



# Frequently Asked Questions – DDUGKY (Candidates)

**PASCHIM BANGA SOCIETY FOR SKILL DEVELOPMENT**



**Question 1. What is DDU-GKY?**

DDU-GKY is the demand-driven placement-linked skill training initiative of the Ministry of Rural Development, Government of India (MoRD), uniquely aimed at rural poor youth between 15 and 35 years of age, with the purpose to create income diversity in poor families and help rural youth realize their career aspirations.

**Question 2. When did the scheme start? Is it new?**

DDU-GKY has its origins in the 'Special Projects' component of the Swarnajayanti Gram Swarozgar Yojana (SGSY), which was positioned as a holistic livelihoods intervention in 2004. The SGSY special projects provided time-bound training and capacity building for bringing a specific number of Below Poverty Line (BPL) families above poverty through skilling and placement in jobs that provided regular wage employment. Up until May 2013, around 8.60 lakh had been trained and 6.80 lakh youth had been given placement. This programme was revisited under a new Skills framework and repositioned under Aajeevika as Deen Dayal Upadhyaya – Grameen Kaushalya Yojana (DDU-GKY) on Antyodaya Diwas (25th Sep 2013) with the launch of new Guidelines and Standard Operating Procedures (SOPs).

**Question 3. Why was DDU-GKY set up?**

DDU-GKY was set up to provide hopes and aspirations for a better quality of life to a large section of the rural poor. India has approximately 55 million rural youth between the age group of 15-35 yrs. who are below poverty line and with 16.16 million persons entering into the working age each year, there is a need for them to be skilled, reskilled and up-skilled.

However, it is estimated that only 4.69% of the total workforce in India has undergone formal skill training as compared to 68% in UK, 75% in Germany, 52% in USA, 80% in Japan and 96% in South Korea. On the other side, there is a demand of 109.73 million skilled manpower by 2022 in twenty-four key sectors.

Therefore DDU-GKY seeks to fill this gap by imparting specific set of Modular Employable Skills (MES) needed to access full time jobs in the formal sector.

**Question 4. Is the scheme present across India?**

DDU-GKY is currently being implemented in 21 States and UTs, impacting youth from 568 districts, by over 670 projects being implemented by over 300 Project Implementing Agencies (PIAs). At present, DDU-GKY has over 1.55 lakh candidates currently in training and placements. In the coming 2-3 years, DDU-GKY approved projects to impact over 13 lakh rural poor youth at a cost of over Rs. 4,300 Cr.

**Question 5. Why should you join DDU-GKY?**

DDU-GKY provides demand-driven placement-linked skill training so that you can learn a new skill, earn your way to new identity, gain respect and fulfill your income and career aspirations. The following services are to be provided to every enrolled candidate:

- Get face to face counselling and guidance
- Find out what you're good at, get chosen for a skill based on your aptitude
- Learn new skills and new technology in modern fully equipped training centers
- Earn a government accepted certificate upon successful completion

- Get placement opportunities and interact with potential employers
- Find a job that pays you a minimum salary of Rs. 6,000/- per month (at least 75% of all those who successfully completed training will be placed)
- Get support to shift to a new city and job (if needed)

**Question 6. Why do I need skill training?**

As per National Policy for Skill Development and Entrepreneurship 2015, the skill demand in India is 109.73 million. This translates to over 16 million each year from now, of whom 3 million are already being trained in Universities / Colleges. Out of the balance 13 million, close to 50% need to be trained in Modular Employable Skills (MES). By 2020, India is also expected to have a surplus of 56 million youth while the rest of the world faces a shortage of 47 million. Moreover, in a fast changing industrial environment, it is recognised that skill building is not a static process and that individual's skills needs to be upgraded continuously if the workforce is to remain relevant and employable. Hence looking at the current and the upcoming demand of skilled force, you should get skilled trained to start earning, become eligible for better jobs, build a career and improve your current lifestyle.

**Question 7. What are the eligibility criteria?**

Rural youth from poor families in the age group of 15 to 35 years, (relaxed for categories stated in FAQ 8). While DDU-GKY aims for Participatory Identification of Poor (PIP) as the aspired process for inducting needy candidates, interim any of the following will ensure eligibility into DDU-GKY sponsored skill training programs:

- Ownership of/ inclusion in BPL Cards
- Ownership of/ inclusion in BPL PDS Cards (also called Antyodaya Anna Yojana in some states)
- Ownership of/ inclusion in RSBY Card (Rashtriya Swasthya Bima Yojana)
- Family members of SHG members of a registered SHG in the village
- Family members of paid workers under the MGNREGS with a minimum of 15 days of work in the last 12 months

Further, to promote social inclusion, DDU-GKY insists on mandatory coverage of socially disadvantaged groups (SC/ST 50%, Minority 15%, Women 33%) and 3% for Persons with Different Abilities (PwDs) through reservations/ earmarked funds in every project.

**Question 8. Are there any exceptions to the eligibility criteria?**

Yes, the upper-age limit for women candidates, and candidates belonging to Particularly Vulnerable Tribal Groups (PVTGs), Persons with Disabilities (PwDs), Transgender and other Special Groups like rehabilitated bonded labour, victims of trafficking, manual scavengers, trans-genders, HIV positive persons, etc. shall be extended by 10 years to 45 years.

**Question 9. Would I be required to furnish any documents for getting enrolled?**

Yes, you would be required to furnish any of the following documents as your identity proof:

- Birth Certificate
- BPL Card of self or your household (where your name is also mentioned)

- MGNREGA worker card of any member of your household, with a minimum of 15 days of completed work in the last 12 months
- Rashtriya Swasthya Bima Yojana (RSBY) card of your household
- Antyodaya Anna Yojana (AAY) card of your household
- BPL PDS card of your household
- NRLM-Self Help Group identification or certificate for any member of your household

Apart from the above, the reserved category would need to furnish any of the following proofs:

- SC/ST Certificate issued by competent authority
- Disability Certificate issued by competent authority
- Self-certification by the candidate for his/her status as minority community

**Question 10. I have not completed primary school (below class 5). Can I join training under DDU-GKY?**

All candidates who hail from poor families, and are between the ages of 15 and 35 years, are eligible for the training programs. For women and other vulnerable groups like persons with disabilities, the upper age limit is relaxed to 45 years.

**Question 11. What industries are covered under the scheme?**

DDU-GKY is industry agnostic. That said, its current training partners offer training programs in over 82 sectors, covering over 450 job-roles or trades. Candidates can only choose from skills offered in their vicinity/ assigned projects in their district. Please click on the link below to view the list.

[Industry List](#)

**Question 12. What kinds of jobs are provided under DDU-GKY?**

DDU-GKY's current training partners offer training programs in over 82 sectors, covering over 450 job-roles or trades. Candidates can only choose from job-roles under skills offered in their vicinity/ assigned projects in their district. Please click on the link below to view the list.

[Industry List](#)

**Question 13. What type of skills can I get trained on?**

From a welder making the Maruti car to an Entrepreneur in the Agriculture sector to an X-Ray machine assistant in a Super Specialty Hospital to a Sales Person selling premium shirts to a Back-Office professional working on computers, DDU-GKY's current training partners offer training programs in over 82 sectors, covering over 450 job-roles or trades. Candidates can only choose from job-roles under skills offered in their vicinity/ assigned projects in their district. Please click on the link below to view the list.

[Industry List](#)

**Question 14. I am confused about which skill to choose? Is there any guidance provided to help me select the right skill?**

Yes the best thing for you is to be chosen for the training of a skill you are already good at. You can get in touch with our nearest training provider and take an aptitude test conducted by them. This will tell you what you are good at and which skill to choose.

**Question 15. Will the government or corporates provide the training?**

Under DDU-GKY, several educational institutions of repute, corporate training houses and NGOs have been sanctioned projects. The DDU-GKY is the first skill training initiative in the country to have set benchmarks for minimum standards and quality benchmarks in service delivery through its framework of Guidelines and Standard Operating Procedures (SOPs), and all its sanctioned projects implemented by its partners (PIAs) need to comply with all applicable standards. DDU-GKY approves training programs with curriculum as recommended by NCVT (National Council for Vocational Training) or as identified in the Qualification Packs (QPs) based on NOS (National Occupational Standards) by the respective SSCs (Sector Skills Council) of NSDC (National Skill Development Council).

**Question 16. Is there a training fee?**

No. DDU-GKY subsidizes 100% cost of skill training of candidates at its approved training centers implemented by its PIAs in sanctioned projects. There are no fees. There are no registration charges. There are no examination or certification charges. There are no placement charges. However, candidates are required to attend all classes and OJT, put in hard work and effort to learn a trade and achieve a minimum of 70% marks in the final exam to pass.

**Question 17. What would be the duration of the training?**

DU-GKY offers three-month, six-month, nine-month and twelve-month training courses, the duration for which are 576 hours, 1152 hours, 1728 hours and 2304 hours respectively. OJT (On-the-Job Training) is also a part of these trainings, with 30 days for a 576 hours (three-month) course, 60 days for a 1152 hours (six-months) course and 90 days for a 1728 hours (nine-months) course and 120 days for a 2304 hours (twelve-month) course.

**Question 18. Are the classes full-time or part-time?**

Currently, most of the training projects are full-time. However basis the need of the project, the following training provisions have been made:

- A continuous period (six day week)
- Weekends (training projects for those with some employment including unskilled employment)
- Part time (training projects for those who wish to undergo training outside of normal working hours)

**Question 19. What if my attendance is lower than 50%?**

If your attendance is lower than 50%, then you will not be eligible to appear for the final assessment and certification. Therefore it is essential that you attend all classes and work hard

to get your certificate and placement offer. This certificate is recognized by the government and will be useful for all subsequent job applications you make.

**Question 20. Will I receive a certificate on completion of the training? Who will be the accreditation authority?**

Yes, you will be provided a government recognized certificate upon successful completion of the training. In the case of training programs implemented under NCVT curricula, NCVT through its accredited assessors will perform the external assessment on completion of the duration of the course and provide the necessary co-branded certification upon passing. In case of QP-NOS, accredited third-party assessors appointed by SSCs of NSDC will perform the external assessment upon completion of the duration of the course or minimum hours as identified by DDU-GKY and provide successful candidates with co-branded certification. Most employers recognize the Certificate as a symbol of learning and achievement, which will get you a job with higher salary. It will also be recognized when applying for Government jobs (if advertised and relevant for the position offered).

**Question 21. In addition to skill training, I also want the opportunity to finish my matriculation. Will I get the opportunity to do so while training under DDU-GKY?**

In some training programs, which are of longer duration, like 12 months, you will get the opportunity to complete a school year. The training center will provide linkages with National Open Schools so that you can enroll for the class as well as complete your class examination along-side the training program. However, this facility is available only in some training programs. You will need to check before joining the training program. At the same time, all training centers will encourage and support you in the endeavor to complete your schooling.

**Question 22. How do I locate a training center in my area?**

You can find a training center near your place and contact them directly by clicking on this link [Map Listing](#)

Alternatively, you can get enrolled with your Gram Panchayat or Gram RozgarSewak, who in turn will recommend the nearby Training Center or its mobilization staff to meet you and offer you counselling and guidance.

**Question 23. What does a training center look like?**

A typical training center can be non-residential or residential depending on the project as sanctioned, need of the course and location of the center. Below are the actual images of some of the training centers:



Each training center conforms to minimum standards or benchmarks identified in Chapter 6 of the Standard Operating Procedures, Part 1 and should consist of a separate academic areas, assembly areas, administrative areas and residential areas. In the academic areas, you will find classrooms, domain skills labs (places where you will find the same equipment as you will in a job) for practical training, and computer center with 1 computer per candidate, high speed always on Internet access. In residential projects, in the residential areas you will find a dormitory with a bed and cupboard for each candidate. In both the assembly areas and residential areas (if separate), you will find a cafeteria that will provide you with at least 1 meal/snack (in non-residential projects) and 2 full meals (in residential projects).

**Question 24. What are the facilities entitled to a candidate in a training center?**

The following facilities are available at every training center:

- Aadhaar Card or similar bio-metric Identification Card
- Bank account in your name
- Free uniform (1 or 2 sets depending upon location & season), books and learning material
- Lab, classroom and IT facilities
- Tablet PCs in some training centers to learn at your own pace
- Free internet and email access on all IT equipment so that you can check their emails and browse the internet, one computer per person
- First aid, hygiene, drinking water, canteen and washroom facilities
- Free accommodation and food in residential training programs
- Rs. 100/- for every 8 hours of training attended (workday) transferred directly to your bank account towards meal and conveyance allowance in non-residential training programs.
- Projection, AV recording & playback and copying equipment, where needed
- Fire-fighting equipment
- Power back up by way of DG set
- CCTV recording facilities in classroom, labs and common areas to monitor training quality and ensure safety
- Geo-tagged time-stamped Aadhaar linked biometric attendance facility for both trainers and trainees
- Certified trainers for domain skills, English, IT skills & soft skills

**Question 25. Will there be any financial assistance or accommodation provided in case the training center is far from my village?**

Yes, in case of residential projects where the training centers are set-up in towns, we provide residential facilities with free accommodation and food. In case of non-residential projects, you will get Rs. 100/- for every 8 hours of training attended (workday) towards conveyance and meal allowance which will be transferred directly to your bank account in regular intervals during the training course.

**Question 26. Where and how can I get myself enrolled?**

Please refer to FAQ number 22.

**Question 27. What if I am not suited for the training or want to join training for another skill?**

Before the selection is made, the PIA training center will test your inherent aptitude and skill. If you are found suitable, then you are inducted into the training batch. If even after induction, you feel you are not suited for the training or jobs that will result from the training, you can meet with the counselor in the training center and drop from the program before the batch is frozen for the training, within the first 10 days.

**Question 28. Is there a placement guarantee?**

Under DDU-GKY, the training partners are mandated to place at least 75% of the successful candidates in jobs, offering a minimum salary (CTC) of Rs. 6000 per month. This amount will include any incentive or facility the company will provide you with like transport or meals or accommodation etc. Else, the applicable charge may be deducted from your monthly salary.

**Question 29. Who are some of the candidates who have been placed successfully?**

DDU-GKY has brought a huge difference in the lives of our youth. Please click on the link to read their stories.

[Pushpanjali Mallick](#)

**Question 30. What if I need to drop-out of training in between due to personal reasons, will I get the opportunity to continue the training after a brief interval?**

If you have to drop-out of training, then you will not get your certificate or placement. However, if there is another such project sanctioned in your district of domicile, then you may get the opportunity again.

**Question 31. Will I get industry exposure before being placed?**

Yes, most of the skilling courses have provision for providing On-the-Job Training (OJT). The maximum permissible days for OJT are 30 days for three month course, 60 days for six month course, 90 days for a nine month course and 120 days for a 1 year course. In case of courses having duration between three months to 12 months, besides the standard duration of 3, 6, 9 and 12 months, the maximum OJT allowed shall be 1/3rd of the total course duration or 120 days, whichever is lower.

**Question 32. Who are the top recruiters?**

Some of our top recruiters among companies are:

- Cafe Coffee Day
- Apollo Hospitals
- Maruti Udyog Ltd
- Big Bazaar Group
- Bharti Airtel Ltd
- Vodafone
- Manpower Group
- Tata and Sons Group
- GMR Group
- SafeXpress
- Raymond Limited
- TTI Global Pvt. Ltd.

**Question 33. What are the minimum and the maximum salary mandated?**

The minimum salary assured after our training program is Rs. 6000 per month. In case you are placed in a foreign job, the minimum salary would be US\$500 per month (Rs. 30,000/- approximately). The maximum salary would depend upon the job profile and the capability of the candidate.

**Question 34. Is there any assistance provided once I am placed?**

Yes, under DDU-GKY candidates are also eligible for post-placement support, wherein Rs. 1,000 per month will be transferred directly to your bank account for a period of 2 months in case you are placed within the district of domicile, for 3 months if you are placed within the state of domicile and for 6 months in case the placement happens outside the state of domicile. This is in addition to your salary earned from the employer and is to enable you to focus on the job and settle down at the earliest.

**Question 35. What if I am unable to perform at my job? Will I get an additional placement opportunity?**

Each training programs empowers you to perform in your job, having trained you with the same equipment that you will find in your everyday job. However, if for some reason, you are unable to perform at the job, but have the potential and desire to work, the PIA will try to place in another job more suitable to you. In every case, you are expected to work hard and perform in your job.

**Question 36. What if I have to drop-out of my work due to personal reasons? Will I get another opportunity?**

Please refer to FAQ number 35.

**Question 37. Is there any assistance provided in case I need to migrate because of the placement?**

Apart from the post-placement support mentioned in FAQ number 34, States implementing the DDU-GKY programs (through their SRLMs) are in the process of setting-up Migration support centers across all operational states which would provide the following services:

- Registration of workers and facilitating access to identity related documents
- Access to immediate housing support or transit accommodation at a subsidized cost
- Access to information on basic social services: housing-related, schools, hospitals, etc.
- Access to information on basic Government services, social programmes/schemes, etc.
- Financial inclusion, bank linkages, salary remittance from remote locations, financial counselling, and linkages to social security
- Healthcare counselling, health education and linkages with formal institutions/schemes
- Legal education, mediation and counselling services for workers facing disputes at work

**Question 38. Are there any opportunities for placement abroad?**

Yes, basis the need of the employer and the requirement of the job, you could also be placed in a foreign job, with a minimum salary of US\$500 per month (Rs. 30,000/- approximately).

**Question 39. Will I get a Government job after completing the training program?**

No. Government sponsors your training at an institute of repute and the PIA will place you in industry.

**Question 40. Often, employers have a hire & fire policy. How will training under DDU-GKY help me in retaining a job?**

Training centers under the DDU-GKY offer you courses approved by NCVT or Qualifications Packs for NOS as devised by the Sector Skills Councils of NSDC. In addition, all training centers offer domain labs, which usually have the same equipment as you will find in your job. And you will get additional courses in soft skills, functional English and Computers. You will also get to work and learn from a Tablet PC in some training centers. Most of the DDU-GKY training partners use very innovative teaching techniques that use a lot of videos and employ qualified trainers. As a result, training that you get under this program will make you job-ready and capable of performing in the placement provided.

**Question 41. Once placed, will I grow in my job? Or is there a risk that I will remain stuck in the same position and role all my working life?**

In all training courses, you will be trained in the skills needed to grow in your job and profile. But you need to work hard and ensure that your superiors and employers find you suitable for promotions from time to time.

**Question 42. After the training, can I choose to be self-employed?**

All training programs under the DDU-GKY are devised to make you capable for a job. There are no classes or courses for self-employment or starting a business, but if you think are ready and want to start one, the counselors will encourage you and may offer you help from time to time.

**Question 43. If I choose to be self-employed or start my own business, how will DDU-GKY and/or MoRD help me?**

The Ministry of Rural Development runs several other schemes, one of which is skilling for start-ups and entrepreneurs. Once you complete your course, you can apply under the entrepreneurship and receive necessary support like additional training or small loans to start your own business.