**;"rgf tyf ;+rf/ d+qfno**

**;'/If0f d'b|0f s]Gb|, l;+xb/af/**

**æ;'/If0f d'b|0f u/f} cfTdlge{/ agf}Æ**

**k[i7e"ld**

g]kfn Pl;ofsf b'O{ ljzfn /fi6« rLg / ef/tsf] dWo efudf cjl:yt Ps ;fgf] clt sd ljsl;t /fi6« xf] . d'n'sdf of]hgfj¢ cfly{s ljsf; k|of; ;'? ePsf] 5 bzs eO;s]sf] 5. o; cjlwdf d'n'ssf s]xL ;fdfhLs If]qx? -:jf:Yo, lzIff\_ / oftfoft, b"/ ;+rf/, ljB't h:tf cfwf/e"t k"jf{wf/x?sf] lgdf{0f / ljsf;df lgs} k|ult ePsf] 5. /fhg}lts cl:y/tf, ef}uf]lns l:ylt, u/Llj / clzIffsf] JofKttfsf sf/0f d'n's cem} ljsl;t /fi6«x?sf] >]0fLdf k'Ug ;s]sf] 5}g. o; cjlwdf s]xL ;fgf t/ pTkfbgzLn If]qnfO{ klg cfly{s ljsf; k|of;df k"0f{ ?kdf ;d]6\g ;lsPsf] 5}g. ;'/If0f d'b|0f If]q o; tYosf] Ps HjnGt pbfx/0f dfGg ;lsG5.

o; k[i7e"lddf g]kfn ;/sf/n] ljsf; ;ldlt P]g @)!# df ePsf] j}wflgs Joj:yf cg';f/ ;'/If0f d'b|0f ljsf; ;ldlt -u7g\_ cfb]z hf/L u/]sf] xf]. o; cfb]zdf ePsf] d'Vo Joj:yf cg';f/ ;'/If0f d'b|0f s]Gb| xfn} :yfkgf eO{ o;sf] k|zf;sLo sfof{no l;x+b/af/df /x]sf] 5 .

**sfo{If]q**

* ;'/If0f d'b|0f ;DaGwL gLltof]hgf, ah]6 tyf sfo{qmd th'{df
* ;'/If0f d'b|0fsf nfuL cfjZos kg]{ ef}lts k'jf{wf/ lgdf{0f
* /fxbfgL, r]sa's, :df6{sf8{, x'nfs l6s6, a}+s gf]6, cGtMz'Ns :6Ls/ cflbsf] d'b|0fsf nfuL ;'/If0f k|];sf] :yfkgf / ;+rfng
* /fxbfgL / :df6{sf8{x?sf] k;{gnfO{h]zg
* ;ldltn] k|bfg ug]{ ;]jfsf] z'Ns lgwf{/0f
* ;'/If0f d'b|0f ;DaGwL cfjZos cWoog, cg';Gwfg
* ;'/If0f d'b|0f ;DaGwL tflnd tyf k|lzIf0f sfo{qmd ;+rfng
* ;ldltsf] nfuL] cfyL{s ;f|]tsf] Joj:yf

**;'/If0f d'b|0f ljsf; ;ldltsf] agfj6**

s\_ ;lrj, ;'rgf tyf ;+rf/ dGqfno ====================== **cWoIf**

v\_ ;x;lra, cy{dGqfno ====================== **;b:o**

u\_ ;x;lra, lj1fg tyf k|ljlw dGqfno ======== **;b:o**

3\_ ;x;lrj, k//fi6« dGqfno ================== **;b:o**

ª\_ ;x;lrj, u[x dGqfno ========================= **;b:o**

r\_ dxflgb]{zs, d'b|0f ljefu=============== **;b:o**

5\_ dGqfnoaf6 dgf]lgt Ps hgf dlxnf ;lxt b'O{ hgf =========== **;b:o**

h\_ sfo{sf/L lgb]{zs ================ **;b:o ;lrj**

**;'/If0f d'b|0f s]Gb|sf] gLlt tyf sfo{qmdx?sf] Ps emns**

**b'?b'li6M**

;'/If0f d'b|0fdf g]kfnnfO{ cfTdlge{/ agfO{ cGt/fli6«o ahf/df cfsif{s ljGb'sf] ?kdf ;'/If0f d'b|0f s]Gb|nfO{ ljsf; ug]{

**p2]ZoM**

;'/If0f d'b|0fsf nfuL ljb]zL sDkgLdf ePsf] vr{nfO{ art ug]{ / ;'/If0f d'b|0f ;DaGwL ljZj;gLo ;]jf / u'0f:t/Lo a:t' cGt/fli6«o ahf/df pknAw u/fpg]

**nIfM**

;'/If0f d'b|0fnfO{ /fli6«o cfo, pTkfbgzLn /f]huf/L tyf a9L dfqfdf j}b]lzs d'b|f cfh{g ug]{ ;|f]tsf ?kdf ljsf; ug]{ .

**/0fg}lts p2]Zox?**

* ;'/If0f d'b|0fnfO{ tLg r/0fdf ljsf; ug{sf lgldQ Ps sfo{d'ns Pj+ gtLhfd'ns u'?of]hgf th'{df ug]{

s\_ **k|yd r/0fM** g]kfnnfO{ kfFr aif{ leq cfTdlge{/ agfpg]

v\_ **lålto r/0fM** cfufdL bz aif{ leq ;'/If0f d'b|0f ;DaGwL ljZj;gLo ;]jf / u'0f:tl/o ;'/If0f j:t' ;fs{ / blIf0f k"jL{ Plzofsf /fi6«x?df pknAw u/fpg]

u\_ **t[lto r/0fM** cfufdL !% aif{ leq ;'/If0f d'b|0f ;DaGwL ljZj;gLo ;]jf / u'0f:t/o"Qm ;'/If0f a:t' cGo afFsL t];|f] d'n'sx?df pknAw u/fpg]

* pRr k|fyldstf k|fKt /fli6«o uf}/jsf cfof]hgf ;/x ;'/If0f d'b|0fsf ljsf; ;DaGwL sfo{qmdx?nfO{ d'Vo k|fyldstf lbg]
* ;'/If0f d'b|0fnfO{ clt cfjZos ;]jfsf] ?kdf k"0f{ dfGotf lbg sfg'gL Joj:yf ug]{
* Vofltk|fKt lj1, k|fl1s JolQmTj, cg'ej k|fKt k|zf;sx? ;lDdlnt Ps ;+u7g ljsf; cWoog ;d'x u7g u/L ;f] ;d'xaf6 k|fKtx'g] k|ltj]bgsf cfwf/df ;'/If0f d'b|0f s]Gb|sf] sfo{d'ns ;+u7gfTds 9fFrfsf] ljsf; / cfjZos hgzlQmsf] lgwf{/0f ug]{ .

**d'Vo sfo{qmd tyf lqmofsnfkx?**

* Vofltk|fKt ljifo lj1, k|f1 Pj+ nfdf] ;do cg'ej xfl;n u/]sf pRr k|zf;sx?sf b'O{ cWoog ;d'x oxL cfyL{s aif{ leq u7g ug]{ / Ps cWoog ;d'xnfO{ @ aif{leq u'? of]hgf th'{df ug]{ sfo{df ;+nUg u/fOg] / csf]{ ;d'xnfO{ Ps aif{leq ;'/If0f d'b|0f s]Gb|sf] ;+u7gfTds 9fFrf / cfjZos hgzQmLsf] :j?k lgwf{/0f ug]{ sfo{df ;+nUg u/fOg]5 .
* ;'/If0f d'b|0f s]Gb|sf] xftf Ps ljz]if If]qdf /xg] u/L ;'/If0f d'b|0f u|fd (SPC-Village) gfds/0f åf/f ljsf; ul/g]5 . o;sf nfuL sDtLdf !% x]S6/ hUuf / cfjZos ah]6 pknAw u/fpg ;DalGwt ;/sf/L lgsfodf cfjZos kxn ul/g]5 .
* o; cfly{s aif{ leq ;'/If0f d'b|0fsf ;DaGwL d]zLg tyf pks/0f vl/bsf nfuL pko"Qm k|ljlwsx?sf] ;xof]udf af]nkq sfuhft tof/ u/L k|rlnt lgodg';f/ vl/b k|s[of cufl8 a9fOg]5 .
* ;'/If0f d'b|0f s]Gb|sf], sfo{ k|s[lt, e"ldsf tyf cfjZostfsf af/]df kl/rofTds k'l:tsf tyf j]e;fO{6 sG6]G6 clen]lvs/0f u/L ljt/0f ul/g]5 . x/]s If]qsf hgtfnfO{ ;'/If0f d'b|0f ;DaGwL cfjZos hfgsf/L lbg d'n'ssf k|d'v zx/x?df p2]Zod'ns sfo{zfnf uf]li7 tyf cled'lvs/0f sfo{qmd ;+rfng ul/g]5 .
* ;'/If0f d'b|0fn] ug]{ sfo{sf ;DaGwdf a'n]l6g, ;dfrf/ ;fdfu|L, ;Gb]zd'ns k|rf/ ;fdfu|L, /]l8of], 6]lnlehg tyf ;dfrf/kqaf6 k|sfzg Pj+ k|;f/0f ul/g]5 .
* cfjZos ;]jf ;+rfng P]g @)!# df ePsf] sfg"gL Joj:yfnfO{ yk kl/dfh{g u/L ;'/If0f d'b|0fnfO{ vfg]kfgL, ljB't h:t} cfjZos ;]jfsf ?kdf ;+rfng ul/g]5 .
* g]kfn ;/sf/sf] pko"Qm k|s[of åf/f ;'/If0f d'b|0fsf] ljsf; ;DaGwL ;a} sfo{qmdx?nfO{ /fli6«o uf}/jsf of]hgf ;/x pRr k|fyldstf lbOg] Joj:yf ldnfOg] 5 .
* ;'/If0f d'b|0fsf sd{rf/LnfO{ zLko'Qm, pTkfbgzLn Pj+ g}ltsjfg agfpgsf lgldQ sfo{;Dkfbg s]lGb|t tflnd sfo{qmd tyf uf]li7x? 3gLe't ?kdf ;+rfng ul/g]5 .
* ;'/If0f d'b|0f s]Gb|sf sd{rf/Lx?nfO{ zLko"Qm / ;]jf k|lt ;dlk{t agfpg s]Gb| / cGt/fli6«o Voflt k|fKt -Ps jf b'O{\_ ;'/If0f d'b|0f sDkgL ;Fu cfjZos ;dembf/Lsf cfwf/df Apprenticeship sfo{qmd ;+rfng ul/g]5 .

**ck]lIft k|ltkmn**

* ;'/If0f d'b|0f s]Gb|sf] k|f/lDes r/0fdf cg'dflgt %)) hgzlQmn] k|ToIf /f]huf/L kfpg] ck]Iff ug{ ;lsG5 eg] cg'dflgt @%))) hgzlQmn] ck|ToIf ?kdf ;'/If0f d'b|0f ;DaGwL ;]jf k|jfx ug]{ sfo{df ;+nUg cGo ;/f]sf/jfnf ;+:yfdf /f]huf/L kfpg] ;Defjgf b]lvG5 .
* ;'/If0f d'b|0f s]Gb|n] sfo{ ;+rfng u/]kZrft ;'/If0f d'b|0fsf] sfo{df ljb]zL sDkgLdf vr{ Joxf]/]sf] cg'dflgt g]=? !) cj{ :jb]zdf nufgLx'g] b]lvG5 eg] ;''/If0f d'b|0f ;DaGwL ;]jf / j:t' ljb]zL ahf/df pknAw u/fP jfkt yk g]=? !) cj{ ?k}of /fli6«o 9's'6Ldf ;+sng x'g] ck]Iff ug{ ;lsG5 .
* ;'/If0f d'b|0f s]Gb|sf] ;kmntfn] /fli6«o cy{tGqdf cfTdljZjf; hfu[t ug]{5 .
* g]kfn ljb]zL ko{6sx?sf] Ps uGtJo :yn ePsfn], ;'/If0f d'b|0fsf] sfo{ ;+rfngn] ck|ToIf ?kdf ko{6g If]qdf ;fgf] b/dfg} ePklg of]ubfg k'Ug]5 .

**;d:of / r'gf}tLx?**

* ;a} If]qsf hgtf / k|ltgLlwx?nfO{ ;'/If0f d'b|0fsf] af/]df cfjZos hfgsf/L u/fpg gfu/Ls ;dfhsf k|ltlgwLx?, /fhg}lts kf6L{sf k|ltlgwLx?, k|];ldl8ofsf k|ltlgwLx?, pkef]Qmf ;+3 Pj+ ;+:yfsf k|ltlgwLx?, cGo ;/f]sf/jfnf cfjZos ;+:yfsf JolQm Pj+ k|ltlgwLnfO{ ;'/If0f d'b|0fsf]] dxTjsf af/]df k|rf/d'vL Pj+ ax; k}/jLsf sfo{qmdx? ;+rfng ul/g]5 .
* ;'/If0f d'b|0fsf ljsf; ;DaGwL ;j} sfo{qmdx? nfO{ cljlR5Gg ?kdf sfof{Gjog ug{sf lglDt g]kfn ;/sf/sf] pRr g]t[Tjdf /xg' ePsf kbflwsf/L Pj+ pRr ;+:yfut lgsfo b'a}af6 cf}krfl/s ?kdf pRr:tl/o k|ltj2tf cleJoQm x'g] pko'Qm jftfj/0f ;[hgf ul/g]5 .
* ;'/If0f d'b|0f cltg} ;+j]bgzLn / k|ljlw s]lGb|t Joj;fo xf] . o:sf nfuL cfjZos dfqfdf OdfGbf/ / zLko'Qm hgzlQmsf] cfjZostf kb{5 . d'n'sdf sltko k|fljlws hgzlQm cefj /x]sf] l:ytL 5 . clxn] ;'/If0f d'b|0f s]Gb| k|f/lDes r/0fdf /x]sfn], ;fdfGo k|zf;g d+Gqfnosf] ;dGjodf s]Gb|n] sltko hgzlQm g]kfn ;/sf/sf cGo k|fljlws ;]jfaf6 s]xL cjwLsf nfuL sfhdf v6fpg' kg]{ cj:yf /x]sf] 5 eg] s]xL k|fljlws hgzlQmsf] ;]jf s/f/df lng'kg]{ cj:yf b]lvG5 . o;/L lnOPsf] 5f]6f] ;dosf] hgzlQmsf nfuL 5f]6f] cjwLs} ePklg sfo{ut tflnd / Jojxfl/s cled'lvs/0f sfo{qmd ;+nUg ug'{k5{ . t/ nfdf] ;dosf nfuL egf{ ul/g] sd{rf/Lx?sf] ;+Vof / ;]jfsf] ls;Ld eg] ;+u7g ljsf; cWoog ;d'xsf] k|ltj]bgsf cfwf/df to u/L To:tf sd{rf/Lsf] nfuL s]Gb|sf] ljleGg d'b|0f o"lg6x?sf] sfo{ k|s[ltsf cfwf/df pko'Qm cjwLsf tflnd tyf ljsf; sfo{qmdx? ;+rfng ug{sf lgldQ Ps yk dfgj ;+;fwg ljsf; sfo{qmd th'{df ug'{ kg]{ x'G5 . sd{rf/Lsf nfuL Career Progression plan -j[lt ljsf; of]hgf \_ csf]{ dxTjk"0f{ cfjZostfsf] ?kdf /x]sf] b]lvG5 .
* ;'/If0f d'b|0fsf] k|f/lDes sfo{ ljgf cj/f]w ;+rfngsf nfuL Ps jf b'O{ ljb]zL sDkgL ;Fu ;'dw'/ ;dembf/L / pko"Qm ;dGjo klg clt cfjZos ljifosf] ?kdf /x]sf] 5 .