

Chief Minister's Foreign Language Initiative for Global Human Talent (CM-FLIGHT)

A. Background and Context

Assam has a large number of qualified youths registered in Employment Exchanges, who have the potential to work abroad if they're presented with structured language training programmes. Many countries are experiencing workforce shortages due to ageing populations and require skilled workers to sustain their economies.

To bridge this gap, the Government of Assam, through the Assam Skill Development Mission (ASDM) under the Skill, Employment & Entrepreneurship Department (SEED), has started a special scheme namely, Chief Minister's Foreign Language Initiative for Global Human Talent (CM-FLIGHT) under which, selected youth from Assam will receive Foreign Language Training.

For year 1, i.e., FY 2025-26, the focus would be on **Japanese language proficiency training - JLPT N2 level**, which will enable placements in any of the 16¹ skills that are part of Japan's Specified Skilled Worker - SSW² visa program. The SSW program is meant to bring foreign workers to Japan in industries where there are not enough local workers.

B. Vision of the Scheme

To empower Assam's youth through high-quality language training, enabling ethical and structured overseas employment opportunities, while positioning Assam as a leading hub for international workforce readiness and global mobility.

C. Objectives

- i) To train youth from Assam in select foreign languages.
- ii) To prepare youth for overseas employment opportunities.
- iii) To promote ethical and structured international mobility among youth of Assam.
- iv) To build Assam's reputation as a hub for global workforce readiness.

D. Role of ASDM

Assam Skill Development Mission (ASDM) under Skill, Employment & Entrepreneurship Department (SEED), Government of Assam is the nodal agency for the scheme and the role it would play are as follows:

- i) Form the State-Level Selection Committee for candidate selection
- ii) Coordinate with the Ministry of External Affairs (MEA)
- iii) Manage fund release and financial processes
- iv) Empanel Foreign Language training cum Implementation Partners
- v) May provide / facilitate training infrastructure to selected 'Foreign Language training cum Implementation Partners' subject to availability of space on first come first serve basis
- vi) May Facilitate loans (personal / skill / education loan) from Banks / Financial Institutions as per choice of candidates, wherever necessary
- vii) Monitor the progress of the scheme

¹ a) Nursing Care, b) Building Cleaning Management, c) Machine Parts and Tooling Industries, d) Industrial Machinery Industry, e) Electric, Electronics, and Information Industries, f) Construction Industry, g) Shipbuilding and Ship Machinery Industry, h) Automobile Repair and Maintenance, i) Aviation Industry, j) Accommodation Industry, k) Agriculture, l) Fishery and Aquaculture Industries, m) Manufacture of Food and Beverages, n) Food Service Industry, o) Material Processing Industry, p) Manufacture of Industrial Products

² For details regarding SSW, refer: <https://www.mofa.go.jp/mofaj/ca/fna/ssw/us/overview/>

E. Role of Foreign Language training cum Implementation Partner

Assam Skill Development Mission (ASDM) will empanel Foreign Language training cum Implementation Partners which will have the following responsibilities:

- i) The training cum implementation partner will be responsible for delivering end-to-end support for the scheme, including foreign language training and facilitation of overseas placements.
- ii) The partner will have the necessary approvals and licenses as per regulations to conduct recruitment, training, and placement of foreign workers.
- iii) It will manage the entire candidate journey—covering mobilization, training, language certification, visa documentation, travel arrangements, and post-placement support.
- iv) Facilitate loans (personal / skill / education loan) from Banks / Financial Institutions as per choice of candidates, wherever necessary
- v) The partner will organize pre-departure orientation for candidates, including modules on work culture, etiquette, legal compliance, and workplace ethics of the destination country.
- vi) It will also conduct regular mock tests for foreign language proficiency (eg. - JLPT N2) and coordinate with overseas employers to ensure job placement of trained candidates.
- vii) The partner will work closely with the ASDM, Government of Assam to achieve the scheme's objectives and will be bound by a formal agreement / MoU to train and facilitate placements for the targeted number of candidates.

F. Financial Support under the scheme

Under the scheme, financial assistance will be extended as follows:

- i) For **Foreign Language Training cum Implementation Partner** - A training support cost of **₹1,00,000 per candidate** will be provided. The training support cost will be paid out per candidate as follows:

Tranche	Milestone	% of Amount	Amount (INR)
1	On successful certification of Foreign Language Proficiency Test (eg. JLPT N2 or equivalent) of the candidates	50%	₹50,000
2	On Candidate producing – a) Certificate of Eligibility, b) Confirmed offer of appointment, c) Visa and d) Confirmed Air Ticket	50%	₹50,000

- ii) **For Candidates:** On Candidate producing a) Certificate of Eligibility, b) Confirmed offer of appointment, c) Visa and d) Confirmed Air Ticket, the candidate will receive an amount of **₹50,000** as post-placement assistance from the Government of Assam to support initial settlement and relocation needs in the destination country.

G. Fees to be paid by candidates

As per available estimates, for a **10 – 12 months** long **Foreign Language Proficiency Training**, the fees to be paid by candidates may range approx. **₹ 3,00,000 to ₹ 4,00,000/-** which covers a) Entrance Exam Fee, b) Admission, Training & Materials Fee, c) Tuition Fee and d) Exam Fee.

H. Indicative Costs to be borne by the candidates (other than fees)

As per available estimates, apart from the training-related fees, candidates will be responsible for covering additional expenses amounting to around ₹ 1,00,000 – ₹ 1,80,000 towards a) One-way Travel (Flight Tickets), b) Medical Check-up Cost, c) Lodging & Boarding during training (If required), d) Commutation during training (If required) and e) Visa Fees etc.

I. Monitoring and Governance

A State-Level Steering Committee, chaired by the Senior-most Secretary of SEED, will oversee the implementation of “**Chief Minister’s Foreign Language Initiative for Global Human Talent (CM-FLIGHT)**”. The Assam Skill Development Mission (ASDM) will coordinate monthly reviews, data reporting, and evaluations.

J. Process of Hiring Foreign Language Training cum Implementation Partner

For the Financial Year 2025-26, a pilot project will be implemented wherein agencies which have already signed MoUs with the Government of Assam shall be allocated targets to implement the Scheme. Such agencies will be called as ‘Foreign Language training cum Implementation Partners’.

From Financial Year 2026-27 onward, the ASDM will hire Foreign Language Training cum Implementation Partners through Quality Based Selection. The Selection process will cover eligibility criteria, technical evaluation criteria, detailed scope, formats, performance review criteria among other statutory aspects. The eligibility Criteria would be as follows:

S. No.	Eligibility Criterion	Documents to be furnished
1	Should be a Legal Entity registered / incorporated in India	i) Certificate of Incorporation / Registration under relevant acts (e.g., Societies Registration Act, Companies Act, LLP Act, etc.). ii) Valid Recruitment Agency License issued by the MEA, Gol. iii) Proof of Registered office address. iv) Owner's identification (e.g., Aadhaar, PAN, or Passport).
2	Should have PAN Card and GST Registration	i) Copy of valid PAN card. ii) GST Registration Certificate.
3	Should have Average Annual Turnover INR 50,00,000/- (Fifty Lakhs) in the last 3 (three) Financial Years from conducting similar language training and overseas recruitment programs	i) CA-Certified / Audited Financial Statements for the last 3 (three) financial years ii) CA Certificate stating the Turnover from conducting similar language training and overseas recruitment programs during the last 3 (three) financial years.
4	Should have experience of successfully placing at least 100 professionals / candidates globally in the last 3 (three) years	i) Work contracts or placement records or client testimonials. ii) Proof of successfully placing at least 100 professionals globally in the last 3 (three) years
5	Should provide a Power of Attorney for the Authorized signatory	i) Duly signed Power of Attorney authorizing the signatory. ii) If signed by a Partner / Director, copy of the Board Resolution.
6	Should provide a Non-	i) Self-Certificate stating Non-Blacklisting and Non-

S. No.	Eligibility Criterion	Documents to be furnished
	Blacklisting and Non-Termination Declaration	Termination.
7	Should have Assessment Agency Partnerships	i) MOUs or agreements with overseas assessment agencies (for the countries proposed).
8	Should have qualified Language Trainers	i) Biodata and educational qualification certificates of trainers proposed. ii) Trainer certifications (for the particular language (s) used in countries proposed) iii) Work experience certificates showing 3 years of relevant experience of Language training.
9	Should be compliant with Legal Regulations of the source and destination countries	i) Registration Certificates and Operational Licenses. ii) Proof of adherence to labor laws and immigration policies. iii) Evidence of ethical recruitment practices (e.g., Employer agreements and employer testimonials).

The eligible firms will be evaluated based on the following technical evaluation criteria:

S. No.	Evaluation Criterion	Maximum Marks	Documents to be furnished
1	Average annual turnover from conducting similar language training and overseas recruitment programs in the last 3 financial years i) INR 50 Lakhs to INR 1 Crore: 10 Marks ii) More than INR 1 Crore to 2 Crores: 12 Marks iii) More than 2 Crores: 15 Marks	15	CA Signed Average Annual Turnover certificate
2	Track Record of Successful Overseas Placements over the last 3 years. i) Placement of 100-150 Candidates: 10 Marks ii) Placement of 151-200 Candidates: 15 Marks iii) Placement of more than 200 Candidates: 20 Marks	20	a) Appointment letters of the candidates placed. b) Work contracts / agreements with Overseas employers. c) Candidate profiles and placement summaries. d) Outcome reports detailing placement success rates.
3	Infrastructure / Office / Branch for Language Training for Overseas Placement. i) Training Infrastructure available in 1 or 2 locations within India: 5 Marks. ii) Training Infrastructure available in more than 2 locations within India: 10 Marks.	10	Proof of establishment
4	Infrastructure / Office / Branch for Language Training for Overseas	10	Proof of establishment

S. No.	Evaluation Criterion	Maximum Marks	Documents to be furnished
	Placement. Presence of Training Infrastructure or an operational Branch / Office in at least 1 (one) international location: 10 Marks.		
5	On role certified language trainers with minimum experience of 3 Years: i) 2 Certified Trainers: 3 Marks ii) 4 Certified Trainers: 5 Marks iii) More than 4 Certified Trainers: 6 Marks Additional 4 Marks, if at least 2 certified trainers are from destination country. Additional 2 Marks, if 1 certified trainer is from destination country.	10	Bio data along with qualification, experience and Language certificates
6	Partnerships with international Employers / organizations i) Partnerships with 2 to 5 international employers: 5 Marks ii) Partnerships with 6-8 international employers: 7 Marks iii) Partnerships with more than 8 international employers: 10 Marks	10	Evidence of partnerships with international employers such as Work Orders, MOUs, Contract Agreements etc.
7	Technical Presentation (Past experience in overseas placement, average salary for placed candidates, Approach & Methodology, Risk Mitigation Strategy, Work Plan)	25	Presentation (on physical mode) to be made to ASDM and State Steering Committee
	Total	100	

After due evaluation process, ASDM will reserve the right to allocate targets to the top-ranking firm or more firms in order of merit based on the available targets for that Financial Year.

Note: ASDM may update the eligibility and technical evaluation criteria for hiring the services of Foreign Language Training cum Implementation Partner based on learnings from the Pilot Project. And such criteria shall be approved by the State-Level Steering Committee post which a due Quality Based Selection Process shall be followed.

K. Eligibility Criteria of Candidates for the scheme

To be eligible for the “**Chief Minister’s Foreign Language Initiative for Global Human Talent (CM-FLIGHT)**”, applicants (candidates) must be between **18 to 45 years of age** and possess the **necessary educational qualifications relevant to the domain, sector, or trade** they wish to pursue employment. Candidates must have a **basic understanding of English**, be **medically fit**, hold an **Aadhaar Card** and be a **Permanent Resident of Assam**.

L. Implementation Institutional Framework

Component	Role / Activity	Responsible Entity
Scheme Oversight & Governance	Chair State-Level Steering Committee, approve policies and oversee implementation	Senior-most Secretary, SEED
Scheme Nodal Agency	Coordinate implementation, fund release, reporting, and stakeholder management	Assam Skill Development Mission (ASDM)
Candidate Selection	Form State-Level Selection Committee, supervise fair and merit-based selection	ASDM, State-Level Selection Committee & Foreign Language Training cum Implementation Partner
Coordination with External Agencies	Liaise with Ministry of External Affairs (MEA) and other relevant national bodies	ASDM & Foreign Language Training cum Implementation Partner
Facilitation for Loans	Facilitate loans (personal / skill / education loan) from Banks / Financial Institutions as per choice of candidates, wherever necessary	ASDM & Foreign Language Training cum Implementation Partner
Foreign Language Training Delivery	Deliver training, mock tests, cultural orientation, and pre-departure sessions	Foreign Language Training cum Implementation Partner
Placement Support	Facilitate MoUs with employers, ensure overseas job placement	Foreign Language Training cum Implementation Partner
End-to-End Candidate Support	Manage visa, travel, accommodation at destination country, post-placement services	Foreign Language Training cum Implementation Partner
Candidate Mobilization	Public outreach, counselling, and mobilization across Assam	Foreign Language Training cum Implementation Partner
Training Infrastructure	Hire space and set-up basic infrastructure for training delivery	Foreign Language Training cum Implementation Partner
Monitoring & Evaluation	Monthly reviews, MIS reporting, partner evaluations, and outcome tracking	ASDM

M. Conclusion

The **Chief Minister's Foreign Language Initiative for Global Human Talent (CM-FLIGHT)** is a strategic initiative by the Government of Assam to facilitate ethical and structured overseas employment through Foreign language training aligned with mandatory / regulatory standards. By addressing overseas demand for skilled manpower, the scheme aims to enhance the global employability of Assam's youth.

The Assam Skill Development Mission (ASDM) will act as the nodal agency for implementation, supported by empanelled training cum implementation partners. The scheme outlines a comprehensive framework covering candidate selection, training delivery, financial assistance, and post-placement support.

With robust monitoring, clearly defined roles, this guideline serves as the operational blueprint for effective scheme execution. It ensures transparency, accountability, and measurable outcomes, positioning Assam as a leading state in enabling international workforce readiness and mobility.