



NEEM

NATIONAL EMPLOYABILITY ENHANCEMENT MISSION

An entirely new program in interdisciplinary
area of direct relevance



FINISHING SCHOOL WITH NEEM TRAINEES



DMCFS SKILL FOUNDATION

Head Office: 5/14, Erandwane, Pradish Apartment, Nal Stop, Karve Road, Pune - 411 004
Phone: 020-25453405, **Telefax:** 020-25453405 **Email:** info@dmcfs.in **Website:** www.dmcfs.in

Pioneers of the Scheme "**Earn As You Learn**" since 2006

About Us ...

DMCFS SKILL FOUNDATION

DMCFS - Deccan Management Consultants Finishing School has been established to monitor, nurture and venture human resource of India with Skill Training & Development programs. The aim of our Organisation is to provide skilled human resource to the Indian companies & multi-national companies as per their requirements & demand.

DMCFS monitors the various industry specific human resource requirements demands. After analyzing the exact requirement of a particular industry, we screen, train and up-skill the people at our training programs with theoretical, technical & practical industrial expertise to make them ready for employment.

DMCFS has designed & implemented unique “**Learn**

& Earn” Scheme since 2006, and have around 4000+ staffers on its roll with Pan India presence and 7 offices.

India today holds 65% of its youth in the working age group and this human resource is the true potential of our Indian economy. If our human resource has industry specific knowledge & skills as per the current demand it defiantly strengthens the employment, eventually leading to economic revolution.

DMCFS Skill Foundation is a “**Non-For Profit**” Company to execute Skill India Schemes to empower youth with employable modular skills and to create employability by providing various skill training, and also “On The Job Training” through AICTE's National Employability Enhancement Mission (NEEM).

Indian Industries Current Scenario



Scarcity of Skilled Manpower

Many Organisations (Manufacturing / Service Industry / Banks / KPOs or ITES / Industries / Educational Institutes / Retail Sector / Hospitals / Logistic Companies) face problems of **Appropriate Manpower for their Businesses**.

On the other hand many educated youngsters remain unemployed because of **lack of requisite skills**.

Complex Statutory Labour Compliance deter Company Managements from employing.

Fluctuating Business Demand.

Deployment in perennial jobs / work is not possible for some categories of staff.

Companies are worried about IR issues arising out of Contract Labour.

Apprenticeship Scheme has its own limitations like compliance.

Inefficient Unionised Workforce.

One Stop Solution is here

MHRD (thru AICTE) has initiated an innovative scheme “**National Employability Enhancement Mission (NEEM)**”, to mitigate this problem The scheme NEEM, **approved by Government of India** and has social perspective too, is to give the deprived students **On-Job-Training (OJT)**. NEEM scheme is implemented vide Govt. Regulation of AICTE (F. No. 37-3/Legal/AICTE/2013) as per the AICTE Act of 1987.

NEEM Scheme

SALIENT FEATURES

- **Objective** – To Enhance Employability of youth in general.
- **Statutory Compliances** does not constitute employment, as per NEEM notification 2017
- **Government of India Approved** Skill Development Scheme.
- **Eligibility** - minimum 10th std. pursuing discontinued or has completed graduation /diploma in any technical or non-technical stream. ,
- **Insurance Coverage** – As per WCA. Additionally, Mediclaim & Personal accident policy of Rs. 1 lakh each is recommended.
- **Documentation** - No documentation and also no labour laws are applicable
- **Certification** – OJT certificate can be issued jointly with respective industry or the organization, Skill training certificates from respective assessment body, if planned in advance.
- **Stipend** - at par with prescribed minimum wages.
- **Many Benefits are offered** to Organisation who implement this scheme.
- **Zero Compliance**, hence Legal Hassel free.
- **Huge Savings** as Company is not required to pay for PF, ESI, Bonus etc
- **No Long Term Liabilities** as Trainees are on the role of Facilitators, no direct relations.
- **Training Cost** is drastically reduced as period of scheme is 36 months.
- **Additional Skills Training** to suit Organisations Requirements can also be given.
- Trainees cannot form or join Unions, hence **no IR issues**.
- Additionally **Companies can create Employment Opportunities** as a part of Social Obligation.
- **Companies can mould Trainees** as per their Organisations Culture.
- **Useful** to almost ALL Industries / Sectors
- **Exemption from Labour Laws**
- **Get Quality and Qualified Manpower** at Minimal Cost
- Manpower at **Fair and Economical Wages**.
- **Enjoy Outsourced Manpower** at Optimum Cost.
- Scheme for Sr. Officers to Operators / Peons / Drivers



DMCFS Skill Foundation is authorized NEEM Facilitator for AICTE (MHRD). The Scheme aims at producing skilled manpower and counters the problem of the skilled manpower shortage in India.

NEEM Trainee

01

Eligibility

- Age : 18 Years – 35 Years
- Qualification : minimum 10th pass

02

Period of Training

- NEEM training shall be for a minimum of 3 months and maximum of 3 years.
- It can operate on PAN India Basis, no need of any local body approval.

03

Stipend

- Not less than current Minimum Wages.
- Stipend shall be paid as a single consolidated amount, and will not attract any statutory deductions or payments applicable to regular employees since the NEEM contract assures training & does not constitute employment



Role of Industry

- Provide ‘On the Job Training’ to trainees
- Pay stipend, and incidental expenses to the trainees
- Select / Design suitable Skill Module
- Take care of trainees’ safety, health and welfare while at work.
- Allow trainees to avail classroom training in the premises.
- Periodic reviews and feedback to the trainee so as to improve learning.
- Documentation - No documentation and also no labour laws are applicable
- Certification – OJT certificate can be issued jointly with respective industry or the organization, Skill training certificates from respective assessment body, if planned in advance.

Why DMCFS NEEM ?

- ▶ Reasonable Management / Administration Charges.
- ▶ Nominal Sourcing Charges (If Required).
- ▶ Experience of over 11 years in Design and Implementation of similar scheme.
- ▶ Experience in Vocational & Skill Training of over a decade.
- ▶ Expertise in HR Management.
- ▶ State-of-Art Infrastructure, Digital Backup for better training.
- ▶ Pool of Experienced Faculty Members.
- ▶ Diversified Businesses and Strong Financial Base.
- ▶ Pan India presence.
- ▶ Crises Management Competency.
- ▶ Support to strategic IR Development.
- ▶ Excellent relationship with Government Officials.



Our Past & Present Academic Partners

