

Memorandum of Agreement

This Memorandum of Agreement (MoA) is made on the day of 06th Feb, 2019 at Chandigarh
BETWEEN:

The MAHARAJA RANJIT SINGH PUNJAB TECHNICAL UNIVERSITY, BATHINDA (MRSPTU) is the Technical University established in 2015 by the Govt. of Punjab. The mission of MRSPTU is to promote excellence in technical and scientific education and research. The university has state of the art infrastructure for research and teaching and professionally committed faculty; thus it has emerged as a leader in education and research in North India in a short span of its establishment.

AND

WHEREAS "ACES SKILL CENTER (ASC) " is a collaborative organization operating in the arena of Construction, Construction Skills and Training, having its registered office at 221 Colyer Road, Northfleet, Gravesend, Kent DA11 8AT approved by National Occupational Standards (NOS).

Whereas MRSPTU and ASC will jointly work to impart skill trainings of international standards and thus improve the employability skills of Punjabi youth through placement linked skill development programs.

I. PURPOSE:

1. The purpose of the agreement is to improve the employability skills of the unemployed youth of Punjab by providing quality trainings with international standards by engaging ASC as the internationally reputed training provider.
2. ASC will provide construction training and certification of NVQ Level 2 Diplomas accredited by OFQAL Certification Board, an internationally recognized award for construction skills, making the candidate eligible for employment in the UK and Abroad in the area of construction and civil Construction and building services. MRSPTU will be responsible for the initial mobilization and selection of students to be admitted for the Certification, issues relating to infrastructure, logistics of the courses offered by ASC.

- II. MRSPTU will establish Multi Skills Development Centre (MSDC) at MRSPTU Main Campus Bathinda. ASC shall provide training focused on trades like Civil and construction which focuses on job roles such as Concrete Finisher, Carpenter and Bricklayers. These courses will focus 70% on practical training and 30% on theory. ASC will also focus on trade competencies, health & safety knowledge, leadership, analytical and communication skills; provide step by step training/role play on each trade module. Ensure the trainee gets the underpinning trade knowledge, critical thinking and decision making and also planning knowledge like logistical, material and labour for maximizing output. ASC will also ensure the trainee gets the technical knowledge like reading drawings, take off etc. and the financial knowledge like the relationship between cost, productivity time and man power utilized and also utilizing international productive norms to measure productive rates.

III. Validity of the Agreement:

This MoA shall remain in force for a period of Three (3) years from the date of signing of this agreement. The validity of this MoA may be extended based on the satisfactory performance and outcomes.

IV. Provisioning of Resources.

A broad set of requirements to be met by MRSPTU and ASC are as follows:

| Provisioning by MRSPTU | Provisioning by ASC |
|---|---|
| (a) Basic Infrastructure and land building. | (a) Qualified Teachers to deliver the training. |
| (b) Security and Housekeeping. | (b) Curriculum and Courseware |
| (c) Infrastructure of Classroom including internet | (c) Training Material. |
| (d) Infrastructure Maintenance. | (d) Projectors for Classroom |
| (e) Class room with furniture. | (e) Materials for practical workshop |
| (f) Power & Water | (f) Assessment |
| (g) Generator Facilities | (g) International Certification. |
| (h) Cafeteria Facilities | (h) Visa Assistance |
| (i) Mobilization of students | (i) Conditional UK Placement |
| (j) Air Conditioning wherever required | (j) Sophisticated and high end equipment as per International requirements. |
| (k) Suitable open space for delivering Practical training | |
| (l) Secure storage to store training materials | |

Training dates and schedule to be finalized.

V. Composition of Consortium:

ASC will lead implementation for overall Project Management, administrative control and Quality Assurance. The members of the Consortium will include the following institutions; their letters of support are attached:-

ASC, a UK Center for Skilled Training and NVQ Level training.

OFQAL Awarding Body

Maharaja Ranjit Singh Punjab Technical University, Bathinda (Punjab) India

VI. Entry Requirements

- It is mandatory that students embarking on these programs should at least Matric pass or above, with good English speaking and writing skills
- Minimum of IELTS Band 6 in Four Skill Areas (Reading, Writing, Speaking & Listening)
- General Construction Sites require employees to be minimum 18 years of age for Construction Site. The maximum age for any job role not to exceed 55 years.
- Additional language knowledge (to speak and understand) can add to prospects of the job.

- e) For each course (reflecting the job role for which they will be trained) MRSPTU will provide a profile of the students to be considered for nomination on these courses. MRS PTU is requested to provide candidate lists of sufficient numbers of those potential students meeting or exceeding the profiles, and from which suitable students will be selected by ASC for the relevant course.

VII. Outcomes:

It will be our endeavor to ensure that all students entering various programs will be able to earn job placements of employment from international and overseas companies. VISA applications and related formalities will be the responsibility of the student and not of ASC or any of our associates in the consortium.

ASC will however provide assistance through our network to assist the student through the visa process in the right way. In order to ensure that we do 'right by' the student it will be a requirement that they use one of our approved Advisors for this process.

VIII. Roadmap:

The training programs are proposed to commence during the first quarter of 2019 and the following key dates are proposed:-

| | |
|----------------|---|
| February, 2019 | Agreement in principal between MRSPTU and ASC |
| March, 2019 | <ul style="list-style-type: none">Initial Job Roles and Curriculum accepted for first batch of inputs and Location of Centre and facilities specified and agreed.Signing of detailed formal Agreement between MRSPTU and ASC Centre prepared for occupation by ASC team, and signed off by them. |
| March, 2019 | Mobilization and pre-selection process, selection and training of staff. |
| April, 2019 | Official opening and commencement of courses |

IX. Training of Student:

To create a 'pipeline' of skilled workers from Punjab for international employment, by training them as per requisite transnational standards.

- Selection of students as per eligibility requirements.
- Delivery of training based on National Occupational Standards (NOS) mapped with requisite international standards.
- Provision and management of requisite training facilities and course materials.
- Training and mentoring to meet employment requirements.
- Duly recognized certification of candidates - both for domestic and international placements.
- Free Additional training for successful students after due certification, to ensure their acceptability consequent to receipt of offer letter for multinational employment. This is to ensure that they are fluent in the speaking and comprehension of English in real life and practical situations.
- Monitoring the progress of successful candidates in chosen careers/employment, both domestic and international.

X. Syllabus/Training Programme:

To implement a training programme of an international standard for vocational training courses, to meet the requirements of overseas placement of students for the selected job roles in the construction industry.

XI. NVQ/Transnational Based Curriculum:

A suitable curriculum for the subject courses/job roles will be prepared such that the NOS (National Occupational Standards) Standards are mapped out delivered in alignment with the required standards/framework, which will be certified with internationally recognized qualifications certified by an internationally recognized Awarding Body.

XII. ROLE AND RESPONSIBILITIES OF MRSPTU:

1. **Targets for Training:** MRSPTU shall agree with ASC to allocate the training targets in a certified phased manner. Training duration for each course will range from 3 months to 6 months depending on the chosen trade, prior experience and level of qualification to be taken. This training is intended to provide 100% job placement Guarantee to all Certified Students.
2. **Candidates:** MRSPTU and ASC shall be jointly responsible for sourcing suitably qualified candidates (such as having passed IELTS for UK immigration) with no previous record that can hinder migration, medically fit, have some previous trade experience, minimum qualifications and have a passport.
3. **Infrastructure:** Make available suitable indoor classrooms and outdoor space for training and accommodation for the candidates ACS employee.
 - a. The buildings, classrooms, workshops, equipment with the building, IT facility and telecoms comprise the infrastructure of the proposed centre. Initially, the workshop should be of minimum space and of sufficient size and scope to support the student numbers. This may be increased in succeeding years as the job roles and student capacity increases. The entire infrastructure including buildings, work-shops and other facilities as per the technical specifications provided by ASC should be provided by MRSPTU. This would enable us to aim at fulfilling maximum job placements of the students successfully completing the course. The Trainers and training material will, however be provided by ASC.
 - b. **Accommodation:** Candidates will be provided with Hostel accommodation with access to welfare facilities as per MRSPTU norms.
 - c. **Provision of secure storage facilities.**
 - d. **Security:** MRSPTU will be responsible to overall security of the training staff and premises
4. **Legal Assistance:** Provision of legal assistance and support where required.
5. **Introductions:** Make key introductions to vocational training organisations within India such as NSDC, NSQF etc. Introductions to appropriate government departments/officials for the marketing of trained and certified the Punjabi labour force.
6. **Non Compete:** MRSPTU agrees that any Clients with whom ASC has entered into dialogue or contract for overseas placement will not be shared with any third party, nor will any third party with whom MRSPTU may have contracted be allowed to target those Clients for recruitment purposes.

7. Training Fees:

- a. All training fees quoted in the MOU are for training and certification only and do not include any fees that will be required to complete the visa formality process.
- b. The share of MRSPTU will be as per **Annexure-1 (attached herewith)**.
- c. All fees as per decided share in the MoU/financial agreement will be paid by students to ASC.
- d. 50% of total training fees will be paid in advance, remaining fees to be paid in equal installments on a monthly basis in advance.
- e. Fees of course shall not be beyond the **Annexure-1**.

8. **Project Owner:** MRSPTU agrees that ASC owns the trainings outcomes, any material developed solely and specifically for the trainings, knowledge synthesized documents etc. generated during implementation of the trainings.

XIII ROLES AND RESPONSIBILITIES OF ASC:

1. **OVERSEAS EMPLOYMENT:** ASC shall Guarantee 100 % Placement of all certified students. The details are as follows:
 - a) All candidates who successfully complete the training and get certificate will be provided Overseas Job letters in UK with in Maximum time period one Month of completions of course. The Job letters should comply all of requirement of country of destination.
 - b) After Getting Job letter all candidates would file Visa with Embassy & ASC will support them with required Compliance.
 - c) ASC will support candidates after landing in UK to find residential facilities.
 - d) ASC shall ensure all compliances with the MINISTRY OF EXTERNAL & AFFAIRS guidelines in declaring placements and submit documents and shall be in accordance with the guidelines provided as per the **"Standard Operating Procedures"** of Govt. of India.
2. **Training:** Provide training and international certification that meets the minimum national occupational skills standards for the country of destination. Training will be conducted at MRSPTU as per Agreement. Classroom lessons as well as practical workshops will play a significant part in the Centre's activities. Due emphasis will be placed on English Language Skills which will assist the students for international placements.
3. **Training duration:** Training length will depend on trade and previous experience, typical time frame will range from be 3 months to 6 months Working days will be 5 days per week, 8/10 hours per day with 65% on domain/practical skills and 35% on theory.
4. **Course Structures and Classroom Requirements:**
 - Training will be conducted by certified Trainers of ASC for both indoors in classrooms and outdoors in practical workshops and even on-job (subject to availability of facilities in the area).

- The size of the class will be approximately 30 students.
 - All course materials and training equipment will be provided and supervised by the ACES SKILL CENTER and other members of the Consortium.
 - All courses will be designed to deliver approximately 500 guided learning hours of training, further split as under:-
 - 65% on hard, domain skills relevant to the job role.
 - Remainder 35% time will be spent on various factors related to employability and successful recruitment - soft skills, assessments, employability skills, language, retention etc.
 - Where it is deemed appropriate, delivery of learning and training will be conducted as a mixture of:-
 - Predominantly classroom/workshop based, tutor and trainer led instruction and project work.
 - Supplementary training by on job assessments if the opportunity arises.
5. **Training materials, tools and equipment:** Provide training course content, tools and sophisticated high and equipment required for each trade.
6. **Monitoring learning of candidates:** ASC shall create and establish individual training and assessment record and analyze to understand the training requirements and placement opportunities for the candidates.
7. **Competent Faculty:** ASC will deploy UK based trainers to train local employees to a standard acceptable by the UK NOS to ensure high competence levels of Trainers.
8. **Mobilization & Counseling:** ASC shall evolve a strategy to create awareness on careers in identified sectors among the trainees. Accordingly, ASC shall evolve a plan in counseling, selecting potential trainees in accordance with eligibility criteria as specified by the global employers.
9. **Training Targets:** ASC shall train approximately 100 candidates in the first 12 months of commencement for destination country UK. ASC shall implement the training program as per the implementation plan along with the following key deliverables:
- a. ASC shall be responsible for conducting training programs for the pre-decided trades.
 - b. ASC shall deploy competent trainers aligned to the respective trade skills. ASC shall ensure that its trainers are having required experience and skills in particular trade skills prior to commencement of a training.
 - c. ASC shall provide training material and necessary documentation to the candidates as mentioned.
 - d. ASC shall provide training data to MRSPTU or upload in the portals as per the required guidelines.
 - e. ASC shall provide Internationally Accredited Certificates on successful completion of the course to the trainees. It shall secure and provide employment offers for the trained and certified candidates.
 - f. ASC shall provide reports to MRSPTU on a monthly basis.
 - g. ASC shall ensure that the project will be managed optimally, to ensure full and timely delivery of objectives, full return (in terms of imparting skills) on investment by participants and minimized risk.

10. **Training Quality Assurance:** ASC shall ensure the implementation of trainings as per industry standards defined by NVQ, United Kingdom. The deployed training methodologies shall ensure that candidates grasp and have achieved the required skills and competencies in their chosen trade and according to level of qualification. To this extent, ASC shall ensure quality implementation of training.
11. **Assessment & Certification:** ASC shall ensure conducting internal and external assessments as per assessment pattern of the respective courses and provide internationally accredited certification to the successful candidates through third-party international agencies.
12. **Monitoring & Evaluation:** ASC should provide a comprehensive, well-articulated Progress Monitoring Mechanism to capture progress in mobilization, programme initiation, assessment, placement, sustainability of skilling interventions.
13. **SPOC for Co-ordination:** In order to implement and monitor the trainings, ASC shall appoint a Centre Head for monitoring, guidance and implementation of placement linked skill development programs. Similarly, MRSPTU shall also appoint SPOC as Co-ordinator. Centre Head shall co-ordinate with respective stakeholders for implementation of skill-based training. Centre Head will attend monthly review meetings by MRSPTU.
14. **Best Practices:** ASC shall share the information of the activities and best practices being undertaken with MRSPTU.
15. **Immigration Process:** ASC will introduce candidates to established immigration consultants through whom the candidates will be required to complete all visa formalities. All fees related to immigration process will be paid by candidates to consultant without any involvement of ASC.
16. **Performance Guarantee:** ASC will provide performance Guarantee to MRSPTU of the amount Equivalent to total fee collected from students on the terms & Conditions mutually decided.
17. ASC shall comply with all laws, statutes and rules & regulations of Central and State Governments or local authorities that may be applicable from time to time in respect of any personnel deployed or engaged by ASC either directly or indirectly. With respect to their employees or assignees, ASC shall be solely responsible for strictly following all laws, industrial laws, factories act, minimum wages act and other such laws which are applicable from time to time, including but not limited to the modification, amendments or additions which are made to these laws during the period of this agreement. ASC shall take necessary steps and put in mechanisms to guard against sexual harassment of their training premises.

XIV IMPLEMENTATION MODEL:

1. Training will commence at the Multi Skills Development Centre (MSDC) in MRSPTU Main Campus.

2. There will be regular training in the MSDC's which includes class room as well as practical trainings where candidates have hands on experience with the tools and equipment used internationally.
3. Training Centres will be functional and operational for 5 days per week.
4. The MSDC will allow candidates access to their existing computers allowing by which them to learn basics of computers, explore the internet regarding additional information on the trainings and enhance their knowledge on the trainings.

XV Training costs and expenses: ASC will be responsible to pay for utility bills linked only with their solely used designated work space. All costs associated with security and accommodation and any other miscellaneous costs associated with the facility shall be borne by MRSPTU. It is further agreed by MRSPTU that ASC will not be paying rental or any other costs associated with the infrastructure provided. Welfare facilities, cleaning of these facilities etc. shall be provided by MRSPTU free of any cost.

XVI Management: ASC shall have full control, be the final decision maker and authority to manage and run the training programs as they feel fit without any interference from the MSDC or MRSPTU.

XVII. Monitoring & Evaluation:

Both the parties shall agree that the spirit of Monitoring & Evaluation aims at effective implementation that results sustainable employment for the trainees. The Monitoring & Evaluation framework essentially composed of the following interlinked structured procedures for ensuring intended outcomes.

1. **Reporting:** The Reporting of training activities shall capture all essential details of Pre-Training, Training and Post-Training Phases and cover the important aspects like Awareness, Mobilization, Counseling, Batch Formation of candidates, Batch status track essentially right from trainee registrations, Batch formation with unique ID, Training Progress, Assessment, Post Training Phase details like Placement reporting, Placement Tracking and Retention Details. In addition to above details, the reports shall also reflect the batch wise payment status details towards training and Assessments.
2. **Monitoring:** The M&E process of this trainings initiative essentially comprised of the following items;
 - a) Practical, Theoretical and Holistics Training Progress;
 - b) Assessment during and after the training;
 - c) Productivity norms and data during training
 - d) Best/Bench Mark standards introduction & Implementation;
 - e) Initiative in Industry Participation & inclusion;
 - f) Feedback from MRSPTU and other related agencies;
 - g) Challenges faced in implementation;
 - h) Any other item/s accepted by both parties;

In order to achieve above M&E objectives, both parties shall hold a monthly review meeting with MRSPTU at Main Campus.

XVIII. SERVICE LEVEL TERMS:

1. ASC shall be responsible for implementation of trainings at the MRSPTU, their certification and placement linked skill development programs. To impart outcome-based training including sufficient practical sessions as prescribed, certification from relevant international certifying agencies and ensuring placements of 100% of the trained candidates subject to them being provided visas.
2. Courses will be developed and implemented to cover the needs of UK. Certifications and training fees will be reflected based upon type of training and qualification required as per NVQ guidelines. This will be the responsibility of ASC solely.
3. Employment terms and conditions: All employment contract will be subject to a 3-month probation period in line with the terms and conditions of the employer's employment contract. ASC is not liable in any way to refund the fees collected if employment is terminated for any reason after the 3 months' probationary period ends.
 - a) In the case of UK; Where a candidate has successfully completed the training course, received Job letter and fulfills all other visa application formalities but subsequently fails to obtain a visa due, in such circumstances, the candidate
 - I. Will not be refunded any fees.
 - II. ASC will assist in appealing against the visa refusal decision
 - III. ASC will assist the candidate in obtaining an updated Letter of Employment.
 - b) Where a candidate has his employment terminated within the 3 months' probation period due to disciplinary issues, poor workmanship etc. there will be no refund of fees.
 - c) Where a candidate has his employment terminated due to employer redundancy or events outside his control etc. within the 3-month probationary period, ASC will endeavor to find work placement with another employer. If employment can't be found within a reasonable time period of 3 months, after termination of employment, a refund will be given which will be on a pro rata basis in line with time spent in employment.

d) Fee Structure

| Sector | Job Roles Taught at Start Up | Qualification | Learners / Seats per Course | Fee in Rs. |
|--------------|------------------------------|-------------------------------------|-----------------------------|----------------|
| Construction | Concrete Specialist | Matric with minimum of IELTS Band 6 | Approx 30 learners | INR 2,00,000/- |
| Construction | Carpenters | Matric with minimum of IELTS Band 6 | Approx 30 learners | INR 2,00,000/- |
| Construction | Bricklayers | Matric with minimum of IELTS Band 6 | Approx 30 learners | INR 2,00,000/- |

XIX. PAYMENT TERMS & CONDITIONS:

1. 50% of the fee will be payable on enrolment, followed by monthly, in advance equal installments split over the length of the course.
2. The fees quoted are for training and certification only
3. Visa fees and all other associated costs such as medical, flights etc. will be borne by candidate.
4. No refund will be given where a candidate decides not to take up the offered employment.
5. No refund will be made If a candidate decides not to continue with the course, is suspended or dismissed due to behaviour issues etc.
6. No refund will be provided where a candidate has successfully passed the training course, offered employment but fails to obtain a visa due to not declaring a medical condition, criminal record or any other condition etc. that would have prevented him getting a visa.

XX. MISCELLANEOUS PROVISIONS:

1. Nothing in this Agreement shall be deemed to create a Partnership, joint venture, or agency relationship between the parties. The MoA is not intended to create any legal relation of employer employee or of principal and agent relationship amongst the parties.
2. Any other matter not included in this MoA which is necessary for the smooth functioning of the Program shall be finalized among MRSPTU and ASC on mutual terms and conditions.
3. No amendment can be made to this MoA without written consent and duly signed by all the Parties. Additions, deletions and/or alterations to this MoA may be affected with the written agreement of all the parties to this MoA concerning the changes. Documents containing such additions, deletions and/or alterations and signed by all the Parties shall form as addendum to this MoA and be deemed to be part of this MoA.
4. Through this MoA, MRSPTU and ASC affirm their commitment to fulfill and achieve the objectives mutually agreed upon in this MoA.
5. Termination: ASC shall have the right to terminate this MoA without assigning any reasons by giving prior written notice of 180 (One Hundred Eighty) days through its authorized signatory. Without prejudice to the above, either Party may terminate this MoA by giving 30 (Thirty) days' written notice through its authorized signatory in the event of any material breach of any of the material terms of this MoA by the other Party. The non-defaulting party shall first serve a written notice of its intention to terminate this MoA to the defaulting party highlighting the material breach and giving

the defaulting party a period of 30 days or such extended period as may be mutually agreed to within which to remedy the material breach. Should such event of a material breach remain unresolved/not rectified within the said notice period of 30 days or such extended period as may be mutually agreed to, the non-defaulting shall be able to terminate the MoA forthwith.

6. Arbitration:

a) In the event of any dispute or difference at any time arising between the parties relating to the construction, meaning or effect of this MoA or any other clause or any content of the rights and liabilities of the parties or other matters specified herein or with reference to anything arising out of or incidental to this agreement or otherwise in relation to the terms, whether during the continuance of this agreement or thereafter, such disputes or differences shall be endeavored to be solved by mutual negotiations. If, however, such negotiations are infructuous, they shall be decided by arbitration. It is agreed that arbitration shall be done by a Sole Arbitrator to be mutually appointed. The Arbitrator shall give a reasoned and speaking award and it shall be final and binding on both the Parties. Such a reference shall be deemed to be a submission to arbitration under the provisions of The Arbitration and Conciliation Act, 1996 and of any modification or re-enactment thereof.

b) The venue of arbitration shall be at Bathinda only, subject to the above, the Civil Courts in Bathinda only shall have exclusive jurisdiction in this matter. The expense of the arbitration shall be paid as may be determined by the Arbitrator and borne by the respective Parties.

7. **Severability:** In the event that any provision or any portion of any provision of this MoA shall be held invalid, illegal or unenforceable under applicable law, the remainder of this MoA shall remain valid and enforceable in accordance with its terms.

8. **Force Majeure:** No failure or omission by any of the Parties to perform any of the terms and conditions under this MoA shall give rise to any claim against such party or be deemed breach of this MoA if such failure or omission arises from an act of nature, war or military operations, national or local emergency, natural disasters (fire, lightening, flood or such similar disasters) or any other reason which lies outside the control of the parties hereto.

9. **Confidentiality:** Subject to Clause 10 below, Parties agree that they will keep all information pursuant to this MoA confidential and shall not disclose to any third Person any Confidential Information with respect to the MoA and programme hereunder.


10. **Exceptions:** A Party may disclose Confidential Information:

a) To the extent to which it is required to be disclosed pursuant to Applicable Law;


b) To the extent to which it is specifically permitted by the other Party in writing;

- c) To the extent that the Confidential Information is publicly available (other than as the result of a breach by such Party of its confidentiality obligation under Clause 10 above);
- d) To its employees and professional advisors, but only to the extent necessary and subject to such employees and professional advisors accepting an equivalent confidentiality obligation to that set out in this Clause Confidentiality.


For and on behalf of MRSPTU



06.02.2019
(JASBIR S. HUNDAL)
Registrar
Maharaja Ranjit Singh
Punjab Technical University
Bathinda (Punjab) India

For and on behalf of ASC


06/02/2019
(DANNY BALVIR SINGH SANGHA)
Director
ASC,
Northfleet, Gravesend,
Kent UK

Witnessed by:


06/02/2019
(MANJEET BANSAL)


6/2/19

(f) Vice Chancellor
Maharaja Ranjit Singh
Punjab Technical University
Bathinda (Punjab) India

Head
Deptt of
Civl Engg.

(HARBINDER SINGH RAI)
ASC,
Northfleet, Gravesend,
Kent UK

Justification of Fee Chargeable

| Size of Class | Fee Chargeable (For 03 Months) | Total Revenue | Expenditure | Notes | Total Cost for 3 months £ | Total for 3 Months Rs at 92 |
|-------------------|--------------------------------|-----------------|---|--|---|--|
| 30 Students | INR 2,00,000/- per student | INR 60,00,000/- | 1. No. of Staff (International) 2 x trainers at £1,000 per month, 1 x head trainer at £1,500 per month / centre head 2. Indian revenue tax at 20% 3. MRSPIT share at 15% 4. Boarding & Lodging for 03 Months 5. Travel Expenses 6. Accommodation 7. Ofqual approved awarding body fees 8. Electricity and Utility Bills 9. Raw Materials 10. Overseas management will require one employee at £1,500 per month Initial costs of providing equipment, training courses, teaching | trainers £1000 x 2 = £2000 + £1,500 (head trainer) = £3,500 60,00,000 x 20% = 12,00,000 60,00,000 x 15% = 9,00,000 The trainers will be accountable to find own accommodation Flights speculate at 12 return flights at £500 500x 12 = £6,000 Hotels Required for Ray, Danny, Assessors, Internal Verifiers at £100 a night total stay allow 30 days stay in hotel 60 x 100 = £6000 £250 per candidate x 30 = £7,500 Approximate cost will vary estimate at £1500 Allow budget cost of £5,000 £1,500 x 3 = £4,500 Initial Equipment budget at £10220 | £ 3,500.00 £ 12,000.00 £ 9,000.00 £ 6,000.00 £ 6,000.00 £ 6,000.00 £ 7,500.00 £ 1,500.00 £ 5,000.00 £ 4,500.00 £ 10,220.00 £ 65,220.00 | INR 322,000.00 INR 1,104,000.00 INR 828,000.00 INR 552,000.00 INR 552,000.00 INR 552,000.00 INR 690,000.00 INR 138,000.00 INR 460,000.00 INR 414,000.00 INR 940,240.00 INR 6,000,240.00 |
| Total Cost | | | | | £ 65,220.00 | INR 6,000,240.00 |