

**Ministry of Training,
Colleges and Universities**

Office of the Superintendent

Private Career Colleges Branch
9th Floor, Mowat Block
900 Bay Street
Toronto ON M7A 1L2

**Ministère de la Formation
et des Collèges et Universités**

Bureau du Surintendant

Direction des collèges
privés d'enseignement professionnel
9^e étage, édifice Mowat
900, rue Bay
Toronto ON M7A 1L2



RESTRAINING ORDER

**Served by email(srikkanth.danthala@scitech.com), by fax(416-661-5201)
and by Courier**

July 13, 2011

Srikkanth Danthala,
Director
Sribha Consultants Ltd., operating as
SCL Academy
#602, 1280 Finch Avenue West,
Toronto, Ontario M3J 3K6S

and

6806 Simpson Pioneer Trail
Mississauga, Ontario L5W 1A6

Dear Srikkanth Danthala, Director:

PART I – EXECUTIVE SUMMARY

[1] This is a Restraining Order issued under s. 46(1) of the *Private Career Colleges Act, 2005* (“Act”). As the Superintendent of Private Career Colleges, I believe that Sribha Consultants Ltd., operating as SCL Academy (“School”) has contravened the Act and/or regulations, and I order the School to stop contravening the Act and/or regulations. In particular, I order that the School stop:

- Advertising an unregistered Private Career College, contrary to s. 11(1) of the Act; and advertising unapproved vocational programs, contrary to s. 11(2) of the Act.
- Providing unapproved vocational programs, contrary to s. 8(1) of the Act;
- Operating an unregistered Private Career College, contrary to s. 7 of the Act;

Detailed reasons in support of my decision to issue this Order are found in PART III – DETAILED FINDINGS AND REASONS FOR DECISION, attached.

PART II – REQUIRED ACTIONS, PUBLICATION AND CONSEQUENCES

What the School must do:

[2] You must provide written confirmation signed by a person with authority to bind the School, together with all available supporting evidence, that the steps outlined below have been taken. This written confirmation must be delivered by July 22, 2011 by registered mail or courier to my attention and confirm that you:

- A. Have stopped advertising an unregistered private career college and have stopped advertising unapproved vocational programs that require approval;
- B. Have stopped providing unapproved vocational programs; and
- C. Have stopped operating an unregistered Private Career College.

What may happen if the School does not fully comply:

[3] Failure to comply with this order may result in any or all of the following, further enforcement actions:

- Application for an order from the Superior Court of Justice;
- The issuance of further Administrative Monetary Penalties; and/or
- Prosecution for offences under the Act. Upon conviction by a court:
 - A corporation is subject to a fine of up to \$250,000;

- An individual is subject to a fine of up to \$100,000, a prison term of up to one year, or both; and
- An officer or director of a corporation who concurs in the commission of the offence, is subject to a fine of up to \$25,000, a prison term of up to one year, or both.

Applicable legislation:

[4] As noted above, the applicable legislation is the *Private Career Colleges Act, 2005* and the regulations made thereunder. The legislation and regulations are available at www.e-laws.gov.on.ca. If you are unable to access any relevant information on e-laws, you may contact our offices at (416) 314-0500 to request that a copy of the legislation and regulations be sent to you.

This Order is being [or may be] published:

[5] Pursuant to sections 49(2) and 49(6) of the Act, this Order is published on the Ministry of Training, Colleges and Universities' website. Pursuant to section 49(7) I further order that a complete and legible copy of this Order be posted in a conspicuous location at the School such that it may be easily and readily accessed and read by any person on the premises

Kindly govern yourself accordingly,

ORIGINAL SIGNED BY

Nancy Shepherd for

Allan Scott

Superintendent of Private Career Colleges

PART III – DETAILED FINDINGS AND REASONS FOR DECISION

[6] The Superintendent has issued this Order based on the following findings, supporting facts and evidence:

A. Advertising an unregistered Private Career College, contrary to section 11(1) of the Act and advertising unapproved vocational programs, contrary to section 11(2) of the Act

[7] On February 18, 2011, a Designate of the Superintendent (“Designate”) reviewed the website; <http://www.sribha.com>. The homepage provides a link to the SCL Academy.

[8] A review of the website for this School (www.sribha.com) by the Designate revealed the following evidence demonstrating this School is advertising itself as a private career college (PCC):

- i) The “SCL Academy” online brochure states “SCL Technology Solutions has identified this need and established SCL Academy, formerly known as Sribha Consultants Ltd, to support, enhance and accelerate careers of job-seekers in the field of Information Technology”;
- ii) The “SCL Academy” online brochure also provides that the headquarters are in Toronto;
- iii) The “SCL Academy” online brochure also provides the address for SCL Academy as the 1280 Finch Avenue West, Suite 602 Toronto ON M3J 3K6.

[9] Based on that evidence, the Designate was led to the reasonable belief that this School is advertising itself as a PCC without being registered.

[10] On February 18, 2011, a Designate of the Superintendent (“Designate”) reviewed the School’s website; <http://www.sribha.com>, and concluded that the School advertised several programs which could be deemed vocational; however, the School did not specify program cost or duration on the website.

[11] The questionable programs were the following:

- 1) Quality Assurance and Software Testing
- 2) Software Business Analysis
- 3) Project Management
- 4) Data Warehousing

The screenshot displays the SCL Academy website interface. At the top, the logo features a stylized 'SCL' with a grid pattern, followed by the text 'STAFFING . CONSULTING . TECHNOLOGY ...OPTIMIZED'. Below the logo is a navigation menu with links for 'Home', 'Services', 'Media Kit', 'Portfolio', and 'Contact SCL'. The main content area is divided into several sections:

- SEARCH JOBS:** A search box with a 'GO' button and radio buttons for 'Keywords', 'Title', 'Location', and 'Job Type'. A link for 'Advanced Job Search' is provided below.
- SIGN IN:** A login form with fields for 'User Name' and 'Password', and radio buttons for 'Employer', 'Job Seeker', 'SCL Consultant', and 'SCL Staff'. There is a 'Remember Me' checkbox and a 'SUBMIT' button. Links for 'Forgot Password?' and 'Sign Up' are also present.
- SCL ACADEMY-NEW COURSES:** A section titled 'New Batch - Quality Assurance & Testing'.
- SUBSCRIPTION:** A form with radio buttons for 'Newsletter' and 'Press Release', an 'Email' field, and a 'SUBMIT' button.

The main content area also includes a 'SERVICES' header, a 'View Scl Academy Documents' link, a quote: "Learning is not a destination, but a Journey"; and this is what SCL Tech strongly believes in. With this credence, SCL Tech has started an academic wing to support and sustain various corporate clients, consultants and others who possess an inclination towards learning to add a new dimension to their career and professional development. Below this, it states: "SCL Academy is commencing the following training programs in the mid-week of January." followed by a list of courses:

- Quality Assurance & Software Testing - Principles, Methodologies, Concepts & Tools.
- Software Business Analysis - Principles, Methodologies, Concepts & Tools.
- Project Management - An introduction and preparation for PMP and PgMP programs.
- DataWarehousing - An Introduction to Data Warehouses and Data Mining techniques, the indispensable parts of business intelligence program.
- SAP HR/HCM(Human Capital Management) Module - A detailed course on one of the hottest areas in SAP consulting.

At the bottom, it says: "To know more about SCL Academy, various courses offered and other details, please contact us sclacademy@scitech.com".

Footer text includes: "Sitemap | Privacy Policy | Terms Of Use" and "Copyright © www.scitech.com 2008 / All rights reserved."

[12] A field visit to 1280 Finch Avenue West, Suite 602, Toronto was conducted by two Designates on May 26, 2011. Two employees of Sribha consultants met with Designates to determine what programs were being offered and whether these programs were vocational therefore needing approval by the Superintendent

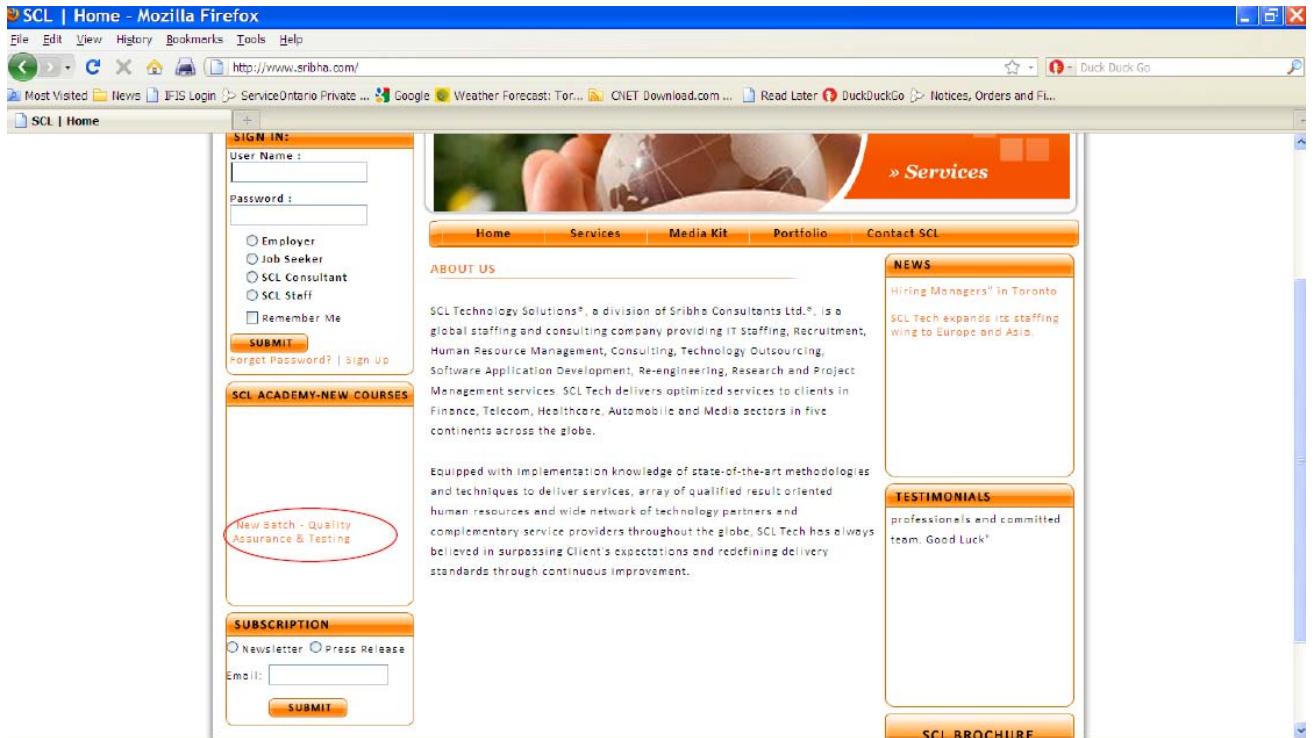
[13] , Recruitment Manager, and Recruitment Specialist, verified that the School was currently running a Quality Assurance and Software Testing program in the evenings. The current session started on May 16, 2011 meeting every week day from 7 pm to 9 pm. The program is 4 to 6 weeks long (40 – 60 hours). The current program costs a total of \$3,000.00;

[14] They also stated that the Software Business Analysis program was running but it was integrated with the Quality Assurance and Software Testing program. No other programs were being offered at this time. A student list was produced showing that 20 students were enrolled in the most recent session. As well, several email receipts for the initial \$1,500 payments were printed out.

[15] and stated the current Quality Assurance and Software Testing program is not the same as the one they are submitting for approval by the Superintendent. They claim the current program is targeting those who have an experienced software background and therefore are seeking upgrading to skills they already possess. When the Designates asked if there was some criteria or testing to verify the skill level of the student prior to entering the program, both replied that there was no current process in place to confirm the student's previous computer experience.

[16] The School's advertising does not state a pre-requisite or that previous experience is necessary. The two employees stated that it would be possible for a student with no computer background to enrol in the program but also stated that the student would have difficulty understanding the concepts of the program without that previous background.

[17] Subsequent to the field visit, on June 23, 2011 a Designate re-visited the website: www.sribha.com and discovered that the home page now had a link to an SCL Academy webpage.



[18] The new webpage displays a link to “Course Catalog” that when clicked produces the following:



SCL Academy » Software Quality Assurance and Testing

To search, type and hit enter



- 

aneshwag generation of leads as a part of recruiter's job is something really challenging! exploring best HR practices
 @scltech
3 days ago · reply · retweet · favorite
- 

sschandra30 RT @vanditha_k: Working on the new assignment...challenging and interesting..hope we are successful in it ...goodluck team :)
 @scltech
2 days ago · reply · retweet · favorite
- 

sschandra30 RT @aneshwag: all set to take one more step towards exploring & learning more about recruiting business
 @scltech
2 days ago · reply · retweet · favorite
- 

vanditha_k Working on the new assignment...challenging and interesting..hope we are successful in it ...goodluck team :)
 @scltech
2 days ago · reply · retweet · favorite
- 

sschandra30 RT @Deeppaa: Nobody can go back & start a new beginning.but anyone can start today & mke a new ending..So think different to achieve ur dreams!
 @scltech
2 days ago · reply · retweet · favorite
- 

Deeppaa Nobody can go back & start a new beginning.but anyone can start today & mke a new ending..So think different to achieve ur dreams!
 @scltech
2 days ago · reply · retweet · favorite
- 

aneshwag Quest for knowledge & novelties is core essence of success!Unleash the innovative mind of yours @scltech..Innovation Quest begin this August
 @scltech
2 days ago · reply · retweet · favorite

Software Quality Assurance and Testing

Program Name: Software Quality Assurance and Testing

Duration: 8 weeks, 2 hours/day, 3classes/week

Start Dates: Summer, Fall, Winter. Start dates are subject to change

Credential Awarded: Certificate of Quality Assurance

Course Description

Software Quality Assurance practices an effective practice to reduce software costs and increasing customer satisfaction through prevention of product defects. This course emphasizes on understanding the fundamentals of software engineering and development and how the principles of software quality assurance can be employed to optimize software quality. The program is designed to bring new software testers up to speed quickly. Course material introduce students to systematic testing of software systems, software verification, symbolic execution, software debugging, quality assurance, measurement and prediction of software reliability, project management, software maintenance, software reuse, reverse engineering. Course covers from basics to structured software testing methodologies.

Course Requirement

The requirements to enter this program are, at a minimum, a high school diploma or General Education Development (GED) certificate. Familiarity with Windows is preferable but not mandatory.

Fee Schedule

Domestic Students:

Registration Fee (non-refundable)	\$ 288
Tuition Fee	\$ 864
Materials Fee	\$ 288
Total Fee	\$ 1440

International Students:

Registration Fee (non-refundable)	\$ 576
Tuition Fee	\$ 1728
Materials Fee	\$ 576
Total Fee	\$ 2880

Please Note:

- 1) All prices are in Canadian dollars
- 2) Students are eligible to withdraw from the academy with the tuition fee refund within the first week of class.
- 3) SCL Academy reserves the right to change this Fee Schedule without notice.


Course Materials

Curriculum

Week 1

An overview of the maintenance and testing activities within the software Development Life



 aneshwag does ATS really help trading candidate info at the right time or is it the efforts of a recruiter??? learn more about HR services @scltech 2 days ago · reply · retweet · favorite

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cycle. This segment of the course will cover the basic concepts of software quality, quality attribute and tradeoffs. (6 hours)

- Introduction to Software
- Software Projects
- What happens in a software firm?
- Software Delivery Models
- Software Architecture
- Types of Software projects
- Types of Software Applications
- Software Development Life Cycle (SDLC)
- SDLC Methodologies
- Implementing SDLC
- Project Teams
- Project Documentation

Week 2

This segment of the course will focus on the strategy to plan quality management activities, how to interpret and act on the results and how to make quality pervasive in an organization. It is an introduction to software availability, measurement and prediction of software reliability. (6 hours)

- Quality Assurance
- Quality Control
- Testing-Introduction
- Process Management
- Business Process Re-engineering
- Process Improvement
- Process Implementation
- Quality Standards
- CMMI, ISO, Six Sigma, ITIL
- Requirements Analysis
- Requirements Review
- Change Management
- Configuration Management

Week 3

Testing strategies, including unit level, path and data flow testing, domain testing, decision tables, and state-based testing. Coverage metrics, impact of object-oriented testing, effort, efficiency, and effectiveness concerns. (6 hours)

- Testing Methodologies
- Manual vs. Automation
- Automation Framework
- Test Plan
- Test Strategy
- Test Approach
- Types of Testing
- Testing tools
- Vendor Analysis
- Test Scenarios

Week 4

This segment of the program covers software testing- test objectives and test coverage, the time frame within which software testing should be conducted and the strategies that are to be used while testing.

- Test Cases and Test Scripts
- Test Data Generation
- Test Environment
- Configuration
- Test Estimates and Scheduling
- Testing Meetings
- Test Documentation
- Test Reports

- Test Execution
- Defect Management
- Defect Life Cycle
- SQL

Week 5

An introduction to QTP, Mercury Winrunner, Loadrunner. QTP is an automated functional Graphical User Interface (GUI) testing tool that allows the automation of user actions on a web or client based and desktop computer application. It is primarily used for functional regression test automation. HP Mercury Winrunner works as part of a functional test suite; it works together with Mercury Interactive WinRunner and HP Quality Center and supports enterprise Quality Assurance. (6 hours)

- UNIX
- Mainframes
- HP Mercury Quick Test Pro
- HP Mercury Quality Center
- HP Mercury Loadrunner
- IBM Rational Functional Tester
- IBM Rational Clearquest
- QA Leadership Skills
- Problem Solving Skills
- Negotiation Skills

Week 6

This segment of the course focuses on team management and teaches students how to effectively work in a team setting. (6 hours)

- Analytical Skills
- Time Management Skills
- Communication Skills
- Presentation Skills
- Team Spirit
- Flexibility
- Strengths
- Weaknesses
- Conflict Resolution
- Handling Pressure
- Non- Verbal Communication

Week 7

Bridging trainees' knowledge and client expectations is an important step towards building a career in the IT field. This segment of the course will provide students support in resume and interview preparations.

- Interpersonal Skills
- Interview preparation
- Interview Management
- Spontaneity
- Illustrations
- Real-time Examples
- Domain Expertise
- Personality Development
- Challenges Faced
- Motivation
- Mapping Knowledge

Week 8

Continuation of week 7

- Work Culture Orientation
- Professional Etiquette
- Mock Interviews

[19] The webpage description of the program clearly states that the course duration is “8 weeks, 2 hours/day, 3 classes/week”. Two hours a day, three days a week equals six hours a week. Six hours a week multiplied by eight weeks equals 48 hours. The total fee listed is \$1,440 for Canadian students and \$2,880 for International students. The website also states that the “requirements to enter this program are, at a minimum, a high school diploma or General Education Development (GED) certificate. Familiarity with Windows is preferable but not mandatory.” The statements contained on the website contradict several statements made by the School’s representatives during the field visit and confirm that indeed the School is offering a vocational program and not an upgrading program.

[20] As a result of both the field visit and the information provided on the website found subsequent to the field visit, the Designate came to the conclusion that the School is advertising a vocational program. Despite the claims that the School is only providing an upgrading program, when the curriculum for the program currently being delivered and the curriculum for the program the School intended to submit for the Superintendent’s approval were compared, very little difference could be discerned. The program clearly meets cost and length requirements as outlined in Sec. 9(1) of Ontario Reg. 415/06.

[21] The Superintendent therefore finds that the School is advertising a vocational program that requires approval by the Superintendent under the Act, in contravention of Section 11 (2) of the Act.

B. Providing unapproved vocational programs, contrary to s. 8(1) of the Act

[22] A field visit to 1280 Finch Avenue West, Suite 602, Toronto was conducted on May 26, 2011. Two employees of Sribha consultants met with Designates to determine what programs were being offered and whether these programs were vocational therefore needing approval by the Superintendent

[23] [REDACTED], Recruitment Manager, and [REDACTED] Recruitment Specialist, verified that the School was currently running a Quality Assurance and Software Testing program in the evenings. The current session started on May 16, 2011 meeting every week day from 7 pm to 9 pm. The program is 4 to 6 weeks long (40 – 60 hours). The current program costs a total of \$3,000.00; \$1,500 is required as the first payment with the remaining being invoiced while the program is running.

[24] They also stated that the Software Business Analysis program was running but it was integrated with the Quality Assurance and Software Testing program. No other programs were being offered at this time.

[25] A student list was produced showing that 20 students were enrolled in the most recent session. As well, three email receipts for the initial \$1,500 payments were printed out.

First page of three-page student list:

7pm - 9pm

[REDACTED] BATCH

ORIENTATION SESSION

May 16 2011				
S.NO	First Name	Last Name	Phone Number & Email ID	Address
1)	[REDACTED]			
2)	[REDACTED]			
3)	[REDACTED]			
4)	[REDACTED]			
5)	[REDACTED]			
6)	[REDACTED]			
7)	[REDACTED]			
8)	[REDACTED]			
9)	[REDACTED]			

One of three email receipts printed by the School:

From: [REDACTED]
Sent: May 16, 2011 10:58 AM
To: [REDACTED]
Subject: RE: Money Payment

Hi [REDACTED].

This is a confirmation that you have paid us \$1500.

Thanks and Regards

[26] [REDACTED] and [REDACTED] stated the current Quality Assurance and Software Testing program is not the same as the one they are submitting for approval by the Superintendent. They claim the current program is targeting those who have an experienced software background and therefore are seeking upgrading to skills they already possess. When the Designates asked if there was some criteria or testing to verify the skill level of the student prior to entering the program, both replied that there was no current process in place to confirm the student's previous computer experience.

[27] The School's advertising does not state a pre-requisite or that previous experience is necessary. The two employees stated that it would be possible for a student with no computer background to enrol in the program but also stated that the student would have difficulty understanding the concepts of the program without that previous background.

[28] Subsequent to the field visit, on June 23, 2011 a Designate re-visited the website: www.sribha.com and discovered that the home page now had a link to an SCL Academy webpage. (see paragraphs 14 and 15 for captured images of website pages).

[29] The webpage entitled “Course Catalog” clearly states that the course duration is “8 weeks, 2 hours/day, 3 classes/week”. Two hours a day, three days a week equals six hours a week. Six hours a week multiplied by eight weeks equals 48 hours. The total fee listed is \$1440 for Canadian students and \$2880 for International students. The website also states that the “requirements to enter this program are, at a minimum, a high school diploma or General Education Development (GED) certificate. Familiarity with Windows is preferable but not mandatory.” The statements contained on the website contradict several statements made by the school representatives during the field visit and confirms that indeed the school is offering a vocational and not an upgrading program.

[30] The Superintendent therefore finds that the School is currently offering a vocational program that requires approval by the Superintendent in contravention of Section 8 of the Act.

C. Operating an unregistered Private Career College, contrary to s. 7 of the Act

[31] Sribha Consultants, at the time of the field visit on May 26, 2011, had students attending an evening class in Quality Assurance and Software Testing at Suite 602, 1280 Finch Avenue, Toronto and in fact provided a copy of the student list for the Designates.


[32] The School representatives provided receipts for payment received for the Quality Assurance program.

[33] The School representatives also provided the names of the two instructors of the Quality Assurance program, one of which is the Chairman and COO of SCL Academy.

SCL Academy
IT Training & Job Placements

Regional Headquarters - North America	Corporate Headquarters
280 Finch Avenue West, Suite 602	145 Traders Blvd, Suite 1 & 2
Toronto, Canada	Mississauga, Canada
Phone: 416 661 5200	Phone: 905 890 5300 ext: 224
Fax: 416 661 5201	Fax: 905 890 5304
Cell: 416 648 5370	Email: [REDACTED]

Srikanth Dantala
Chairman & COO



Canada USA Australia
India UK

SCL Technology Solutions
SCL Academy
SCL Group Of Companies
www.scltech.com

[34] Ste. 602, 1280 Finch Avenue W. is the location listed under “Contact” on the Sribha Consultant’s website. The website lists SCL Academy as a service being offered by SCL Technology Solutions. SCL Technology Solutions Ltd. is a registered Ontario corporation with the same corporate address and the same directors as Sribha Consultants Ltd

[35] SCL Academy’s online brochure lists its address as 1280 Finch Avenue W, Suite 602, Toronto, Ontario:

SCL ACADEMY

Optimizing Education - Redefining Careers[®]



Training and Placement Brochure

SCL Technology Solutions

1280 Finch Avenue W, Suite 602

Toronto, ON M3J-3K6, Canada

Phone: (416)661-5200 Fax: (416)661-5201

www.scltech.com

sclacademy@scltech.com

[36] On the Ontario Business Information System (ONBIS), SCL Academy was registered as a Business Name under Sribha Consultants Ltd. on November 9, 2009 with the same address as the corporation (Suite 602, 1280 Finch Avenue, Toronto) and “activity carried on” listed as “Private Career College.”

[37] The School has offered, provided, advertised and charged fees for a vocational program in Ontario, and maintains a physical presence in this province.

[38] The Superintendent therefore finds that the School was operating an unregistered Private Career College, contrary to s. 7 of the Act.

PART IV - PRIOR CONTACT WITH THE MINISTRY

[39] On December 2, 2010 Sribha Consultants Ltd. pre-screened a Software Quality Assurance Testing program. The school was sent a response letter on December 3, 2010 stating that approval was required for the program.

[40] The school started inputting the program in RICC, however the status of the submission remains “in progress” and no hardcopy registration material or registration payment has been received by the Ministry.

PART V – INVESTIGATIVE METHODS USED

[41] In obtaining the above evidence the Investigator conducted electronic searches for online information and advertising about the School. This allows the Designate to see how the School markets itself to consumers. Generally speaking, findings are based on advertising supplied or controlled directly by the School, rather than third party sources of information over which the School may exercise little control.

[42] The Investigator used authority provided under Sec. 38 of the Act. The Act states that “...if in the Superintendent’s opinion, a person that is not a registrant is or was required to be registered, the Superintendent or person designated by the Superintendent may make such inquiries and conduct such examinations of the person’s affairs as the Superintendent or designate considers appropriate in the circumstances.” This can entail a field visit to the school, photographing the premises, inspection of documents, interviewing both staff and students, and

removal or copying of any material, either electronic or paper, which the investigator feels is relevant to the investigation or inquiry. Use of these authorities allows the investigator to obtain information about the school's activities which assists the Superintendent in reaching a determination.