

Memorandum of Understanding

Between

Government Industrial Training institute, Jaspur

Address: - Government Industrial Training Institute Jaspur,
Udham Singh Nagar- 244712

And

Bajaj Auto Ltd, Pantnagar

Address: - Plot Number 2, Sector 10, Integrated Industrial Estate (IIE), SIIDUIL
Pantnagar Rudrapur-263153
Dist.-Udham Singh Nagar Uttarakhand

Under "Dual System of Training"

Under "Dual System of Training" in Electrician

30/5/2025
प्रधानाचार्य
राजकोष औद्योगिक प्रशिक्षण संस्थान
जसपुर, जिला-उधम सिंह नगर

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A. Objective

This MOU dated 30.05.2025 is for collaboration between parties to support the implementation of "Dual System of Training"

B. Description of Parties

Government Industrial Training Institute Jaspur, Udham Singh Nagar, institute of Uttarakhand located at, Jaspur Uttarakhand Pin-244712, with affiliation no. DGT-6/33/3/2018-TC and MIS code GU05000122 Mr. J P Tamta, locating through its authorized representative (which means and includes successor in office).

And

Bajaj Auto Limited-Pantnagar a company incorporated under the Indian Companies Act, 1913 and having its registered office at Akurdi, Pune 411035, India through its Authorized Signatory, Mr. Sarthak Bhatia, HR Manager, who has been duly authorized by the said Company, hereinafter referred to as the "Bajaj Auto Ltd Industry Partner" (which expression shall, unless the context does not so admit, include its successors and permitted assigns), of the 4th Party.

C. Background and Purpose

Directorate General of Training (DGT), Ministry of Skill Development & Entrepreneurship (MSDE) is responsible for co-ordination of all Skill Development efforts across the country, removal of disconnect between demand and supply of skilled manpower, building the vocational and technical training framework, skill up gradation, building of new skills, and innovative thinking not only for existing jobs but also jobs that are to be created.

Industrial Training Institutes (ITI) are training institutes which offer a range of vocational /skill training courses covering many economic sectors with an objective to provide skilled work force to the industry as well as self-employment of youth. The training courses have been designed to impart basic skills and knowledge in the trades to prepare trainees for employment as semi-skilled workers or for self-employment.

To bridge this, disconnect between ITI trainees' learning outcomes and the industry requirements, the Ministry of Skill Development & Entrepreneurship (MSDE) introduced the scheme "Dual System of Training" (DST) wef. August 2016 session.


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Objective of DST scheme is to enable industries and establishments to partner with Government and Private ITIs for conducting training programs under high employability courses to fulfil their skilled manpower requirements. DST is an amalgamation of theoretical training imparted through ITIs and practical training imparted through the Industry. DST helps enable Industry linkages and provide hands on experience to students on industries latest/ updated technologies.

Under the DST scheme, the courses are conducted to meet the skilled workforce requirements of Industry so that after completion of training, the trainees who are awarded National Trade Certificate (NTC) under the schemes have an edge over regular ITI pass outs in terms of employability and employment opportunities in Industry. It may conduct courses under DST scheme in:

- i. Vacant units i.e. vacant batches against which no enrollments have been made.
- ii. Convert existing unit(s) of regular CTS trade with DST based on availability of candidates willing to enroll under DST and Industry Partner.
- iii. Third shift, if permissible in the State. However, it must be uploaded on the portal with concurrence by DGT. If a third shift unit has been started under DST without undergoing a full affiliation process, then in future such units would be used for DST only.

D. Admission details:

The admission of the trainees for the scheme shall be common i.e. with the Craftsmen Training Scheme (CTS) into regular ITIs. Upon selection of trainees/ batches by the Industry Partner, DST flag would be enabled in DGT MIS portal for those trainees. For each student, the name of Industry Partner(s) along with the planned duration of training in Industry(s) should also be uploaded on the portal.

The ITI must ensure at the time of admission that trainees opting for DST are aware of the Industry expectations in terms of eligibility, minimum age, physical fitness, discipline, timing, punctuality and necessity to fulfil such criteria as per industry requirements.

DST scheme as update on January 2019 is available at DGT Government of India portal. DST scheme is delinked from NAPS scheme and now there is no obligation for industry to pay stipend. ITI shall communicate students that practical training offered by industry shall be free of cost and stipend payment is not obligatory. However, Industry partner Bajaj Auto Limited Pantnagar has come forward to encourage, DST scheme of government of



India by offering Stipend. The amount of stipend shall be determined exclusively by Bajaj Auto limited and shall be completely as its discretion. Industry partner shall bear cost of vocational practical training, Trainer's cost, Training material cost etc. to support noble cause of offering latest skill training on technology free of cost.

E. Duration of Training

Overall duration of training shall be as per the course curriculum. The duration of Industry Training and ITI Training shall be as per DST guideline as below:

S.No	Duration of course / trade	Duration of industrial exposure/ training (as per previous guidelines)	Duration of industrial exposure/ training (as per revised guidelines)
1	6 months	Not defined	1-3 months
2	1 year	5 months	3-6 months
3	2 years	9 months	6-12 months

- To be provided by Bajaj Auto Limited-Pantnagar

S. No	Course Name	Overall Duration (Months)	Duration of ITI Training (Months)	Duration of Industrial Training (Months)
1	Electrician	24 Months	12 Months	12 Months

Details of all Trades and Units
Below Data provided by ITI

S. No	Course Name	Total Existing affiliated units (A+B)	Total existing affiliated non-DST batch /Units upon Signing MoU (A)	Total Affiliated & Converted DST Batches/Units upon Signing MoU (B)	Any New Units to be exclusive for DST batches/Units Upon Signing MoU (C)
1	Electrician	2	1	1	NO

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(Signature)



**ITI need to mention if the proposed new DST batches/Units under the MoU are against existing sanctions /affiliation units or new ones that need to be added and approved by DGT exclusively for DST.*

F. Curriculum, Assessment & Certification:

- All these courses will be NSQF aligned
- Examination pattern for DST shall be same as that for regular CTS trade and in accordance with the notification dated 4th Oct. 2018 vide implementation order no. MSDE (-18011/DGT/2017-TTC (Pt. III)).
- In the case of DST, the Trade Practical Examination shall be done by ITI only.
- Formative assessment shall be done by both ITI and the Industry Partner with equal weightage each year regardless of duration of Industry training.
- ITI shall be responsible for uploading of overall formative assessment marks including that awarded by the Industry.
- In case 'Industry Training' is done in more than one Industry, only the Industry where trainee spends maximum time may award part formative assessment marks.
- After successful completion of training in respective trade and passing the AITT, the National Trade Certificate (NTC) under DST shall be awarded to the trainee.
- All other guidelines applicable for CTS trades/units affiliated with DGT shall also apply to the trade/units run under Dual System of Training (DST).

*Flexibility in Industrial Training duration: As DST training is flexible in nature, period of Training at Government Industrial Training Institute, Jaspur, Udham Singh Nagar & Industry can be mutually adjusted in line with the discussions with the parties. At any point of time, if industry partner finds that opportunity of job training has decreased, **Bajaj Auto limited** shall in the interest of the trainee relive them at any time at its sole discretion so that the students can complete their pending educational course under DST scheme.*

G. Responsibilities of ITI:

Roles and responsibilities of ITIs and Bajaj Auto Limited Pantnagar are as below:

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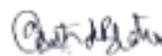
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Before Industry Training

- i. Sign MoU with trade relevant Industry to conduct the training under Dual System of Training (DST).
- ii. Ensure that trainees opting for DST are aware of the Industry expectations in terms of eligibility, minimum age, physical fitness, discipline, timing, punctuality and necessity to fulfil such criteria as per industry requirements.
- iii. Ensure acknowledgement in writing from all trainees to be enrolled under DST that they have understood the requirements of DST/ Industry Partner as stated above.
- iv. Teach trade theory and impart trade relevant foundation practical knowledge.
- v. Conduct part formative assessment, and provide instructions to Industry Partner(s) for conducting the remaining portion of formative assessment
- vi. Prepare weekly/block/mixed mode training schedule for industrial training in line with the trade curricula in consultation with all Industry Partner(s) involved.
- vii. Monitor the student's progress at the Industry by making visits in regular intervals and ensure that the students are undergoing practical training in relevant areas as per trade syllabus.


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➤ ITI'S shall communicate the following terms and conditions of Industry partner for practical industrial training: -

1. **ITI Student Age:** shall be between 18-24 years. The reference date shall be 1st of July of the year.
2. **Qualification:** DST Trainees shall be minimum 10th pass.
3. **Police Verification Certificate:** DST Trainees must get a Police Verification Certificate from the District SP Police Office 30 days before the start of industrial training, as it is a mandatory condition of the Uttarakhand Government to work in SIDCUL.
4. **Medical Fitness Test:** All ITI Students must attend a medical fitness test at Occupational Health Centre (OHC) of Bajaj Auto Limited free of cost. Bajaj Auto shall have sole discretionary rights to declare trainee as fit or unfit. Unfit trainees shall not be permitted to undergo training at Bajaj Auto Limited, Pantnagar.
5. **Safety PPE:** DST Trainees shall have to mandatory wear all Safety PPE (Personal protective equipment) during practical training at industry, which shall be provided by Bajaj Auto limited on returnable basis except Safety shoe which shall be deducted from first stipend payment.
6. **Shift:** DST Trainees shall have to adhere to the shift timings as communicated by Trainer/ Reporting officer from time to time for practical training at various shops.
7. **Work Culture Discipline:** DST Trainees shall have to maintain harmonious relations with other working people and maintain disciplined behaviour. Any act of physical violence, damage to physical property, unauthorized absenteeism, missing from training workplace, sexual harassment etc shall lead to disciplinary action & termination of practical industrial training. Bajaj Auto decision on discipline issues shall be final and binding.
8. **Stipend:** Stipend shall be paid to DST Trainees as decided from time to time.
9. **Food & Accommodation:** DST Trainees shall have to make their own arrangement for stay & stay food at Rudrapur on their own cost during practical industry.
10. **Transport:** Industry partner shall offer Transport communication free of cost during OJT period based on the availability of seats in buses on route where it offers services. ITI Students shall have to mandatory obtain bus pass from Bajaj Auto Limited Administration department before availing services.



- 11. **Identity card & Uniform:** All ITI DST trainees need to carry authorised identity card issues by ITIs at Bajaj Auto Limited and shall have to show to security staff or officers, whenever demanded. Entry shall not be allowed without ITI Identity Card. All ITI DST trainees shall have mandatory wear ITI uniform during industrial on the job training at Bajaj Auto Limited
- 12. **Attendance:** All ITI trainees need to mark their attendance during both In and Out time during the tenure of internship.
- 13. **Disclaimer:** DST Industrial Training at Bajaj Auto Limited does not offer any kind of employment obligation, either temporary or permanent, in the current or future.
- 14. **ITI policies:** DST & ITI trainees need to abide by ITI policies and amendments thereto from time to time.
- 15. **Accidental Insurance Cover:** ITI shall ensure coverage of Accidental Insurance for all students sent for DST Training.
- 16. ITI shall communicate DST Trainees to write to ITI during industrial training for identification and shall have to show ITI identity card to security staff and officers, as and when required.

Post Industry Training

- i. Complete the remaining portion of Trade theory and practical training before the end of six months /one year/ two-year course duration.
- ii. Ensure trainees’ final attendance record, exam fees deposit, release of admit card, intimation of online exam center for examination, any other dues and award of final Certification (NTC under DST).
- iii. Ensure that part formative assessment by Industry has been conducted and shared with ITI and upload total formative assessment marks on portal.

H. Responsibilities of Bajaj Auto Limited, Pantnagar:

- i. Assign trainer(s) responsible for the Industrial training.
- ii. Follow DST scheme trade curriculum and the schedule for industrial training prepared by ITI.
- iii. Ensure that ‘Training Progress Diary’ is maintained as per the schedule requirements.
- iv. Provide on-the-job training in trade relevant domain skills.
- v. Allocate and supervise the trainee on trade relevant projects, tasks or job.

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- vi. Assess part formative assessment and share corresponding marks with the ITI for uploading on portal.
- vii. Provide health and safety facilities to the trainees as available for the workers of the Industry. In case of hazardous industries, before signing the MoU for DST, Industry is required to disclose the conditions such as minimum age and level of medical fitness (e.g. color blindness) etc. as per the industrial safety norms applicable in the Industry. Also, ensure that the trainee is informed about the health and safety facilities available to them.
- viii. Record and submit attendance of trainees to ITI for the period of training at the Industry

Bajaj Auto Limited note about Safety: -

Safety Clause: - Bajaj Auto Limited, Pantnagar shall inform DST Trainees about safe work practices and provide required safety training and personnel protective equipment (PPE) as deemed necessary in shops. However, in case of any Injury (Minor or Major) to DST Trainees, it shall be covered by Accidental insurance done by ITI and Bajaj Auto Limited has no liability of whatsoever nature in this regard.

Bajaj Auto Limited Scope does not cover the following: -

- a. *Bajaj Auto Limited, Pantnagar as an Industry partner shall not be responsible for Government Administrative & Portal complaints & concerns handled by ITI.*
- b. *Bajaj Auto Limited, Pantnagar as an Industry shall not be part of Vacancy advertisement, Selection & Admission process, Fee collection, Examination, Mark sheet & Certificate distribution. It will be responsibility of ITI.*
- c. *Bajaj Auto Limited, Pantnagar as an Industry partner shall not have any obligation of providing Hostel/Accommodation/Food arrangements to DST Trainees.*
- d. *Bajaj Auto Limited, Pantnagar will not provide any TA/DA to the DST Trainee.*
- e. *All Government RTI concerns & issues shall be responsibility of ITI not the industry partner.*

Indemnity

DGT & ITI's jointly and severally agrees to indemnify and keep indemnified Bajaj Auto limited from all action, losses, claims, damages or any other like nature that Bajaj Auto may suffer from claims filed against it by such third parties and or ITI's trainee arising out of personal injury and/or loss caused to such third party or student of ITI's due to the activities/inactivity of Bajaj Auto Limited.



I. Use of Logo

Both the parties agree that either party may use the logo of the other party for promotional documents and related training only subject to the prior approval of the owner, but not for any commercial purposes.

J. Tenure & Termination

- a. MoU must be signed between the industry and the ITI on the prescribed format mentioning the batch wise trades/units/shifts/numbers of the trainees to be trained in the industry. *The validity of MoU be fixed for a period of 4 years which could be extended as per mutual understanding of the parties i.e. ITI and the industry partner.*
- b. The signing of MoU between the ITI and the industry partner(s) may be carried out upon satisfactorily fulfillment of eligibility criteria. The intervention of the State Director/DGT may be sought only in the case of:-
 - i. Any deviation or disagreement from the prescribed guidelines
 - ii. ITI with grading below 2
 - iii. *Either Party may terminate the MoU by providing a prior written notice of 90 days to the other party; Notwithstanding the termination under this clause, it is agreed between the parties that the trainees who are undergoing industrial training and ITI training as per DST guidelines at the time of the termination of MoU shall not be affected by such termination and parties shall ensure that their training is completed as per DST guidelines during which period the responsibilities of the respective parties shall.*

K. Modification in MoU

This Memorandum of Understanding may be modified, through a written document signed by duly authorized representatives of both all Parties after due approval by competent authority on either side under intimation to the respective State Director/DGT.

L. Miscellaneous/Provision

- a. The courses to be conducted to meet the skilled workforce requirement of industry so that after completion of training in dual system, the trainee having NTC with dual mode will get better employability opportunities in industry.
- b. All courses should be aligned with NSQF.



- c. ITI may sign MoUs with more than one Industry partner for training under DST to fulfil the overall industry training requirements as per guidelines.
- d. ITI are encouraged to leverage their Institute Management Committees (IMCs) to have tie-ups with multiple industry partners/associations/chambers/MSMEs so that the trainees are able to benefit from industry connect.
- e. ITIs may also partner with industries/branches of industries outside their state. DGT to facilitate necessary approvals if required for such cases.

M. Eligibility of Industry

To ensure quality training under the Dual System of Training, industry partners signing the MoU should be:

- a. MSME registered for at least 2 years, OR
- b. Industry/ establishment having valid registration with the State/ Central authority registered for at least 2 years. Establishments include entities registered with any government/local authorities/ shops covered under the Factories Act 1948 and Shops and Establishments Act applicable to the concerned State, OR
- c. Industry Association, Industry cluster, Central & State Sect Industries/Establishments.

Revised criteria for the eligibility of industry are as follows:

S. No.	Parameter	Eligibility criteria (Earlier)		Eligibility criteria (Now)	
		Engg's/Trade	Non-Engg/Trade	Engg's/Trade	Non-Engg/Trade
		1.	Minimum no. of Employees in the Industry	200	200
2.	Minimum Turnover of the Industry (in INR)	10 crore/ year (For last 3 years)	10 crore/ year (For last 3 years)	1 crore/ year (For last 3 years)	10 lakhs / year (For last 2 years)

N. Rights of competent authorities

State and DGT officials have the right to verify the infrastructure at the ITI/Industry and to monitor the progress of the training, as per guidelines issued by DGT from time-to-time.

DGT, MSDE reserves the right to modify the terms and conditions for ITI/Industry from

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time to time and such modified terms shall be binding on the ITI/Industry.

O. Dispute Redressal

Any difference or dispute between the Parties concerning the interpretation and/or implementation and/or application of any of the provisions of this MoU shall be settled amicably through mutual consultation or negotiations between the Parties, without reference to any third Party. In the event of such issues/differences persisting, the Director General/ Additional Secretary, Ministry of Skill Development & Entrepreneurship will decide the matter which will be final and accepted to by the parties.

All disputes, differences &/or claims arising out of these presents or as to the construction, meaning or effect here of or as to the rights & liabilities of the parties here under shall be settled by Arbitration to be held in New Delhi, in accordance with the provision of Arbitration and conciliation Act, 1996 or any Statutory amendments thereof and shall be referred to the role arbitrator of a person to be nominated by DG/AS, MSDE. In the event of death, refusal, neglect, inability or incapacity of the person so appointed to act as an Arbitrator *Parties shall mutually* appoint a new arbitrator. The proceeding of arbitration shall be held in New Delhi.

P. Notice

All notices required or permitted by, or made pursuant to, this Memorandum of Understanding shall be in writing and shall be sent by facsimile, official email of signatories or by registered, first class airmail, return receipt requested and postage prepaid, within the stipulated time of 15 days to the following address:


प्रधानाध्यक्ष
राजकीय औद्योगिक प्रशिक्षण संस्थान
बलसुर जिला-कथप सिंह नगर



For ITI:

Name: Government Industrial Training Institute, Jaspur
Address: Mahua Dabra, Jaspur, Distt. Udham Singh Nagar, Uttarakhand 244712
Phone: 075000 38178
Email: iti.jaspur.ppp@gmail.com

For Industry/Industries:

Name: Bajaj Auto Limited, Pantnagar
Address: Plot Number 2, Sector-10, IIE, SHIDUIL Pantnagar, Rudrapur, Dist.-Udham Singh Nagar Uttarakhand -263153
Phone: 05944-250038
Email: sbhatia@bajajauto.co.in

Signed on 30.05.2025, at Bajaj Auto Limited

For ITI, Jaspur

Name of in charge

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जसपुर जिला-उधम सिंह नगर

(J P Tamta-Principal)

For Industry- Bajaj Auto Ltd., Pantnagar

Name of Authorized Person



(Sarthak Bhatia -Manager HR)