Empanelment of partners for facilitating employment opportunities in GCC for skilled and certified Indian workforce

Important Dates:

Date of commencement of RFP	28th July'22
Last Date and Time of Receipts of Proposals	27th January'23: 6:00 pm
Place of Submission of Proposals	proposals@nsdcindia.org

1. **Background**

   Skill India International (SII) was envisioned to make India the skill capital of the world. It further aims to transform the country as a preferred sourcing ground for skilled & certified workers and professionals for the globe. This shall be achieved by positioning India as global source for quality talent; providing global job opportunities for resident Indians in the destination countries; providing global career mobility for overseas Indians and creating an internationally benchmarked quality skills ecosystem.

   To harness the global opportunities for skilled workforce from India, NSDC International (NSDCI) has been established as 100% subsidiary of National Skill Development Corporation (NSDC) NSDCI aims to drive the vision of positioning India as hub, for the supply of skilled workforce across globe through its 9 strategic areas as mentioned below:

   (a) International workforce mobility for blue collared workforce
   (b) International workforce mobility for the mid-level workforce for ICT, healthcare, and finance
   (c) Technical skill advisory services to countries with similar demographics
   (d) Development of offshoring workforce
   (e) Setting up staffing companies in overseas markets with partners
   (f) Establishment of skill training institutions in overseas markets for upskilling existing Indian workforce and use them as trainers/ knowledge sharing with Indian institutions
   (g) Harmonization of skills qualifications with destination countries / establishment of international skills training, assessment & certification institutions in India in partnerships with regulatory agencies of destination countries
   (h) Partnerships with leading overseas education/ training organizations for offering their programs in blended formats in India leading to international jobs or careers
   (i) Enable & aggregate supply side by working with Indian education & training agencies - Skill India International (SII) Network partners, language training institutes and use of digital future skills platform

2. **Objective**

   The objective of this empanelment is to onboard partners for facilitating employment opportunities in Gulf Cooperation Council (GCC) for skilled and certified Indian workforce (excluding construction sector job roles as mentioned in Section 8). The identified partners shall be playing a pivotal role towards aggregating and fulfillment of demand from the GCC employers. NSDCI has accordingly developed a rate card for the prospective empaneled partners under various cost heads. The activities of demand aggregation and immigration facilitation is mandatory for the partners to deliver. However, the other activities as described in the mobility value chain diagram, are optional, and the empaneled partner can choose the activity as per their business interest. The partner shall be paid based on the activity that they perform. The detailed rate card is provided Section 7.

3. **Process flow for GCC mobility and key activities to be undertaken as part of mobility value chain**
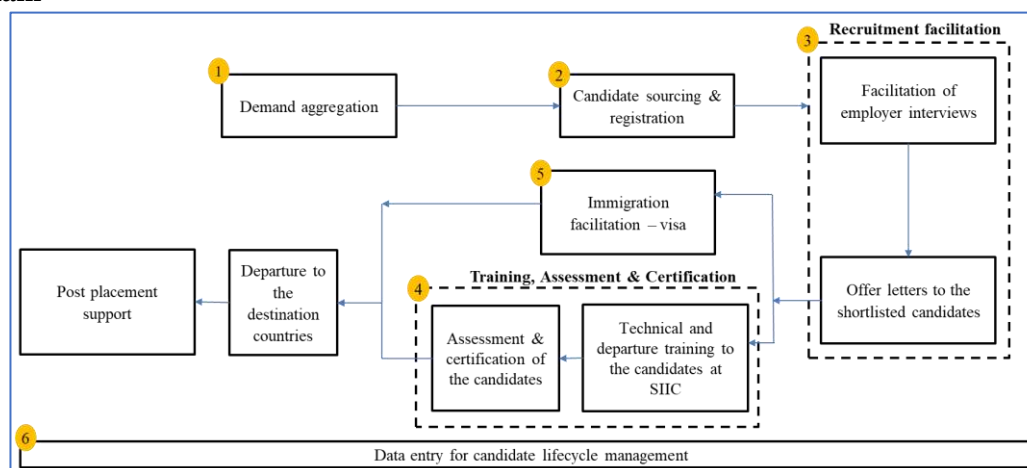

Figure 1: GCC mobility value chain

The mobility value chain to GCC has the following critical processes as described below:

I. GCC employer demand aggregation

    (a) Organize **employer outreach events** in the destination countries

    (b) **Liaison with GCC employers** for demand aggregation in destination countries

    (c) **Capturing the demand**- -country wise, sector wise, job role wise, salary per job role, job description and eligibility criteria etc.

    (d) **Plug in the aggregated demand** on Skill India Portal (SIP)

    (e) Demand to aggregated using the RA license of the partner

II. Sourcing, counselling, and registration

    (a) Carry out **sourcing** of candidates

    (b) Conduct **candidate counseling** focusing on potential GCC opportunities

    (c) **Register candidates** interested in GCC mobility as per the format/portal developed by NSDCI

    (d) Organize **mobilization drives** for sourcing the candidates

    (e) Publish the advertisements for mobilization drives after prior approval of advertisement content from NSDCI

    (f) Arrangements/printing of necessary collaterals for the drives etc.

III. Recruitment facilitation

    (a) Carry out **pre-screening** of the registered candidates

    (b) Provide **venue and logistics support** for organizing recruitment drives

    (c) **Facilitate employer interviews** of the candidates (online/offline mode) and trade test (case to case basis) in collaboration with NSDCI and GCC employers

    (d) **Record interviews of the candidates** for verification of information on payments made by them for the recruitment and their sourcing channel (for a selected sample of candidates at the recruitment drives).

    (e) **Record feedback of the employers** after every recruitment drive

    (f) **Create database** of registered, shortlisted and rejected candidates after employer interviews

    (g) Collect **candidate feedback** as per the format developed by the NSDCI

IV. Training, assessment, and certification of candidates

    (a) Organize **refresher technical training** for candidates (need based)

    (b) Ensure availability of **qualified trainers** for offering departure training

    (c) Organize **departure training** (focusing on soft skills, foreign language, and culture orientation) for shortlisted candidates

    (d) Facilitate **assessment and certification of candidates** post the completion of training in collaboration with the Sector Skill Councils (SSCs) and others

V. Immigration facilitation

    (a) Support in related **documentation for visa processing** of candidates

VI. Data entry and candidate lifecycle management

    (a) Ensure timely entry of GCC demand in the Skill India Portal (SIP)

    (b) Ensure timely data entry of the candidate level data on the SIP at various stages of migration cycle

4. Support and benefits of empanelment as Partner

    a) **Demand aggregation:** NSDCI will provide support in aggregating the demand on a need-based basis by connecting the partners to the employers in GCC

    b) **Sourcing of candidates:** NSDCI will support the empaneled partners on need-bases basis in sourcing of candidates, by facilitating tie-ups with the SIIN partners.

    c) **Access to the SIIN centres:** NSDCI will facilitate provision of infrastructure on need-based

basis to the empaneled partners for counselling, training and recruitment facilitation of the candidates.

d) **Advocacy and branding:** Roadshows, awareness, and advocacy fairs will be facilitated by NSDCI and states. This shall provide support for strengthening the process of sourcing of candidates for international employment opportunities.

e) **Technology support through IT platform – data management and monitoring system:** All empaneled partners will be provided an access to SIP for managing the entire mobility value chain and related processes.

f) **Official intervention:** NSDCI will assist the empaneled partners in resolving issues which require official / government interventions.

g) **Funding support to candidates – Skill Loans:** NSDCI is in process of tying up with various financial institutions to facilitate skill loans for the candidates. The partners will have access to such institutions for funding support to eligible candidates.

h) **Post placement support:** NSDCI will establish a welfare and grievance management system, as post placement support, for candidates migrating to GCC. NSDCI will offer services of the welfare officers, who will be equipped to counsel candidates for career progression, psychological support, inter and intra country movements etc. In addition, candidates can share their grievances pertaining to employers, country stay, remunerations, legal issues etc. to NSDCI through a toll-free number.

5. **Eligibility Criteria**

Only those partnering agency/firm who qualify the below described eligibility criteria will be empaneled by NSDCI:

#	Eligibility Criteria
1	Partner must be registered in India as a company/partnership or Proprietary firm /Trust/Society /Non-Governmental Organization/ Industry Association or Chamber
2	Partner must hold a valid Permanent Account Number (PAN) and Goods and Services Tax (GST) registration
3	Partner should not have been blacklisted by any Indian government body/Public Sector Undertaking/autonomous bodies or any other regulatory body
4	Partner must have an annual financial turnover of INR 25 lakhs or more for last 3 financial years (2020 – 2021, 2019 – 2020, 2018 – 2019)
5	Partner must have at least 3 years of prior sourcing and overseas placement experience
6	Partner should have confirmed demand mandate of at least 500 candidates in GCC region (across sectors excluding construction)
7	Partner should have sent at least 1,000 candidates in last 3 financial years to the overseas countries (2020 – 2021, 2019 – 2020, 2018 – 2019)
8	Partner should have a valid Recruitment Agent License/Certificate

Note: - This is an ongoing empanelment process with the initial closure date of 6 months from the date of publishing. Submission of all the valid/legal documents in context to above table is mandatory. Only those partnering agency/firm will be empaneled who meets all the eligibility criteria.

Post the successful empanelment, a definitive agreement will be signed with the partnering agency/firm. The definitive agreement shall include month on month targets (GCC country wise) agreed between NSDCI and partnering agency/firm.

6. **Duration**

The duration of empanelment shall be for **1 Year from LOI/ start of empanelment**. The performance and quality of service provided by the empaneled partnering agency/firm shall be reviewed continuously and in case the performance is found unsatisfactory, the empanelment of the partnering agency/firm can be terminated at NSDCI's discretion.

7. **Standard activity wise rate card for workforce mobility of candidates migrating to GCC**

   The rate card for GCC mobility of candidates has following cost heads as described in the table below. **The cost for the activities is to be charged from the candidate** as mentioned in the below table.

SN	Activity	Rate card per candidate*	Payee
A	GCC employer confirmed demand mandate/ contracts	₹ 10,000	Empaneled Partner
B	Candidate sourcing, counselling & recruitment facilitation	₹ 7,500	Empaneled Partner
C	Training (Recognition of Prior Learning, soft skills, and culture immersion) conducted at designated SIICs	₹ 6,300	SII Centre**
D	Immigration facilitation	₹ 5,000	Empaneled Partner
E	Assessment and certification	₹ 1,200	Sector Skill Council (SSC)
	Grand total	**₹ 30,000**	

Table 1: Rate card

* All the costs are exclusive of GST

** The interested partners can also apply for becoming SII centre as per the prescribed SIIN guidelines published on NSDC website.

Note:
1. The rate card doesn't include the visa, travel and procurement of resident permit cost for the candidate
2. For specialized trainings and certifications (drivers, nurses etc.) the training charges for the candidate will vary depending upon the course and certification required.

8. **Fee flow**

   Demand aggregation and immigration facilitation are mandatory activities for the empaneled partners. The cost payable for these two activities is ₹ 15,000 per candidate in line with the rate card (Table I). The empaneled partners may charge this cost to the candidates in 2-tranches. The first tranche will be collected by the empaneled partner post candidate registration and the second tranche will be collected at the time of visa issuance. In case the empaneled partner also choses to source the candidates, they can be paid ₹ 22,500 per candidate (Refer rate card). In the event where the empaneled partner is unable to do the sourcing and requests NSDCI to do the same then the sourcing cost in line with the rate card shall be payable to NSDCI.

   The activities of training, assessment and certification will be carried out by SIICs and SSCs. In line with the rate card, candidates will pay ₹ 7,500 per candidate to NSDCI at the time of enrollment for training with the designated SIIC. NSDCI will pay ₹ 6,300 per candidate to the SIIC after completion of the training and ₹ 1,200 per candidate to the SSCs post certification of the candidates.

9. **Disclaimer:** The empaneled partners cannot charge more than ₹ 30,000 per candidates for mobility from India to GCC as per the Ministry of External Affairs section xii of guidelines for recruitment agents as per below:
   "The charges which the recruiting agents may recover from an emigrant in respect of services rendered shall not exceed ₹30,000. The recruiting agent shall issue a receipt to that worker for the amount collected by him in this regard"

10. **List of job roles excluded for this empanelment**

    The **job roles which will not be included** as part of the empanelment process is provided on the link below https://www.csdcindia.org/knowledge-bank/qualification-packs-model-curriculums/

11. **All proposals and query should be sent to proposals@nsdcindia.org.**