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भारत सरकार/ Government of India
कौशल विकास और उद्यमशीलता मंत्रालय/Ministry of Skill Development and
Entrepreneurship
(PMKVY Division)

1st Floor, Kaushal Bhawan,
New Moti Bagh, New Delhi-23
Dated: 1st Sept, 2026

To

The Mission Directors,
All States/ UTs

Subject: Revised Monitoring Guidelines for Pradhan Mantri Kaushal Vikash Yojana 4.0 (PMKVY 4.0)-reg.

Sir/Madam,

I am directed to enclose herewith the revised Monitoring Guidelines for Pradhan Mantri Kaushal Vikash Yojana 4.0 (PMKVY 4.0) for its implementation and necessary action. These Guidelines shall come into effect from the date of issuance.

2. The Guidelines may be adhered to for ensuring effective monitoring, proper implementation and compliance with the prescribed norms and procedures under the PMKVY4.0 Scheme.

3. This issues with the approval of Secretary, MSDE.

Encls: As above.

Yours sincerely,



(Prashant Gupta)

Under Secretary to the Government of India

Email: prashant.gupta@nic.in

Copy for circulating among the awarding bodies to:

- i. Shri Arunkumar Pillai, CEO, NSDC
- ii. Shri Rajesh Swaika, Chief Financial Officer, NSDC
- iii. Shri Prashant Sinha, COO, NSDC

Copy to :

- i. Sr. PPS to Secretary, MSDE : for information
- ii. PPS to AS&FA, MSDE: for information
- iii. PPS to Joint Secretary (PMKVY),MSDE: for information
- iv. NIC, MSDE for uploading on Ministry's website
- v. Guard File



सत्यमेव जयते

GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP

MONITORING GUIDELINES FOR PRADHAN MANTRI KAUSHAL VIKAS YOJANA 4.0

**Government of India
Ministry of Skill Development and Entrepreneurship**

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List of Abbreviations

Abbreviation	Definition
AA	Assessment Agency
AB	Awarding Body
DSC	District Skill Committee
KPI	Key Performance Indicators
MEL	Monitoring, Evaluation and Learning
MSDE	Ministry of Skill Development and Entrepreneurship
NCVET	National Council for Vocational Education and Training
NOS	National Occupational Standards
NSDC	National Skill Development Corporation
NSQF	National Skills Qualification Framework
PIA	Project Implementation Agency
PMC	PMKVY 4.0 Monitoring Committee
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
QP	Qualification Pack
RDSDE	Regional Directorate of Skill Development and Entrepreneurship
RPL	Recognition of Prior Learning
SCN	Show Cause Notice
SIC	Skill India Centre
SIDH	Skill India Digital Hub
SP	Special Projects
SSC	Sector Skill Council
SSDM	State Skill Development Mission
STT	Short-Term Training
ToA	Training of Assessors
ToT	Training of Trainers

1 CHAPTER I: BACKGROUND AND OBJECTIVES

1.1. Background

- 1.1.1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 4.0, the flagship scheme of Ministry of Skill Development and Entrepreneurship (MSDE), aims to empower youth with industry-relevant skills for employment. As the scheme evolves, robust monitoring systems are essential for effective implementation, transparency, and accountability. Monitoring Guidelines for PMKVY 4.0 have been developed to address this need.
- 1.1.2. It is to be noted that the implementation of PMKVY 4.0 as per these guidelines will be periodically reviewed based on stakeholder feedback and learning as the scheme progresses. All updates shall be published on the official website of PMKVY.

1.2. Objectives of the Guidelines

- 1.2.1. **Ensure adherence to scheme guidelines and quality standards** by providing a uniform framework aligned with MSDE's strategic goals, including training, certification, and employability outcomes.
- 1.2.2. **Promote accountability and enable data-driven decision-making** through regular reporting, audits, KPI-based performance analysis, and automated reporting systems to flag underperformance.
- 1.2.3. **Track performance and compliance of all stakeholders**, especially PIAs/SICs, ABs and AAs with respect to the key checkpoints and processes, to ensure achievement of overall PMKVY goals and objectives.
- 1.2.4. **Drive continuous improvement** by capturing structured feedback and identifying best practices and implementing corrective measures to strengthen implementation quality across the scheme lifecycle.

1.3. Scope and Applicability

- 1.3.1. **Geographical and Operational Coverage:** These guidelines apply uniformly across all States and Union Territories and cover the entire PMKVY 4.0 lifecycle from pre-training to training delivery, assessment, certification, post-training support, and financial management.
- 1.3.2. **Stakeholders Involved:** The guidelines shall apply to all stakeholders involved in the PMKVY 4.0 scheme including:
 - i. Ministry of Skill Development and Entrepreneurship (MSDE)
 - ii. National Council of Vocational Education & Training (NCVET)
 - iii. State Skill Development Missions (SSDMs)
 - iv. Regional Directorate of Skill Development & Entrepreneurship (RDSDE)
 - v. District Skill Committees (DSCs)
 - vi. National Skill Development Corporation (NSDC)
 - vii. Project Implementation Agencies (PIAs) (erstwhile Training Providers (TPs))
 - viii. Skill India Centres (SICs) (erstwhile Training Centres (TCs))

- ix. Assessment Agencies (AAs)
- x. Awarding Bodies (ABs)
- xi. Third-Party Monitoring Agencies

1.3.3. **Programme Components Covered:** The guidelines cover all components of PMKVY 4.0, including Short-Term Training (STT), Recognition of Prior Learning (RPL), and Special Projects (SP).

2 CHAPTER II: ROLES AND RESPONSIBILITIES OF KEY STAKEHOLDERS

2.1 Roles and Responsibilities of Key Stakeholders in Monitoring

2.1.1. Ministry of Skill Development and Entrepreneurship (MSDE):

- a) **Strategic Oversight and Governance:** Periodic reviews to monitor progress, utilization, and guide course correction of the scheme.
- b) **Policy Formulation and Revision:** Revise guidelines and procedures as needed to align with evolving priorities and industry demand.
- c) **Oversight on programme Monitoring and Evaluation:** Oversee scheme Implementation and conduct regular inspections through its teams of officials.
- d) **Periodic Progress Review:** Review regular updates received from Implementation Agency and key stakeholders through defined reporting formats.
- e) **Stakeholder Coordination:** Act as central coordinating body for engaging with Ministries, States, industry, and other partners to ensure aligned and collaborative implementation in line with national priorities.

2.1.2. National Council of Vocational Education & Training (NCVET):

- a) Monitor, accredit, and de-recognize ABs and AAs as per NCVET's regulatory mandate.
- b) **Compliance review and grievance redressal:** Periodic compliance reviews of ABs and AAs and address grievances to ensure adherence to NCVET guidelines and fair assessment and certification.
- c) **Data Sharing and Reporting:** Provide regular AB and AA performance reports to MSDE and other key stakeholders.

2.1.3. National Skill Development Corporation (NSDC): (Implementation Agency)

- a) **Inspection of SICs:** Ensure that each SIC under STT, RPL, and Special Projects is physically inspected at least once for every training batch under Short Term Training, RPL and Special Projects.
- b) **Monitoring and Reporting:** Regular monitoring based on scheme level checkpoints, KPIs through dashboards using Skill India Digital Hub (SIDH), biometric attendance, physical inspections, and candidate feedback. Also, based on this monitoring, NSDC's monitoring team will submit a Monthly Monitoring Report to PMKVY Monitoring Committee (PMC) and PMKVY 4.0 Executive Committee for review.
- c) **Performance Scorecards and Transparency:** Prepare monthly digitized performance scorecards for grading of PIAs/SICs, submit them for MSDE's approval, and publish approved versions on SIDH.
- d) **Public disclosure of non-compliant PIAs and SICs:** Maintain records and publish details of defaulting PIAs/SICs on SIDH Portal.

- 2.1.4. **Awarding Bodies (ABs):** All NCVET-recognized ABs shall abide by the 'Guidelines for Recognition & Regulation of Awarding Bodies'. MSDE reserves the right to monitor their activities under PMKVY 4.0 as and when required.
- 2.1.5. **Assessment Agencies (AAs):** All NCVET recognized AAs shall abide by the 'Guidelines for Recognition & Regulation of Assessment Agencies'. MSDE reserves the right to monitor their activities under PMKVY 4.0 as and when required.
- 2.1.6. **State Committee:** A State Committee comprising SSDMs, RDSDEs, and other designated members shall oversee programme monitoring at the State and District levels, including physical inspections conducted by the Committee, its designated teams, or respective district teams, as directed by MSDE. The Committee shall also ensure that every PMKVY batch conducted by SICs within its jurisdiction is physically inspected at least once, through the State Committee, its designated teams, or the respective District Committees.
- 2.1.7. **District Skill Committees:** DSC shall be involved in scheme implementation and monitoring as directed by MSDE. This includes providing feedback on the relevance of the training proposals under PMKVY 4.0 along with quality and past performance of the entities submitting proposals. In addition, DSC shall undertake physical inspection of ongoing trainings/OJT/assessments, ensuring de-branding of non-PMKVY training centres and recommending actions against defaulting SICs.
- 2.1.8. **Project Implementation Agencies:**
- a) **SIC Monitoring:** Ensure adherence to PMKVY guidelines through regular inspections of their SICs including monitoring training quality, trainer qualifications, trainer performance and trainee engagement and accordingly submit a monthly monitoring report to MSDE. SICs are encouraged to install CCTV cameras to enable real-time monitoring.
 - b) **Documentation:** PIAs/SICs must submit documents such as bank statements, notarized affidavits (confirming no outsourcing), valid rent/ownership agreements, trainer appointment proof, and utility bills, as required by the Implementation Agency.
 - c) The responsibility for the authenticity and accuracy of the information provided in the SIDH rests with the PIA/SIC.

3 CHAPTER III: MONITORING FRAMEWORK & METHODOLOGY

3.1. Checkpoints and framework for scheme level monitoring

- 3.1.1. The monitoring framework provides a structured mechanism to ensure compliance with defined checkpoints, track scheme implementation, and measure performance against pre-defined targets. Key Performance Indicators (KPIs) linked to each output and outcome across the training lifecycle shall be monitored systematically.
- 3.1.2. The framework shall be used for scheme-level monitoring against the defined checkpoints and KPIs, with NSDC responsible for ensuring regular updates to SIDH and reporting compliance against the checkpoints and progress against defined KPIs. Some checkpoints may be exempted based on exemptions provided by MSDE to specific entities.

CHECKLIST AND FRAMEWORK FOR PMKVY 4.0 MONITORING

S. No.	Process	Monitoring Checkpoints	Key Performance Indicators (KPIs)	Responsible Entity- Checkpoints/ KPIs	Automated Alerts/Reports based on Checkpoint /KPI non-compliance	Checkpoint and KPI Data Sources
1.	Target Allocation	- Proposals submitted as per defined format with all mandatory details - Proposal verified in the pre-EC - Proposal approval by the EC - Sanction Order issued to all approved proposals - Performance guarantee submission by PIA w.r.t approved targets	- Sector, job role, region, and PIA wise training targets - Proportion of PIA issued Sanction Order but have not submitted performance guarantee	MSDE	PIA not submitting performance guarantee after issue of Sanction Order	- RoDs-Pre EC and EC - Sanction Letters-Target allocation records - SIDH
2.	Accreditation and Affiliation (A&A)	- SICs are A&A compliant before the start of training - A&A is completed as per process defined in A&A guidelines - Monitoring of A&A compliance throughout the training period	Proportion of cases where A&A has been completed as per the defined TAT in A&A guidelines	NSDC/NCV ET/AB	List of PIAs with AB details where: - A&A not initiated as per defined date on SIDH - A&A report submission/completion within the defined TAT in A&A Guidelines	- SIDH - A&A Records
3.	Batch Formation and Training Initiation	- Batches are formed only as per the Sanction Order (job role, location, targets, Timelines) issued to PIA - Batch is formed within defined TAT from the date mentioned in Sanction Order - Trainer designated for the batch is ToT certified - Trainer and candidates' minimum eligibility as per	- Proportion of batches found deviating from the Sanction Order details - Number of extensions taken per batch - Batches with trainer/more than 10% candidates deviating from minimum defined eligibility as per QP-NOS - Number of Candidates enrolled - Enrolment vs Target ratio	PIA/SIC/IA/ NSDC	- PIAs/SICs found with batches created deviating from Sanction Order - Batches with more than one extension or extending by more than 15 days - Batches with less than 75% enrolment to target ratio at defined	- SIDH - NQR

		NCVET approved QP-NOS are uploaded on SIDH • Training is initiated maximum within 15-30 days of batch formation • New batch creation is allowed only post assessment of ongoing batch (of same job role)			timeline • Batches where training not initiated after 30 days of batch formation on SIDH • Batches where registered trainer during batch operations is different from the trainer registered during batch formation	
4.	Attendance during training	• All candidates and trainer mark (face-auth) biometric attendance • All biometric devices have Geo fencing enabled and meet prescribed guidelines • Attendance hours mapped with assigned batch timings	• Candidate Attendance (Face-auth) • Batch level average attendance rate(biometric) • Trainer attendance (Face-auth) • Batch wise average log in-log out time deviation from batch timings	• PIA/SIC/IA • NSDC Operation Team • MSDE Monitoring Cell • SSDMs/RDS DEs	• SICs/Batches with attendance below 70% and 50% thresholds • SICs/Batches with attendance login-log out time deviating above defined threshold • SICs/Batches where trainer attendance is not being recorded • SICs/Batches where no attendance is marked for days more than defined threshold	• Face-auth AEBAS attendance • CCTV monitoring • SIDH Attendance Dashboard • Virtual Monitoring, Physical Inspection
5.	Training compliance (as per guidelines)	Availability during ongoing training • Compliant Branding availability • Infrastructure availability as per job role requirements and guidelines • Labs and equipment available as per job role requirement • Induction kit and course material provided as per	Proportion and number of SICs with: • Compliant Branding availability • Certified trainer as mapped to batch available at the time of inspection • Infrastructure including training lab availability as per job role requisite and guidelines	• NSDC • MSDE Monitoring Cell • SSDMs/RD SDEs • PIA/SIC • Awarding	• PIAs/SICs found non-compliant during Physical Inspection with parameter detail • PIAs with more than one SIC found non-compliant	• Physical Inspection • Candidate feedback through call validation/structured survey • SIDH

		- guidelines - Batches are operational as per the submitted schedule - Candidate satisfaction with the quality of trainer - Candidate satisfaction with the training course - Training is completed 15 days from the date confirmed during batch formation	- Actual student attendance matching with AEBAS - Candidates are aware of the role they are being trained on - Actual trainer attendance matching with AEBAS - Proportion of candidates acknowledging availability of training materials (Induction kits and course material) as per guidelines and job role - Candidate feedback on quality of trainer and overall satisfaction - No. of candidates trained - Enrolled vs Trained vs dropout	Bodies		- Virtual Monitoring - CCTV Monitoring
6.	OJT	- Attendance is marked during OJT and records uploaded on SIDH - OJT is conducted as per schedule uploaded on SIDH - OJT certificates are timely submitted on SIDH	- Proportion of candidates who have undergone OJT (for the job roles mandated by NCVET) - OJT being conducted with same industry/premises as indicated during batch formation	- NSDC - MSDE Monitoring Cell - SSDMs/RD SDEs - PIA/SIC	- SICs/Batches marked completed but no OJT attendance record is uploaded - OJT details mismatch from batch formation details - PIAs/SICs/batches found non-compliant during Physical Inspection	- SIDH - OJT Digital Attendance - OJT Entity Details - Physical Inspection
7.	Assessment	- Assessments are conducted within defined batch completion threshold - Assessor and candidate mark biometric attendance on the day of assessment - Assessment results are shared as per defined timelines	- Assessor attendance (biometric) on the day of assessment - Proportion of candidates assessed within prescribed timeline post training completion - No. of candidates assessed	ABs /NSDC	- Batches requesting assessment rescheduling - Batches with AB/PIA/SIC details with assessment /result delayed beyond defined threshold	- SIDH - Candidate Feedback through call validation/ structured survey

8.	Certification	Certificates shall be uploaded within 3 days of the assessment	- No. of candidates certified - Proportion of candidates receiving certification within prescribed timeline - Target vs certified rate - Trained vs certified dropout rate	- Awarding Body - PIA - NSDC	Batches with AB/PIA/SIC details with certification issue delayed beyond defined threshold	- SIDH - Candidate Feedback through call validation/ structured survey
9.	Post certification placement support and tracking	Placement opportunities support provided in line with Proposal submitted and approval under Sanction Order	- Proportion of trained candidates in employment i.e., who are employed or self employed - Proportion of candidates acknowledging receiving post training employment support - Average income of trained candidates - Proportion of certified candidates tracked through call validation or Chat Bot based surveys	- NSDC (candidate tracking) - PIA - RDSDEs - SSDMs	PIA/SIC/Batch wise default in placement upload where committed	- SIDH - Candidate Feedback through call validation/ structured survey
10.	Payments	Defined in table under Point 10.2.	- Invoice stage wise batches with pending invoice payment - Invoice stage wise average days since invoice pending	- MSDE - NSDC	- PIAs/SICs/batches with due recovery - PIAs/SICs/batches where payment has not been processed beyond defined threshold	- SIDH - Financial Records

Further, critical monitoring checkpoints for scheme level monitoring are summarized below :

1. Target approved by EC.
2. Sanction Order Issued.
3. Performance Bank Guarantee submitted by PIA.
4. SIC has been Accredited and Affiliated(A&A) before start of training.

5. Batches formed as per Sanction Order.
6. Candidate and Trainer AEBAS attendance marked through face-authentication and geo fencing based biometric device.
7. SICs found compliant-based on physical inspections conducted for all batches of the PMKVY Training Centre.
8. Invoice processed as per defined SOP and tranche specific payment checklist.
9. OJT daily attendance record and certificate submitted on SIDH.
10. Assessment conducted and certificate uploaded within defined timeline.

4 CHAPTER IV: MONITORING MECHANISMS

4.1 Monitoring Mechanisms

4.1.1. A combination of data-based and inspection-based methods shall be used to ensure regular, efficient, and robust monitoring.

4.1.2. **Pre-Training Monitoring Mechanisms:** Key pre-training indicators such as target allocation and centre A&A compliance shall be tracked through SIDH.

4.1.3. **Training Phase Monitoring Mechanisms:**

- i. **SIDH Portal:** Shall be used to track enrolment, training, assessment, certification progress, and dropout rates. End-to-end scheme lifecycle management, dashboard-based automated alerts and reporting will be done through SIDH. SIDH shall have the following features to ensure comprehensive monitoring.
 - a) Drill-down functionality – Allow drill down visibility till each batch/OJT level under PMKVY 4.0 PIAs/SICs.
 - b) Audit Trail: SIDH shall maintain an end-to-end audit trail. The audit trail shall capture all stages of implementation including A&A, PIA selection, target allocation, batch creation, enrolment, attendance, assessment, certification, OJT, monitoring, and payment processing.
- ii. Biometric AEBAS attendance (facial authentication and geo-fencing based) for candidates and trainers shall be monitored. Trainer and candidate attendance shall not be allowed more than 100 meters beyond the designated location, unless exception is approved by competent authority. Training hours calculated will be based on hours logged in by the trainer between batch start and end time mapped to SIDH (allowing for 30 mins exemption before batch start and end time). Deviations will trigger further validation through CCTV or virtual verification.
- iii. **Physical Inspection:** Conducted using a designated mobile App or Monitoring Format and its data on KPIs will be synced with monitoring dashboard and SIDH. As mentioned in Points 2.1.3(a) and 2.1.6, NSDC and the State Committees (within their respective jurisdiction) shall independently ensure that every batch of PMKVY training is physically inspected at least once. Accordingly, each PMKVY batch at an SIC shall be physically inspected at least two times during its training duration—once by NSDC and once by the respective State Committee. The inspection shall be conducted as a surprise inspection during batch operational hours, after validating that the batch is ongoing at that point in time (i.e., between the batch start and end date), excluding the first and last 30 minutes of the batch duration and the designated lunch break.

Based on inspection reports, SICs with monitoring issues will be flagged. Key monitoring parameters (however not exhaustive) are mentioned below (Physical Inspection format provided as **Annexure 1**).

- a) **Fake Enrolments:** If any trainee enrolled on SIDH is not found to be undergoing training at the SIC during the time of inspection (unless provided leave for the day).

- b) **SIC availability at the stated address:** SIC found at a location other than the one approved during accreditation.
- c) **Unethical Practices:** SICs found indulging in unethical practices, including outsourcing, bribing assessors, data manipulation, misleading trainees, false marketing claims, false OJT records etc.
- d) **Infrastructure:** Consistency of physical infrastructure (building type, classrooms, labs) with details submitted during accreditation.
- e) **Trainer Availability:** Availability of SSC-certified or Awarding Body-certified trainers; at least one NIESBUD-certified trainer per centre for entrepreneurship training.
- f) **Regularity of training:** Regularity in terms of strength of batches being trained, training environment etc.
- g) **Facility Availability:** Availability of computer labs, placement cell, firefighting, first aid, etc., as declared on SIDH.
- h) **AEBAS Compliance:** Mandatory use of Aadhaar-enabled biometric attendance for all trainees.
- i) **Lab Equipment:** Availability of equipment for each allocated job role as specified by ABs.
- j) **Document Verification:** All relevant documents like enrolment forms, trainee feedback forms, attendance registers etc.
- k) **Training Material:** Timely provision of induction kits and training materials.
- l) **PMKVY Branding:** Adherence to PMKVY 4.0 branding guidelines.
- m) **OJT:** OJT is being conducted as per the shared schedule.
- iv. **Virtual Verification:** SICs will undergo Virtual verification via mobile/computer/video calls to check compliance on key indicators like branding, AEBAS, infrastructure, trainer/candidate presence, and job role knowledge. Format used for Virtual Monitoring is provided as Annexure 2.
- v. **Call Validation:** Regular calls by authorised call centre or officials to trainees to capture feedback on training quality, facilities, grievance resolution, and post-training support, using a standard script.
- vi. **CCTV Monitoring through Command & Control Centre:** NSDC or any other agency mandated by MSDE may deploy an automated CCTV-based monitoring system, linked with CCTV cameras installed in PMKVY 4.0 centres, to flag deviations from set benchmarks using data-driven triggers. This will enable real-time compliance tracking, two-way information flow, automated responses and instant reporting.
- vii. **Structured Trainee Feedback:** Trainee feedback will be collected systematically through short, structured surveys (format provided as Annexure 3) on SIDH to assess training quality and outcomes. Feedback may also be collected using Chatbot based survey through approved mechanisms. Trainee feedback either through Chatbots or call validation will be confidential and ring-fenced from PIAs/SICs to ensure that the feedback is unbiased.
- viii. **OJT Monitoring Mechanisms:**

- a) OJT shall be conducted by the PIA as per duration prescribed by NCVET
 - b) All OJT details, including schedule, establishment details must be submitted by the PIA during the proposal stage.
 - c) During the A&A phase, establishments hosting OJT will also be examined. For Institutes of National Importance (INIs) and other educational institutions, any exemption from conducting OJT (e.g., in innovation labs) may be sought from the Executive Committee.
 - d) The PIA shall ensure that establishment (where OJT is conducted) records daily attendance of the trainees
- 4.1.4. Daily attendance, uploading of OJT attendance records on SIDH, and timely submission of OJT certificates on SIDH will be monitored. **Post Certification Candidate Tracking Mechanisms:** Certified candidates shall be tracked for employment status, job relevance, income growth and/or enrolment into higher education through chatbot-based survey, call validation, SMSs, or other suitable methods for a period of 1 year, with one touchpoint every quarter.
- 4.1.5. The methodology including the monitoring tools, sampling numbers and approach for Physical, Virtual and other monitoring mechanisms will be developed by NSDC in consultation with MSDE.

4.2 Data based Automated Monitoring System

- 4.2.1. Under PMKVY 4.0, leveraging SIDH, an automated, business intelligence-driven monitoring system will be implemented to enable real-time tracking, non-compliance detection, and report generation. Key Features include:
- i. **Real-Time Data Sync:** Automated scripts/APIs will synchronise data daily from Aadhaar and SIDH. Validation and data integrity checks will be built in SIDH to ensure accuracy and completeness of the recorded data.
 - ii. **Dashboard Integration:** SIDH integrated role-based interactive dashboards to track KPIs in real time, enabling trend analysis and stakeholder-specific insights.
 - iii. **Automated Alerts & Reporting:** KPI-wise performance benchmarks and business intelligence-based rules shall be defined at each process level, with automated alerts triggered upon deviations (detailed in table in section 3.1, e.g., low training completion rates, delayed assessments) and shared with relevant stakeholders-including state, district, and PIA levels, for timely corrective action.
 - iv. **Automated MIS and Exception Reports:** Regular (weekly/monthly) checklist and KPI-based performance reports and process stage wise MIS reports will be auto-generated and shared via email with MSDE, NSDC, SSDMs, and district authorities. MIS reports at key batch milestones will also be shared with District Authorities including batch formation, training initiation and certification. District authorities may be invited for a certification distribution ceremony to ensure social audit and appraisal. Further, based on Physical Inspection reports and Penalty Grid, automated reports with communication and action against SICs are recommended.

- 4.2.2. **Enhanced Data Visualization:** Geospatial and multi-level analysis features to enable stakeholders to identify regional performance trends and drill down from aggregate summaries to detailed insights on individual SICs, batches, or trainees.
- 4.2.3. **Security and Compliance**
- i. Strict role-based access controls to safeguard data integrity by limiting access to authorized users.
 - ii. Comprehensive audit trails and bi-annual audits to ensure transparency, accountability, and compliance with data protection regulations.

5 CHAPTER V: MONITORING APPROACH AND STRUCTURE

5.1 Monitoring Approach

- 5.1.1. **Central Inspection Strategy:** A Central Inspection Strategy shall be developed under the guidance of PMKVY 4.0 Monitoring Committee (PMC) and approved by Executive Committee (EC) for PMKVY to ensure coordinated and comprehensive monitoring under PMKVY 4.0. Monitoring will be primarily data- based through MIS dashboards and auto-alerts based reporting.
- i. This will be aligned with the annual physical inspection targets i.e. to ensure each training centre is inspected at least twice per year and to avoid duplication across stakeholders.
 - ii. A quarterly/monthly inspection plan will be approved by the EC, outlining stakeholder wise number, type of inspections and timelines. The percentage of physical and virtual inspections in the quarterly/monthly inspection plan may be decided based on sampling.
 - iii. Stakeholders involved in conducting physical inspections may include Inspection Agency, SEOs, SSDMs, DSCs, RDSDEs, PMKVY Monitoring Team and MSDE officials, as authorized by MSDE.
 - iv. A combination of multiple inspection strategies including rotational coverage to ensure inspection of all SICs, targeted inspections (e.g. geography, institute type), risk based prioritization (e.g. previous non-compliance, complaints, KPI data analysis, attendance alerts, candidate feedback) will be adopted.
 - v. Independent verification of a sample of inspections conducted, to be carried out by PMKVY Monitoring Team and any other stakeholder assigned by MSDE.
 - vi. Region-wise Rapid Task Forces, comprising trained inspectors from the Inspection Agency or SSDMs will be identified. These teams will be activated for urgent inspections as directed by MSDE.
- 5.1.2. **Digital Inspections and report analysis:** All physical inspections shall be conducted using the designated monitoring app or designated inspection format, with reports submitted to the MSDE for review, identification, and further processing of non-compliant SICs.
- 5.1.3. **Action against non-compliant SICs:** Details of the identified non-compliant SICs, based on the joint review by the NSDC and MSDE teams shall be submitted to the PMC for a decision. Further based on response received,

PMC will decide on the action to be taken against non-compliant SICs, in accordance with the Penalty Grid (Chapter 6).

5.1.4. **Appeals:** Any aggrieved stakeholder may appeal PMC decisions to the Appeals Committee. The decision of the Appeals Committee shall be final and binding.

5.1.5. The roles and responsibility of each stakeholder involved in PMKVY 4.0 Monitoring process, the composition of monitoring committees and the consequence management process has been detailed below.

5.2 Multi-Layer Monitoring Structure

5.2.1. The PMKVY 4.0 monitoring structure includes:

- i. PMKVY 4.0 Monitoring Committee (PMC) comprising members from MSDE and NSDC to review overall scheme progress and take decisions against non-compliant SICs.
- ii. Appeals Committee to hear appeals submitted by aggrieved stakeholders.
- iii. State and District Committee to conduct independent programme monitoring.
- iv. PMKVY Monitoring Team to oversee implementation, examine inspection reports and provide recommendations to PMC against non-compliant stakeholders.
- v. PIAs for conducting independent monitoring and shall ensure quality implementation in their respective SICs.

5.2.1 PMKVY 4.0 Monitoring Committee

5.2.1.1. The PMC shall be constituted to take decisions on the non-compliance and non-performance related issues of stakeholders, such as PIAs/SICs and ABs. The Assessment Agencies (AA) shall be monitored through the ABs.

5.2.1.2. The committee includes members from MSDE and NSDC with the below composition:

Composition of PMKVY Monitoring Committee		
1.	Director/Deputy Secretary/Joint Director (in-charge PMKVY), MSDE	Chairperson
2.	Deputy Director/Under Secretary, PMKVY, MSDE	Member Secretary
3.	Representative from IFD, MSDE	Member
4.	Vice President, Monitoring Evaluation & Learning, NSDC	Member
5.	Chief Operating Officer, Govt. Programs, NSDC or Vice President, Govt. Programs, NSDC	Member
6.	GM, Finance Team, NSDC	Special Invitee
7.	Any other person as desired by the Chairperson	Member

5.2.1.3. **Key roles and responsibilities of the PMC:**

- i. The PMC shall convene at least fortnightly to monitor the overall scheme progress, central inspection strategy, performance of PMKVY Monitoring Team, consider monitoring insights and decide on the

critical cases related to monitoring issues of the stakeholders. Its decisions shall be final and binding on the stakeholders.

- ii. The power to take action against non-compliant SICs including suspending/blacklisting/de-accreditation of a stakeholder rest with the PMC.
- iii. Based on the monitoring investigation procedure detailed in Chapter 7 and the evidence submitted, the PMC shall review the case and may issue a warning, suspend or blacklist the concerned stakeholder from PMKVY, or take any other action deemed appropriate by the Committee in accordance with the Penalty Grid (Section 6.2). In severe cases, the PMC may recommend penal action to the competent authority within MSDE. The consequences of such actions are outlined in Chapter 7. The decision of the PMC shall be final and binding on the concerned stakeholder.
- iv. The PMC shall deliberate on cases referred by State Committee and those involving non-compliance by SICs, PIAs, and ABs.
- v. Review the overall monitoring report submitted by NSDC and MSDE Monitoring Cell.
- vi. PMC will place a summary of monitoring and action thereupon in the Executive Committee (EC) and Steering Committee for PMKVY 4.0.
- vii. PMC is empowered to propose amendments to compliance metrics, monitoring processes, or initiate corrective measures as needed under the scheme at any time.

5.2.2 Appeals Committee

5.2.2.1. An Appeals Committee shall be constituted to hear appeals formally submitted by any aggrieved stakeholder against penalty imposed/decision taken by PMC.

5.2.2.2. The decision of the Appeals Committee would be final and binding.

5.2.2.3. The composition of Appeals committee is provided below:

Composition of Appeals Committee		
1.	Additional Secretary / Joint Secretary, MSDE	Chairperson
2.	Director/Deputy Secretary/Joint Director (in-charge PMKVY)	Member
3.	Director IFD, MSDE	Member
4.	Director - Directorate General of Training (DGT), MSDE	Member
5.	Chief Executive Officer (CEO) /Chief Operating Officer (COO) or not below Vice President - Operations level, NSDC	Member
6.	Vice President, Monitoring Evaluation & Learning, NSDC	Member
7.	General Manager/Nominee, Govt. Programs, NSDC	Member
8.	Any other person as desired by the Chairperson	Member

5.2.3 MSDE Monitoring Cell (Samiksha Kendra)

5.2.2.1. **Key Roles and Responsibilities:**

- i. Managing physical inspection of SICs with support of MSDE appointed Officials/Agency/SEO etc.
- ii. Virtual Monitoring of ongoing SICs.

- iii. Provide reports fortnightly to competent authorities and key stakeholders based on the monitoring findings.

5.2.4 State Committee

A State Committee shall be constituted in each State/UT under the chairpersonship of the Mission Director, State Skill Development Mission (SSDM), with the following composition:

Composition of the Committee		Role in the Committee
1.	Mission Director, SSDM	Chairperson
2.	Officer nominated by Regional Director, Regional Directorate of Skill Development & Entrepreneurship (RDSDE)	Member
3.	Representative / Officer from Dept. of Technical Education, State / UT	Member
4.	State Engagement Officer (SEO), National Skill Development Corporation (NSDC)	Member
5.	Monitoring Head, SSDM	Member Secretary
6.	Special Invitees from Industries Department, Industry Bodies, District Skill Committee(s) as decided by the State Committee (as per requirement)	Invitee

5.2.3.1. Key Roles and Responsibilities:

- i. Oversee the monitoring under the scheme at State and District levels, including physical inspections to be conducted by the District Administration / District Skill Committee (DSC) and state teams.
- ii. The State Committee / District Committee shall conduct physical inspections of all ongoing PMKVY batches in respective SICs/training centres, at least once during the course of training.
- iii. The officials designated by the State Committee for monitoring will conduct physical inspections of SICs only using a Monitoring format or Monitoring App as designated by MSDE.
- iv. The District Administration / District Skill Committee will submit the inspection report to State Committee along with their recommendation as 'Low / Moderate / Severe' non-compliances.
- v. The State Committee will review the inspection reports from the District Administration / DSC and revisit their recommendations as 'Low / Moderate / Severe' non-compliances (based on the Penalty Matrix as part of PMKVY Guidelines).
- vi. The State Committee will issue Show Cause Notice (SCN) to the non-compliant SICs and the same must be shared with the MSDE/ PMKVY Monitoring Committee (PMC) in real-time.
- vii. The State Committee needs to share consolidated inspection reports along with action recommendation (based on the Penalty Matrix as part of PMKVY Guidelines) with MSDE on a fortnightly basis for initiating appropriate action against the non-compliant centres.
- viii. Members of the State Committee may be invited as special invitees to Executive Committee meetings of PMKVY 4.0, as and when required.

5.2.5 PMKVY Monitoring Team

5.2.1.1. PMKVY Monitoring team comprises of NSDC monitoring team and any other stakeholder designated by the PMC.

5.2.1.2. Key roles and responsibilities:

- i. Ensure overall monitoring of the scheme implementation as prescribed in the scheme guidelines.
- ii. Concurrent Grading of SICs participating in PMKVY 4.0 and monthly performance review of low performing PIAs/SICs based on score card analysis.
- iii. Monitor the performance of the Inspection Agency by periodically checking a sample of inspections to ensure that the Inspection Agency is monitoring the PIAs/SICs in the right and desired manner.
- i. Examine and analyze all available evidence including surprise inspection reports, call validation results, biometric attendance logs, KPI-based training performance, attendance alerts based reports and stakeholder responses.
- ii. Recommend appropriate actions against non-compliant stakeholders based on the evidence and as per the penalty grid for PMC's decision; also propose performance improvement plans and target revisions for underperforming PIAs.

6 CHAPTER VI: PENALTY GRID

6.1 Background

- 6.1.1. The Penalty Grid establishes a standardized framework to identify, categorize, and address violations under PMKVY 4.0, ensuring accountability, transparency, and fairness.
- 6.1.2. It applies to all implementing entities, including PIAs, SICs, and Special Project Agencies, covering violations related to operations, ethics, data integrity, quality, and guideline adherence.

6.2 Penalty Grid

- 6.2.1. **Authority:** Established under MSDE's authority and aligned with PMKVY 4.0 and applicable legal frameworks, the grid defines enforceable penalties, to be implemented by PMC and other designated bodies. PMC reserves the right to reclassify/amend the levied penalty based on the intensity of the non-compliance. The table below lists specific penalties and associated consequences.

S. No.	Compliance Standards	Offense Severity	Penalty Grid for SIC and PIA		
			<i>*Based on multiple inspections and corresponding non-compliances observed in a financial year</i>		
			1 st Offence	2 nd Offence	3 rd Offence
1.	SIC not found at the address mentioned on SIDH	Severe	100% Financial Penalty on all ongoing batches	6 months suspension of the SIC and recommending to EC for revocation of remaining targets	De-affiliation, blacklisting, penal recovery, invocation of performance guarantee as decided by the PMC
2.	Unethical practices (subletting, and other malpractices)	Severe	100% Financial Penalty on all ongoing batches	6 months suspension of the SIC and recommending to EC for revocation of remaining targets	De-affiliation, blacklisting, penal recovery, invocation of performance guarantee as decided by the PMC
3.	Fake enrolments / ghost candidates (unauthorized candidates - non-PMKVY candidates)	Severe	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC and recommending to EC for revocation of remaining targets	De-affiliation, blacklisting, penal recovery, invocation of performance guarantee as decided by the PMC
4.	Centre found closed during inspection, although attendance was marked for more than 35% of the enrolled ongoing batch strength.	Severe	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC and recommending to EC for revocation of remaining targets	De-affiliation, blacklisting, penal recovery, invocation of performance guarantee as decided by the PMC
5.	Mismatch exceeding 35% of the enrolled ongoing batch strength between attendance recorded through AEBAS/face recognition/ any other approved attendance marking mechanism and attendance observed during physical inspection.	Severe	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC and recommending to EC for revocation of remaining targets	De-affiliation, blacklisting, penal recovery, invocation of performance guarantee as decided by the PMC
6.	SIC found closed during inspection (although should be ongoing as per SIDH and no intimation for absence to NSDC/on SIDH)	Moderate	20% financial penalty will be levied on defaulting batches	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC
7.	Trainer not available at the time of inspection (although training is ongoing as per SIDH and no intimation for absence to NSDC/on SIDH)	Moderate	20% financial penalty will be applicable for batches with trainer unavailable	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC
8.	SIC Operational but Candidates not available at the time of inspection	Moderate	20% financial penalty will be levied on batches with	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC

S. No.	Compliance Standards	Offense Severity	Penalty Grid for SIC and PIA		
			<i>*Based on multiple inspections and corresponding non-compliances observed in a financial year</i>		
			1 st Offence	2 nd Offence	3 rd Offence
	(although training is ongoing as per SIDH and no intimation for absence to NSDC/on SIDH)		candidates unavailable		
9.	Non-usage or non-installation of biometric attendance (AEBAS/face recognition) marking mechanisms both for trainees and trainers	Moderate	20% Financial Penalty on all batches where AEBAS attendance is not marked (<i>post 1 week lead time from batch commencement</i>)	100% Financial Penalty for defaulting batches	6 months suspension of the SIC
10.	Unavailability of key infrastructure/tools/equipment	Moderate	20 % Financial Penalty for defaulting batches	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC
11.	Merging of batches of different job roles	Moderate	20 % Financial Penalty for defaulting batches	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC
12.	Enrolments of candidates without prior experience in the job role for RPL	Moderate	20 % Financial Penalty for defaulting batches	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC
13.	Enrolment of candidates not fulfilling pre-requisites of the job role	Moderate	20 % Financial Penalty for defaulting batches	100 % Financial Penalty for defaulting batches	6 months suspension of the SIC
14.	Failure to provide OJT opportunities to candidates (for eligible job roles)	Low	Warning	20 % Financial Penalty for defaulting batches	40 % Financial Penalty for defaulting batches
15.	Absence or non-adherence to PMKVY marketing and branding guidelines	Low	Warning	20 % Financial Penalty for defaulting batches	40 % Financial Penalty for defaulting batches
16.	Lack of trainer with ToT/other required certification <i>*Official Exemptions if any provided under the scheme may be considered</i>	Low	Warning	20% Financial Penalty for defaulting batches	40 % Financial Penalty for defaulting batches
17.	Training not being conducted as per training schedule approved as per SIDH (excluding cases where special written approval was taken)	Low	Warning	20% Financial Penalty for defaulting batches	40 % Financial Penalty for defaulting batches
18.	Attendance marked at odd hours and not aligned with training hours	Low	Warning	20 % Financial Penalty for defaulting batches	40 % Financial Penalty for defaulting batches
19.	Poor Training Quality – Non-	Low	Warning		

S. No.	Compliance Standards	Offense Severity	Penalty Grid for SIC and PIA		
			<i>*Based on multiple inspections and corresponding non-compliances observed in a financial year</i>		
			1 st Offence	2 nd Offence	3 rd Offence
	compliance with PMKVY curriculum or improper teaching methods impacting learning outcomes				
20.	Non-Compliance in documentation – Incomplete or inconsistent trainee records, assessment results, or attendance logs	Low	Warning		
21.	Failure to Address Grievances by PIA/SIC–Not addressing grievances filed by candidates, trainers, or assessors within 15 working days	Low	Warning		
22.	Non-Compliance with Health and Safety Standards – Absence of basic health, safety, and sanitation facilities at the SIC	Low	Warning		
23.	Merging of batches of same job role	Low	Warning		
24.	Non-distribution of course material (hard copy/soft copy) to the trainees	Low	Warning & mandatory distribution of course material (proof of distribution to be submitted to NSDC)		
25.	Lack of mandatory pre-training counselling sessions to inform candidates about job roles, training objectives, and expectations	Low	Warning & corrective action plan to be submitted to NSDC		
26.	Inadequate Support for Special Needs Candidates – Not providing accessible infrastructure or support for candidates with disabilities, if registered	Low	Warning & immediate provision of infrastructure		
27.	Low Trainee or Trainer attendance on a working day without valid reason	Low	Warning		
28.	Any offence not listed above or any action to be taken against PIA/SIC not listed	Severe/Moderate/Low	As decided by PMC		

Penalty Framework for PIA (A) in case of suspension of multiple SICs under a PIA: In case more than 30% of inspected SICs under a PIA have been suspended or proved non-compliant warranting suspension as per penalty matrix, the following action may be taken against the PIA, as decided by the PMC:

- PIA target revocation recommended to Executive Committee
- Suspension of the PIA
- Blacklisting of the PIA from future PMKVY implementation

7 CHAPTER VII: CONSEQUENCE MANAGEMENT

- 7.1. Penalties for non-compliance will be imposed based on severity, as per the Penalty Grid. The Monitoring investigation procedure post identification of non-compliant SIC and related consequence management is explained below:
- i. An SCN shall be issued within five working days of the PMC's decision, through email and text message, based on the severity of the offense. The concerned SIC/PIA must submit a response within five working days of receiving the notice. In case of no response to the SCN by the SIC/PIA, a reminder email and message shall be sent on the eighth working day from the PMC's decision. In cases where only a Warning is prescribed under the penalty matrix, issuance of an SCN shall not be required.
 - ii. It is in the best interest of the stakeholders to provide a detailed response, supported by appropriate proofs and evidence, to substantiate and defend their case. Such evidence may include photographs, documents, videos, or any other relevant material that supports the explanation provided.
 - iii. If the discrepancy is 'established' (i.e., the response is found unsatisfactory), action will be taken by the PMC considering the Penalty Grid.
 - iv. A response is deemed 'unsatisfactory' if:
 - a. It is not submitted on time.
 - b. If the submitted compliance report lacks sufficient supporting proofs.
 - c. The explanation fails to justify the discrepancy.
 - d. The findings of the investigation contradict the stakeholder's claims.
 - v. A response is deemed 'satisfactory' if:
 - a. It is timely and includes valid supporting documents (photos, videos, etc.)
 - b. The explanation logically addresses the discrepancy.
 - c. The investigation supports the stakeholder's claims.
 - vi. Based on the examination of monitoring cases and corresponding SCN response by the PMKVY Monitoring Team, cases identified with monitoring issues, along with the proposed actions, shall be presented to the PMC. The decision of the PMC shall be final, unless modified by the appeals committee, and communicated to the concerned stakeholder.
 - vii. In cases of severe non-compliance or fraud, the PMC may recommend legal action against the concerned SICs/PIAs to the competent authority to take final decision.
 - viii. The PMC may also impose financial penalties on Implementation Agencies, including NSDC, for non-compliance attributable to them, such as grant of A&A without following applicable guidelines, with the penalty quantum determined based on the severity of the offence and the applicable Penalty Grid.

- ix. In case of malpractice/delay by assessor/AA, the concerned AB must take corrective action and submit an Action Taken Report to PMC within 15 days of the incident.
- x. Based on SIC gradation PMC may take action against SICs with below benchmark performance, including cancelling the accreditation of the SIC.

S.No.	Consequence	Action
1.	Blacklisting	- Blacklisting indicates that the concerned PIA will not be allowed to operate under PMKVY under any circumstances (or until otherwise decided by the competent authority) and will be de-affiliated. The concerned agency and its affiliates will be permanently debarred from the PMKVY. - Legal action may be initiated in the most serious fraudulent cases, if approved by competent authority. - No further disbursement shall be made for ongoing batch/es, and all targets shall be revoked from the date of Blacklisting i.e., all the active batches will be penalized - PIA to be responsible for completing training of the ongoing batches for SIC(s) without any future payments. In case PIA doesn't complete ongoing batches, it will be charged a penalty of 100% of the amount which was to be given to SIC - In case of blacklisting, the Performance Bank Guarantee (submitted by the PIA at the issuance of work order) will be invoked - Any payments already disbursed for discrepant batches must be refunded or recovered within 30 days from the date of the blacklisting communication - If a PIA fails to refund the said amount or does not complete the training and assessment of ongoing batches, a punitive legal action shall be taken on it <i>A list of Blacklisted PIAs will be published on the official website of PMKVY and shall also be communicated to the other Government of India sponsored skill development schemes</i>
2.	Suspension	- Suspension indicates that the concerned PIA/SIC will not be allowed to operate under PMKVY. Suspension shall be temporary, for a limited period for six months or more, as decided by the PMC on case by case basis a) Duration of Suspension - The SIC will be suspended for a period of six months (unless otherwise specified), during which it will not be permitted to enrol new batches or raise invoices. - PIA to be responsible for completing training of the ongoing batches for SIC(s) without any future payments. In case PIA doesn't complete ongoing batches, it will be charged a penalty of 100% of the amount which was to be given to SIC - If the penalty is unrecoverable from future payments, the SIC shall be blacklisted b) Target Revocation - All remaining targets assigned to the suspended SIC shall be revoked c) Financial Penalty - No disbursement for the discrepant batch/es - Any disbursement made earlier for the discrepant batch/es shall be recoverable and adjustable in future payments to PIA d) Public Disclosure: <i>A list of Suspended SICs will be published on the official website of MSDE/PMKVY/NSDC/SIDH</i>
3.	Financial Penalty	- No disbursement for the discrepant batch/es - Any disbursement made earlier for the discrepant batch/es shall be recoverable and adjustable in future payments to PIA - The financial penalty shall be recovered from the subsequent tranche(s) payable for the concerned batch. Where the payment for the concerned batch has already been released in full, the penalty shall be adjusted against subsequent batch(es). If no subsequent batch is available, the Training Partner shall refund the penalty amount.

SIC shall not be allocated any target in case a penal action has been taken on it for non-adherence to PMKVY 4.0 guidelines.

8 CHAPTER VIII: GRIEVANCE REDRESSAL MECHANISM

- 8.1. A grievance redressal mechanism has been put in place for time-bound resolution of monitoring grievances of stakeholders. Grievances will be addressed through the Appeals Committee. Stakeholders can submit grievances to the committee for resolution. The aggrieved party shall be required to file a formal appeal within 15 days of receiving official communication on the case following the PMC's decision.
- 8.2. The applicable penalties shall be decided as per the penalty matrix and Appeals Committee may recommend a penalty reduction or a more severe penalty on a case-to-case basis. The decision of the Appeals Committee will be final and binding on the stakeholders. The Appeals Committee meeting shall be held on a monthly basis or earlier, as scheduled by the Chair of the Committee.

9 CHAPTER IX: PAYMENT MECHANISM

- 8.1. Payments as part of PMKVY 4.0 will be SIDH-linked system-based i.e. system generated and system verified mechanism based on a defined checklist and SOP. All these system and auto generated claims (batch wise) generated through SIDH will be processed through a maker-checker mechanism which includes the Implementation Agency responsible for checking and verifying payments and final sanction by PMKVY division MSDE.
- 8.2. Invoice category wise standard verification and compliance checklist for payment processing will include:

Payment Milestone	Checklist and documents to be verified before making payments
Tranche 1 (30% Payout) – On Training Commencement	i. Training Target approved by Executive Committee and issued through sanction order. ii. Accredited and Affiliated (A&A) of SIC. iii. Batches formed as per Sanction Order. iv. Batch Trainer is ToT certified v. Training Commencement vi. Trainer attendance during training days vii. Attendance criteria for Tranche I as per scheme guidelines has been met viii. Invoice Copy (to be uploaded by PIA on SIDH) ix. Monitoring compliance status
Tranche 2 (30% Payout) - 50% Training Completion	i. Tranche 1 has been paid ii. Attendance criteria for Tranche II as per scheme guidelines has been met iii. This is verified based on trainer and candidate biometric attendance logs/reports with relevant details (AEBAS based, available on SIDH) iv. Invoice Copy (to be uploaded by PIA on SIDH) v. Monitoring compliance status
Tranche 3 (40%)	i. Tranche 1 and Tranche 2 has been paid

Payout) Certification	-	ii. Assessor and candidate Biometric attendance record on the day of assessment (available on SIDH) iii. Assessment result and Certificate details (available on SIDH) iv. Photographs of passed candidates uploaded on SIDH v. Invoice Copy (to be uploaded by PIA on SIDH) vi. Monitoring compliance status
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- 8.3. The scheme shall be operational through the Public Financial Management System (PFMS) Treasury Single Account (TSA) Hybrid Module. The TSA bank account (RBI) has been opened and shall be monitored by NIESBUD, while NSDC shall maintain the TSA Hybrid bank account through PFMS, in adherence to the approved SOP issued by the DoE. Payment to PIAs shall be processed within 20 working days from the date of sanction, as mapped by NIESBUD to NSDC in the PFMS TSA Hybrid Module.
