1. Tool Kit Distribution under Expansion of Employment Services Scheme

- **Objective:**

  The primary goal of this scheme is to enhance employability and support self-sufficiency among trained individuals by providing them with essential tools for their respective trades.

- **Key Components**

1. **Tool Kit Distribution**

• **Purpose:** Tool kits equip candidates with the necessary equipment to practice their skills in various trades, thereby enabling them to start their own businesses or improve their job prospects.

• **Trade Focus:** The program focuses on several trades, including:

  - Electrician: Tools for electrical installation and maintenance.
  - Fitter: Equipment for assembling and maintaining machinery.
  - Mobile Repair: Tools for repairing mobile phones and related devices.
  - Beautician: Products and tools for beauty services.
  - Plumber: Equipment for plumbing installation and repair.
  - Home appliances Repair.
  - Sewing Machine Operation.

2. **Registration and Eligibility**

• Candidates must be registered with Employment Exchange for atleast 6 months to qualify for the tool kits. Earlier Registration status is prioritized in selecting beneficiaries. Beneficiaries can collect tool kit from the Employment Exchange of the District where the beneficiaries respectively reside.

- Permanent Resident of Bihar.
- Age criterion: 18-40 years.
- Income criterion: Annual family income not exceeding Rs 3 lakh.

Training

- The candidate must have a minimum three months training in relevant trade from an institution recognized by the Central or State Government.

- Candidates who have received training (less than three months) from recognized institutes like RSETI, Jan Shikshan Sansthan, PMKVY, DDUGKY etc. and have obtained certificate as per rules under RPL (Recognition of Prior Learning) are also eligible to receive the tool kit.
- In the selection of beneficiaries, priority is be given to persons with disabilities, Transgender, Scheduled Caste, Scheduled Tribe, Economically Weaker Section, Backward Class, Extremely Backward class and Women.
- Candidates are eligible for benefits under only one of the Study Kit and Tool Kit schemes. Candidates who have previously received Study Kits/Tool Kits are not eligible for this scheme.

3. Financial Aspects

• **Cost of Tool Kits:** The maximum allowable expenditure per tool kit is set at Rs. 15000/-.

This initiative represents a targeted approach to improve employment outcomes by providing them with the necessary tools and support to thrive in their respective trades. By focusing on inclusivity and financial assistance, it empowers individuals, provide scope for self employment, helps in enhancing economic as well as social condition of the beneficiaries.

2. Employment Assistance for Physically Handicapped Scheme

Objective

The primary objective of this scheme is to empower Persons with Disabilities by facilitating their integration into the workforce and ensuring that their rights are upheld as outlined in the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

Key Components

1. **Organizing Camps for Persons With Disabilities**
    - **Purpose of Camps:**
        - The camps serve as dedicated events where unemployed persons with disabilities can access resources, information, and support tailored to their needs.
    - **Services Offered:**
        - **Career Counseling:** Personalized guidance is provided to help participants identify their skills, interests, and suitable job opportunities.
        - **Job Placement Services:** Participants are connected with potential employers, facilitating interviews, and assisting in the job application process.

2. **Organizing a Special Day for Awareness**
    - **Significance of the Day:**
        - The special day focuses on raising awareness about the rights and opportunities available to Persons with Disabilities, in alignment with the Persons with Disabilities Act, 1995. **Activities Planned:**
        - **Awareness Campaigns:** Informative sessions are conducted to educate the public, employers, and the persons with disabilities about the provisions of the Act, including equal opportunities, protection against discrimination, and full participation in society.

- **Resource Distribution:** Brochures, pamphlets, and other materials are provided that outline the rights of persons with disabilities and available resources for job seekers.

The "Employment Assistance for Physically Handicapped Scheme" represents a vital initiative which enhances employment opportunities for persons with disabilities. By organizing camps specifically designed for persons with disabilities and hosting awareness events in line with the Persons with Disabilities Act, the scheme empowers these individuals, promote their rights, and facilitate their integration into the workforce. Through targeted support and advocacy, this initiative significantly contribute to improve the quality of life for persons with disabilities and foster a more inclusive society.

Study Kit distribution under Employment-cum-Guidance Scheme

- **Objective:**
  - Study Kits are provided to candidates preparing for competitive examinations for employment in the public sector to assist them in their preparation for the respective examinations.
- **Eligibility Criteria:**
  - Registration with Employment Exchange for atleast six months. Earlier Registration status is prioritized in selecting beneficiaries.
  - Resident of Bihar and an annual family income not exceeding Rs. 3 Lakh.
  - Candidates have to submit proof of having applied for a competitive examination for government service. The age limit is accordance with the relevant competitive examination criteria.
  - In the selection of beneficiaries, priority is given to persons with disabilities, Transgender, Scheduled Caste, Scheduled Tribe, Economically Weaker Section, Backward Class, Extremely Backward class and Women.
  - Candidates are eligible for benefits under only one of the Study Kit and Tool Kit schemes. Candidates who have previously received Study Kits/Tool Kits are not eligible for this scheme.
- **Kit Contents:**
  - The maximum cost of the study kit for competitive examinations conducted by the Union Public Service Commission and the Bihar Public Service Commission is limited to Rs. 5,000. For other competitive examinations, the maximum cost of the study kit is limited to Rs. 2500.

4.Career Information Centres

Employment Exchanges have been developed as Career Information Centres which provide a modern and comprehensive resource hub for job seekers.

- **Library Facilities**

- Library facilities with books, newspapers, magazines including digital library are provided to candidates preparing for competitive examinations.

- **Access to Information:**
  - Weekly talk on specific topics which are relevant for competitive examinations are conducted.
  - Access to up-to-date information on job vacancies, training programs, and skill development opportunities are provided.
- **Counselling Services:**
  - Candidates are assisted in exploring career options, identifying strengths, and setting goals.

5 Career/Vocational guidance

One of the most important works of Employment Exchanges is providing career and vocational guidance to the students and jobseekers. Career guidance helps students and jobseekers to avail better job opportunities according to their interest, skill and expertise.Likewise, vocational guidance also helps students and jobseekers to avail different vocational avenues,assess their capabilities and opt specific vocation.

Necessary information and resources are provided to them to make informed decisions or plan their careers.

Career talks, lectures on topics related to competitive examinations, mock interviews etc. are also conducted at the Employment Exchanges.

Collaboration with Colleges, Universities, Vocational training centres is done to provide guidance apart from guidance provided during Employment cum Vocational Guidance and Job Camps facilitated by Employment Exchanges.

6 Job Fairs

In order to provide employment opportunities available in the private sector to the jobseekers of Bihar State, the Directorate of Employment & Training organizes divisional level, district level employment-cum-vocational guidance fair and employment camp as per departmental instructions. The Employment Exchange acts a facilitator to organize the job fair. In organization of Job fairs, following steps are undertaken:-

- **Pre-Job fair preparation:**
  - **Participation of employer:** Vacancy notifications are received from employers. They are invited to participate in the Job Fair through official communication.
  - **Participation of Job seekers:** They are informed through sending bulk SMS, dissemination of advertisement/information through newspaper, educational institutions etc.
  - **Preparation for Event:** Arrangements for organizing the event viz. stalls, tents, invitation for special guests etc are done.

- **During Job fair:**
  - **Monitoring of all preparations:** Before the event begins, all preparations are closely monitored. Corrections and changes are made as needed.
  - **Allocation of Stall to Employers**
  - **Inauguration:** It is inaugurated by the guests.
  - **Registration and Guidance:** Job Seekers are provided with registration facilities and guidance. Employers and candidates are informed that all facilities are provided free of cost.
  - **Provisional** shortlisting of candidates based on resume/CV/interviews etc is done**.**
  - **Obtaining reports and feedback:** Reports in the prescribed format are obtained from employers regarding shortlisting, selection etc. viz. no. of candidates applied, shortlisted etc.

- **Post Job Fair:**

- **Compilation of result:** Reports are obtained from the employers in the prescribed format, scrutinized, consolidated and sent to the relevant authorities.

7 Job Camps

To provide employment opportunities available to local Youths, Job camps are periodically organized by Employment Exchanges. Following steps are undertaken to conduct Job Camps :-

- Pre-Job camp Preparation:
  - Selection of date: It is decided based on the availability of the employer and done in the light of instruction received from the Directorate level.
  - Selection of place: It is usually conducted at the Employment Exchanges or as notified.
  - Participation of employer: Vacancy notifications are received from employers. They are invited through official communication to participate in the job camp.
  - Participation of Job seekers: They are informed through sending bulk SMS, dissemination of advertisement/information through newspaper, educational institutions etc.

- During Job Camp:
  - Provisional short listing of candidates based on resume/CV, interview etc is done.
  - Registration and guidance facilities are provided for students.
  - Reports from employers and feedback from students are taken.

- **Post Job Camp:**
  - Results are compiled in the prescribed format

8 Pre-Departure Orientation Training (PDOT)

- Under this Flagship program of Ministry of External Affairs (MEA), started in 2018, the emigrants going in ECR (Emigration Check Required) countries for employment are given a free of cost 8 hours

Orientation Training regarding Do's and Don'ts of the country of employment, rights and welfare measures made available by the Government of India.

- **In Bihar, Pre-Departure Orientation Training (PDOT)** is being conducted across five centres in Bihar—Gaya, Muzaffarpur, Darbhanga, Patna, and West Champaran (Bettiah)—to facilitate safe and legal overseas migration for candidates from the state.

EMPLOYMENT WING (DET)

The Employment Wing of the Directorate of Employment and Training (DET), Bihar, serves as a cornerstone for fostering employability and facilitating job opportunities in Bihar. It is committed to implement employment-related policies, it connects job seekers with potential employers through a range of initiatives and platforms designed to promote workforce development. The Employment Wing operates Employment exchanges across Bihar, acting as a vital interface between job seekers and employers. Many Employment exchanges have been upgraded as Model Career Centres, equipped with comprehensive online facilities including an IT lab, digital library, free Wi-Fi access, and other digital resources to support career planning and job search activities. They also provide registration facilities, career counselling, study kits and tool kits. Additionally, they facilitate organization of job fairs and job camps. Moreover, initiatives are taken to provide special assistance to persons with disabilities and emigrants of Bihar willing to work in ECR (Emigration Check Required) countries. All these steps help drive economic growth and social inclusion in Bihar.