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Unique Doc. Reference	: SUBIN-KAKACRSFL0827587282030907R
Purchased by	: GTTC BANGALORE
Description of Document	: Article 12 Bond
Description	: AGREEMENT
Consideration Price (Rs.)	: 0 (Zero)
First Party	: GTTC BANGALORE
Second Party	: DGT
Stamp Duty Paid By	: GTTC BANGALORE
Stamp Duty Amount (Rs.)	: 100 (One Hundred only)

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Memorandum of Understanding for
Undertaking Skill Development activities under provisions of Flexi-MoU scheme
Between
Directorate General of Training (DGT)
Ministry of Skill Development & Entrepreneurship, Govt. of India
AND
Government Tool Room & Training Centre (GTTC), Bengaluru

This Memorandum of Understanding ("MOU") is entered on the 24th Day of
September 2019 at Bengaluru, Karnataka

Between

Statutory Alert:

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Directorate General of Training, Ministry of Skill Development and Entrepreneurship, Government of India (hereinafter referred to as “DGT”), having its office at Kaushal Bhawan, B-2, Pusa Road, Karol Bagh, New Delhi – 110005

AND

Government Tool Room & Training Centre, organization registered under Karnataka Society’s Act, Government of Karnataka (hereinafter referred to as GTTC) having Head Office at Rajajinagar Industrial Estate, West of Chord Road, Bengaluru-560010, Karnataka, India.

Whereas –

1. The Directorate General of Training (DGT) under the aegis of Ministry of Skill Development and Entrepreneurship is the apex organization for development and coordination at National level for the programmes relating to long term Vocational Training including the Flexi-MoU scheme.
2. Ministry of Skill Development and Entrepreneurship (MSDE) introduced the concept of Flexi-MoU in the year 2014 and policy guidelines for the same were implemented vide letter dated 31st July 2014, which were later revised & latest revision released on 28th February 2019 vide letter ref no. [MSDE (DGT)-19/11/2016-CD, dated 14.03.2019].
3. Flexible Memorandum of Understanding or Flexi-MoU scheme is designed to cater to the needs of both industry as well as trainees, allowing industries to train candidates as per skill set requirements of industry and providing trainees with an industry environment aligned with the market demand and latest technology to undergo training. The scheme gives the industry the flexibility to create tailored skilling programmes with customized courses, having content and curriculum that is market relevant and meets the industry requirements.
4. GTTC established in the year 1972 is engaged in providing employable skills to students to meet Industrial needs.

GTTC has established 22 centres :1] Bangalore, 2]Mysore, 3]Hassan, 4]Mangalore, 5]Gulbarga, 6]Belgaum,7] Dandeli,8] Hospet,9]Hubli, 10]Harihar, 11]Kudalasangama, 12]Maddur, 13]Kanakapura, 14]Lingasugur, 15]Gundlupet, 16]Kadur 17]Humnabad, 18]Kolar, 19]Tumkur 20]Shimoga, 21]Gowribidanur and 22]Chikkodi across the State to provide skilled manpower and technical services to the existing and emerging industrial sectors.

GTTC is offering specialised Long-Term 4 Years Diploma courses viz: Diploma in Tool & Die Making, Diploma in Precision Manufacturing, Diploma in



Mechatronics and Diploma in Electronics & Communication with a duration of 3 years. The 4 Years Diploma course students are deputed to various industries during their 4th Year of training for OJT for period of one year and students are paid stipend by Industry.

GTTC offers unique industry driven Post Diploma in Tool & Design and Masters in Tool Engineering Programme and Short-Term Skill Training Programme. GTTC is also conducting Government Sponsored Short-Term Skill Training Programme under: Chief Ministers Kaushalya Karnataka Yojana [CMKKY] and Assistance to Institutions for Technology Training-Special Component Plan/Tribal Sub Plan [AITT-SCP/TSP] in various trades: CNC Programming & Operations, CNC Milling Machine Operator, CNC Turning Machine Operator, Turner, Miller, Fitter, Grinder, Programmer, CNC Milling Machine Job Setter & Programmer, Domestic Data Entry Operator, Robotics, Mechatronics, Programmable Logical Control [PLC], Computer Aided Design-Computer Aided Manufacturing [CAD-CAM] etc.

GTTC is offering Competency Certificate courses: Tool Room Machinist-1 Year, Tool & Die Technician-2 Years, Tool Manufacturing-2+1Years, Final year they will be for OJT in various industries. GTTC also has a Service Centre which serves growing Industrial Sectors viz: Aerospace, Defence and Tooling.

GTTC offers services in Precision Manufacturing to Aeronautical, Aerospace, Defense sectors and R& D centre for supply of critical and precision components to organizations of National Importance Projects; viz: **ISRO, HAL, LEOS, NAL, ADA, ADE, VSSC, GTRE, L&T, SAMEER, IISC** etc.

GTTC Bangalore centre is recognized as **Scientific and Industrial Research Organization [SIRO]** by Department of Scientific Industrial Research [DSIR], Government of India identifying the capabilities of GTTC. As it is manufacturing and supplying certain critical and precision import substitution components to several organizations by indigenization.

5. GTTC caters to needs of various industrial sectors across the length and breadth of the State/Country and hence has approached DGT for signing of Memorandum of Understanding under the Flexi-MoU Scheme and conduct Skill Development activities as an Industrial Training Provider (ITP). This MoU shall help cater to development of skilled resources for including but not limited to:
 - a. Manufacturing units
 - b. First time entrepreneurs
6. DGT is pro-active in transforming country's youth into industry ready workforce. In view of the foregoing and in its quest to be an enabler of market



relevant skilling activities, and sustainable/inclusive Skill Development, DGT intends to sign this MoU with GTTC Bengaluru.

7. Accordingly, the Parties hereto mutually agree to enter into this MoU for undertaking Skill Development activities under the Flexi-MoU scheme of Ministry of Skill Development and Entrepreneurship (scheme guidelines are annexed as **Annexure-I to this MOU**).
8. The organisation (GTTC) fulfils the eligibility criteria as laid down in Flexi-MoU scheme guidelines (Annexure-I).

I. Objective

DGT and GTTC have mutually agreed to enter into this Memorandum of Understanding with following objectives:

- A. Provide an opportunity to the youth to acquire skills related to Precision Engineering and Manufacturing Industry through 'Learn and Earn' approach consisting of a mix of theoretical and On-the-job Training (OJT) components and hence improve their employment potential
- B. To contribute in the overall growth of Tool Rooms, Aerospace, Defence and Manufacturing industry by creating a pool of skilled manpower

II. Role of DGT

- Create awareness about Flexi-MoU among all the stakeholders within the skill ecosystem, and regularly publish list/details of new MoUs signed with Industrial Training Partners on scheme portal.
- Review and approve curriculum and content developed by ITP i.e. GTTC for courses/training to be conducted under this MoU.
- Create provision on DGT/scheme portal for registration of ITP, uploading trainee details, registration for online/computer-based exams or off-line exam as applicable, issue of admit card, uploading of formative assessment marks, mark sheet generation and issue of e-Certificate.
- Provide credentials and access to portal for ITP's trainees and other stake holders.
- Issue Admit Cards and conduct theoretical exams for enrolled candidates.
- Issue e-NTC (National Trade Certificate) to successful candidates.



III. Role of Industry Training Partner (ITP) (GTTC)

- Identify the training needs for ensuring that the developed course has high employment potential.
- Develop tailored courses and curriculum as per industry requirements and get the same approved by DGT. Proposed tentative list of courses is attached as Annexure II.
- Fulfil infrastructure requirements of the course, i.e. space norms such as class room, workshop, training centre and other basic amenities in training wing, access to IT lab along with faculty.
- Provide reasonable access to machinery, equipment and technology required for training.
- Provide qualified Trainers, Supervisors, and Support Staff for classroom training, and industry training. Additionally, theoretical training component could be outsourced or conducted through Skill Universities/ other partners (Maximum 30% of the total course duration/hours).
- Conduct the mobilization and trainee selection process as per selection criteria laid down by Industrial Training Partner itself. Upload details of trainees selected on the scheme portal.
- Conduct in-house assessment and award marks for practical and formative assessment.
- Upload formative and practical examination marks of candidates on scheme portal.
- Facilitate for theory exam to be conducted by DGT. Including examination fee payment as actual or as decided by DGT for the same.
- Orient the trainee at the time of admission regarding discipline, attendance, leave and other rules and regulations as applicable to industry. It is advisable that candidates are informed in writing about the terms and conditions of the industry where they are to undergo training to avoid any sort of complication later.
- Ensure placement assistance of at least 50% of the total successful trainees trained under the flexi MoU and track the same for one year.
- In case of hazardous industries, before signing the MoU, Industry shall disclose the conditions (in consultation with DGT & State Directorate) like minimum age and level of medical fitness (e.g. colour blindness) etc. as per the industrial safety norms applicable in the industry. ITP



should ensure that the trainees are provided all necessary safety equipment and instruction before commencement of the training.

- ITP shall create or assign an internal committee for managing trainee grievance similar to the provisions made for regular employees of ITP.
- The ITP shall follow Flexi-MoU guidelines issued by DGT (refer Annexure I) and/or any modifications/notifications to same issued from time to time by DGT.

IV. Validity

This MoU is valid for three years from the date of signing. It can be extended in slots of 3 years on similar or such other terms as may be agreed between parties by mutual consent

V. Arbitration

In the event of breach of this Agreement/MoU the DGT and GTTC shall make reasonable efforts to reach an amicable settlement thereof. If they cannot reach an amicable settlement all disputes arising in connection with this MoU thereof, the same shall be referred to Secretary, Ministry of Skill Development & Entrepreneurship. The decision of Secretary, Ministry of Skill Development & Entrepreneurship shall be final and binding on both. The city of the arbitration shall be New Delhi, India.

VI. Termination of MoU

DGT and ITP (GTTC) are free to terminate the MoU at 3 months' written notice as outlined in the Flexi-MoU Guidelines. However, this shall not affect the training of candidates already enrolled.

VII. Other Conditions

- Both the parties agree that each other's logo shall be used in all promotion documents, concerned by other party and related to training only, but not for any commercial purposes.
- Any amendment or change in the scope of work or terms of engagement under the MoU could be affected from time to time with mutual consent and in writing.
- It is clarified that parties will mutually discuss and consult each other for any provision arising out of this MoU in order to identify and decide upon the manner in which the activities are to be done. Parties will agree upon their role and related activities from time to time by way of exchanging letters or emails.
- Severability. If any provision of this MoU is found by any court or administrative body of competent jurisdiction to be invalid or



unenforceable, the invalidity or unenforceability of such provision shall not affect the other provisions of this MoU, and all provisions not affected by such invalidity or unenforceability shall remain in full force and effect. The Parties hereto agree to use their reasonable efforts to negotiate a valid or enforceable provision which achieves to the greatest extent possible the objectives of the invalid or unenforceable provision as a substitute for any such invalid or unenforceable provision.

- No Party hereto shall be liable for any delay or failure to comply with its obligations under this MoU that is caused by circumstances beyond its reasonable control. Non-exhaustive illustrations of such circumstances are war, riots, explosions, abnormal weather conditions, fire, flood, earthquakes or similar natural calamity, nation-wide or regional strikes and lockouts, Government action or regulation and nation-wide or regional power failures

For and on behalf of DGT,



Sh. Rajesh Aggarwal IAS,
Director General
Directorate General of Training.

राजेश अग्रवाल/RAJESH AGGARWAL
अपर सचिव/म.नि./Additional Secretary/DG
प्रशिक्षण महानिदेशालय/Directorate General of Training
कौशल विकास एवं उद्यमशीलता मंत्रालय
Ministry of Skill Development and Entrepreneurship
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

Witness I:



Name: PUNITA BHATIA
Location: Bengaluru ^{DD}_{DGT, MSDE}

For and on behalf of GTTC,



Dr. S. Selvakumar IAS,
Secretary,
Skill Development, Entrepreneurship
and Livelihood Department
Government of Karnataka.

Secretary to Government
Skill Development, Entrepreneurship &
Livelihood Department

Witness II:



Name: Raghavender H.
Location: Bengaluru ^{MSDE}_{GTTC}

Annexure - I

Flexi-MoU Guidelines issued by Directorate General of Training

Annexure - II

List of proposed courses/ trades to be run by GTTC under the MoU

Name of Course	Sector	Duration (In months)
1) Tool Room Machinist		12
2) Tool and Die Technician		24
3) Tool Manufacturing		24
4) Precision Manufacturing		24

Note:

All proposed courses shall be NSQF aligned. This is an indicative list and actual courses/ names of courses may vary and shall be finalized with DGTs consent.