

Deputy Director of  
School Education (Sec)  
24 MAR 2026  
Dispatch No. 21393-94  
Kangra at Dharamshala

No. EDN-KGR-(A-3) Scholarship/Gen. Misc.2025-26  
O/o Deputy Director School Education Secondary  
Kangra at Dharamshala (H.P.)  
Telephone No. 01892-223124, Fax no. 223796  
Email Id:-[scholarshipkangra@gmail.com](mailto:scholarshipkangra@gmail.com)

Dated Dharamshala-176215

24.03.2026

To

✓ All the Principals/ Headmasters,  
Govt. /Pvt. Sr. Sec. / HighSchools,  
In District Kangra, Himachal Pradesh.

**Subject:- Proposal for Skill Training and Employment to Class XII Pass candidates from the State of Himachal Pradesh.**

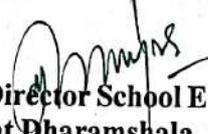
Memo,

With reference the Letter No. EDN-(SE)-H(17) F(4) 34/2025-26 HCL- Dated 13.03.2026 received from the Director of School Education, Himachal Pradesh, Shimla on the subject cited above. (Copy Enclosed)

In this context, an Early Career Program for Class XII students has been launched by HCL Tech, an IT company in India. The program aims to provide students with early exposure to career opportunities, skill development training, and potential pathways for employment in the technology sector.

In this regard, all School Heads are hereby directed to coordinate with the concerned representatives of HCL Tech for the smooth implementation of the proposed Early Career Program in their respective schools. They should ensure necessary cooperation and facilitate effective communication with HCL officials so that eligible Class XII students can benefit from this initiative.

This may be treated as urgent and necessary action may be taken accordingly

  
Deputy Director School Education, Secondary  
Kangra at Dharamshala

Endst. No. Even Dated Dharamshala 24.03.2026  
Copy to:-

1. Sh. Kanik Mandhotra through mail at [kanik.mandhotra@hcltech.com](mailto:kanik.mandhotra@hcltech.com).
2. Guard file.

  
Deputy Director School Education, Secondary  
Kangra at Dharamshala

To,  
**Deputy- Directors of Education**  
Government of Himachal Pradesh,  
Shimla,  
Himachal Pradesh

Date: 21/12/2025

**Sub:- Request for Support in Youth Employability from Himachal Pradesh – HCL TechBee Program – An Early career program passionate about career in IT industry and keen to pursue higher studies while in Job-reg.**

Dear Sir,

Greetings from HCL TSSI

HCLTech is India's 3<sup>rd</sup> largest IT Company with 226,000+ employees working across 60 countries. Every year, besides hiring experienced professionals, we skill and recruit candidates for entry level jobs through **HCL TSS (Training and Staffing Services)**, which is a wholly owned subsidiary of HCLTech. HCL TSS offers the following fee-based skilling program- **HCL TechBee** – for Class XII Passed students.

Following are the **Salient features of the TechBee Program:**

**HCL TechBee is an Early Career Program for Class XII students who wish to pursue career in IT .**

- **Eligibility**
  1. Candidates who have completed Class XII in 2024/2025 with 65% or more in Class XII under Himachal Pradesh Board of Secondary Education or 70% or more in Class XII under CBSE/ISC board. The Eligibility guidelines board wise is as attached in the flyer and website <https://www.hcltechbee.com>.
  2. Candidates who have scored 60% or more marks in Mathematics/Business Mathematics for IT roles.
  3. Candidates not having Mathematics/Business Mathematics are eligible for Associate roles (Non-IT).
  4. Students studying in Class XII in 2025-2026 are eligible to register and take part in selection process.
  5. They must be Citizens of India.
- The program comprises of two parts - **Class Room Training and Internship** (Total duration: 6-12 months for IT roles and 3-12 months for Associate roles)
- Fee For the program is **INR 1.4 Lakh (all inclusive) for IT roles and INR 0.51 Lakh (all inclusive) for DPO roles**. Support is available through financial assistance from Banks for needy candidate.
- Students enrolled in TechBee program **will be placed in HCLTech post successful completion in a full-time employment**, the candidates will start earning a salary of around INR 2.2- 2.5 Lakh per annum depending on Job Roles.
- Job roles include: **Software developer, Analyst, Data Engineer, Support & Process Associate**.
- Post joining HCLTech they can pursue their higher education from **IIT-Guwahati/BITS-Pilani/IIIT Kottayam/IIM Sirmaur/SNU/VIT/PES/ SASTRA/ Amity University online** which are partially funded.

We seek your support to facilitate recruitment of candidates from the State

- Support in presenting the program to the students studying in Class XII across the State. It will help in generating awareness to identify eligible candidates and extend the benefit of the program to more youth.
- Requesting to send advisories on TechBee program to District level Education officials and Principals of Schools with Class XII across the state to conduct outreach activities and assessment.
- Conduct of Enrollment drives in the State for candidates, who have completed Class XII in 2025 from any Stream.
- Conduct of outreach, assessment for students studying in Class XII in the year 2025-2026 from any Stream and subsequent years.

We would like to reach out to deserving students, meeting the eligibility criteria from across the State for giving them an opportunity to join this program. For Further spot kindly reach out to following team member, Kanik Mandhotra- 9855534653

With Best Regards



**Subbaraman Balasubramanian**

**Senior Vice President – HCLTech**



# Start a tech job, right after Class XII

Join TechBee - HCL's Early Career Program today



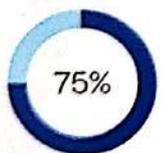
## About TechBee

- ▶ TechBee is HCL's Early Career Program for Class XII students who wish to pursue a career in technology
- ▶ Students enrolled in the TechBee program will be placed in **full-time job with HCLTech** after completing skills training in the fundamentals of IT
- ▶ The program comprises of two parts - **Classroom Training and Internship** (Total duration: 6-12 months for IT roles and 3-12 months for Associate roles)
- ▶ Candidates will be paid a stipend of **₹ 10,000** per month during Internship
- ▶ On successful completion of program, the candidates will start earning a salary of **₹ 2.2 - 2.5 Lakh** per annum depending on job roles
- ▶ Job roles include: **Software Developer, Design Engineer, Tech Analyst, Data Engineer, Digital Support & Digital Process Associate, Technical Lead (Mechanical), Lead Engineer/SMTS (Mechanical)**
- ▶ Learn while you earn: Candidates can pursue graduation\* programs offered by **IIT-Guwahati, BITS Pilani, IIIT Kottayam, IIM Sirmaur, SASTRA University, Amity University online, Shiv Nadar University (SNU), Vellore Institute of Technology (VIT) and PES University** while working with HCLTech

\*Educational fee partially funded by HCLTech

## Eligibility Criteria

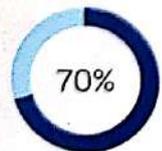
Minimum qualifying Class XII marks



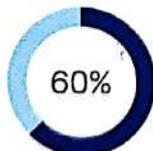
Andhra Pradesh, NIOS,  
Tamil Nadu, Telangana



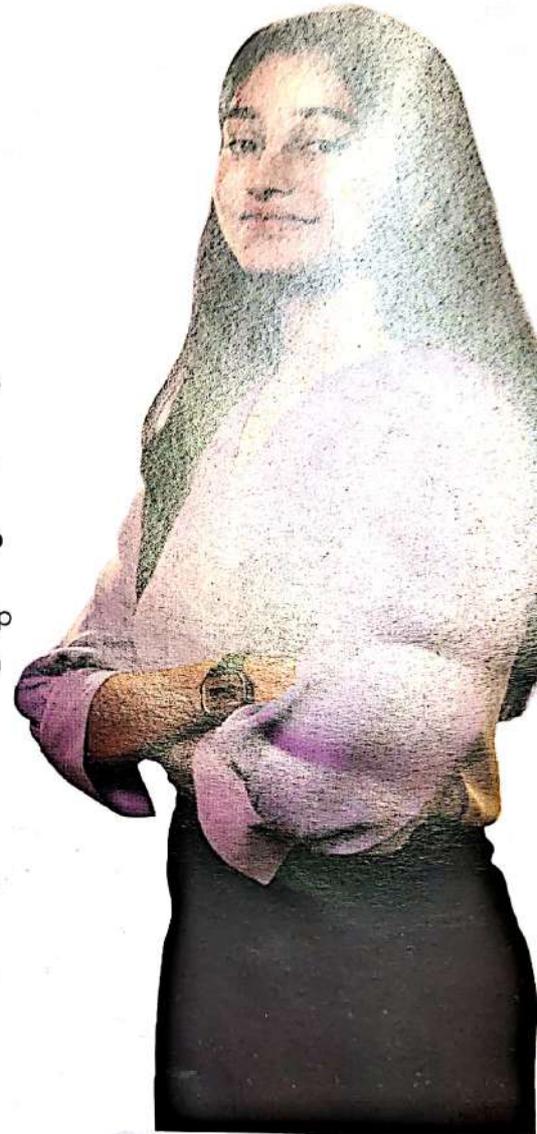
Assam, Goa, Gujarat, Haryana,  
Himachal Pradesh, Kerala, Madhya  
Pradesh, Manipur, Meghalaya,  
Nagaland, Punjab



CBSE, ISC, Orissa,  
Karnataka



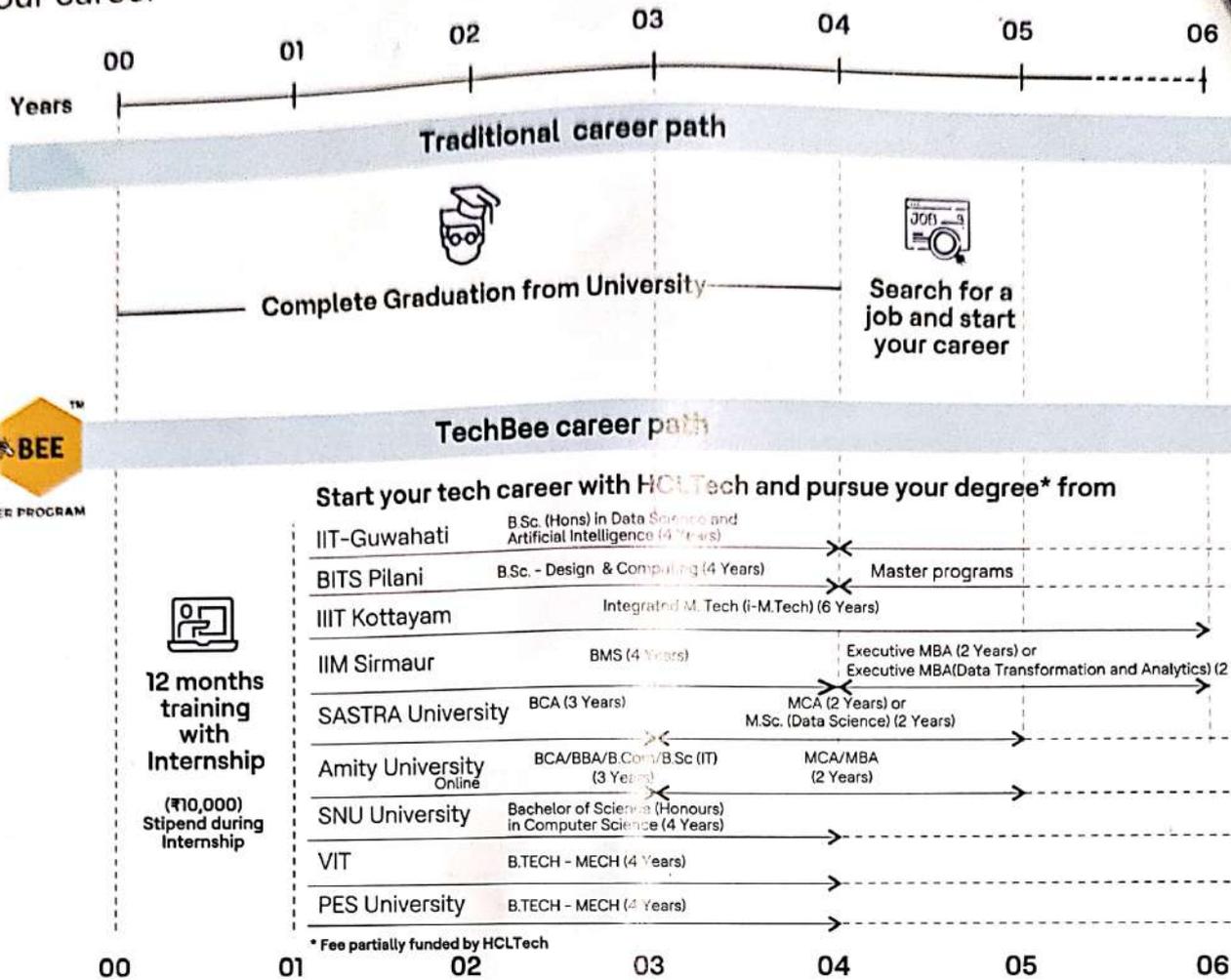
Bihar, Chhattisgarh, Jammu and  
Kashmir, Maharashtra, Mizoram,  
Rajasthan, Tripura, Uttar Pradesh,  
Uttarakhand, West Bengal, Jharkhand



- A resident of India who has successfully completed Class XII board exams in 2025 or appearing for Class XII in 2026
- Mathematics/ Business Mathematics is mandatory with min 60% marks for IT roles only
- Candidates not having Mathematics are eligible for Associate roles (Non-IT).

**IB curriculum:** Aggregate score of 28 with a minimum 4 in every course.

Make the right choices  
for your career



**Contact our counselors**

Andhra Pradesh 8555085030 / 9642973350 | Arunachal Pradesh 7800881155 | Assam 7002373582 | Bihar 9835129050 / 9430861681 | Chhattisgarh 7800881155 | Delhi 9627988779 | Goa 9638041138 | Gujarat 8511393736 | Haryana 9855534653/9802176162 | Himachal Pradesh 9816332008/9418890619 | Jammu and Kashmir 9816332008 | Jharkhand 9123117130 / 9572891343 | Karnataka 8722790340 / 9845454471 | Kerala 8075202181 / 8590125638 | Ladakh 9816332008 | Madhya Pradesh 9753115941 / 8319093406 | Maharashtra 7020637271/ 9370064979 | Manipur 8258901482 / 8731023462 | Meghalaya 7800881155 | Mizoram 7800881155 | Nagaland 7800881155 | Odisha 7800881155 / 8917542140 | Punjab 9816220088 / 8427224636 | Rajasthan 9928994664 / 7508520635 | Sikkim 7800881155 | Tamil Nadu 8939579849 / 9865535909 | Telangana 9553348596 / 8341405102 | Tripura 8730929447 | Uttar Pradesh East 7578005182 / 7800881155 | Uttar Pradesh West 9588864943 / 9627988779 | Uttarakhand 9588864943 / 8979690154 | West Bengal 9733870779

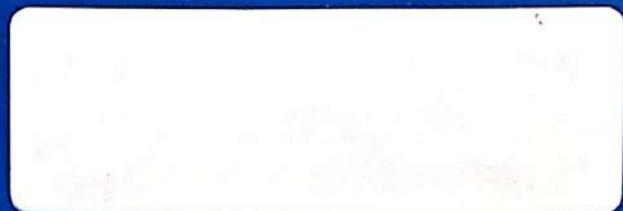
West Zone 8511393736 | East Zone 9572891343 | North Zone 8797775151 | North East Zone 7800881155 | South Zone 8511393736



**Register today!**

Visit: [bit.ly/techbeeindia](http://bit.ly/techbeeindia)  
or write to us:  
[support-techbee@hcltech.com](mailto:support-techbee@hcltech.com)

Scan Here



HCLTech does not have any partners / vendors for training and recruitment for jobs. Candidates are advised to contact HCLTech office only for any queries.

No. EDN (SE)-H(17)F(4)34/2025-26-HCL  
Directorate of School Education,  
Himachal Pradesh, Shimla-1

Directorate of School Education  
13 MAR 2026  
Himachal Pradesh, Shimla-171001

Dated: Shimla-171001 the, March 2026 Himachal Pradesh, Shimla-171001

To

All the Deputy Directors of School Education,  
Secondary/Elementary,  
Himachal Pradesh.

**Subject: Proposal for Skill Training and Employment to Class XII  
Pass candidates from the State of Himachal Pradesh.**

Sir/Madam,

This is to inform that a proposal has been received in this Directorate from HCL Tech, IT Company India (copy enclosed) regarding launch of an Early Career Program for Class XII students. The program aims to provide students with early exposure to career opportunities, skill development training and potential pathways for employment in the technology sector.

In this regard, you are hereby directed to instruct all the Heads of Government Senior Secondary Schools under your jurisdiction to coordinate with the concerned representatives of HCL Tech Company for the smooth implementation of the proposed Early Career Program in their respective schools.

The School Heads should ensure necessary cooperation and facilitate communication with the HCL officials so that eligible Class XII students can benefit from this initiative.

This may be treated as urgent and necessary action may be taken accordingly.

Encl: As Above.

  
**DIRECTOR**

Endst. No. Even, Dated Shimla-I the, February, 2026

Copy for information to:-

1. Ms. Kanik Mandhotra, State Head, Himachal Pradesh, HCL Tech Ltd. A B-9, Tower B, Sector 60, Noida-201301, UP India.
2. Guard File.

Directorate of School Education  
13 MAR 2026

  
**DIRECTOR**