

# **MEMORANDUM OF UNDERSTANDING**

**Government of West Bengal**

**And**

**Security Sector Skill Development Council**

**On**

**Developing Security Skills & Soft Skill Eco-System**

**Date: - 8/1/2015**

**Kolkata**

1. This Memorandum of Understanding (MoU) has been made and entered into on this 8<sup>th</sup> day of January, 2015 by and among the following two entities collectively referred to as "Parties" and each referred to individually as "Party".

**(a) Government of West Bengal**

The Government of West Bengal in the Department Of Technical Education & Training having its Office at "Karigori Bhavan", Plot B/7, Action Area-III, New Town, Rajarhat, Kolkata-700 156

**AND**

- (b) SECURITY SECTOR SKILL DEVELOPMENT COUNCIL (SSSDC)**, a company registered under Section 25 of Companies Act, 1956 and having its office at 305, DLF City Court, Sikenderpur, M G Road, Gurgaon - 122002 (hereinafter referred to as "SSSDC") which expression, unless otherwise repugnant to the context and meaning thereof, shall mean and include its successors or successors in interest and assigns and represented by its authorized representative, of the first party.

**Background:**

2. On account of several initiatives and programs undertaken by Government of West Bengal, there has been a massive flow of investment in the recent time in industrial and infrastructure projects as well as in the service sector in West Bengal. In order to support this investment, large pool of skilled manpower at different levels will be required in the coming years.
3. SECURITY SECTOR SKILL DEVELOPMENT COUNCIL (SSSDC) is a not-for-profit organization, working under the aegis of **National Skill Development Corporation (NSDC)** which has been formed jointly by Government of India and Industry Associations, as a PPP initiative to promote skill development on all India basis.

**Objectives:**

4. **Government of West Bengal and SECURITY SECTOR SKILL DEVELOPMENT COUNCIL (SSSDC)** would work together to promote skill development in Private Security Sector amongst existing ITIs/Polytechnics/Engineering colleges/Government affiliated or recognized Institutions/Universities/Schools and under various Central and State Government Schemes & otherwise.
5. **SECURITY SECTOR SKILL DEVELOPMENT COUNCIL (SSSDC)** will strive to create a viable ecosystem to develop competency based framework, narrow the existing gap between demand and supply of skills, and develop National Occupational Standards, curriculum alignment, framework for assessment for quality assurance and conduct of Training of Trainers for the Private Security Sector.

Now both parties hereby mutually agree to this MoU and bind themselves to the terms and conditions enumerated in succeeding paragraphs.

**6. Roles: Govt. of West Bengal**

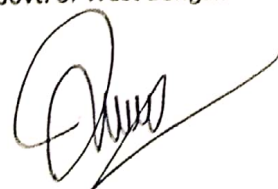
- a) To arrange infrastructure at existing School/College/ITI/Polytechnics and other premises to carry out training of batches, thus enabling to utilize the existing infrastructure and other facilities present in these premises for training in Private Security Sector or / and facilitate other interventions in Greenfield areas.
- b) To support funding of fees for students through various Central and State government schemes to the Training Providers for Private Security and SSSDC for assessment and certification.



- c) To assist for promotional support so as to publicize the Initiative for skill development and to facilitate mobilization of trainees for Private Security.
- d) To assist in English to Bengal language translation for course content developed / training documents, on as required basis for Private Security Sector.
- e) To assist provision / augmentation of training equipment, on as required basis as per prevailing policy.
- f) To provide rent free premises and infrastructure including land, building, workshop area and other amenities as required for setting up a model training centre of excellence at the allotted location/ Centre(s) as per prevailing policy.
- g) To provide funding to SSSDC as per existing DGET norms, in delivering Recognition of Prior Learning (RPL) - wherein Security personnel practicing the trade of Private Security in the State of West Bengal are assessed and certified on the basis of their Proficiency, as also, for assessment and certification of fresh trainees.
- h) To assist SSSDC in delivering and development of Skilling of Fresh Candidates in Private Security and develop Upskilling program for Security Personnel already practicing in West Bengal.
- i) Mobilization of trainees and Security Personnel for training of security and Recognition of Prior learning (RPL) through various interventions.
- j) Pool of SSSDC trained Assessors shall be provided by SECURITY SECTOR SKILL DEVELOPMENT COUNCIL (SSSDC) to assess trainees at various Locations. The State Government shall endeavor to support this by developing promoting Assessor's base, under overall guidance of SSSDC to control assessment costs. The overall development shall be on mutually agreed terms.

**7. Roles: SECURITY SECTOR SKILL DEVELOPMENT COUNCIL ( SSSDC)**

- a) To identify skill gaps in the Private Security Sector, in order to initiate remedial action by identifying scope of vocational training requirements and its final alignment with NSQF.
- b) To identify the training providers with expertise in Private Security Sector and invite them for conducting training in State of West Bengal and /or support State Government interventions in this regard.
- c) Promote National Occupational standards for various job roles and ensure that the course curriculum prepared by Vocational Training Partner is aligned to these National Occupational Standards.
- d) To conduct training and assessment /certifications of trainers and help in provisioning of Trainers from the industry, on as required basis.
- e) To ensure quality of training delivery by adopting a stringent accreditation process for training providers and certification of trainees, all of which would be approved by the industry experts.
- f) To conduct the assessment and joint certification of all candidates put up for the same by Training Providers on all assessment criteria defined on basis of NOS/QP after training.
- g) SECURITY SECTOR SKILL DEVELOPMENT COUNCIL shall be conducting RPL program in accordance with criteria defined and mutually agreed with Govt. of West Bengal.



## 8. Funding:

The funding for various interventions shall be provisional as per Government guidelines (Central & State), as operational from time to time, and on mutually agreed terms.

## 9. Joint responsibility of Govt. of West Bengal & SSSDC:-

- a) The joint objectives will meet the State demand of skilling/upskilling of Unarmed Security Guards under RPL and Skills Training. The Program will be a joint effort of Govt. of West Bengal and SSSDC.
- b) Each trained Unarmed Security Guard shall be awarded a Joint Certification of Govt. of West Bengal and SSSDC and any other Govt. agency like NCVT etc. as the State Government may adopt.
- c) SSSDC in accordance with Govt. of West Bengal will facilitate empanelment or jointly empanel Training Providers as per SSSDC protocol. SSSDC shall be responsible for Quality Audits and Monitoring of Performance of Training Providers.
- d) Govt. of West Bengal shall provide SSSDC a suitable Space to conduct Train the Trainers Programmes, workshops for promoting Skills Initiatives of the Govt. and the demand of Industry.
- e) Govt. of West Bengal shall be paying SSSDC on per candidate basis for assessment and certification of each candidate in Private Security. The financials will be mutually discussed and agreed upon and may change from time to time.
- f) Govt. of West Bengal shall also pay SSSDC on per candidate basis to meet the expenses of RPL which include Pre assessment, Skills Gap training, final assessment and issuance of Joint certification. The financials will be mutually discussed and agreed with the stakeholders and may change from time to time by mutual agreement.
- g) Govt. of West Bengal will endeavor to provide rent free premises to SSSDC to operate its daily operational activities in the State. Supervising the process of Skills training in Private Security and RPL, SSSDC shall engage a full time personnel, who will be responsible to oversee the Planning, implementation and reporting to Govt. of West Bengal and SSSDC as per reporting format that they may jointly develop.
- h) Assessments shall be done under close supervision of SSSDC by Assessment Bodies, assessment agencies affiliated with SSSDC / State Government as shall be finalized.
- i) In consultation with Govt. of West Bengal, SSSDC will ensure that all training is carried out by appropriately trained Trainers, as per protocol of SSSDC.
- j) Govt. of West Bengal shall endeavor to establish a "Private Security School Of Excellence" in the State of West Bengal, for which Govt. of West Bengal shall, in accordance to prevalent Policy, give an ITI/ suitable infrastructure for setting up / conversion into this Center of Excellence.

## Duration / Term of the MoU:

10. This MoU shall be valid for five (5) years from the date of it's entering into and may be mutually extended from time to time in writing by the parties.
11. This Memorandum of Understanding is a document of good faith and Implementation of the MoU would be monitored on a six monthly basis.

## Changes / Amendment:

12. No change can be made to this MoU without written consent and duly signed by all the parties. Additions, deletions and/or alterations to this MoU may be effected with the written agreement of all the parties to this MoU concerning the changes. Documents containing



such additions, deletions and/or alterations and signed by all the Parties shall form addenda to this MoU, and be deemed to be part of this MoU.

**Termination:**

13. This MoU can be recommended for termination by the parties after serving 6 (six) months notice in writing if there is failure/ breach of understanding or default by either party other than on force majeure grounds. However based on unsatisfactory performance and or other reason State Government may terminate or amend any of the understanding as Stated above.

IN WITNESS WHEREOF all the parties hereto set their hands and signed the Memorandum of Understanding on the 8<sup>th</sup> day of January 2015.

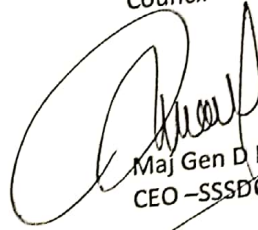
Technical Education & Training Department,  
Government of West Bengal



H. Mohan  
Principal Secretary

Stamp:


Security Sector Skill Development  
Council



Maj Gen D. K. Jamwal  
CEO - SSSDC

Stamp:

Witness: -Witness-



S.K. Pramanick Brig P K Sanyal,  
Director of Industrial Training,  
Government of West Bengal



Regional Head Eastern Sector,  
SSSDC