between civil society organizations, Educational institutions, apex skill partners and regulating organizations, the Government and Private organizations, ensures that DDU-GKY can leverage on the strengths of all and achieve transformative change.

**Curriculum** framing and assessment support is through NCVT (National Council on Vocational Training) or SSCs (Sector Skills Councils). Industry partnerships allow access to new technology and on the job training. There are dedicated training hours for soft skills, spoken English and basic computers, in residential as well as non-residential well equipped campuses, with adequate technology as per industry standards. [To know more about NCVT](#) [1], [click here](#) [2], to know more about SSC, [Click here](#) [3].

Our team makes unrelenting efforts to make sure that we can achieve a minimum placement of 70% of the project target of all trainees, through the support of our training partners and employer engagement. With a minimum recommended monthly salary of INR 6,000/- (varying based on training acquired).

### Focus on sustainability:

Industry interactions have emphasised the need for training in soft skills, team working etc., as more important than domain skills, which they learn on the job. To ensure that candidates can perform in their work areas as well as assimilate into the organization and society, DDU-GKY has mandated a minimum of 160 hours of training in soft skills, function English and computer literacy. Additionally, a finishing module called Work Readiness training is suggested to ensure that trained candidates hit the ground running wherever they join.

A **retention** strategy is just as important to us and we have put in place mechanisms to track performance post placement, salary top-ups to candidates through DBT, incentives to training partners for achievement of outcomes in retention & progression and a framework for the establishment and operations of a migration support centre.

Benefits to candidates are in the form of free training, free uniform, free course material, free lodging and board in case of residential programs, reimbursements of expenses in non-residential programs, post placement salary top-ups every month for 2-6 months depending on location of placement and placement for at least 70% of all trained with a minimum salary of Rs. 6,000/- per month (as cost to company).

### Quality Assurance Framework:

Introducing predictability in government process by defining minimum service level benchmarks and standards, controls & audits, defaults and remedial actions to reduce Inspector Raj in an all pervasive quality assurance framework comprising of the Guidelines & Standard Operating Procedures (SOPs). The high point of the framework is inclusion and self-regulation, with assigned role and responsibilities for Q-Teams within the PIAs.

Additionally, transparency and accountability is fostered through the end-to-end implementation of Public Financial Management System (PFMS) as the channel for fund disbursals and audits. This

allows DDU-GKY to invest in capacity building of the private sector, front-loading 25% of the training costs so that PIAs are not constrained to invest in quality training centres.

### **Employing Technology in implementation:**

We understand the global and local importance of exposure to technology, and how it not only unites us, but also makes providing training and the monitoring and implementation of projects seamless. DDU-GKY through its training partners has employed the following

- A Geo-Tagged Time Stamped Biometric Attendance Record: similar to what the candidates will eventually find in most organizations. This serves a dual purpose of being a monitoring tool, and also it also making candidates familiar with modern technology.
- Provision of a Tablet PC per candidate at the training centre. This enables candidates to learn at their own pace.
- Presence of Computer Labs and e-Learning at Training Centres, to ensure that all candidates have access to a wider curricula and adequate learning opportunities.

In addition, DDU-GKY as part of its management process and MIS requirements ensures that all Training partners invest in IT infrastructure and is working on a nation-wide network for sharing real-time performance data, meaningful graduate and financial information and creating a strong independent Placement Initiative.

**Source URL:** <http://ddugky.gov.in/content/key-features-ddu-gky>

### **Links**

[1] <http://www.ncvtmis.gov.in/pages/home.aspx>

[2] <http://www.dget.nic.in/content/innerpage/national-council-on-vocational-training-ncvt.php>

[3] <http://www.sscnasscom.com/ssc-list/list-national-sector-skill-councils/>