

GUIDELINES FOR ENGAGEMENT OF REPUTED SKILL TRAINING PROVIDERS FOR CSR ACTIVITIES

Gujarat CSR Authority (GCSRA) has compiled a list of reputed and trusted training providers and their details can be accessed from this page. All these agencies are either set up by various Governments or are not for profit organizations having track record of ensuring high rate of employability of their trainees at the end of training programme. GCSRA is also in the process of conducting a large scale survey of few talukas of Gujarat who create a useful database of youth who are willing to participate in virtual training programmes. GCSRA is also in the process of developing training tracking programme through which any participating company can have real time information on the status of the trainees sponsored by them in any of these institutions and their employability record for upto one year after training.

Some of the aspects which should be kept in mind while recommending trainees are as follows:

1. Any company can directly approach these training providers for any specific training programme for trainees sponsored by them. There is no need to approach them through GCSRA only.
2. The training fee mentioned for individual courses are firm and final and are valid for the Financial Year 2016-17. No training provider mentioned at the site will charge any additional amount from the trainees / sponsoring company.
3. The total cost of training will have to be paid in advance to the training provider organization. GCSRA will obtain the information of such sponsored trainees directly from these training institutes and link them with the tracking software mentioned above. The sponsoring companies can periodically access this software to view the status of their trainees.
4. It is recommended that no additional stipend should be paid to the sponsored trainee unless there is proper justification for that. This is being suggested to ensure the seriousness of trainee during training period. Trainees are also being advised that these training programmes are highly specialized and will require serious efforts by the trainee during the training period.

5. These training institutions are also being advised to charge Rs.500/- to Rs.1000/- joining fee directly from trainees in order to ensure the seriousness and willingness of the trainees to participate in this very expensive training programme. To the extent of this joining fee, the cost of the training programme including fee will have to be reduced by these institutions and the sponsoring companies are advised not to directly pay the joining fees to the trainee. Let him/her arrange this small amount from their own resources.
6. These training institutes will carry out initial screening test of the sponsored candidates in order to assess their attitude for identifying training programmes and refer to recommend a different training programme than what is suggested by the sponsoring company in order to ensure that the trainees fit in the programme with lesser efforts and are employed in genuine manner.
7. Any complaint or suggestion in this matter can be sent to Ms Denisha Agravat, Jr. Project Officer, GCSRA on email id denisha@gcsra.org