

These Papers have been prepared

By

individual members/experts

for

discussion in the NAC and do not, in all cases,

reflect settled conclusions of the NAC

Presentation in the NAC on Vocational Training

Under



DIRECTORATE GENERAL of EMPLOYMENT & TRAINING

MINISTRY OF LABOUR & EMPLOYMENT

(8th February, 2007)



Role of Directorate General of Employment and Training (DGE&T)

- ***“Vocational and technical training of Labour”*** is a concurrent subject, as per Constitution of India.
- Under Allocation of Business Rules, ***“Vocational Training of craftsmen and apprentices”*** are allocated to Ministry of Labour & Employment.
- Responsibility of DGE&T is to provide skilled workforce to the industry for shop floor level and foreman at supervisory level, both in India and abroad

Contd....



Role of Directorate General of Employment and Training (DGE&T)

DGE&T roles include:

- **Policy formulation on VT**
- **Laying down standards**
- **Revise course curricula**
- **Granting affiliation**
- **Trade testing**
- **Certification**



Advisory Bodies

Central Govt.

- National Council for Vocational Training (NCVT)
- Central Apprenticeship Council (CAC)

State Govt.

- State Council for Vocational Training (SCVT)
- State Apprenticeship Council (SAC)



Vocational Training Programmes (VTP)

- ❑ **VTPs are aimed at imparting skills to school leavers at VIII, X and XII standards**

- ❑ **Two major schemes are**
 - **Craftsmen Training Scheme (CTS)**
 - **Apprenticeship Training Scheme(ATS)**



Vocational Training Programme

Craftsmen Training Scheme (CTS)

- Number of ITIs : 5114 (Govt.-1896 & Pvt.- 3218)
- No. of seats : 7.72 lakh
- Number of trades : 107 (Engineering- 57
Non-Engineering- 50)
- Duration : 6 months to 3 years
- Entry Qualification : 8th to 12th Std.
- Age : 14 to 40 years



Vocational Training Programme

Apprenticeship Training Scheme (ATS)

- Establishments Covered : 20,854
- Trades : 153
- Seats Located : 2.53 lakh
- Duration of the Courses : 6 months - 4 years
- Entry Qualification : 12th Std. & ITI pass
- Age : 14 years



Testing and Certification

- All India Trade Tests are conducted both for CTS and ATS trades under the aegis of National Council for Vocational Training (NCVT).
- Trainees after completion, appear in the tests
- Successful trainees are awarded certificates as follows
 - ✓ National Trade Certificate (NTC) for ITI trainees; and
 - ✓ National Apprenticeship Certificate (NAC) for ATS trainees
- These certificates are recognized for employment within the country as well as abroad



Other Vocational Training Providers

In addition to DGE&T, following Ministries and Departments also impart vocational training as per their requirement:

- Health and Family Welfare
- Human Resource Development
- Information Technology
- Small Scale Industry
- Tourism
- Urban Development
- Urban Employment and Poverty Alleviation
- Agro and Rural Industries
- Agriculture
- Textiles
- Heavy Industries and Public Enterprises
- Food Processing Industries
- Rural Development
- Social Justice and Empowerment
- Tribal Affairs
- Women and Child Development

Total seating capacity – 1.5 million



Specialized Advanced Training Institutes under DGET

The objectives of setting up of these special institutes are :

- **Training of trainers / instructors**
- **Upgradation of skills of in-service industrial workers**
- **Training of supervisor and middle management level in the industries**
- **Training of Training Managers/Principals of ITIs**



Specialized Advanced Training Institutes under DGET

- **Advanced Training Institutes(ATI)-6**
(Kolkata, Hyderabad, Kanpur, Chennai, Ludhiana, Mumbai)
 - ✓ Imparts Training to Industrial workers and instructors
- **Advanced Training Institute for Electronics and Process Instrumentation(ATI-EPI)-2**
(Hyderabad & Dehradun)
 - ✓ Impart training in Industrial Electronics, Domestic Electronics, Medical Electronics and Information & Communication Technology and Process Instrumentation
- **Foreman Training Institute(FTI)-2**
(Bangalore and Jamshedpur)
 - ✓ Offer Post Diploma courses in Foremanship



Specialized Advanced Training Institutes under DGET

- **Apex Hi Tech Institute(AHI)
(Bangalore)**
 - ✓ imparts Training to Industrial workers and instructors in hi-tech disciplines
- **National Vocational Training Institute for Women(NVTI)-1
(Noida)**
- **Regional Vocational Training Institutes for Women
(RVTI)-10**
 - ✓ Offer basic, advanced and instructor training courses for women
 - ✓ Courses offered include Electronics, Architectural Assistantship, Dress making, Hair and Skin care, Secretarial Practice, Computer Operator and Programming Assistant
 - ✓ Are located at Mumbai, Bangalore, Thiruvananthapuram, Hissar, Kolkata, Tura, Indore, Allahabad, Vadodara and Jaipur.



Specialized Advanced Training Institutes under DGET

- **Model Industrial Training institute (MITIs)- 4**

(Haldwani, Jodhpur, Calicut and Choudwar)

- ✓ Offer multiskilling courses in Mechanical, Heat Engine, Electrical and Electronics group of trades- one year broad based basic training and two advanced training modules of six months duration each.

- **Regional Directorate of Apprenticeship Training (RDATs)-6**

(Kanpur, Faridabad, Hyderabad, Kolkota, Mumbai and Chennai)

- ✓ Implement and monitor ATS in Central Government Establishments



Specialized Advanced Training Institutes under DGET

- **20 Vocational Rehabilitation Centres for Physically Challenged (VRCs)-20 in 19 states**
- **22 Coaching cum Guidance Centres for Scheduled Castes and Scheduled Tribes (CGCs)- 22 in 22 states**
- **Central Training Institute for Instructors(CTI)-1 Chennai**
- **Central Staff Training and Research Institute (CSTARI) at Kolkata.**
 - ✓ imparts training to the Training Managers/Principals of ITIs, develop course curriculum for different trades and develop pedagogical aids
- **National Instructional Media Institute (NIMI)-1 at Chennai**
 - ✓ develops Instructional Media Packages, translate them into different languages and develop question banks.

Total number of persons trained each year by these institutes is 1.02 lakh



RECENT INITIATIVES

(i) 500 ITIs proposed to be upgraded into Centres of Excellence

- 100 done by domestic funding-2005-06
- 400 being done by World Bank assistance out of which 100 already started in 2006-07 under retroactive financing.
- Institute Management Committees (IMCs) constituted in all CoEs headed by prominent industrialist

(ii) North Eastern States

- Estt. of 22 New ITIs (existing ITIs- 47
No. of seats- 7244)
- Upgradation of 35 Existing ITIs
- Total Project Cost Rs. 100 Cr
- Increase in intake capacity - 8900 seats



RECENT INITIATIVES

..... Contd.

(iii) Jammu & Kashmir

- Existing ITIs- 38 nos. (No. of seats- 4332)
- Estt. of one Women ITI at Jammu
- Upgradation of 37 Existing ITIs
- Total Project Cost Rs. 37 Cr
- Increase in intake capacity - 1836 seats



RECENT INITIATIVES

..... Contd.

(iv) Skill Development Initiative

- FM's Budget Speech of 2005-06
- Short term training courses on modular pattern-156 modules including service sector trades, developed which have an objective to provide VT to 1 m. persons in 5 years and then 1 m. every year with multi-entry & multi-exit options
- To be done in PPP mode
- Provision of Rs 555 cr. has been made to meet the expenses
- Details being worked out in close collaboration with State Governments, industry, trade associations and other training providers



Setting up of National Vocational Education Mission

- In April 2006, the then Hon'ble LEM had written to Hon'ble PM for setting up of National Mission for Vocational Training
- PM's announcement in Independence Day Speech, 2006
"..... As our economy booms and as our industry grows, I hear a pressing complaint about an imminent shortage of skilled employees. As a country endowed with huge human resources, we cannot let this be a constraint. We are planning to launch a Mission on Vocational Education so that the skill deficit in our economy is addressed."



Setting up of National Vocational Education Mission

- **Concept Paper for Setting up of National Mission for Skills was forwarded to PMO / Planning Commission/MoF**
- **As desired by PMO, milestone-based timeline was furnished for setting up of National Mission for Skills.**
- **Planning Commission formed a Task Force on Skill Development under Dr. Tarun Das, Chief Mentor, CII.**
- **The Task Force will inter alia develop blue print for National Mission**
- **Four meetings of the Task Force have been held, so far. The Task Force is required to submit its report by Feb 28, 2007.**



ISSUES

- **Lack of Dignity of Labour in the educational System**
- **Lack of vertical mobility in the training system**
- **Skill training regarded as inferior to general education**
- **Lack of close involvement of industry in skill building capacity**



Challenges

- As per 61st round of NSSO survey, 12.8 m (Usual Status Basis) labour force enters the market every year
- Vocational Training infrastructure caters to the training needs of only 2.5 m - 1 m by DGE&T and 1.5 m by 11 other Ministries and Departments
- Vocationally trained workforce – only 5%(One of the lowest in the world)
- Productivity of the Indian worker is one of the lowest- US \$ 3.05 per person per hour
- Most of the 93% of workforce which is in the unorganised sector doesn't have access to formal vocational training



Our Vision

- **Increase skilled workforce from 5% to about 50% by 2021**
- **Increase the training capacity by five times**
- **Increase the productivity of Indian Worker from US \$ 3 per person per hour to US \$ 20 by 2021.**
- **Increase trades for training from 107 to 2000 by 2021**
- **Improve quality of training for higher employability & productivity of worker**
- **Cover unorganised sector workers also in our formal training umbrella**



Thank you

