



EVALUATION OF INDUSTRIAL TRAINING INSTITUTES (ITIs) THROUGH PUBLIC PRIVATE PARTNERSHIP (PPP)

Govt. Industrial Training Institute

FOR
PLANNING COMMISSION
GOVT. OF INDIA

BY



JULY 2010



**ASSESSMENT OF EVALUATION OF SCOPE OF
UPGRADATION OF SELECT
INDUSTRIAL TRAINING INSTITUTES (ITIs)
THROUGH
PUBLIC PRIVATE PARTNERSHIP (PPP)
IN
MAHARASHTRA & TAMIL NADU
(Field Survey Report)**

FOR
PLANNING COMMISSION
GOVT. OF INDIA

PREPARED BY



महाराष्ट्र आर्थिक विकास मंडळ

MAHARASHTRA ECONOMIC DEVELOPMENT COUNCIL

Y.B. Chavan Centre, 3rd floor, Nariman Point, Mumbai - 400 021.

Tel. : +91 22 2284 2206/09 ; Fax : +91 22 2284 6394

E-mail : medc@medcindia.org ; website : www.medcindia.org

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About MEDC

The Maharashtra Economic Development Council [MEDC] was established in **29th June 1957**, by the prominent Chambers of Commerce and Business and Industries Associations in Maharashtra, as a symbol of social responsibility of business and industry, under the Stewardship of the late **Dr. Dhananjayrao Gadgil**, eminent Economist and former Dy. Chairman of the Planning Commission, Govt. of India.

The Council has always been fortunate to have eminent personalities and experts in business & industry, economic and administrative fields as its Presidents, who have actively supported and guided the affairs of the Council to serve the business and industry in our State. They moulded it in their special and inimitable ways to give it the image and eminence the MEDC commands today. The vision and exquisite leadership of these personalities has made the MEDC a UNIQUE Research & Development Organization not only in Maharashtra but also in India, by virtue of its research-oriented services and specialized functions..

- **MEDC** provides to the prospective investors in Maharashtra,- useful information and key statistical data on Maharashtra's industry, infrastructure and other relevant economic indicators.
- **MEDC** supplies critical information and inputs necessary for business decisions, - related to matters of State Govt. Policy.
- **MEDC** provides up-to-date and reliable information on various incentives and facilities available to investors in Maharashtra.
- **MEDC's** Research Publications, based on insightful analysis, comprehensive information coverage and authentic data, act as a road-map for the investor.
- **MEDC** organises useful and action-oriented Seminars, Conferences and Discussion-Meetings on vital issues of topical interest to business and industry. It has so far convened more than 300 very successful Conferences and Seminars on various issues of topical interest.
- **MEDC** provide following advisory services:
 - Preparation of Basic profile of the project and all the aspects in terms of Technical, Financial and Marketing related to the project.
 - Evaluation of the information provided by the Government / government agency on the project
 - Preparation of Bankable Project Report
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45 Constituent members comprising leading Chambers of Commerce, Industries Associations and about 700 Associate members, comprising small, medium and large industries, banks, & financial institutions, management consultancy organizations, research and educational institutions.

**Field Survey Report of
Assessment of Evaluation of Scope of Upgradation of Select
Industrial Training Institutes (ITI's) through
Public Private Partnership (PPP)
in
Maharashtra & Tamil Nadu**

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Report Compiled and Prepared by

Mr. M. N. Chaini - Project Director &
Chairman, Skill Development Initiative,
Planning Commission, Government of India

Mr. C.N. Sadadekar - Team Leader

Dr. (Ms.) Renu Shome - Team Leader

Prof. B.N. Lad - Team Leader

Mr. Sunil Rege - Project Coordinator

Capt. Dilip Bhatkar - Researcher / Technical Expert

Cdr. Anil Save - Researcher / Technical Expert

Mr. R. N. Bidnur - Researcher / Technical Expert

Mr. Shreerang Patil - Technical Expert

Dr. S. D. Naik - Economist

Supporting Team :

Dr. C. S. Deshpande – Executive Director, MEDC &
Member, Skill Development Initiative,
Planning Commission, GOI.

Mr. Anil Deshpande – Chief Executive Officer, MEDC

Mr. Suresh A. Ghorpade – Dy. Gen. Manager, MEDC

Foreword

The study was undertaken by the Maharashtra Economic Development Council (MEDC) covering 20 Industrial Training Institutes in Maharashtra and Tamil Nadu on behalf of the Planning Commission, Government of India (Socio Economic Research Division). MEDC thanks the Planning Commission for approval of Grants-in-aid for undertaking this quick study.

The aim of the study was to evaluate the scheme for upgradation of ITIs through the Public-Private Partnership (PPP) in states of Maharashtra and Tamil Nadu with following objectives:

- * To understand the availability of courses according to industry requirement, matching of the skills in demand by the industry and the skills developed by ITIs. Find the trend of the demand for the courses by ITI. Find the courses provided by the institute in service sector in developing multi-skills.
- * Assess the inputs provided by the institute for developing the employability as well as initiative taken for women skill development.
- * Assess the industry-institute interaction to make the courses relevant.
- * Study Institute Development Plan (IDP)— how far it is relevant to the need of the institute as well as the industry and implementation of it.
- * Study the internal and external efficiency of the institute.
- * To critically examine the inputs available with the ITIs in terms of infrastructure such as faculty, equipments and buildings in order to produce efficient and highly skilled ITI graduates and to what extent and in what ways are the ITIs providing necessary inputs and also to study the variations from them.
- * To analyze the nature and dimension of difficulties faced by ITI graduates/ pass-outs in getting jobs and carrying on the jobs.

In addition, the study has tried to cover the following points, as desired by the Planning Commission:

- To see whether these ITIs are fully taking into account the local production system, developing modular courses and providing training in specific trades corresponding to the needs of industries in the concerned region.
- To examine what specific efforts are being made by Institute Management Committees (IMC) of the concerned ITI to fill up the vacant faculty positions as well as the vacant seats keeping in view the huge requirement of trained/skilled manpower for a wide range of trades for industries.
- To study and analyze the specific efforts being made to rectify mis-match between skills attained and those in demand.
- To analyze the measures taken to address the employers dissatisfaction with ITI graduates lacking even basic understanding of their trades.
- To study the steps taken at various levels to eliminate/rectify obsolete courses and content to make them suitable for market needs.
- To examine and analyze whether efforts are being made to provide adequate focus on the service sector skills.
- To examine and analyze the problem of lack of multi-skilling among ITI graduates and to suggest the ways and means to promote multi-skilling.

- To examine as to how and to what extent are demand-driven design and delivery modules of training really successful in improving the employment outcomes of vocationally trained graduates.
- To examine specific actions taken to reduce the gender differentials by pursuing target shares for women beneficiaries in the programme for 'Skill Development Initiatives' as envisaged in the 11th Five Year Plan document.
- To review the progress in constitution of Institute Management Committee as registered society and its impact on overall performance and outcome on generating skilled labour force.
- To examine the nature and modality of the Institute Development Plan prepared by IMC's and its impact on generating skilled manpower in requisite trades through ITIs.
- To examine the nature and modality of Monitoring and Evaluation at Central and State level and the outcome of the same.
- To examine the questions of key performance indicators of internal efficiency covering the following:
 - % of applications as compared to number of seats,
 - % of enrolments as compared to enrolment of seats,
 - % of drop outs as compared to number of seats,
 - % of students passed out compared to enrolled students.
- To examine the questions of external efficiency of ITIs covering the following :
 - % of pass out students employed/self-employed within one year of pass out.
 - Average monthly income of the employed/self-employed students.
- To analyze the improvement in internal efficiency of ITIs covering the following:
 - Retention rate,
 - Pass out rate,
 - Full utilization of seating capacity,
 - Staff utilization,
 - Utilization of all capital assets.
- To analyze the improvement in external efficiency of ITIs covering the following:
 - Labour market success of graduates,
 - Utilization of skills.
 - Satisfaction of graduates with trade,
 - Satisfaction of employer.

The study has made a sincere effort to cover all the terms of reference and has arrived at some interesting and useful observations and conclusions. We are confident that the findings of the study will help in future policy formulation relating to the ITIs to enhance their role in bridging the prevailing skills deficit in the economy.

We convey our special thanks for the vast support and cooperation extended by Mr S Subbiah, Joint Director & Mr Vijayandaran, of Employment & Training Department, Chennai and other Regional Joint Directors of regions Mr K. Kadirvelu of Madurai, Mr C.Ravichandran of Coimbatore and Mr Ravi Baskar of Trichy to draw a good programme for our team who visited Tamil Nadu.

We are also thankful to the Principals, Teachers and students of all the ITIs visited in Maharashtra and Tamil Nadu for their frank views and suggestions.

I must put on record the appreciation for the sincere efforts taken by our team leaders, technical experts and MEDC executives to make this study meaningful and relevant.

M.N. Chaini

Project Director &

Chairman, Skill Development Initiative,

Planning Commission, Government of India

List of Industrial Training Institutes (ITIs) Visited In Maharashtra

No	Year of Upgradation	District	Name of ITIs	Industry Partner
1	2008-09	Raigad	Alibaug	Ispat Industries Ltd
2	2008-09	Ratnagiri	Ratnagiri (Women)	Finolex Industries Ltd
3	2007-08	Sindhudurgh	Phondaghat	Saple Automobiles
4	2007-08	Pune	Khed	Bharat Forge
5	2007-08	Amravati	Dharni	ASPA Bandsons Auto Pvt. Ltd
6	2007-08	Sangli	Vita	Kirloskar Brothers
7	2008-09	Kolhapur	Shiroi	Kulkarni Power Tools Ltd
8	2007-08	Navi Mumbai	Belapur	ASAPP Media Pvt. Ltd.
9	2007-08	Mumbai	Borivili	Oberoi Hotel & Resorts
10	2007-08	Nashik	Nashik (Women)	Reliance Electronics



List of Industrial Training Institutes (ITIs) Visited in Tamil Nadu

No	Year of Upgradation	District	Name of ITIs	Industry Partner
1	2008-09	Teni	Aundipatti (Women)	Vi Micro Systems Pvt. Ltd.
2	2007-08	Madurai	Chekkannurani	Fenner (India) Ltd
3	2007-08	Dindigul	Dindigul (Women)	CAV Cotton Mills Ltd
4	2007-08	Salem	Metturdam	JSW Steel Ltd
5	2007-08	Thiruvaur	Needamangalam	GB Engineering Enterprises Pvt Ltd
6	2008-09	Pudukkottai	Pudukkottai	Cethar Vessels Ltd
7	2007-08	Salem	Salem (Women)	Sambandham Spinning Mills
8	2007-08	Teni	Teni	MM Synthetics
9	2007-08	Coimbatore	Tirupur	Gemini Communications Ltd
10	2007-08	Villupuram	Ulundurpet	Hyundai Motor Ltd



Introduction

India's Skill Deficit

With just about 5,500 Industrial Training Institutes (ITIs) and 1,745 polytechnics, the institutions imparting skills in India are quite inadequate compared to the requirements. China has about 500,000 similar institutes. Moreover, the existing ITIs have not kept pace with the structural changes taking place in the economy, resulting in a widening gap between the skills in demand and those being imparted.

As the country's 11th Five Year Plan document says, skills and knowledge are the driving forces of economic growth and social development of any country. They have become even more important given the increasing pace of globalization and technological changes. Countries with greater and better levels of skills adjust more effectively to the challenges and opportunities of globalization.

The criticality of skill development in our overall strategy is that if we get our skill development act right, we will be harnessing our much-touted 'demographic dividend'; if we do not get there, we would be facing a 'demographic nightmare'. Fortunately, India has the youngest population in the world at present. To what extent it is able to reap the benefit of this would depend on the extent to which we succeed in equipping this young workforce with the required knowledge and skills.

Because of the continuing high levels of illiteracy and shortage of vocational training institutes, about 80 per cent of the workforce in rural and urban areas of the country, do not possess any identifiable marketable skills. Moreover, in India there is not only a growing shortage of various types of skills imparted by the industrial training institutes (ITIs)

and vocational training institutes, there is also a big mismatch between the skills imparted and the skills demanded by the industry and services.

The quality of training system is also a matter of concern as the infrastructure facilities, tools/kits, faculty, curriculum are reportedly sub-standard. The existing institutions also lack financial and administrative autonomy. The problem is further complicated because of lack of industry-faculty interaction and co-ordination on course curricula and other factors.

Excepting a few, most of the private sector-run Industrial Training Centres (ITCs) do not seem to be any better than the government-run ITIs. The low-paying capacity of learners and consequently low fee structures and absence of quality consciousness are said to be the major reasons for the current state of affairs.

National Policy on Skill Development

The Union Government approved the National Policy on Skill Development in February 2009 as proposed by the Ministry of Labour and Employment. The objective is to create a workforce empowered with improved skills, knowledge and internationally recognized qualifications to gain access to decent employment and ensure India's competitiveness in the dynamic global labour market. The policy aims to increase the productivity of workforce both in the organized and the unorganized sectors, seeking increased participation of youth, women, disabled and other disadvantaged sections. The salient features of the policy are :

- Demand-driven system guided by labour market signals, thereby reducing the skills mismatch.

- Expansion of outreach using established as well as innovative approaches.
- National Vocational Qualifications Framework which will inter-alia include opportunities for horizontal and vertical mobility between general and technical education, recognition and certification of competencies irrespective of mode of learning.
- System to deliver ‘competencies’ in line with nationally and internationally recognized standards.
- Focus on new emerging occupations.
- Focus on pre-employment learning and life-long learning.
- Equity consideration – adequate participation of women, disabled persons and disadvantaged groups, including economically backward and minorities.
- Stress on research, planning and monitoring.
- Involvement of social partners –responsibility for management and financing of the system will be shared with all stakeholders & provide greater space for Public Private Partnership (PPP).
- Promoting excellence.
- Use of modern training technologies, including distance learning, e-learning web-based learning etc.
- Skill upgradation of trainers, their quality assurance, and improvement of status.

Government’s New Initiative

As a follow up to the announcement of the National Policy on skill development, the government has decided to pump over Rs.7,500 crores to boost skill development in a big way.

It has decided to set up 1,500 new ITIs at a cost of Rs.2.5 crores each. The government expects these new ITIs to serve about 1,576 blocks where industrial training is not available at present. It will also spend Rs.75 lakh on each of the 5,000 Skill Development Centres (SDCs) proposed to be set up in the country. Many of these institutions will come up in the Naxal affected areas, according to the Minister of State for Labour, Mr. Harish Rawat.

The Government is also providing Rs.2.5 crores to each of the existing ITIs to convert them into centres of excellence and all this would be done under the Public Private Partnership (PPP) mode. In the case of the proposed new ITIs, especially in far-flung and disturbed areas, the government may chip in more funds.

The quick study of select ITIs in Maharashtra and Tamil Nadu, is actually a part of the exercise undertaken by the Planning Commission, Government of India to make an assessment of the prevailing state of ITIs, the gaps between the skills being imparted by them and those being demanded by the industry, and the efficacy of Public Private Partnership (PPP) in improving the position.

Terms of Reference & Field Survey Findings of ITIs Under PPP in Maharashtra and Tamil Nadu

A.

To understand the availability of courses according to industry requirements, matching of the skills in demand by the industry and the skills developed by the ITIs. To find the trend of demand for the courses offered by ITIs and the courses provided by the institutes in the services sector in developing multi-skills

The structure of the Indian economy has undergone a dramatic change over the past few decades. And unlike in most developed and developing economies, including China, the decline in the share of agriculture in the national GDP from about 41 per cent in 1970-71 to just around 17 per cent now, has been rather drastic. What is more, this huge decline in the share of this sector in GDP has not been accompanied by a proportionate decline in the workforce or population dependent on the sector. Even today about 52 per cent of the total workforce and 60 per cent of the population depends on agriculture for its livelihood.

In other words, there is a huge excess labour force engaged in agriculture, which economists describe as disguised unemployment. This excess labour force continues to remain in the agriculture sector for want of alternative jobs in other sectors of the economy and also partly because of lack of education and skills needed to go for alternative jobs in other sectors.

Moreover, the dramatic transition witnessed in the Indian economy is somewhat a typical. Historically, most economies had passed through a phase of rapid industrialization leading to a rise in the share of manufacturing in the GDP before maturing into

largely service economies. India, however, seems to have skipped the phase of manufacturing boom moving directly into a services-led economy with services now accounting for over 50 per cent share in the national GDP. Many economists have attributed this to the sub-optimal growth rate in both agriculture and manufacturing and their failure to absorb the fast-growing labour force. Those without work were forced to take up some sort of service activity.

Against this backdrop, it is important to provide a much-needed boost to manufacturing and raise its share in the national GDP, which has now shrunk to just around 15 per cent. There is an urgent need to raise the share of manufacturing in Indian GDP to at least 25 per cent by 2020 to provide employment opportunities to the new entrants to the labour force as also to absorb the surplus labour force currently dependent on agriculture for want of alternative occupations. Fortunately, there are already some signs of resurgence in Indian manufacturing and ITI looking for skilled labour to gain momentum. Efforts are also on to increase the country's manufacturing exports to increase employment opportunities.

In the fast changing scenario, some of the courses and programmes being offered by the industrial training institutes (ITIs) that were introduced over the past decades have become outdated and there has emerged a wide gap between the skills needed by the modern industries and those being imparted by the existing ITIs. Also, the courses needed for the new jobs being created in the fast-growing services sector, particularly the information

technology related courses have been few and far between.

It was observed that no study was available with the government / trade bodies to scientifically assess the skills required by the industry and services as also in the newly emerging agro-processing industries. In the absence of any scientific guidelines available with the Industrial Training Institutes (ITIs) on how to start specific programmes, a need was felt for a detailed survey to find the present and future skill requirements by different industries that could form the basis of structuring/restructuring the training programmes. The foremost important element of the success of various programmes that are conducted by ITIs is that the government and trade bodies and educational institutes should work together. It was also observed that barring a few, none of the Institute Management Committee (IMC) had conducted a proper survey to assess the skills required by the industry. Only a few IMCs have done a detailed study of the skills required by the local industry and developed the plan accordingly.

With the introduction of the Public Private Partnership (PPP) scheme, with more than 50 per cent of the IMC members from industry, a noticeable change is being seen with efforts to meet the skill requirements. Though a large numbers of ITIs have started the courses like Computer Operating Programme Assistant (COPA), Hospitality in the service sector almost at zero cost, still students' inclination is toward joining private institutes at exorbitant fees.

There is a need to change the perception about the standard of education of ITIs as compared to private institutes. Government should give proper publicity to make this programme popular by periodical advertisements in TV, radio and print media.

B.

Assess the Inputs provided by the Institutes for developing employability as well as initiatives



Trainees in Women ITI

taken for women skill development.

In the past ITIs were conducting programmes without much interaction with the industry. The teachers teaching at ITI were fresh graduates without having industry exposure and who were working in isolation. They had not acquired skills and knowledge necessary to cope with the changes in technology, machines and tools and practices followed by the industry. Also the students completing ITI programmes were not up to the mark and had to be retrained. After the introduction of the PPP scheme, teachers and students will have more interaction with industry.



Suitable Trades for Women ITI

Nevertheless, the survey has indicated that barring a few, ITI industry partners were not yet involved and committed for the development of ITIs and have not been giving adequate time and helping the students and teachers to get acquainted with modern technologies. Of course, it needs to be appreciated that the PPP scheme has been introduced only recently and it will require some time to judge its impact.

It was observed that in Maharashtra and Tamil Nadu, governments have taken initiatives to start exclusive ITIs for women. Almost all ITIs have started exclusive suitable trades for the women such as hair & skin care, embroidery & Needle Work, Cutting & Sewing, dress making etc. It was also observed that women have started taking interest in masculine trade.

C.

Assess the Industry Institutes interaction to make courses relevant

It was observed that so far there was minimum industry institute interaction and only the placement officer was the link between the two.

There was no sharing of experience, knowledge, technology between the industry and the institutes. Industry-Institute interaction is important for making students employable and to have proper networking with industry, to acquire current knowledge and technology. Teachers must periodically visit modern industrial enterprises to acquire the relevant knowledge as well understand the skills and industrial behaviour required by the students to ensure that they are acceptable to the

industry. Industry representatives must also visit the institutes frequently and try to assess them and give them feedback about the skills gap. This needs to be made the integral part of programme, which is not happening today. After PPP introduction, the expectation is that, over time, there will be more involvement and commitment by the industry partner. As the study is being conducted at the beginning of the PPP scheme, the outcome is yet to be evaluated. We suggest that the IMC should be given more autonomy to develop the right kind of infrastructure and employ eminent suitable personnel at market rates to undertake the industry related activities.

D.

Study of Institute Development Plan -How far it is relevant to the needs of the institute as well as industry and implementation of it

Barring few, most of the ITI's principals have prepared Industrial Development Plan (IDP) on the basis of guidelines given under PPP scheme. However, no industrial survey was undertaken and there was hardly any interaction with the

industry; the trades selected were on the basis of the understanding of the faculty and the principal of the ITI. Industry partners also did not play a significant role in the preparation of the IDP. Only a few industry partners played a significant role by studying the skills required by the industry in specific location and identifying the trades to develop the skills, designing the building, selecting machinery and implementing the plan within a given time schedule besides raising resources in excess of the funds provided under the PPP. It is recommended that only committed industry partners should be associated with the ITIs. It was also observed that some of the courses which were planned to be started under the PPP scheme in the year 2008-09 were not started because of the delay in the construction of building, procurement of tools & machineries on which the IMC had no control.

It was also found that though the trades were started, in quite a few institutes, suitable instructors were not employed since the IMC had no autonomy to recruit trainers at appropriate remuneration and from right sources.

E.

Study the internal & external efficiency of the institute

It was observed that in most of the institutes, the applications received were more than the seats available and sometimes it was more than 5-6 times. However it was found that the ratio of application to seats available had gone down after the introduction the PPP scheme. It was also observed that the general preference of the parents and students was for white-collar jobs and not blue-collar jobs.

Moreover, since the past decade or so, the large size organizations such as TATA motors, Siemens, Ashok Leyland have stopped recruiting the ITI pass outs and have been outsourcing the manufacture of components and products to small scale and medium enterprises instead of producing the same within the organization. The remuneration paid and facilities provided by these SMEs are not comparable to these of the larger organizations.

It was noticed that except the notification of the courses in the daily newspaper, no advertisement about the programme was done by the ITI. There is a need to give wide publicity about the ITI courses by the government and the concerned institute. The IMC should make extra efforts to counsel the parents and students and also take part in career fair.

It was observed that the ratio of enrolment of students to the number of seats was more than 100% in more than 70% of the institutes. Currently, this trend seems to be reversing indicating the declining popularity of the ITI courses among students. Action is needed to initiate corrective action. In the case of new trades introduced under the PPP, wider publicity is needed as these trades are not known or scope of employment potential from the new courses has not crystallized in among the student communities.

The percentage of dropouts as compared to number to seats is more than 10% in most of the cases. It is desirable to have a detailed study to ascertain the exact reasons for this and initiate corrective action. It was observed that some of the new courses were not popular and were not supported by well-qualified teachers and right kind of infrastructure. A comprehensive exercise needs to be undertaken at all levels that may give

confidence to the student community that they will get better jobs after completion of the programme. The active involvement of the prospective employers would ensure their employability.

The percentage of students passing out as compared to the enrolled seats is less than 80% in majority of the institutes, which is a concern. One of the observations is that the question paper is in English medium and the medium of teaching and learning is the regional language. It is desirable to have the question papers also in regional languages. As ITI programme are skill-based programme so a greater thrust should be given on practical evaluation rather than written test. It has been also found the quality of the students joining the programme is declining which affects the result. Fresh initiatives are needed to attract better quality students and trainers and create a healthy learning environment in the institute. For the new programme instructors are recruited on contract basis on meager salaries. Hence teaching is not of the required quality and often ineffective. Immediate steps are needed to get regular teachers at market rates for all the courses.

The ratio of employed and self-employed to pass-out was 88.4% during the pre-PPP scheme whereas it has gone down to 85% post-PPP. This could be attributed to the economic slowdown following the international financial crisis. It is too early to arrive at a final judgment in this regard. It would also be necessary for students to get more industry exposure. It was observed that students get apprenticeship after the completion of courses in large organizations for fulfilling the official requirement of Apprenticeship Act. However, these organizations do not continue them after the apprenticeship period, as the gap between the skills acquired by the students of ITI and those of

existing employee is very high. Industry partners should play the active role in minimizing the gap between the skills acquired and those required by the industry.

The average monthly income of candidates during the PPP was around Rs3200/ and during the post PPP period Rs.3500/-. The extent of increase is too meager even to compensate for the inflation rate.

It is possible that if the skills developed among the ITI graduates match the requirements of industry, average income may go up substantially. Unfortunately, the income of the few students going for self-employment was found to be lower than those of the employed students. Efforts needed to change this situation. The ITI should work as a lab to develop the skills and the capability among students to become successful as entrepreneurs.

Giving entrepreneurship inputs to ITI students desiring to go for self-employment could be of help in achieving this objective.

F.

To critically examine the facilities available with the ITIs in terms of infrastructure such as faculty, equipments, building in order to produce highly skilled ITI graduates, to what extent and in what ways are the ITIs providing necessary inputs and also to study the variations from these.



Obsolete Tools used in ITI

Most of the institutes have adequate infrastructure however they were found to be having the following deficiencies in producing highly skilled ITI graduates.

I. Machines & tools were not replaced and they continue to train the students with old technology. It is difficult to replace the machines & tools until existing machinery & tools are treated as obsolete. The committee appointed to assess the same needs approval from the government. It takes years to get such approvals. Also for buying new machinery & tools a detailed proposal is required giving justification and the same needs approvals at different levels in the government and a lot of continuous follow up is needed to get the necessary approval. It was observed that sometimes a proposal approved at the district level by the District Planning Development Council does not get administrative approval from State Government within the specified time limit and the proposal gets lapsed.

A. Now under the PPP scheme, the IMC has the power to buy new machines & tools without approval of higher authorities and replacement of old machines is possible.

B. The staff recruited by the government sometimes is not suitable for the new trades as they are not willing to learn and acquire new knowledge. Hence the institutes continue old trades to maintain the employment for the existing staff though there is no demand for that trade by the industry. Under the PPP scheme the IMC has the power to recruit trainers from open market for new trades in Maharashtra whereas in Tamil Nadu instructors for new trades can be recruited through employment



Poor basic amenities in ITI

exchanges. However the salary paid to newly recruited instructors is meagre compared to regular staff hence attracting talented persons and retaining them is difficult. Some of the ITIs have set an example by bringing funds required for the development of the institute (building, machinery, tools, soft skill, and infrastructure) and also appointed trained competent manpower in order to produce efficient and highly skilled ITI graduates. It is recommended that the IMCs should be empowered to acquire capital assets as well as recruit requisite manpower from open market.

G.

To analyse the nature and dimension of difficulties faced by ITI graduates in getting jobs and carrying on with the jobs

It was observed that around 35 per cent of the students get placements in most of the institutes and the average remuneration is around Rs 3500/ per month. This is far from encouraging. Though apprenticeship act is compulsory but we were informed that it was not being followed very religiously. It was also observed that the students joining under the apprenticeship scheme, did not

get proper training and they were sometimes given work not related to their trade. After the requisite apprenticeship period, they not absorbed in the same organization and had to search for jobs and often had to get settled in small and medium size organizations. It was noticed that the stipend indicated in the apprenticeship act is much lower than the remuneration payable to a casual worker in any organization. It needs to be revised. It is recommended that employers recruiting apprentices should be persuaded to provide training in the same trade and help them to acquire the desirable skills before going for national apprenticeship certificate test. It is also recommended that both the certificates - the National Trade Certificate and the National Apprenticeship Certificate be given to the candidates only after the final test. We feel that after the introduction of the PPP scheme, the industry partner will take initiative to provide apprenticeship in the right organization and in appropriate skill and also monitor the training provided during the apprenticeship period. It is also expected that the industry partner should help the ITI graduates in getting final placement as skilled workers with proper remuneration. We feel that if right type of training is provided at ITI by converting the ITI into production centre, it will able to produce efficient and productive graduates to enhance the employability amongst the students.

H.

In addition, the study should also cover the following key points:

- I. To see whether these ITIs are fully taking into account the local production system, developing modular courses and providing**

training in specific trades corresponding to the needs of the industry in the concerned region.

It was observed out of 20 ITIs, around 16 (80%) had trades according to industry requirement and four ITIs were in agricultural belt and running the programmes that were not needed in their area. They should have undertaken the skill survey to ascertain the needs of that region and sector. For example at Dharni, in Amravati district of Maharashtra, there is not a single medium enterprise in a range of 200 kms and trades like welder, information technology and electronic system and computer hardware and maintenance are being conducted and participants were not able to get jobs after completion of the course, or to acquire the skills in demand in the specific trades in order to get the job outside this region. Also they were finding it difficult to get trained teachers to impart the required skills. It was also observed that even after the introduction of the PPP scheme, only in a few IMC's skill survey of local area was conducted before preparing the IDP. It was found that the IMC like Khed in Pune, Shirol in Kolhapur, Tirupur in Coimbatore, and Salem had made a detailed study of the present status of the industry and the future growth of the industry and requisite manpower and skills and prepared detailed IDPs and were implementing the same. Though the local production system/industry specific varies from place to place, it was found that the same trades were being conducted in most of the places. It was also observed that more than 70 per cent of the population was in rural sector and major activities are linked with agro sector but none of the ITIs were conducting

trades related to the agro sector. We were informed that the trades could be selected only from NCVT syllabus under the PPP.

II. To examine what specific efforts are being made by IMCs of the concerned ITIs to fill up the vacant faculty positions as well as the vacant seats keeping in view the huge requirement of trained/skilled manpower for a wide range of trades for industries.

It was observed that more than 30 per cent of Principals of ITIs were having additional charge or looking after more than two institutes (Khed and Vita in Maharashtra and Metturdam, Chekkanurani, Ulundurpet in Tamil Nadu). It was found that the vacancies of the instructors and other staff were not filled for more than a year in spite of informing about the same to higher authorities. The IMC has no control on appointment of the principals and any of the government employees.

For the new programmes under PPP scheme though the State had responsibility of creating the additional posts of instructors and other staff members. The State Governments had not created the necessary posts both in Maharashtra as well as in Tamil Nadu. In Maharashtra, the IMCs have appointed instructors and staff on contract basis from the open market while in Tamil Nadu they had to go through the employment exchange. The gap between the remuneration of the staff appointed on contract basis and the regular staff is too high. The average remuneration of a contract employee is 1/3rd of the remuneration of regular staff, which is not a healthy practice.

It was observed that in two ITIs in Maharashtra, Khed and Shirol, the IMC had converted the ITI into a production unit to generate revenues and pay the salary to staff/instructors as per the market rate from the revenue so generated and converted the IMC society into an independent self sufficient business enterprise. This is a healthy practice. In Tamil Nadu a few ITIs had planned but none had started the production unit.

III. To study and analyse the specific efforts being made to rectify the mismatch between skills attained and those in demand.

It was observed that barring a few ITIs, no study regarding skill requirement was conducted by the industry neither in local area nor in nearby areas. Almost all courses were designed by NCVT and the same syllabus was being taught all over India. It does not take the requirement of the local area. The syllabus had not been revised for five years though the technology and systems had undergone a significant change. There is clearly a need to revise the syllabus.

There is no adequate interaction between faculty and industry. In most of the cases, the full time instructors were having no practical exposure and sometimes were imparting knowledge that had become obsolete. Every instructor needs to undergo on-job training at least for a period of 15 days in a year in a modern industrial enterprise to get acquainted with the latest technology and skill.

The skills acquired by the students were not as per the expectation of the employers.

IV. To analyse the measures taken to address the employers satisfaction with ITI graduates lacking even the basic understanding of their trades

It was observed in most of the cases that the employers were not satisfied with the ITI graduates on various grounds such as basic knowledge imparted, skill developed during the practical session and industry exposure as well as the maturity.

It was pointed out by some of the employers that the minimum qualification for certain trades like welder should be SSC since the syllabus and written examination paper for most of the programmes were in English. A minimum knowledge of English is desirable but syllabus, study material teaching and question paper could be in regional languages.

V. To study the steps taken at various levels to eliminate/rectify obsolete courses and content to make them suitable for market needs



Products designed and Mfd. by the students of New Trade 'Fashion Technology' in ITI,

It was observed that no serious study was conducted at state level to identify the courses

that had become obsolete due to changes in technology, manufacturing methods and the sectoral changes. However, due to change in demand for the trades some of the trades were shifted from one institute to the other institutes. For example, in Metturdam in Tamil Nadu, Sheet Metal Work (SMW) was shifted due to lack of admissions. In Chekkanurani a proposal was sent to the State government to shift 2 units of SMV, in Dindigul. Stenography and Mechanic (Radio & TV) were shifted. Similarly, in Tirupur Mechanic (R & TV) was transferred to Nagapattinam due to lack of admission.

In some ITIs, efforts were made to introduce new trades taking into account the impact of globalization and the growing demand for inputs in information technology. For example, courses such as COPA, Information Technology & Electronic System Maintenance (IT & ESM) along with Fashion Technology, Computer Embroidery, Interior Decoration, Desk Top Publishing Operator (DTPO), Hospitality, Front Office Assistant, Housekeeping and so on. A few trades were discontinued due lack of response from the students. For example fruits and vegetables processing started in ITI Nashik (women) was converted into fashion technology. Nashik is famous for vegetable & fruits and there was a need to propagate that trade in the surrounding area to help new enterprises in that sector. It is desirable to undertake a detailed study to find out the reason for low response for such trades. In the case of ITI Phonda in Sindhudurgh, for instance, there was low response for fashion technology and interior decoration as students in that area were aware of the low job potentials

in these particular trades in those geographical locations. It is desirable that the institutes should make special efforts to highlight the benefits of any new trades among the potential students.

In many institutes, the courses inputs were not as per the industry requirements and the syllabus had to be modified. For example, in Salem, course contents were modified to suit the needs of the industry. It is highly desirable that the governments (state & central) should encourage IMC level workshops with representatives from the ITI and the industry to make a detailed study of every trade, the future and present relevance of it and also the contents of programmes, methods of teaching and evaluation to avoid obsolescence.

VI. To examine & analyse whether efforts are being made to provide adequate focus on the service sector skills

ITIs were initially started to meet the needs of skilled workers in the manufacturing sector. However, in recent years, the services sector has emerged as the fastest growing sector of the economy and now accounts for over 50 per cent of the national GDP. Consequently, more jobs are being created in the services compared to any other sector of the economy. The governments have been encouraging the ITIs to start new trades in the services sector and a large number of ITIs have also started trades in service sectors like hospitality, COPA, hair & skin care, interior decoration, secretariat practice, draughtsman, computer hardware & maintenance, driver cum mechanics, IT & ESM, automobiles servicing, cell phone services etc. However, these courses are yet

to receive an encouraging response from the students. The preference continues to remain for the courses in the manufacturing sector such as welder, turner, fitter, wiremen, Sheet metal works, cutting & sewing, machinist etc.

There is still a perception among students and parents that ITIs specialize only in providing the industry-related skills and not for the services sector.

It is desirable that the government should make special efforts to advertise the programmes widely to bring awareness among students and parents. The IMC of each institute should make special efforts to make its trades popular to enable the students passing out to get good jobs with good salary along with the growth of the services sector.

VII. To examine and analyse the problems of lack of multi skilling among the ITI graduates and suggest ways to promote multi skilling

Most of the institutes have now started imparting Modular Employable Skills. In the first year, students are required to undergo training in 2 months modules in every trade covering six different trades in a year. In the second year, they have to undergo intensive training in any one of the six trades for the entire year. This helps students to acquire multi skills and improve their employability. Most of the institutes have also started short-term programmes in different trades and each student specializing in a specific trade has to undergo additional short-term programmes to acquire additional skills for becoming a multi skilled worker.

However, the success rate of this is yet to be measured as this activity has been started only recently. The efficacy of this method would depend largely on the initiative taken by the industry partner and the principal of the institute. For example, in case of ITI Khed, the industry partner Bharat Forge is taking a personal interest in promoting multi skilling among the students by providing dynamic industry faculty at its own cost.

However, in case of most other ITIs, where the industry partners have not taken much initiative, the principals have to depend only on the instructors appointed by the government. These instructors are not willing to take additional responsibility and learn additional trades other than what they have been teaching, thus making the ITI handicapped in terms of providing multi skilling experience to the students. It was also observed that the instructors appointed on contract basis at meager salary were not competent enough to impart training in multi-skilling.

VIII. To examine and analyse whether the courses designed and delivery modules are employability driven



Job works completed for revenue generation in ITI

It was observed that the syllabus is set up at the national level once in five years and examinations are being conducted periodically. Hence the focus of training seems to have shifted from employability to performance in terms of the pass out ratio.

After the introduction of PPP and the involvement of industry partners, there was better realization of the prevailing skills gap enabling the ITIs to modify their training modules. Also by providing on job training, there was much greater students-industry interaction as also faculty-industry interaction. It was also possible to organize more training programmes, seminars and workshops for the faculty on the shop floor of the industry enterprises and expose the faculty to the latest technologies. Some of the ITIs have been converted into production centres and are being run like business centres undertaking job works, generating revenues and providing live experience to the students and the faculty of the ITI, which enhances the employability of the students.

It was noticed that in one institute i.e. ITI Khed, industry partner has taken a lead in modifying the syllabus and developing appropriate skill among the students to make them highly employable.

IX. To examine specific action taken to reduce the gender differentials by pursuing target shares for women beneficiaries in the programme for skill development initiatives as envisaged in the 11th 5 years plan

For enhancing the skills among women to increase their employability, the following

initiatives were taken:

- Starting of ITIs exclusively for women by the State government. Out of 20 ITIs that we selected for our study in Maharashtra and Tamil Nadu, 7 were exclusively for girls. Of these three were Maharashtra and four in Tamil Nadu. It is felt that more ITIs are needed to be started by the government to achieve the target set by the Seventh Five Year Plan.
- It was observed that in most of these, exclusive trades like hair & skin, fashion technology, cutting & sewing, computer embroidery, dress making, COPA, front office, fruit & vegetables, IM IT& ESM for girls were started and there was a good response.
- In general trades it was found that the male-female ratio was too low and in most of the trades, males dominated. In Tamil Nadu however, it was encouraging find that many girls had taken admission in courses like welder, turner, wireman and were doing extremely well and getting reasonably good jobs.
- The initiatives taken by the institutes to make the these ITI programmes popular through advertisements in radio, newspapers, leaflets, and conducting seminars and workshops in girls schools as well as co-education schools seems to have achieved good results. Also career fairs were organized highlighting 33 per cent reservation for women in government employment.

However, it was observed that in some of the

institutes, after completion of trades, the girl candidates did not opt for employment as their parents were keen to get them married. The encouraging part was that in some institutes, even married girls were pursuing the courses.

It is desirable that the IMCs of the concerned institutes should arrange parents' meets to understand the issues related to women employment. It was also observed that most of the women desired to go for self-employment, which is an encouraging trend.

It would be desirable for the IMCs of different institutes to organize entrepreneurship development programmes wherever possible and help the girl candidates to start micro enterprises.

X. To review the progress in the constitution of IMC as a registered society and its impact on overall performance on generating skilled labour force.

Success of the PPP scheme depends to a large extent on the selection of the appropriate industry partner having interest in major trades of the institute and his capacity to use the skills developed at the institute. If the location of the industry partner is not far away from the institute, it becomes possible to have frequent meetings and better co-ordination between the industry partner and the institute.

The composition of the IMC members also plays a critical role. The IMC members should be knowledgeable and should have vision about the future growth of the institute and commitment towards promoting the skills among the students. Cordial relations among members of the IMC and the industry partners

and their helping attitude towards the faculty and students is a key factor in determining the success of the PPP. For example in the case of ITI Khed, Bharat Forge has been totally involved and committed in the implementation of the PPP scheme right from developing the IDP, training the faculty, creating the capacity in terms of building machineries, tools & equipments and furniture, creating good ambiance, understanding the skills required in future and designing the programmes accordingly, getting trained faculty and paying them at market rate and closely monitoring the implementation of the IDP. Similarly in Ulundurpet, industry partner Hyundai Motors have taken active interest in providing latest tool kits and a car for training the MMV students to get acquainted with the latest technology. In most of the cases, however, it was found that the industry partner was not committed, motivated, dynamic and resourceful and the entire responsibility fell on the shoulders of the ITI principal. Due to limitations in terms of resources like finance, knowledge, equipments, manpower and networking, such ITIs could not develop right kind of plan and implement the same.

The composition of IMC presently is of eleven members, five from the government ex-officio from different departments and six from the industry. It was observed that the ex-officio members appointed by the government were neither committed nor knowledgeable in most of the cases. Hence it is desirable to give freedom to the IMC to change these ex-officio members and get knowledgeable and committed people from government organizations for the development of the

institute. Our study infers that commitment of industry partners, their resourcefulness and proximity to institute remains a crucial factor. The composition of industry partners should be diverse. In the case of the ITI located in the rural area, there should be at least one resourceful industry partner from a large industrial belt to help the students to acquire industrial exposure and placement. The IMC Chairman and the Principal of the ITI need to have cordial relation, trust and faith and regular communication in implementing the IDP. It was observed that in some case there was no communication at all and thus the IDP was not implemented. In such cases, the government authorities should take appropriate action instantly.

XI. To examine the nature and modality of the IDP and its impact in generating skilled manpower in requisite trades

It was observed that barring a few, the IDPs were prepared by the principals as per the guidelines given under PPP scheme. There was no study undertaken by the industry about the skills required and the trades needed to develop the respective skill before preparing the IDP. However, wherever the industry partners were more involved and committed, the ITIs made a detailed study about the skills required and included the same in their IDP, and provided right infrastructure (building & machineries) and provision for appointing right kind of instructors for implementing the same. In such cases, the regular interaction with IMC members and continuous review of IDP helped to identify the hurdles and remove them instantly. Thus the IDP could be

successfully implemented in true spirit. For example in Maharashtra ITI Shirol upgraded itself under the PPP scheme in 2008-09. The industry partner was actively involved in the development of the IDP with a detailed study of skill required. It also acquired the right machinery, appointed trained persons at market rates and acquired tools for executing the job works. The plan was successfully implemented within a period of four months.

However in other ITIs such as Dharni in Maharashtra and Metturdam, Chekkanurani and Ulundurpet in Tamil Nadu, the main industry partners were 150- 200 kms away from the ITIs. There were practical problems in visiting the ITIs regularly. Hence there was total dependence on Principals only. The other industry partners, though were situated nearby, were not resourceful. It was also found that in some cases, the Principals who had prepared the IDP, were transferred before the same could be implemented.

It is our suggestion that the ITI principal should not be transferred during the period of preparation and implementation of the IDP. His tenure should be of minimum five years. He is a key person as a secretary of the IMC and implementation of IDP depends on his involvement and commitment.

In Tamil Nadu it was observed that there was a huge gap between the amount allocated and the amount spent in most of the cases. The reasons given were the delay in approval and construction work done by the PWD, delay in getting the affiliation from the government official, and the delay in procurement of machineries from government approved

vendors.

In case of Khed ITI in Maharashtra, the industry partner brought Rs 6 crores for building and machinery and also procured additional funds from the Tribal development sub scheme. Similarly, in Ulundurpet, industry partner Hyundai Motors has started the construction of a Hostel worth Rs 65 lakhs at its own cost and provided complementary tool kits and one car for training purposes. However in ITI Shirol, institute constructed a new building in 2008 -09 and the programme shifted from rented to the new premises. So no new construction was undertaken as required under PPP scheme. Funds were re-allocated for future requirement of converting the ITI into a production centre.

XII. To examine the nature and modality of monitoring and evaluation at central and state level

It was found that in almost all institutes, periodical meetings (after every two months) of principals were organized at the regional level. It was aimed at giving feedback and progress report to the regional authority. Also meetings were conducted at the state level three times a year for reviewing the progress of the PPP and at the central level twice a year. At the IMC level meetings were conducted once a month at the institute where self-monitoring and evaluation was done. Our observation is that the extent of success varies from institute to institute. If the IMC members are committed and involved, success rate would be high. However, such institutes were few. It was also observed that where the IMC chairman was committed, resourceful and involved, he could get other members

along and succeeded in converting the ITI into a business enterprise. Such an approach helps to create an environment where one gets involved in the learning process and skills are developed appropriately as in the case of Khed in Maharashtra and Ulundurpet in Tamil Nadu. The self-monitoring and evaluation either initiated by the IMC chairman or the principal were found to be more effective.

XIII. To examine the questions of key performance indicators of internal efficiency covering :

- Percentage of applications received as compared to number of seats
- Percentage of enrolment as compared to number of seats
- Percentage of drop out as compared to seats
- Percentage of students passed out as compared to enrolled students

Percentage of applications received as compared to number of seats

There is no noticeable increase in percentage of application received as compared to number of seats after PPP scheme. In some institutes the number of applications as compared percentage of number of seats has gone down. We feel that new trades that started after the implementation of PPP did not receive adequate response are largely because of low awareness of the program among the students. State should take initiative to popularize the programme among the potential students by using various medium. IMC should also take initiative to counsel the students as well as drop outs by organizing career fair in local area. The expert should be invited to write

article in leading newspaper highlighting the importance of ITIs programme & importance of getting jobs through skill development.

Percentage of enrolment as compared to number of seats has gone up slightly and it is a good sign. It attributes largely to upgradation of institute after PPP as well as to the effective counseling done by teachers to the students who approached them. In new trades in spite of having high job potential only few students take admission. Multi pronged approach are to be adopted by the ITIs for effective implementation of the schemes, which will ensure full utilization of the available resources especially in terms of filling the available seats.

Percentage of drop out to seats has gone up slightly. One of the reasons may be low confidence about the job potential among the students. The trainers as they are new recruiters on temporary basis may not be effective in imparting the adequate job skill which in turn could have eventually inculcated confidence.

Percentage of students passed out as compared to enrolled students has declined slightly. Among the various reasons that are attributed, it may be that being new trades effective teaching may have yet not developed in those trades. The institutes also require some time to get equipped to train the students. The period since the new trades are developed is short to assess as well as in case of two-year programme besides students have to yet to appear for exam.

XIV. Examine the questions of key performance indicators of external efficiency covering

- **Percentage of passed out students employed/self employed within one year of pass out**
- **Average monthly income of the employed/self employed students**

It was observed that during the pre-PPP scheme, the percentage of employed to pass out was only 40 covering all trades whereas after the PPP, it is yet to be seen as some of the trades were started during 2009-10 and some two-year programs were started during 2008-09. Thus the assessment would be possible only next year after the completion of ITI graduation.

Even so, such a low level of employability is a matter of concern. It means either the ITI students are not getting the required skills as desired by the employers or the ITI are not able to effectively communicate the employability of ITI graduates to the prospective employers effectively. Before the PPP the communication gap between the ITI and the industry could be the reason for the wide gap between the skills desired by the employers and skills developed by the institutes.

After the introduction of the PPP scheme, it was expected that the association of the industry partners would reduce the gap by helping students to get trained and experienced instructors. The students were also expected to get some industrial exposure through periodic visits to industrial units. Industry partners were also expected to identify potential employers to absorb the ITI graduates, apart from giving them job works.

As stated earlier, the PPP scheme is still at

a nascent stage and it will take sometime to get the desired results. Hence it would be premature to pass any judgment about the outcome of the scheme as yet.

It was also observed that only a few graduates opt for self-employment, which is a matter of concern. There are a large numbers of ITIs in rural areas where no medium size industry exists and students have to go for jobs in small-scale industries at meager salaries. Naturally, they remain dissatisfied in such jobs. The owners of SSI units also prefer to take untrained persons at low salaries. Not surprisingly, many ITI graduates remain unemployed unless they somehow manage to migrate towns or cities.

The average remuneration paid to ITI graduates in SSI units ranges between Rs 2000- 4500 but by and large it is around Rs 3000. This is much lower compared to the payment to the casual worker in medium and large size companies. One reason for this could be the lack of confidence on the part of the industrial units about the skills acquired by the students coming out of the ITIs. To overcome this problem, efforts are needed to involve industry representatives in the training programmes of ITIs on a much bigger scale. Also the ITI teachers need to be given on job training in industrial organizations to acquire the skills desired by the employer.

It is observed that ITI trades are given lower status in career building by students and parents. The preferences are for engineering, diploma, arts & science degrees, in that order. The ITI certificate programme is generally the last option if one fails to get admission in any

of the other courses. The ITI course is equated to jobs such as welder, turner and fitter.

Unfortunately, the parents and students are not aware about other trades which have been recently started such as COPA, fashion technology, IT & ESM mechanic cum driver, hotel management and so on. No one has tried to make these programmes popular by giving publicity regarding the jobs opportunities with better salaries that could open up by going for these new courses introduced by ITIs.

It is recommended that the state governments should take initiatives to make these programmes popular by providing time slots on a regular basis on TV & radio to broadcast and educate the public about the new job opportunities and create awareness about the benefits of these programmes introduced by ITIs. It would be desirable to involve industry associations like the FICCI, CII etc. to make these programmes popular. The State governments and employment exchanges should bring out periodical bulletins highlighting the job opportunities in various trades and the industrial enterprises.

XV. Improvement about internal efficiency

- retention ratio
- Pass out ratio
- Utilization of seating capacity
- Staff utilization
- Utilization of all capital assets

Retention ratio needs to be improved. We need to find out the reasons for students dropping out before completion of the courses. At the initial stage, right students need to be admitted to improve the retention ratio. This

is only possible by improving the selection process.

Passed out ratio is found to be satisfactory except in few trades in some of the ITIs like Aundipatti where Instrument Mechanic passed out ratio is very low. In the case of Dharni, COPA passed out ratio is very low. The reason was lack of adequate knowledge of English language.

Full utilization of seating capacity -In most of the ITIs the admission was 100 per cent. However, in some trades, which were recently started, there was no full utilization of capacities and many were found to be vacant.

Staff utilization - It was observed that in most of the ITIs, the principals had to work for more than one institute. The technical & non-technical staff posts were vacant and the concerned authorities made no efforts to fill the posts. No regular posts were created for new trades started under the PPP scheme. So students had to suffer.

Utilizations of Capital Assets - Most of the institutes were run in single shift. If second and third shifts were started, there could have been fuller utilization of capital assets installed at the institutes. At present, the capital assets were under utilized. Further, in most of the existing trades, though the technology has changed, the students continue to work on old obsolete machines. There is an urgent need to replace old machines by new ones.

XVI. Improvement about external efficiency

- Labour Market success of graduates
- Utilization of skills

- **Satisfaction of graduates with trades**
- **Employers satisfaction**

Labour Market success of graduates - The skills developed by the ITIs often do not match the skill required by the employers. Hence, while most of the large- sized organizations employ fresh ITI graduates as apprentices to fulfill the legal obligation, they are terminated after 11 months on completion of the apprenticeship period. Consequently, the candidates have to go for jobs in small organizations.

After the introduction of the PPP scheme, due to the involvement of industry partner, hopefully, this scenario may change. Since the scheme was introduced only recently, it is too early to expect the change. However, as stated earlier, there have been a few cases where the results have been quite encouraging.

Utilization of skills - it was observed that the skills developed by the ITIs were not always fully utilized by the industry before the introduction of the PPP scheme as there is no direct interaction between the ITI and the industry. The gaps were also wide between

the skills developed by the institute and those demanded by the industry. Hopefully, this gap is expected to be reduced in the coming years because of the involvement of the industry partners under the PPP scheme. But much will depend on the real extent of involvement of industry partners and their willingness to provide some job works to the ITIs to make the partnership meaningful.

Satisfaction of graduates with trades - Most of the existing students were found to be satisfied with the inputs provided in different trades by the ITIs. Even so, the fact remains that all the students were not getting appropriate jobs.

Employers' satisfaction - The skills developed by the ITIs were yet to reach the levels of expectation of the employers and a lot more needs to be done.



OBSERVATIONS AND RECOMMENDATIONS

The study of ITIs undertaken by us has thrown up some interesting and useful conclusions. The emerging conclusions are summarized below :

1. The success of the PPP scheme generally depends on the location of the ITI, the nearness of industrial units and that of the industry partner and also the extent of involvement of the industry partner as also the members of the IMC. It is observed that the ITIs located in places where there are no industries around, more often there is a mismatch between the skills needed and those imparted by the ITIs.
2. It needs to be stressed here that it is too early to judge the outcome of the PPP scheme since it was launched only two years ago. Moreover, soon after its launch, the Indian economy had to witness a slowdown following the international financial and economic crisis and there were widespread job losses, and export slowdown and loss of family incomes and purchasing power in the economy. Now that the worst is over for the economy and it is back on the growth track, things will start looking up once again. Naturally, there was an adverse impact on the admissions and overall performance of some of the ITIs during the period of economic slowdown. Even so, in some places with industrial clusters around and where there was active involvement of industry partners, the results have been quite encouraging giving rise to the hope that the PPP model in the educational sector, particularly the technical education will yield positive results.

The following are some of the observations:

- If the distance between the industry partner and the institute is minimum, there could be frequent meetings and better co-ordination between the industry partner and the institute.
- The motivation of students and parents and their interest in the courses depends on the surroundings.
- The success of the PPP scheme is largely dependent on the selection of industry partner having interest in major trades of the institute and capacity to use the skills developed at the institute. For instance, the ITI located at Khed in Maharashtra has been the most successful mainly because it is located amidst the big industrial cluster and supported by companies like Bharat Forge.
- The commitment and initiative of the principal is very important for the implementation of IDP effectively. There is a need for cordial relationship between industry partner and the principal as the implementation of the IDP is to be done by the principal and his team along with the industry partner. It is observed that at several ITIs, there is only an In-charge principal with additional charge. It is very important to have a full-time principal in every ITI so that its functioning becomes smooth and effective. Also every principal should have tenure of at least three years in order to get the IDP effectively implemented and get the PPP scheme stabilised.
- Trades need to be selected in such a way that

the trainees could get jobs at the location of ITI or may be able to go for self employment in that area.

- **Industry partner must be resourceful, committed and involved in the common goal for the development of the institute. Industry partner should involve trained instructors and guest faculty, for providing industry exposure, on job training and placement or self-employment opportunities to the students. Industry partner must also organise workshops for teachers to update their knowledge and skills to meet the industry requirements.**
 - **The ITI should set up entrepreneur development centres, wherever possible so that some of the students could opt for self-employment after the completion of their course. This is all the more important in places where there are no industries around.**
 - **PPP is by now well accepted by the industry**
- **as well as the ITIs. The intake capacities have improved substantially after the introduction of the PPP.**
 - **The industry oriented culture and discipline has developed because of the interaction of faculty and students with the industry partners after the introduction of PPP.**
 - **Following the introduction of PPP, the infrastructure facilities have improved because of increased funding from the government and the guidance and involvement of industry partners. In some cases, the industry partners have also contributed by way of additional funding and outsourcing of some job works to the ITIs.**
 - **Employability has also improved because of the involvement of industry partners in providing industrial exposure to faculty and the students.**
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FIELD SURVEY REPORTS OF ITIs VISITED IN MAHARASHTRA



1. INDUSTRIAL TRAINING INSTITUTE, ALIBAUG
Primary Municipal School Building, Shribag No.2,
Alibaug, Dist. Raigad

Year of Establishment	: 1999
Year of ITI coming under PPP Scheme	: 2008-09
IMC Chairman	: Mr. Pradip Pande - President (HR), Ispat Industries Ltd.
Principal	: Mr. P. G. Shirsikar
Industry Partner	: Ispat Industries Ltd.
Visited by	: Mr. C.N. Sadadckar, Team Leader Mr. Ramesh Mhtre – CMD, Mhatre Engineering Mr. Ahjay Sohani - Assistant
Present Courses	: Plumber, Wireman, Fitter(1) , Fitter(2), Cutting & Sewing, Sheet Metal Worker & Welder (Gas & Electric)
Total No. of Students	: 108

Observations :

- Institute does not have own building. Institute is running in rented premises of primary municipal school, Alibaug. New rented building for institute said to be taken within about 1 month.
- No new courses started yet.
- Job available in region – Mechanical, Electrical, Hospitality & Tourism
- Jobs in Demand – Welder, Plumber, Sheet Metal Worker, Wireman, Hotel Industry
- Existing Manufacturing Sector – Plastic Industries, Tile Industries, Steel Industries
- Growing Existing Service Sector – Plumber, Electrical, Hospitality, Tourism, Computer Application
- New Service Sector in Demand – Garments, Electrical, Hospitality, Tourism, Computer Application
- No vacant faculty positions
- Skill matching with demand – Plumber, Wireman, Fitter, Cutting & Sewing

New Courses planned to Start are :		
TRADE	QUALIFICATION	DURATION
Computer Operator & Programming Assistant (COPA)	12th Pass	One Year
Fabricator (Autonomous)	10th Pass	One Year
Hospitality	5th, 8th & 10th Pass	As per syllabus
Fashion Technology	12th Pass	One Year
Electrical :		
1) Basic Electrical Training	8th Pass	120 Hours
2) House Wiring		120 Hours
3) Repair of Home appliances		120 Hours
4) Electronics Chocks & CFL Assembling		120 Hours
5) Armature Winding		120 Hours
Garments :		
1) Hand Embroider	5th Pass	210 Hours
2) Machine Embroidery Operator	5th Pass	210 Hours
3) Tailor Basic Sewing Operator	5th Pass	210 Hours
4) Maintenance of Machines in Garment Sectors	8th Pass	300 Hours
5) Tailor Children	8th Pass	210 Hours
6) Tailor Ladies	8th Pass	420 Hours
Fabrication:		
1) Basic Welding	8th Pass	120 Hours
2) Basic Welding (Arc.)		120 Hours
3) Gas Cutting		120 Hours
4) Fabrication Welding		90 Hours
5) Basic Fitting Work		150 Hours
6) Basic Sheet Metal Work		180 Hours
Plumbing:		
1) Assistant Plumber	5th Pass	300 Hours
2) Plumber		300 Hours
After interaction with Industrial units, new courses like, Advance Course in Fabrication for higher skill as per the Industrial needs have planned.		

i. Number of seats filled in last three years (Seats filled in as a % of seats available)

Name of the Course	2008-09		2007-08		2006-07	
	Seats filled	% filled up with intake	Seats filled	% filled up with intake	Seats filled	% filled up with intake
1) Fitter	16	100%	21	100%	21	100%
2) Wireman	16	100%	21	100%	21	100%
3) Welder	12	100%	16	100%	16	100%
4) SMW	16	100%	21	100%	21	100%
5) Plumber	16	100%	21	100%	21	100%
6) C & S	16	100%	21	100%	21	100%

ii. To eliminate / modify obsolete course contents to make it responsive to the market needs, new courses related to Computer, Hospitality, Tourism are planned to start additionally to existing courses.

- Good response in service sector courses like Plumber, Wireman
- For multi-skilling activity, institute is combining trades, forming new syllabus & clubbing some existing programs with other trades.

Employability

- Existing programs developing employability in students.
- For improving employability, institute is finding new sectors for better job opportunities in future
- Once in two months, instructors are interacting with related employers and finding out their requirements

Woman skill developments

- At present women are taking admissions only in cutting & sewing trade
- To improve the female admission proper canvassing is to be done to encourage females to get admitted in other trades also.
- Industry representatives in IMC are helpful to improve employability, skill-matching and course modification by proper guidance & soft skill training.

Monitoring

- Monitoring and Evaluation done by centre & state level steering committee by giving guidelines in meeting for training and motivations, but no inspection/ survey is done of institute, separately. Performance indicators
- % of applications as compared to No. of seats – 300%

- % of enrolments as compared to No. of seats – 100%
- % of drop-outs as compared to No. of seats – NIL
- % of students passed out as compared to No. of seats – 67%

Annexure - A										
Prior to PPP Year (i.e.2006-07)						Post PPP Year (i.e.2009-10)				
	Trade	Applica- tions Received	Enroll - ment	Drop outs	Passed outs	Trade	Applica- tions Received	Enroll - ment	Drop outs	Passed outs
1.	Fitter	125	16	–	12	Fitter	140	16	–	16
2.	Wireman			–	–	Wireman			–	05
3.	Welder			–	10	Welder			–	05
4.	SMW	200	60	–	14	SMW	169	76	–	17
5.	PLB			–	16	PLB			–	05
6.	C & S			–	11	C & S			–	13

- % of passed out students employed / self employed within one year of passed out – 50%
- Average monthly income of the employed / self employed students – Rs.3500/-

Internal Efficiency :

- 1) Retention ratio i.e. No. of students retained / No. of students admitted – 100%
- 2) Passed out Ratio – 67%
- 3) Full utilization of seating capacity – YES
- 4) Staff utilization – YES
- 5) Utilization of buildings and machinery – YES

Utilization of staff & capital assets are satisfactory

External Efficiency :

- Labor market success of graduates – Good
- Utilization of skills – Good
- Satisfaction of graduate with trade – Improvement required
- Satisfaction of employer – Improvement required

ii. Details of placements

Name of the company	Contact person	Response		
		came for campus interview	No. of students recruited	Salary per month offered in Rs.
1. Div. S.T. Work – Shop Pen	Depot Manager	-	05	Stipend Rs.1240/-
2. Nitco Tiles	Manager	-	02	Rs.2500/-
3. Vikram Ispat, Salav	HRD	-	02	Stipend Rs.1240/-
4. Ispat Inds., Dolvi	HRD	-	03	Stipend Rs.1240/-

iii. Utilization of Skill

Utilization of skill	Utilization of skill	Utilization of skill	Whether employer is aware about the trade, skills and suitability of the candidate for the job
1. Fitter	Fitting & assly	Fitting, drilling assly	YES
2. SMW	Marking, cutting, development, etc.	Sheet metal product	YES
3. Welder	Marking, cutting, welding	Welding of parts	YES
4. Wireman	Wiring joints, House wiring	House wiring	YES
5. Plumbing	Treading, Fitting	House plumbing	YES
6. Cutting & Sewing	Cutting, Stitching	Garments	YES

iv. Feedback from present & passed out students :

- a) Students have acquired desired skills fairly well,
- b) Students were fairly well confident about doing their jobs

v. Satisfaction of employer:

a) *Employer No.1* : Dalal Industries, Thane ; Opinion about following points :

- 1) Syllabus : Should be revised
- 2) Teaching : Staff training, students on job training needed
- 3) Evaluation: Okay
- 4) Skills Developed : should be as per industrial needs
- 5) Discipline : Should be improved
- 6) Behavior : Personality development necessary

b) *Employer No.2* : M/s. Ispat Industries, Dolvi, Tal. Pen ; Opinion about following points:

- 1) Syllabus : Should be revised
- 2) Teaching : Staff training, students on job training needed
- 3) Evaluation: Okay
- 4) Skills Developed : should be as per industrial needs
- 5) Discipline : Should be improved
- 6) Behavior : Personality development necessary

c) Employer No.3 : M/s. Vikram Ispat, Salav ; Opinion about following points:

- 1) Syllabus : Should be revised
- 2) Teaching : Staff training, students on job training needed
- 3) Evaluation: Okay
- 4) Skills Developed : should be as per industrial needs
- 5) Discipline : Should be improved
- 6) Behavior : Personality development necessary

Remarks :

Institute is preparing the list of the trained students together with their existing addresses. After preparation of list, they will contact each & every student to get their details about present situation and will computerized the details. They also have detailed list of factories/ companies in Alibaug, and will physically check with each & every factories/ companies in Alibaug to have details of vacant posts.

Institute have guided some of the students for self-employment and are planning to form association of present & past-students and planning to have their yearly gathering, which can help to keep contacts with their employers and self-entrepreneurs, which can help to get job for new passed out students in future.

Ispat Industries, which is industry partner for Alibaug has also taken another 19 ITIs (with student capacity of about 1600). Chairman Mr.Pande mentioned that they are looking for good teachers and they are planning industry training for students.

In Alibaug area, students are shy & required additional general training of personality development (besides technical training). Most of the students after training try to avoid migrating for job to cities like Mumbai & Thane, since they can not manage stay (residence) in expensive cities. There are 1-2 cases where jobs were offered by industry, accepted by students & students attended job in 1-2 days, however in absence of residence in cities, they returned back to their native places for doing agriculture work. They said their land is fertile and they preferred to work for agriculture, rather than going away.

Principal and teachers stated that there is need also to guide students about their future plan for developing career, since in Alibaug Taluka, there are less engineering factories & less number of opportunities for job.

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2. INDUSTRIAL TRAINING INSTITUTE (GIRLS), RATNAGIRI

At & Post Nachane, Kajarghati Road, Tal. & Dist. Ratnagiri

Year of Establishment	: 1993
Year of ITI coming under PPP Scheme	: 2008-09
IMC Chairman	: Prof. Dr. K. L. Asanare Director, Finolex Academy of Management & Technology & Director, Finolex Industries Ltd.
Principal	: Mr. V. P. Wakode
Industry Partner	: Finolex Industries Ltd.
Visited by	: Mr. C.N. Sadadekar, Team Leader Capt. Dilip Bhatkar – Marine Engineer, Chougule Steamship Co. Ltd. & Member Rotary Club, Ratnagiri Mr. Prakalpa Aradhye – Industrialist, Cashew Mfrs. & Member, Rotary Club, Ratnagiri
Present Courses	: Mechanic Radio & Television, Cutting & Sewing, Baker & Confectioner, Fruits & Vegetable Processing, Dress Making, Secretarial Practice, and Hair & Skin Care.
Total No. of Students	: 96

Observations :

- New courses : Computer Operator & Programming Assistant (COPA)
- Job available in region – Engg. Sector Industries, IT, Electronics, Electrical, Agriculture, Fisheries, Tourism, Civil Sector, Food Processing, Hotel Management, Fashion Technology, Beauty Parlor, Service Industries & Fabrication Sector
- Jobs in Demand – Fitter, Turner, Welder, Plumber, Wireman, Hotel Industry, COPA, Electrical & Electronic Mechanic, Draftsman, Tailor, Beauty Parlor Technician, Cable Operator, etc.
- Existing Manufacturing Sector – Fabrication, Ship Building, Power Generation
- Growing Existing Service Sector – Travel & Tourism, Catering, Hotel Management
- New Service Sector in Demand – Computer & IT sector
- Vacant faculty positions – One instructor for Computer Operator & Programming Assistant
- Skill matching with demand – DTP, Civil Draftsman, Fitter, Turner, Machinist, Machinist Grinder Instrument Mechanic, Ref. & Air Conditioning, Welder, Jig & Fixture, Computer Operator, Electrical Maintenance, Wireman

i. Number of seats filled in last three years (Seats filled in as a % of seats available)

Name of the Course	2008-09		2007-08		2006-07	
	Seats filled	% filled up with intake	Seats filled	% filled up with intake	Seats filled	% filled up with intake
1) COPA	15	93%	NA	-	NA	-
2) Dress Making	19	100%	18	100%	19	100%
3) Food & Veg. Processing	-	-	11	69%	11	69%
4) Hair & Skin Care	10	62%	10	62%	9	56%
5) IT & ESM	42	100%	-	-	34	100%
6) Cutting & Sewing	13	81%	11	69%	16	100%

ii. To eliminate / modify obsolete course contents to make it responsive to the market needs, Institutes have started additionally new courses related to Computer & IT.

- For multi-skilling activity, institute is combining trades, forming new syllabus & clubbing some existing programs with other trades.

Employability

- Existing programs developing employability in students.
- For improving employability, institute is finding new sectors for better job opportunities in future
- Training & placement instructors, regularly interacting with industries for finding out their requirements

Woman skill developments

- This ITI is for girls only.

Monitoring

- Not yet evaluated by Centre and State level Committee.

Performance indicators

- % of applications as compared to No. of seats – 93%
- % of enrolments as compared to No. of seats – 93%
- % of drop-outs as compared to No. of seats – 6 to 7% (mainly for getting married)
- % of students passed out as compared to No. of seats – 1st batch result will be known in July'10

Annexure - A

Prior to PPP Year (I.e.2006-07)					Post PPP Year (I.e.2009-10)				
Trade	Applica- tions Received	Enroll- ment	Drop outs	Passed outs	Trade	Applica- tions Received	Enroll- ment	Drop outs	Passed outs
					16	34	15	Nil	Yet to Pass

- % of passed out students employed / self employed within one year of passed out – Students are yet to pass.
- Average monthly income of the employed / self employed students – NA

Internal Efficiency

- 1) Retention ratio i.e. No. of students retained / No. of students admitted – 100%
- 2) Passed out Ratio – Yet to pass out for new courses after PPP
- 3) Full utilization of seating capacity – YES
- 4) Staff utilization – Satisfactory
- 5) Utilization of buildings and machinery – 100%

Utilization of staff & capital assets :

- One required new staff was appointed but did not join. Search is going on for new faculty. Getting qualified staff is major difficulty.

External Efficiency

- Labor market success of graduates – YES
- Utilization of skills – YES
- Satisfaction of graduate with trade – YES
- Satisfaction of employer – YES

ii. Details of placements

Name of the company	Contact person	Response		
		came for campus interview	No. of students recruited	Salary per month offered in Rs.
<i>First batch of students will be passed out in July' 2010</i>				

iii. Utilization of Skill

Utilization of skill	Utilization of skill	Utilization of skill	Whether employer is aware about the trade, skills and suitability of the candidate for the job
1. COPA	Computer Operating	Data entry, Office Assistant, Programming Assistant	YES

iv. Feedback from present & passed out students :

- a) Students have acquired desired skills,
- b) Students are confident about doing their jobs

v. Satisfaction of employer:

a) Employer No.1 : Alfa Infotech

- 1) Syllabus : ---
- 2) Teaching : ---
- 3) Evaluation: ---
- 4) Skills Developed : Satisfactory
- 5) Discipline : Satisfactory
- 6) Behavior : Satisfactory

b) Employer No.2 : Bombay Tailors

- 1) Syllabus : ---
- 2) Teaching : ---
- 3) Evaluation: ---
- 4) Skills Developed : Satisfactory
- 5) Discipline : Satisfactory
- 6) Behavior : Satisfactory

c) Employer No.3 : Sakhi Beauty Parlor

- 1) Syllabus : ---
- 2) Teaching : ---
- 3) Evaluation: ---
- 4) Skills Developed : Satisfactory
- 5) Discipline : Satisfactory
- 6) Behavior : Satisfactory

Remarks :

In ITI building, also other courses run under Konkan package. Maharashtra government's MS - CIT course is also run under different authority in the same premises and the premises is given on rental basis.

Near by girls ITI building, there is lot of vacant space between girls ITI and general ITI building (which is not under PPP).

IMC is planning to build hostel for girls, since most of the students are coming from long distance different villages.

IMC stated funds can be utilized (25% of PPP loan – about Rs.62.5 Lacs) is not sufficient for building hostel, hence they are applying to Maharashtra government for more fund, which can be used for hostel facility. Land availability is no problem.

There was a meeting of general representatives of the industry under the platform of Rotary club of Ratnagiri, were found that industry representative are keen to help ITIs in the region and they offer themselves to be some members of the IMC.

Some original members of this IMC are not found interested, nor attending IMC meetings, and it was suggested to Chairman that they should take new active members from industry in IMC & remove inactive industry members.

In general, it is found this ITI is organized and on progressive path, but admittedly slow in action for infrastructure development.

Students are found to be very keen for industry visits in big cities like, Mumbai, Pune, and Principal & staffs are planning such visits, which will be surely help to broaden the perspective of the students.

3. INDUSTRIAL TRAINING INSTITUE, Phondaghat
Piyali Titha, Phondaghat,
Tal.Kankavli, Dist.Sindhudurg.

Year of Establishment	: 1987
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr. J. S. Saple Mg. Director, Saple Automobiles
Principal	: Mr. H. S. Patil
Industry Partner	: Saple Automobiles
Visited by	: Mr. C.N. Sadadekar, Team Leader Mr. Atul Hule, Ex. MHADA Engineer Member Lions Club, Vengurla Mr. P.P. Sawant – Technician, Ex Employee of Mahindra & Mahindra
Present Courses	: Plumber, Sheet Metal Worker, Mechanic Auto Electrician & Electronics, Driver cum Mechanic (Light Motor Vehicle), Network Technician, Fashion Technology, Interior Designing.
Total No. of Students	: 176

Observations :

- **New courses started – Konkan package.**
- **Job available in region – Welder & Mechanical**
- **Jobs in Demand – Hospitality, Tourism related jobs, Hotel Management**
- **Existing Manufacturing Sector – Automobile, Mechanical**
- **Growing Existing Service Sector – Food Processing, Travels & Tourism**
- **New Service Sector in Demand – Network Technician & Driver cum Mechanic**
- **Vacant faculty positions – Store Clerk, Senior Clerk**
- **Skill matching with demand – Driver cum Mechanic, Sheet Metal Worker, Fashion Technology**
- **New Courses planned to start are – Increase seats for Network Technician, Add capacity for Driver cum Mechanic**

i. Number of seats filled in last three years (Seats filled in as a % of seats available)

Name of the Course	2008-09		2007-08		2006-07	
	Seats filled	% filled up with intake	Seats filled	% filled up with intake	Seats filled	% filled up with intake
1) Sheet Metal Worker	16	100%	16	100%	16	100%
2) Plumber	12	75%	16	100%	10	62%
3) Network Technician	16	100%	-	-	-	-
4) Mechanical Auto Electrician & Electronics	15	94%	-	-	-	-
5) Driver cum Mechanic	16	100%				
6) Fashion Technology	06	37%	-	-	-	-
7) Interior Designing	07	40%	-	-	-	-

ii. To eliminate / modify obsolete course contents to make it responsive to the market needs, institute have increased seats for Network Technician and added capacity for Driver cum Mechanic.

Employability

- Good in big cities. Candidates getting jobs also from outside region

Woman skill developments

- Good. They are confident & expecting higher success.

Monitoring

- Monitoring and Evaluation done by centre & state level steering committee by giving guidelines in meeting for training and motivations, but no separate inspection/ survey is done of the institute.

Performance indicators

- % of applications as compared to No. of seats – 100%
- % of enrolments as compared to No. of seats – 100%
- % of drop-outs as compared to No. of seats – 8% (Migrating to big cities like, Mumbai & Panaji)
- % of students passed out as compared to No. of seats – 100%

Annexure - A

Prior to PPP Year (i.e.2006-07)					Post PPP Year (i.e.2009-10)				
Trade & Seats available	Applications Received	Enrollment	Drop outs	Passed outs	Seats available	Applications Received	Enrollment	Drop outs	Passed outs
SMW - 16		16	2	11	16		16	2	13
Plumber-16	40	10	4	05	16		12	6	7
NW. T. - --	--	--	--	--	16		16	1	15
A.E & E - --	--	--	--	--	16	145	15	5	10
D.C.M. - --	--	--	--	--	16		16	--	16
F.T. - --	--	--	--	--	16		06	1	5
IDD - --	--	--	--	--	16		07	2	5

1. SMW – Sheet Metal Worker, 3.NW.T. – Network Technician, 4. A.E. & E. – Auto Electrical & Electronic, 5.D.C.M. – Driver cum Mechanic, 6.F.T. – Fashion Technology, 7.IDD – Interior Decoration & Design

- % of passed out students employed / self employed within one year of passed out – 54%
- Average monthly income of the employed / self employed students – Rs.5000/-

Internal Efficiency

- Retention ratio i.e. No. of students retained / No. of students admitted – 92%
- Passed out Ratio – 100%
- Full utilization of seating capacity – YES
- Staff utilization – 100%
- Utilization of buildings and machinery – 100%

Utilization of staff & capital assets are satisfactory

External Efficiency

- Labor market success of graduates – YES
- Utilization of skills – 100%
- Satisfaction of graduate with trade – YES
- Satisfaction of employer – YES

ii. Details of placements

Name of the company	Contact person	Response		
		came for campus interview	No. of students recruited	Salary per month offered in Rs.
1. Saple Automobiles	Shri.Saple	Yes	04	4000/-
2. Goa Bottling, Goa	Shri.Pinto	Yes	11	5000/-
3. Omkar Welders	Shri.Narkar	Yes	1	3000/-

iii. Utilization of Skill

Trade	Skills developed	Job expected	Whether employer is aware about the trade, skills and suitability of the candidate for the job
1. Sheet Metal Worker	100%	100%	YES
2. Plumbers	100%	100%	YES
3. Fashion Technology	100%	100%	YES
4. Network Technician	100%	100%	YES
5. Driver cum Mechanic	100%	100%	YES
6. Mechanic Auto Electrician & Electronics	100%	100%	YES

iv. Feedback from present & passed out students:

- Students have acquired desired skills fairly well,
- Students were fairly well confident about doing their jobs

v. Satisfaction of employer & their opinion

A. Employer No.1 : Shri.Parkar S.M.

- 1) Syllabus : Adequate
- 2) Teaching : Excellent
- 3) Evaluation: Good
- 4) Skills Developed : Good
- 5) Discipline : Good
- 6) Behavior : Good

B. Employer No.2 : Shri. Sawant V.S. (Auto Electrician & Electronics)

- 1) Syllabus : Good
- 2) Teaching : Good
- 3) Evaluation: Good
- 4) Skills Developed : Good
- 5) Discipline : Good
- 6) Behavior : Good

C. Employer No.3 : Shri.Sawant P.V. (Driver cum Mechanic)

- 1) Syllabus : Excellent
- 2) Teaching : Excellent
- 3) Evaluation: Good
- 4) Skills Developed : Good
- 5) Discipline : Excellent
- 6) Behavior : Excellent

Remarks :

In Sindhudurg district, out of registered 865 industries, only 158 are in working condition, out of which, 5 are milk related, 1 is heavy industry and out of remaining industries 50% are auto industry & 50% are welding industry.

Chairman & Principal stated that some industry members are not active and not attending IMC meeting, hence they are changing 2-3 members from industry list of members.

The important trades, which are flourishing are Sheet Metal Work, Network Technician, Auto Electrical & Electronics, Driver cum Mechanic, Fashion Technology and Interior Decoration & Design. Institute is also planning new courses like Computer Hardware, Animation, Fine Art, Advertising and Computer Graphics.

During workshop visit it is found that students of Sheet Metal Work were very busy to prepare sample of boards to be supplied to Sindhudurg Paryatan Seva Sangh, who got contract from District Collector to put boards at required places showing directions of roads for tourist spots, throughout Sindhudurg. This is also a part of student OJT. Also, students of Interior Decoration & Design took the contract (as a part of OJT) of painting part of ITI compound wall and part of building.

These are good efforts by all related people, however surprisingly, some local politicians are objecting and asking why building & compound wall is being painted, since they were not knowing the new scheme & management under PPP.

Local politicians were watching every move of ITI & trying to influence the activity of ITI, however Principal stated that now no more such disturbances and institute is running with full capacity and on the path of progress.

In case of Fashion Technology, students are planning to take part in cultural programs and fashion parade by wearing own stitched & designed clothes in front of visiting groups of tourists during this tourist season in Konkan. Sindhudurg Paryatan Seva Sangh, which is association of tourism related businessmen, is helping & co-coordinating such programs.

The girl students are also keen to visit big cities like, Mumbai to know latest fashion trends and fashion industry itself.

Though this ITI is as rural area, many people from the area are closely connected to Mumbai city, since, from almost every house, some people are working in Mumbai. So interaction with Mumbai city is helping them in big way.

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4. INDUSTRIAL TRAINING INSTITUTE, Khed **Taluka : Khed, Dist: Pune**

Year of Establishment	: 1996
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr. Kukund Malvankar Bharat Forge Ltd
Principal	: Mr. C. L. Wankhede
Industry Partner	: Bharat Forge Ltd.
Visited by	: Prof. B.N. Lad, Team Leader
Present Courses	: Plumber, Sheet Metal Worker, Mechanic Auto Electrician & Electronics, Driver cum Mechanic (Light Motor Vehicle), Network Technician, Fashion Technology, Interior Designing.
Total No. of Students	: 176

Observations :

ITI Khed is located in Pune district near Chakan MIDC which has more than 2000 engineering units. It is located in the proposed SEZ being promoted by Bharat Forge. The project affected people (PAP) whose land will be acquired for the SEZ are given a special treatment. The young children from these families are given training free of cost. For this purpose, separate facilities have been created in separate modern buildings with latest machinery, tools and equipments like CNC machines. The trained persons having adequate qualification and experience are appointed as instructors and their salaries are being paid by Bharat Forge. All the other expenses related to this programme are also borne by Bharat Forge. Particular care is taken to train PAP so well that they could be easily absorbed in Bharat Forge in the category of high skill workers and get good salary.

As this ITI is supported by Bharat Forge, one of the internationally reputed large-scale engineering company, the institute gets the opportunity to undertake job work or manufacture of components for the company. This helps the institute to provide high quality training to the trainees. We interacted with the students of all the trades and observed that they are confident of getting high skill jobs. Some of them were also willing to go for self employment. They showed us some components manufactured by them and the instructors were sure about the acceptability of those components by Bharat Forge. The views of the industry partners in this regard were similar. The industry partner is the Chair person of, Bharat Forge. Some of the students have showed willingness to invest the funds from the compensation that their parents may get for surrendering their land for the SEZ.

We feel it would be advisable to have entrepreneurship programme for the students desiring to go for self employment and in this case the industry partner should extend full support to them.

The IMC of khed, in addition to Bharat Forge as the leading industry partner, has also taken two more small scale industry partners from Chakan MIDC. As Bharat Forge will be setting up a special Economic Zone (SEZ) in that area over 3000 acres of land, it has taken full responsibility for developing this ITI. The members are also as per the PPP guidelines.

Reference 1 : Courses available according to industry requirement.

The IMC of the institute has made a detailed study of the changing environment and selected suitable courses to meet the growing needs of the skills required in that location. IMC also has also modified the programme to suit the needs of the growing industry. However, it is observed that the major thrust on the skills required by the engineering industry which is predominant in the region. The IT, Food and Logistics sector seems to be neglected while selecting the programs.

Reference 2 : Vacant posts.

The Principal Mr. Kadari retired on 31/01/2009 and since then the post has not been filled up and Mr. Wankhede functions as in-charge principal and handles the additional charge of this ITI in addition to the regular charge of the Principal of the technical school. As the institute is growing fast and more and more programmes are expected to be taken up in future, the appointment of a full time principle is desirable. Action in this regard needs to be taken immediately.

Reference 3 : Skills matching.

As this area is an emerging auto hub, high technical skills in the engineering field will be increasingly in demand. Bharat Forge has already made a detailed study of the technical personnel needed by the industries in the region. Keeping this in mind, the IMC has prepared the Institute Development Plan and taken up suitable trades for developing the skills that would be required in this industrial belt in near future. Bharat Forge has additionally taken a lead in setting up training facilities for the students from PAP and special efforts are being made to train them well for high skill jobs in the future. The company is revamping the current syllabus in consultation with Christini, a German Vocational training Institute so as to equip the participants with the latest competitive skills.

The institute organized a large number of training programmes during 2008 and 2009 where the experts working in nearby industries were involved in providing training to the trainers, taking into account the skills that will be required.

Reference 4 : Understanding the industry requirements.

The IMC of the institute undertook a special study of the requirements by interacting with various industries in Chakan. The additional inputs required to provide the skills needed by the trainees are being provided by arranging industrial visits and inviting technical experts to train the participants. Efforts are also made to organize the programmes to develop IT skills by providing weekly one hour additional input. To make the trainee more effective, the institute provides soft skills programmes.

Reference 5 : Course-wise statement of seats filled in by the institute.

Trades	With PPP Scheme				Before PPP Scheme			
	2009-10		2008-09		2007-08		2006-07	
	Admitted	Intake	Admitted	Intake	Admitted	Intake	Admitted	Intake
Fitter	21	16	21	16	Nil	-	16	16
MRAC *	21	16	21	16	Nil	-	18	16
Electronic Mechanic	21	16	21	16	Nil	-	18	16
Welder	32	24	32	24	14	12	14	12
Dress Making	34	32	34	32	17	16	10	16
Electrician	21	16	21	16	16	16	Nil	-
Machinist	16	12	16	12	12	12	Nil	-
Mh-Grinder	16	12	16	12	Nil	-	Nil	-
Turner	16	12	16	12	Nil	-	Nil	-
Tool & Die Maker	Nil	-	12	12	Nil	-	Nil	-
Total	198 #	156#	210	168	59	59	76	76

Tool & die Maker trade is of three years & batch was admitted in 2008-09 hence duration hence no students admitted in 2009-10.

* **Mechanic Refrigeration & Air Condition**

The above chart shows that the intake capacity has increased substantially from 56 in the year 2007-08 (Before PPP) to 184 in the year 2008-09 and 280 in the year 2009-10 (After PPP). The number of students admitted increased from 59 in the year 2007-08 (Before PPP) to 210 in the year 2008-09 and 198 in 2009-10 (After PPP).

It indicates that the PPP has been most effective in this ITI. The institute has now got approval for an additional batch of 12 in Tool & die maker trade. This batch will be started in 2010-11. Institute has applied for tribal sub scheme and obtained additional funds from the Tribal Development Department. The institute will be able to create a facility for additional 96 seats. Bharat Forge is also creating additional facility for existing and new programmes and additional seats.

Reference 6 : Courses in service sector.

The Institute has started the following courses in the services sector and the response has been quite good :

- Electronic mechanic
- Refrigeration Mechanic and air conditioning
- Electrician

Reference7: Multi Skilling.

A Center for Excellence in Industrial Automation sector will be started from August 2010 and it will provide multi skills to the trainees. Additional skills will also be developed by providing additional inputs to the existing trainees by organizing short term programmes. The existing employees from the industries at Chakan will be provided additional multi skill inputs in short term programmes.

Under the Production and Manufacturing sector there are 6 modules. Students admitted for this course are given inputs for two months in each module during the first year of the course. During the second year, a student can select one out of the programmes and go for detailed study for the entire year.

Reference 8 : Employability.

The instructors under the PPP scheme have gained industrial experience before joining this ITI and most of them are young and dynamic. Programmes offered under this scheme at the institute improve the employability of the candidates. The institute has taken following steps for improving the employability of the candidates:

- On job training is arranged for acquiring advance skills.
- A committee has been appointed to revamp the syllabus of the trade Mech. Mechatronics.
- There is a TCPC for career training and placement.
- A Computer lab has been established and every student is trained for one hour every week to make him more computer-friendly.
- There is continuous interaction between trainers, industry partners and industry experts from Chakan MIDC.
- In order to minimize the gap between industry requirement and the training given by the institute, additional short term programs are provided to the students by industry experts.

Reference 9 : Initiative for women skill development.

Out of 10 courses running at this institute, only in two courses, namely Dress Making and Electronics Mechanic, girl students have taken admissions. Dress Making is the exclusive trade for the girls and before PPP girl student intake was 17 and during post PPP it has been doubled to 34. Electronics mechanic trade was earlier exclusively for the girls. Due to this some seats were not being filled up. During post PPP period the vacant seats were filled up by boys. It was also observed that some of the girl students left the programme in between due to their marriages. Moreover, some of the girls graduating from the ITI were not willing to take up employment as their parents were keen to get them married rather than send for jobs. Teachers in the Institute are approaching schools, colleges and parents for counseling to persuade them to send their girls for the courses. The ITI is also thinking to conduct short term programmes for girl students.

Reference 10 : Participation of industry representatives in IMC.

Most of the industry representatives including the chair person are from Bharat Forge and all of them are from Chakan MIDC. Almost all the industry representatives are involved in planning, implementation and reviewing of the programmes. They are also involved in training as well as counseling. Mr. Bandopadhyay AVP of Bharat Forge is looking after revamping the syllabus of Mech. Mechatronics for upgrading it to the global level.

Reference 11 : Institute Development Plan.

The Institute Development Plan was revised twice since the industry partners have started taking more and more interest in the institute. In addition to the fund of Rs. 2.5 crore received under the PPP scheme, The main industry partner has brought around Rs.6 crore to set up a separate division to train the children of PAP and develop high employability among them. The IMC is also getting Rs. 4.1 crore from the Tribal Development Department for training tribal students to enable them to get jobs in industries proliferating at Chakan. As the IMC has taken up the job of revamping of the syllabus, the IDP is likely to be revised. In fact the IMC of this ITI is not much dependent on PPP funds.

Under the Tribal Sub Scheme, a separate Center of Excellence is proposed to be set up with machinery worth Rs. 1.6 crore and a building costing about Rs. 2.4 crore. The Director of Technical education has already purchased machinery worth Rs. 1.6 crore which is currently lying idle as the building fund of Rs. 2.4 crore is yet to be approved. We are given to understand that it is likely to be approved soon and the building construction will start any time. In fact, the IMC is confident of constructing at least some portion of the building so as to start the programme from 2010. The Tribal Development Department has already sanctioned a post for this programme and the instructors are expected to be appointed to start the programmes. In case this doesn't happen, the IMC is thinking of installing the machinery in the existing ITI and the technical school building constructed by Bharat Forge so that the machinery already purchased could be utilized for the new programmes.

The IMC has taken up a large number of activities for which it requires an independent and dynamic manager. At present there is no provision for this and hence the work is being done by the Principal. The existing Principal is also the principal of ITI Chinchwad with additional charge of the technical school at Khed and ITI Khed. If he is supported by an independent manager for handling the day to day PPP activities, institute could function more effectively. The salary of the manager could be paid by the IMC.

Reference 12 : Monitoring and Evaluation

Monitoring is done every month at the regional level. Also, monitoring by the Principal Secretary is done every three months. But Evaluation has not been done so far.

Reference 13: Key performance indicators

Points	Baseline	Position of 2006-07	Position of target achievement	2008-09 achievement	Remark
% of applications as compared to no. of seats	700	368	800	947	Demand for existing trade
% of enrollment compared to no. of seats	98	100	99	100	Demand for existing trade
% of dropout compared to no. of seats	8	15.78	6	17	1.Drop out in girls 2.Drop out in MRAC trade
% of pass out compared to no. of seats	93	96.82	97	96.62	Failed in w/shop cal. & Science subject

The above chart indicates that the dropout rate is high and it needs to be controlled at the selection stage itself. The passing performance is quite good.

The number of applications received as a percentage of intake capacity increased from 368 in the year 2006-2007 to 947 in the year 2008-2009. This indicates that ITI Khed has built up an excellent image about the employability of the candidates joining it. It has exceeded the achievement target by as much as 800 per cent thanks to the valiant efforts to make the trades popular in the region.

The high drop out ratio could be attributed to girls getting married after joining the courses and leaving in between.

Reference 14: Employment and remuneration.

There is 100 per cent employment and the salary is ranging from Rs. 2500 to Rs. 3500 pm. In the case of Dress Making, all the candidates are girls and they are going for self employment and average income is around Rs.2000 pm to begin with.

Reference 15: Internal Efficiency.

- The retention ratio has gone down from 84 per cent in 2007-08 to 80 per cent in 2008-09. It needs to be improved by finding out the reasons and taking corrective measures. Only committed students should be admitted.
- The pass-out ratio is more than 96 per cent.
- The demand for the ITI graduates is more so there is full utilization of intake capacity.

- As more and more programmes are taken up after the PPP without creating new posts by the government, the existing staff has to work more with temporary staff.
- There is full utilization of buildings and machines.

Reference 16: External Efficiency.

- a. There is high demand for ITI graduates and full utilization of their skills.
- b. The graduates from ITI's are not happy because they get low stipend during apprenticeship (Rs. 2500 to 3500 pm.). After apprenticeship candidates are appointed on contractual basis.
- c. The employers are not satisfied with ITI graduates as they do not have adequate skills and maturity to employ them on permanent basis.
- d. Almost all candidates are provided campus interview facility. Most of the companies are from Chakan.
- e. There was a gap between skills developed by the institute and the skills required by the employer before the PPP. Due to the active involvement of industry partners this gap is reduced.
- f. Existing students were found to be happy when we interacted with them and they were confident of getting jobs. We also interacted with past students and they said they were happy with the training but unhappy with discontinuation after apprenticeship.

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5. INDUSTRIAL TRAINING INSTITUTE, Vita
Taluka : Vita, Dist: Sangli

Year of Establishment	: 1984
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr. Desai S.B, (Divisional Head, HRM&C), Kirloskar Brothers Kirloskarwadi, Dist : Sangli
Principal	: Prof. K. K. Dabhane
Industry Partner	: Kirloskar Brothers Ltd.
Visited by	: Prof. B.N. Lad, Team Leader

Observations :

The ITI Vita is located in Sangli district and is supported by industry partner, Kirloskar Brothers, Kirloskarwadi which is about 60km away from Vita. There is no big industrial enterprise within 100km area. Kirloskar Brothers, Kirloskarwadi is famous for the manufacture of Pumps and Compressors. The students have to go for apprenticeship to Pune or Kolhapur. After the introduction of the PPP a large number of students have taken apprenticeship at Kirloskar Brothers. However, they are not able to continue them as trainees or regular employees since there is no expansion at the site. The industries surrounding this area are small scale units and the students after apprenticeship could join as a regular employee only in small scale units. This area is famous for agricultural activities like growing vegetables, fruits, flowers, apart from sugar and dairy industries. However, ITI Vita has not visualized this opportunity and not undertaken any programme related to these activities.

Reference 1 : Courses available according to industry requirement.

No detailed study was undertaken by the IMC before starting the PPP programme. Due to this, there is a mismatch between industry requirement and the courses available. Since the industry partners are from engineering industry, they have given thrust only on the trades related to the engineering industry. Agriculture sector and garment industry have been neglected while selecting the courses.

While discussing this issue with the Principal and the IMC chairperson, we highlighted this shortcoming and suggested to them to introduce trades in agro and garment sectors.

Reference 2 : Vacant posts.

The Principal, Mr. Dabhane is a regular principal at ITI Tasgaon and only the in-charge principal at Vita since 12/12/2008. The post of regular Principal is to be filled up by the Government. In this

regard nothing can be done by the IMC.

The programmes under the PPP are conducted by **only two** temporary teachers appointed **on contract** basis at Rs. 5000 pm each. The Principal is not getting **any help** from the industry partners **either for getting trained persons or for getting job work where more instructors could be employed and compensated from the income of job work.** The existing instructors are required to **do additional work.**

As the industry partners are not able to provide help to get trained instructors from the industry, the Principal alone has to **undertake most of the activities of the IMC.**

Reference 3 : Skills matching

While selecting the trades, the institute has not only thought of skills in demand in the local area but in the entire western Maharashtra. Hence the ITI has started trades like Machinist, Fitter, Turner, Draftsman civil, Motor Mechanic and electrician. Those who are trained at this ITI are not able to get apprenticeship in the local area but have to move to Pune or Kolhapur. Since the introduction of the PPP, some of them are able to get apprenticeship in Kirloskar Brothers in the unit of the IMC Chairman. Up to 2009 no new courses like Computer Operator, Computer Hardware Maintenance, IT & painter were introduced as per their IDP because additional premises was under construction. The IMC also has not given a thought to starting trades aimed at developing skills required in agro and garment sectors.

Reference 4 : Understanding Industry Requirements

We found that there was lack of participation and involvement of the industry partner in the development of IDP and implementation of it. No proper study of industry requirement was done. These points were highlighted to the IMC chairman and the Principal. It was observed that the current Principal and faculty were willing to get themselves trained and understand the skills required for different trades by undergoing training at Kirloskar Brothers at Kirloskarwadi. The Chairperson has also agreed to visit the institute frequently and also agreed to train teaches and students.

The IDP was prepared by the earlier Principal, Mr. Gotpagar, and from January 2009 additional charge was taken by the new Principal Mr. K.K.Dabhane. Due to this change, the construction of the new building was delayed and the IDP prepared by the earlier Principal could not be implemented in time.

Reference 5 : Course-wise statement of seats filled in by the institute.

Year-wise Admitted Students Information

Trades	With PPP Scheme				Before PPP Scheme			
	2009-10		2008-09		2007-08		2006-07	
	Admitted	Intake	Admitted	Intake	Admitted	Intake	Admitted	Intake
Machinist	16	12	16	12	14	12	14	12
Fitter	21	16	21	16	19	16	19	16
Turner	16	12	16	12	14	12	13	12
MTR #	38	32	36	32	19	16	19	16
Welder	32	24	32	24	14	12	14	12
MMV@	Nil	-	21	16	Nil	-	17	16
D. CIVIL *	Nil	-	21	16	Nil	-	16	16
Electrician	Nil	-	21	16	Nil	-	19	16
Wireman	21	16	19	16	Nil	-	17	12
Total	144	112	203	160	80	68	148	128

Machine tractor, @Machine Motor Vehicle, * Draftsman Civil

The above chart shows that only the existing courses are continued and no new courses have been introduced. The explanation given by the Principal in this regard was that the premises for the proposed new courses were still under construction. As per the IDP, new trades like Machinist (Grinder), COPA (Coputer Operator and Programming Assistant) and Painter are not yet started and additional divisions of MMV & Electrician are also not added.

We suggest that there should be a full time Principal to take care of the PPP and he should be continued till the IDP gets implemented.

As all the courses are in demand, there is no need to discontinue any of the existing trades.

Reference 6 : Courses in services sector

The following service sector courses were undertaken before the introduction of the PPP:

- Drefsman Civil
- Electrician
- Wireman

All these courses are well in demand .

Reference 7: Multi Skilling .

This ITI has started giving cross-programme inputs to turner, fitter, grinder and machinist of about two months duration.

A student of a single skill programme is given short term courses in additional skills.

Reference 8: Employability

The existing programmes are run by experienced and committed instructors and give full exposure of basic knowledge to the students. Hence they are acceptable as apprentice by the industries. However, they have no opportunity to visit industrial units and get on job training. They also do not possess the soft skills and industrial culture and practices. Hence in spite of spending one year as apprentice, they are not acceptable as regular employees in a large organization and they have to work in small scale industrial units after apprenticeship.

This point was highlighted to industry partner, Kirloskar Brothers and the IMC chairman has agreed to provide industry exposure of at least one week in Kirloskar Brothers to the students of the trade related to the company.

Teachers are also visiting Kirloskar Brothers to get acquainted with shop floor activities but no organized training programme is arranged for them by the industry partner. This point was also highlighted to the chairperson of IMC and he has agreed to organize the programme for the teachers at Kirloskar Brothers. The Chairperson has also agreed to transfer some job works to the ITI so that the students could get some industrial exposure.

Reference 9 : Initiative for women skill development

Out of nine existing trades only in two trades i.e. Diploma in Civil and Electrical, three and four girls have taken admission respectively out of 21 each. It was found that the institute is four km away from the residential colony and no regular bus service is available. The Institute has tried to convince the S.T. authorities to arrange a bus service as per ITI's timings and also arranged for student concession passes but the students were not willing to use this facility which they felt was costly since most of them come by bicycle.

The institute tried to convince the parents of girl students to get admitted to the courses but most parents prefer to get their daughters married. Also, since most of the jobs are at distant places the parents are not willing to send them for the same.

Reference 10 : Participation of industry representatives in IMC.

The Chairperson of the IMC is Mr. Desai (Divisional Head, HRM&C) Kirloskarwadi Plant, Kirloskar Brothers and others are from small scale industries from the region around. It was observed that the participation of industry representatives in the functioning of the ITI was not much. Most of the work is done by the Principal and the teachers of the institute. We had to go to Kirloskarwadi to meet the Chairperson as he expressed his inability to come to Vita due to heavy work with his employer. However, the interaction with him was quite friendly. He agreed that he was not able to spare much time for the IMC activities. However he promised to increase his involvement and

participation in future. Also he promised to provide on job training facilities to teachers and students. He also promised to organize small training programmes to enable the participants to get acquainted with latest technology and systems.

We suggested that the IMC should organize a meeting with the industry partners at their head office in Pune and get the higher authorities of Kirloskar Brothers involved for getting the desirable support to boost the IMC activities.

Reference 11 : Institute Development Plan

The Institute development plan was prepared by the earlier Principal Mr. Gotpagar and it was not possible to interact with him to understand the factors that were considered while preparing the plan. Before implementing the plan, the charge of Principal was taken over by the present Principal. It was observed that the industry partners were not much involved in the plan. Frequency of interaction between the Principal and the IMC was less and industry partners were not able to shape the plan as per the needs of the industry. The major industry partner, Kirloskar Brothers who has the capacity to provide resources support and facilities was not much involved in the plan. Hence the plan implementation was delayed. Also the other partners being from small scale industries from the local area, they were not able to take a lead in preparing and implementing the plan.

Reference 12 : Monitoring and Evaluation

Monitoring is done every month at the regional level. Monitoring by the Principal Secretary is done every three months. But Evaluation has not been done so far.

Reference 13: Key performance indicators

- % of applications as compared to no. of seats : 539
- % of enrollments as compared to no. of seats : 128
- % of drop outs as compared to no. of seats : 3
- % of passed out as compared to no. of seats : 88

In spite of the ITI being from the rural area and away from taluka place, the teachers and the Principal have created adequate awareness and made it popular. The number of applications received is more than five times the intake capacity. It indicates that even the teaching must be very good and commitment may be very high. The pressure for admission must have been very high as the actual enrollment is higher than the available capacity and the drop out ratio is insignificant. Student pass out ratio is reasonably good at 88 per cent.

Reference 14: Employment and remuneration.

90 per cent of the students passing out get employed as apprentice in Kirloskar Brothers and at distant places like Kolhapur, Sangli and Pune and remuneration ranges from Rs.2000 to 3500 pm. Only ten per cent of the students go for self employment.

Reference 15: Internal Efficiency

The retention ratio is 97 per cent which is very good.

The pass out ratio is also good at 88 per cent for an ITI from a rural area.

Utilization of intake capacity is 133 per cent. The institute has not yet implemented the IDP since the building is under construction though the machinery has already been purchased. Construction of the building is expected to be completed soon and additional intake capacity is expected to be created. We will be able to better understand the utilization of intake capacity only after the admission process is completed with additional capacity under the PPP.

Currently, there is overutilization of the buildings and the machines as the creation of additional capacity under the PPP is in progress.

Reference 16: External Efficiency

- a. Though there are few opportunities for the ITI graduates in local areas, all of them get jobs outside Vita.
- b. The students have excellent basic knowledge and basic skills. So they get selected for apprenticeship but they are not able to get absorbed in permanent employment. This is due to gap between industry requirement and skills developed by the institute.
- c. The graduates are happy about the commitment and involvement of the institute.
- d. The local employers are happy with teaching and learning at the ITI. However, the bigger industry partner does not regularize employment after completion of apprenticeship due to the skills gap.



6. INDUSTRIAL TRAINING INSTITUTE, Shirol
Taluka : Shirol, Dist: Kolhapur, Maharashtra

Year of Establishment	: 1997
Year of ITI coming under PPP Scheme	: 2008-09
IMC Chairman	: Mr. N.D. Dhisale, Kulkarni Power Tools Ltd. (KPT), Shirol, Dist : Kolhapur
Principal	: Mr. D.B. Chougule
Industry Partner	: Kulkarni Power Tools Ltd. (KPT), Shirol,
Visited by	: Prof. B.N. Lad, Team Leader

Observations :

ITI Shirol is located at Shirol in Kolhapur district which is growing fast as an industrial as well as an agro centre. The ITI is bringing innovations in both. Shirol taluka is about 50 kms. away from Kolhapur with following industrial units :

Industry Sector	No. of Units	Industry Sector	No. of Units
Spinning Mills	7	Foundry	3
Auto looms	57	Electrical	12
Textile	79	Agro & Milk	13
Fabrication	16	Sugar Mills	2
Engineering	103	Chemical & rubber	8

This ITI came under the PPP scheme in 2008-09 with Kulkarni Power Tools as a leading partner and supported by young entrepreneurs Mr. Suresh M. Khadage (S.M. Industries), Mrs. K.S. Nalawade (Pooja Industries), Mr. Vishal Jagdale (Shreem Capacitors) and Mr. M. B. Rajmane (R.K. Engineering). It was observed that all the industry partners were committed to make the scheme a success. In spite of the fact that this ITI came under the PPP scheme only in 2008-09 and the building was still under construction, the management took the initiative to start new relevant programmes from August 2009 and converted the ITI into a production center and started two shifts. This was made possible by the enthusiastic and committed young industry partners having close bonding with the devoted Principal, Mr. Chougule, who has built up this institute during the last five years.

We recommend that the Principal of this ITI should be continued at least for the next three years in order to convert this into a model PPP ITI.

The young techno-entrepreneurs at Shirol did not have modern machines like CNC and were not able to undertake precision jobs. The facilities created under the PPP scheme at the ITI will now help them to undertake high value-added jobs at this centre. This opportunity has been already visualized by

the young techno-entrepreneurs and they started planning in this direction. They can also undertake product development activities with the facilities created at this ITI. This will give a further boost to the entrepreneurs in the area.

Reference 1: Courses available according to industry requirement.

The institute had courses like Electrician, Fitter, POCM (Pump Operator Cum Mechanic), Dress making, Hair and Skin Care. The IMC conducted a detailed study of the industry requirements in this region and started a two year programme in production and manufacturing sector. The following are the trades included under The Production and manufacturing sector:

- Fitting and Measurement
- Welding and Sheet metal
- Electrical, Electronics & Comp. Skills
- Turning and Grinding
- Milling and gear cutting
- CNC Machines & Hydraulics

In this programme, the basic input is given for the abovementioned modules for two months each in the first year and advanced study is option is provided for in any one module in the second year. Due to this arrangement, this ITI has discontinued the independent trades like electrician, fitter and welder.

In this region, job opportunities are available in engineering, textile, agro and milk products. The growing sectors are engineering and agro. A large number of high-tech agriculture activities in vegetables, flowers and milk are being setup. There are no courses available in the agro sector. Service sectors like food processing, cold storage, logistic & IT are growing fast. However ITI Shirol has not started related programmes and Jr. colleges in Shirol.

Reference 2 : Vacant posts.

Two posts are vacant for the existing programs like POCM (pump operator cum mechanic) & Hair & Skin care. Higher authorities have been informed for filling up the posts and action is awaited in respect of the new programmes in production and manufacturing sectors and for an additional division for dress making under the PPP scheme. No posts have been created by the government so far and all the posts have been filled up on contract basis.

Reference 3: Skills matching.

The IMC has made a detailed study of existing industries in this area, the skills required and the trades needed to develop the skills and modifications needed in the programmes to meet the needs of the industry as mentioned earlier in Reference1.

The ITI has acquired the latest CNC machines. Their installation along with other machines with appropriate layout and epoxy flooring has given a touch of actual industry environment to the place. This has helped to inculcate the learning motivation among the trainees. They have also appointed the supervisors/foremen as instructors under the PPP scheme and started undertaking production in ITI which has helped to acquire desired skills, attitude and discipline among the students.

With the abovementioned changes, campus interviews have become desirable for new courses. For some old courses, campus interviews are already available.

In the case of the courses like dress making and hair & skin care, job placements are not available and hence they have to go for self employment. The IMC should make efforts to get them employed or help them to set up their own enterprises.

For all other trades, the students are getting jobs.

Reference 4 : Understanding industry requirements.

There is regular interaction between the industries and the ITI through the industry partners.

The IMC has undertaken a detailed study of skill requirements, started appropriate trades, identified right machinery and tools and selected the right faculty and started the programmes within a short time.

Reference 5 : Course-wise statement of seats filled in by the institute.

Year-wise admitted Students

Trades	With PPP Scheme				Before PPP Scheme			
	2009-10		2008-09		2007-08		2006-07	
	Admitted	Intake	Admitted	Intake	Admitted	Intake	Admitted	Intake
Electrician	Nil	-	19	16	19	16	16	16
Fitter	Nil	-	17	16	17	16	16	16
POCM*	13	16	19	16	19	16	16	16
Welder	16	12	16	12	14	12	12	12
Dress Making	28	32	18	16	16	16	16	16
Hair & Skin Care	13	16	18	16	16	16	16	16
PMBT *	100	96	Nil	-	Nil	-	Nil	-
Wireman	Nil	-	Nil	-	Nil	-	Nil	-
Total	144	172	107	92	98	92	92	92

The above chart shows that the intake increased from 92 in 2008-09 to 172 in 2009-10 and the number of admitted students has increased from 107 to 170 within a short time.

There is no specific course. However electrician, fitter and welder trades have been merged in production and manufacturing sector to meet the industry needs.

Reference 6 : Courses in service sector

Following service sector courses were undertaken before the PPP:

- Hair & Skin care
- Wireman

Reference 7 : Multi Skilling

- Pump mechanic and production and manufacturing courses provide for multi-skilling.
- Short term training programmes in other trades are organized to upgrade the participants from single skill to multi skill.
- Electrician, fitter and Welder trades are merged in production and manufacturing.

Reference 8 : Employability

- i) The existing programmes are creating employability partially among the candidates.
- ii) In order to improve the employability, the trades like Electrician, Fitter and Welder have been merged in production and manufacturing to provide multi-skills and finer skills in one of the interested trades.
- iii) The teachers are interacting with the employers occasionally.
- iv) As the actual production will be started at this ITI with the help of industry partners, employability of students will improve substantially and teachers also will have continuous exposure to real life situations.

Reference 9 : Initiative for women skill development .

Out of six trades at Shirol, two were exclusively for girls - Dress Making and Hair and Skin Care. In the other four trades, only two girl students had taken admission in electrician trade. Among 107 students who took admission during 2008-09, 38 were girl students. With respect to placement, only one student was employed from Dress Making Course in 2007-08 and no one was employed during 2008-09. So they opted for self employment.

This ITI came under the PPP scheme in 2008-09 and the management was in a hurry to start new trades. The time available to them was short to persuade female students to join different trades. Even the principal and faculty were busy in shifting all courses from the rented building to the newly construed building.

Reference 10 : Participation of industry representatives in IMC

All industry partners are from Shirol and most of them are young and committed to make the PPP a success. They are involved in the day to day working of the institute. Though the institute came under the PPP scheme only in 2008-09, the industry partners took initiative and made all facilities available

to start new trades and students were admitted to the programmes in August 2009. They are using the facilities available for production where they supply material to the institute and get job work done by appointing experienced persons. The IMC Shirol wants the ITI to be converted into a production center in order to develop the skills needed by the industry for getting them employed, generate income from production and job work to pay the salaries of trainers and other expenses of the trades under the PPP and retain a part of the income for repayment of loan. Hence they have appointed all trainers under the PPP scheme who have adequate qualification and industrial experience and the primary job for them is to run the ITI as an industrial unit, take out production and do the job work, generate income and also train the students. They have already started implementing it.

Reference 11 : Institute Development Plan

The institute development plan has been prepared jointly by the industry partners and the Principal of the ITI. Industry partners conducted a detailed study of skills required by local industry and selected right trades and plan for the machinery and space required. The IDP was so realistic that they could implement it as per their plan within a short time. They also made provision for short term courses for the young employees and fresh students. A major problem faced by the institute in the implementation of the plan is getting the posts of instructors created and filled up. However, this needs to be done by the higher authorities in the Government. The IMC cannot do anything in this regard. However, the IMC has found a way out by appointing the needed personnel within their own authority and paying them from the income generated from production within the ITI.

Reference 12 : Monitoring and Evaluation

The monitoring is done every month at the regional level. Also, monitoring by the Principal Secretary is done once in three months. But evaluation has not been done so far.

Reference 13: Key performance indicators

The applications received in 2009-10 are 556 as compared to 598 in 2006-07 in spite of the increase in intake and better courses being offered now since the institute has the active support of the industry partners. This could be due to the financial and economic crisis that was witnessed by the country last year. Efforts are now needed to make wide and deeper publicity among children in that area. The enrolment is full.

Dropout rate was 11% in 2008-09 before the PPP. PPP was introduced in August 2009, so we have to watch till the course completion. Most of the trades are of duration of two years. High percentage of dropout before PPP was due to the girls leaving the ITI in between after their marriages.

Reference 14: Employment and remuneration.

Employment in 2008-09 has gone down as compared to 2006-07 and even remuneration is stagnant or average remuneration has gone down. It is possible that during this year as the institute was shifting from the rental premises to a new building and the Principal and staff might have been busy with the introduction of the PPP programs. Hopefully, better results will be seen in 2011. The members have promised to achieve better performance in the coming period.

Reference 15: Internal Efficiency

The pass out ratio was 86 per cent in 2006-07 before the PPP. The students joining after the PPP will be completing their courses in 2011. The IMC feels that the pass out ratio will improve.

Utilisation of capacity is less than 100 per cent as trades only for girls, namely Dress Making and Hair and Skin care were under utilised in 2009-10.

Staff utilization is full and the faculty PPP is appointed on contract basis.

Utilisation of building and machinery is full.

Reference 16: External Efficiency

All the ITI graduates get placement under apprenticeship even before the completion of the course. After the introduction of the PPP model, right skills are being developed among the students.

All the ITI graduates are fully satisfied with the teaching.

We interacted with existing students and they were confident of getting jobs.

Employers were satisfied with the syllabus, teaching, skill development and discipline as industry partners were involved in all processes.

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7. INDUSTRIAL TRAINING INSTITUTE, Dharni
Tal. : Dharni, Dist: Amaravati

Year of Establishment	: 1995
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr. Ranjit Band, Maruti Udyog Ltd
Principal	: Mr. V. M. Wankhade
Industry Partner	: Maruti Udyog Ltd, ASPA Bandsons Auto Pvt. Ltd., Amaravati
Visited by	: Prof. B.N. Lad, Team Leader

Observations :

ITI Dharni is located in a tribal region. 75 per cent of the students in this ITI are from the local tribal community and more than 80 per cent of the population in the area is tribal. This ITI came under the PPP Scheme in 2007-2008. Because of the overwhelming majority of the students in this ITI being from tribal communities, the Principal and the teachers are required to face a number of difficulties and challenges. The students are from rural uneducated poor families. These families are always struggling to fulfill the basic human needs. They are not much aware or concerned about the importance of education, health and development. The students and parents need continuous counseling for getting admitted in the ITI and also to ensure about regular attendance in classes.

The teachers face a formidable challenge while transferring knowledge to them because they know only their mother tongue Kurku. They are having minimal knowledge of spoken hindi and marathi and no knowledge of English. Also they are very weak in soft skills. So it is very difficult to teach them technical subjects or to give them practical hands on knowledge with modern machines. Again it is difficult to upgrade their skills as per the requirements of the industry. Even if they could finish the ITI training successfully, they find it very difficult to face the interviews and get selected for the jobs and also survive at their work place.

In addition to their tribal background, these students are also having some behavioral problems. They hesitate to leave their environment or village and they don't want to go out for the jobs which are available in a town or city. Since there is no industry in the region within 200 kms from Dharni, they can't do anything with these new skills even after completing the ITI training. They are having very high attachment to their families and the region. Even while studying, they don't study regularly and remain absent for a week or sometimes up to one month during their local festivals. It becomes difficult for the teachers to give them city exposure or on job training in the industry at a city or town along with their ITI training.

The Principal and faculty of the ITI have made valiant efforts to bring up the new ITI building and

expansion of **additional two workshop buildings each with an area of 3000 sq feet. Well equipped labs in the new building and latest machines for practicals have also been installed. We observed clean and good sanitation facilities with ample water for sanitation.**

The Dharni ITI is at a remote place from the urban **area and** there are no latest facilities like internet **access. The ITI Principal is making serious efforts to provide latest trades like computer hardware maintenance (CHM), IT, Dress Making and Fashion Designing.**

For this ITI, the major industry partner is located at Amaravati, a district **place which is 150 kms away from Dharani. The IMC chairman, Mr. Ranjit Band, ASPA Bandsons Auto Pvt. Ltd., Amaravati, is a Maruti dealer and the other industry partners are the local small scale industry owners like Mr. P. S. Wakode, Wakode engineering works, Dharni, Mr. Akil Mohd. Nasim, Popular Welding works, Dharni, etc.**

It was observed that frequent meetings were not taking place among the IMC members. We also found it difficult to arrange a meeting with the IMC Chairman. He being at a distant place from Dharni, it was not convenient for him to come to Dharni. But we insisted for at least one meeting with him along **with the Principal and the other IMC members from both sides during our visit. We contacted the IMC members and asked their convenience and time for the meeting and then we were able to arrange the meeting with the IMC chairman. Three other industry partners, some industry owners, Principal and faculty members were informed about the schedule of the meeting. The meeting turned out to be very good and fruitful. It was emphasized during this meeting that regular such meetings were necessary for better results in the future. The IMC chairman agreed with our suggestion and promised to ensure the same. He further promised that henceforth they will work with fullest coordination and cooperation to make the PPP a success in a true sense. They all agreed that the meeting was a great event which could help bring them closer with better understanding of their responsibility.**

The ITI industry development plan initially prepared by the earlier Principal of the ITI, Mr. G.V. Chopade was subsequently changed by the new Principal, Mr. V.M. Wankhade to accommodate the new appropriate changes. The old and new IDP was shown to us by the present Principal. He also gave graphic presentations with bar charts with the help of his **skilful subordinates** and his own innovative ideas. He also showed us the video records and clippings of the new buildings, other infrastructure, equipments and labs.

We observed that the Principal, Shri. V.M. Wankhade is very much dedicated to his work and to achieve his goals in the direction of making the PPP more effective. We insisted during our meeting with the IMC that the IMC must increase their support to the PPP.

At Dharni and even at the district place Amaravati there are no big industrial units. Students have to travel to far away city places like Nagpur, Pune, Aurangabad and Mumbai for apprenticeship, jobs or self employment.

Students from this ITI need special attention and support for placement and self employment from the Government. It is further suggested that for ITI hostel students, comprising over 75 per cent or more from tribal communities, provision must be made for free meals facility as in the case of school children.

Reference 1: Courses available according to industry requirement.

The Institute had following courses before the PPP:

- Cutting & Sewing
- Welder
- Wireman
- ITESM
- COPA

In an earlier IDP, courses for Electrician, Mechanical motor vehicle, and Dress making trades were planned by the former Principal. As per the revised IDP, the new Principal has started Hair & Skin Care and Computer hardware maintenance trades. The Dress Making course could open up a possibility of starting garment manufacturing units. Hair & skin care trade will help the girls to go for self employment at their home. Mechanical motor vehicle trade will give employment in the transport and tourism business which is likely to grow fast. Computer hardware mechanic course could also help the students to go for self-employment or employment with service providers.

There are no industries and hence no job opportunities in this region. However, since there is forest and ample availability of wood, there is scope for furniture and manufacture of other wood products. There is also vast cultivable land, water and manpower to start some vocational courses in agriculture. The area is also suitable for tourism business and some course in tourism may be advisable. We recommend tourism, agriculture and courses related to wood products.

Reference 2 : Vacant posts.

Two posts are vacant for existing programmes like Maths and Drawing instructor since June 2009 and for Computer Operator and Programming Assistance (COPA) is vacant from December 2008. Instructors for PPP courses are appointed on contract basis as no new posts are created by the government.

Reference 3 : Skills matching.

As there are no industrial enterprises within a range of 150 km, students are not able to get the jobs in local areas.

If they have to set up their own business enterprise, they will have to be given an extensive training programme in entrepreneurship. The institute could be converted into a production centre with the help of facilities such as industrial machinery, equipment and capable teachers. Students and ex-students may work together and manufacture the products having market in the local area or products for socially oriented large entrepreneurs from urban areas or new entrepreneurs from metros who may not have manufacturing facilities. Alternatively, some socially oriented entrepreneurs could be persuaded to set up industrial units to provide employment to students studying at the ITI.

Also some of the students who are willing to move out, could be given exposure to the industries in big cities like Pune, Mumbai, Aurangabad, and Nagpur. The placement officers should be persuaded to visit those places and select the candidates or the ITIs located in metros should help these students to get jobs.

For this, there is a need to make efforts to bring about a change in the attitude of the local students and remove the fear from their minds about moving to bigger towns and cities. They may have to be taken in groups and employed at least for one year till they get acquainted with the new environment.

Since there are no industrial units nearby, it is not possible for this ITI to arrange for campus interviews. A few students manage to get jobs in places like Pune, Nashik and Aurangabad. They are able to get jobs in their area of their specialization mostly because of the support from their relatives.

Reference 4: Understanding industry Requirements.

It is observed that there is no regular interaction between industry and the ITI through industry partners. The IMC meetings are also not taking place frequently. Therefore, there is no proper understanding of industry requirements. Also there is no big industry around within a distance of 300 kms.

Without much involvement of the industry partners, the Principal and faculty are trying their best to select appropriate trades and identify right machinery and tools.

Some additional batches are proposed to be started in six new trades from the current academic year. Advertisement will be given in January 2010. Selection procedure will happen between February and June 2010. Sanctions will be obtained to fill the posts and additional batches will be started from August 2010. Machinery and equipments have already been purchased for these batches.

Reference 5 : Course-wise statement of seats filled in by the institute.

Year- wise Admitted Students Information

Trades	With PPP Scheme				Before PPP Scheme			
	2009-10		2008-09		2007-08		2006-07	
	Admitted	Intake	Admitted	Intake	Admitted	Intake	Admitted	Intake
Info. Technology & Electronic Sys.	39	32	Nil	-	19	16	Nil	-
Comp. Operator & Programming Asst.	39	32	Nil	-	19	16	Nil	-
Welder	29	24	16	12	14	12	14	12
Wireman	37	32	Nil	-	19	16	Nil	-
Driver Cum Mechanics	21	16	16	16	Nil	-	16	16
Cutting & Sewing	21	16	20	16	18	16	18	16
Hair & Skin care	17	16	Nil	-	Nil	-	Nil	-
Comp. Hardware Maintenance	20	20	Nil	-	Nil	-	Nil	-
Total	234	196	78	64	94	80	68	64

- The above chart shows that the intake increased from 64 in 2008-09 to 196 in 2009-10 and number of admitted students has increased from 78 to 234 in a very short span of time.
- There will be a substantial increase in the student intake in 2010-11 as compared to 2009-10 with the starting of additional batches for six trades as mentioned above.

Reference 6 : Courses in the services sector.

Following service sector courses were undertaken before the PPP :

- Hair & Skin care
- ITES (Info. Technology & Electronic Sys.)
- Driver Cum Mechanics
- COPA (Comp.Operator & Programing Asst.)
- CHM (Comp. Hardware & Maintenance)

Reference 7: Multi Skilling.

- I. At present there is no programme of multi skilling.
- II. Some short term programmes in different trades are being planned to develop multi skilling.
- III. COPA and ITESM trades can be clubbed together for multi skilling .

As there are no industrial enterprises, self employment is the best alternative. For self employment, multi skilling is desirable. It is advisable that a group of students may come together and set up a small scale industrial unit with the help of faculty and start a manufacturing facility at the institute. It will help to develop multi skilling.

Reference 8 : Employability.

As there are no industrial units around Dharni, the teachers have no opportunity to interact with the industry. Hence the ITI is not able to get experienced persons from the industry to train the students. The students also have no opportunity to visit industrial units. So there is a gap between what the industry needs and the skills provided. The teachers are sincere and the principal is making every effort to provide facilities but he needs the necessary support from the government.

Reference 9 : Initiative for women skill development .

In spite of the area being in a tribal belt, there is high awareness among the female students and the male/female ratio is satisfactory. This is because of the initiative taken by the Principal and the teachers to counsel the female students in that area.

Reference 10 : Participation of industry representatives in IMC.

The earlier, as well as the current Principals have made adequate efforts and have shown total involvement in the implementation of the PPP scheme. However, they have not been getting adequate help from the industry partners since the chairperson is from Amravati and finds it difficult to visit Dharni frequently. The local industry partners have only small workshops. However all industry partners have given autonomy to the Principal and at the review meetings the programmes are discussed in a friendly way.

In the joint meeting during our visit, the Industry chairman has agreed to devote at least half a day per fortnight for this institution. He has also agreed to get associated with other representatives.

Reference 11 : Institute Development Plan

The institute development plan was prepared by the earlier Principal Mr. G.V. Chopade and it was modified by the new Principal, Mr. V. M. Wankhade. As we observed, even the old IDP was formulated with trades and skills matching with the upcoming industry and innovative ideas. It was modified by Mr. V. M. Wankhade with the required changes as per industry demands at that time. It is observed that the industry partners were not involved in the development of the plan. The major industry partner and the IMC Chairman is Mr. Ranjit Band, Maruti Udyog Ltd. , ASPA Bandsons Auto Pvt. Ltd., Amaravati was not able to take part in developing and implementing the plan because of the long distance.

Reference 12 : Monitoring and Evaluation

Monitoring is done every month at the regional level. Also monitoring by the Principal Secretary is done every three months.

Reference 13: Key performance indicators

- % of applications as compared to no. of seats : 281
- % of enrollments as compared to no. of seats : 125
- % of drop outs as compared to no. of seats : 23
- % of passed out as compared to no. of seats : 69

In spite of the ITI being located in a tribal area, the teachers and the Principal have created a good image of the ITI by constructing good building and infrastructure. The ITI has been shifted from the old rental place to a new building which is well equipped, clean with good sanitation facilities and ample water. The faculty visits schools and homes for counseling students and parents to spread

awareness about the courses offered at the ITI. The number of applications as a percentage of seats available has gone up from 281% in year 2008-09 to 375% for the year 2009-10. The passing percentage is extremely poor in a trade like COPA and ITESM. This is because of their language problem.

Reference 14 : Employment and remuneration.

Since there is no industry nearby, the employability is rather low within the region even for students with good skills. Only a few are getting employed at small units or workshops nearby where the salaries are very low. Few of the students whose relatives are working at Pune and Mumbai get jobs at Pune and Mumbai with remuneration ranging between Rs.3000/- and 4000 per month. In order to improve employability of the students of this ITI, the following steps need to be taken:

1. Improve communication skills and personality of students.
2. Organise lectures and interactive sessions with industry experts from Pune, Mumbai, and Nashik and build up relations with reputed companies from developed areas under corporate social responsibility.
3. Organise industrial visits of students of the duration of at least one week to the industrially developed area like Nashik Pune and Mumbai.
4. Provide support by arranging residential facilities to the students to get jobs in a city place.

This can be done with the help of industry associations.

In spite of all such efforts, all the students may not get placed. Hence there is a need to initiate measures to start industrial units in this area. ITI Dharni may convert the ITI into a production center and IMC should take up production and job work with the help of ex- students who were not able to get jobs outside or willing to go outside. The students with such experience of 2-3 years may be able to go for self employment.

Reference 15: Internal Efficiency.

- The retention ratio is 77 per cent .
- The passout ratio is 69 per cent .
- This is lower as compared to other Institutes largely because of the language problem.
- There is full Utilization of intake capacity.
- There is complete staff utilization for all the trades. For new trades, additional faculties are appointed on contract basis as the posts are yet to be sanctioned by the government.

Reference 16 : External Efficiency.

As stated earlier, Jobs are not available at Dharni as no big industry within a range of 300 kms exists in the area. The students will have to move to faraway places to get jobs. More than 75 per cent of students are tribal and they need support to get placements. There is a need to undertake entrepreneurship development program to make some of them self-employed.

The existing skills are not fully utilized as students are unemployed after completion of the ITI training or they do not start their own enterprise.

Current students are satisfied with the programmes.

It was not possible to contact the employers as there is no industry around. Surprisingly, this is the case in spite of the setting up of an industrial estate (MIDC) 25 years ago. It is desirable for the state to take initiative to persuade some socially oriented industrialists to set up large size enterprises in this area, possibly in the auto sector. This will create demand for components and a large number of small scale units will be started soon. As this area is famous for cotton, wood and pulses, there is scope for textile, wood working and food processing industries. The ITI Dharni should take up trades related to these industries.

8. INDUSTRIAL TRAINING INSTITUTE, Borivali **New Link Rd. Kandivali (W). Mumbai**

Year of Establishment	: 1999
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr. Kanchan Chitnis, Human Resource Manager Obero Hotel& Resorts
Principal	: Mrs. Vidya R. Patil
Industry Partner	: Oberoi Hotel& Resorts, Mumbai
Visited by	: Prof. B.N. Lad, Team Leader

Observations :

Borivali ITI is located in Kandivali, a Western suburb of Mumbai. Hotel industries, IT industries and Garment industries are prominent in the area. Hospitality Sector related courses have been started under PPP scheme and also Interior Decoration & Designing for encouraging Self Employment. IMC is also trying to generate revenue for meeting the expenditure. Providing outdoor catering for marriages and parties, starting garage work, fabrication work and taking contracts of electrical maintenance of co-op housing societies are the key features of Business Plan finalized by IMC. Trained persons having adequate qualifications and experience are being appointed as instructors. Special efforts are being made to train the staff with English Language, Grooming, audio visual training, conversational skills and advance computer training.

The overall impression after visiting the ITI is really encouraging. Most of the students expressed confidence in undertaking challenges of career. Quite a few of them expressed willingness to go for self employment. The staff is taking keen interest in learning new techniques. The infrastructure facilities are satisfactory and a new building is under construction to provide facilities for training on a much larger scale.

Reference 1 : Courses available according to industry requirement

Borivali ITI has studied the skills in demand. Cooking, Stewardship, Housekeeping and Guest Handling skills are in demand under hospitality sector and welding, electrical maintenance motor vehicle maintenance are latest additions. Borivali ITI has selected suitable courses to meet the demands of skills required in the nearby industries. IMC has also modified the courses by revamping of Syllabus and changing the practical pattern.

Reference 2 : Vacant Posts

Class IV- 2 posts are vacant since Sept.2008 and June 2009. As the appointments are made by Regional Office IMC is following up with higher authorities to fill the gap.

Reference 3 : Skill Matching

Cooking, Stewardship, Housekeeping and Guest Handling skills are in demand for Call Centres and Hospitality industries. Welding , Electrical maintenance, Motor vehicle maintenance skills are in demand in engineering sector and Interior Decoration, Computer Maintenance are new trends. Keeping this in mind the IMC has prepared courses as per skills required by the industry.

Campus interviews are being conducted for hospitality courses and also for MMV, Welder, Turner, Electrician, Painter, Cutting and Swing courses.

Reference 4 : Understanding Industry Requirement

There is regular interaction between the institute and industrial units. Skills are molded as per requirement of the industry. For Hospitality Sector students are trained as per the traditional method and also with the updated latest trends & technologies in the industry.

Reference 5 - Course wise statement of seats filled in by the institute

Year- wise Admitted Students Information

Trades	With PPP Scheme				Before PPP Scheme			
	2009-10		2008-09		2007-08		2006-07	
	Admitted	Intake	Admitted	Intake	Admitted	Intake	Admitted	Intake
1.Electrician	16	100%	16	100%	16	100%	Nil	-
2. Turner	12	100%	12	100%	12	100%	Nil	-
3. Welder	12	100%	12	100%	12	100%	14	12
4. Painter	16	100%	16	100%	16	100%	Nil	-
5. MMV	-	0	19	100%	19		16	16
6. Cutting & Swing	16	100%	16	100%	16	100%	18	16
7 Interior Decoration & Designing	-	0	16			N.A.	Nil	-
8. Hospitality		N.A.		N.A.		N.A.	Nil	-

The above chart shows that there is no change in no. of seats filled in the year 2006-2007,2007-2008 and 2008-2009 in Electrician, Turner Welder, Painting and Cutting and swing courses. In the year 2008-09 no seats were filled for MMV courses. Interior Decoration and Designing Courses added 16 new seats in the year 2007-08.

Reference 6 : Course in Service Sector

The institute has started Hospitality Sector course and the response is very good.

Reference 7 : Multi Skilling

Hospitality courses provide multi Skilling for ITI graduates. This course covers multi skilling sector and can be clubbed together with other programmes for developing multi skilling.

Reference 8 : Employability

Existing programmes develop employability among the candidates. Revamping of syllabus, change in Practical Pattern, Addition of skill related to recent trend in the industry were included for improving employability of the candidates. Teachers are interacting regularly with concerned employers and finding their requirement on monthly basis.

Reference 9 : Initiative for women skill development

Out of eight courses offered by the institute Painter, Cutting & Serving interior decoration & designing and hospitality courses offer skill development opportunities for women. Counseling and Motivation to the candidates and their parents is carried out by teachers to improve the female admission.

Reference 10 : Participation of industry representatives in IMC

Taj Hotel Resorts & Palaces representative Smt Shireesha Ghiaria, Ambassador Hotel rep. Mr. Ramesh Phatak, Mahindra & Mahindra (Tractor Div) Rep.(G.M.) Mr. Madhukar Bhosale and Hotel Vegas M.D. Mr. Mahesh Kamble are the four industry representatives in IMC. Experts are provided by them and special Guest lectures are also arranged by them to improve employability, skill-matching and course modification. On the job training of teachers by providing training facilities in industry is also arranged by industry representatives. Addition of new part in the syllabus is suggested by the concerned industry representatives.

Reference 11 : Institute Development Plan (IDP)

The IDP recorded Turner, Electrician, Mechanic Motor Vehicle, Painter, Cutting & Sewing. Interior Decoration & Designing as trades having high employment potential in the region. Later on hospitality courses were also included in the list. For business plan the IDP suggested to recover recruitment cost by providing outdoor catering and accepting marriage & party catering . Starting garage work, fabrication work, painting work were other option of business plan. Taking contracts of electrical maintenance of co-operative societies was innovative suggestion in the IDP.

Starting of new COE sector (Hospitality) and up gradation of other trades was included in the IDP. The institute receives additional funds for buying machines & equipments. With the result the actual expenditure on machine & equipment is very less while recurring expenditure on raw material etc. is more than that mentioned in IDP.

Reference 12 : Monitoring & Evaluation

Monitoring is done by state level steering committee by arranging monthly meetings for review at regional joint director level.

Reference 13 : Key performers indicators

No.	KPI	Target for the Year next to loan release year 2009-10
1	% of applications as compared to no. of seats	For ITI-287(276%) For COE-155 (161%)
2	% of enrollments as compared to no. of seats	For ITI-128 (123%) For COE-100 (104%)
3	%dropouts as compared to no. of enrollments	For ITI- NIL ; For COE-NIL
4	% of students passed out as compared to no. of students enrolled	For ITI- 86% ; For COE- N.A.
5	% of passed out students employed/ self employed within one year of pass out	Data collection in process
6	Average monthly income of the employed/ self employed students	Data collection in process

Above chart indicates that there are no dropouts and % of students passed out as compared to no. of students enrolled is 86%.

Reference 14 : Employment and remuneration

There is 99% employment and salary is ranging from Rs. 5000/- to Rs. 15,000/- per month which is quite satisfactory.

Reference 15 : Internal efficiency

The retention ratio i.e. no. of students retained against no. of students admitted is 98%. The passed out ratio is 79% and seating capacity is used to maximum level.

Reference 16 : External Efficiency

Labour market success of graduates is good. Utilization of skills is also satisfactory. Graduates are 100% satisfied with the trade & vice versa. The gap between skills developed by the institute and the skills required by employer has been reduced after implements of PPP. When interacted with students, they expressed confidence in getting jobs and also being self employed.

9. INDUSTRIAL TRAINING INSTITUTE, Belapur
Sector 29 Agroli, Post Konkan Bhavan, Belapur, Navi Mumbai

Year of Establishment	: 1980
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr. Pratap Padode, ASAPP Media Pvt. Ltd.
Principal	: Mrs. Sarla Vikas Khobragade
Industry Partner	: ASAPP Media Pvt. Ltd.
Visited by	: Mr. Sunil Rege, Team Leader

Observations :

Belapur ITI registered the IMC society in the month of March 08. Mr. Pratap Padode Editor in Chief ASSAP Media Pvt. Ltd. became the Chairman of the IMC and the then Principal Mr. D.R. Bokare See of the IMC. Presently Mrs. Sarala Vikas Khobragade is the Principal and See of IMC. Mr. Rajeevan Nambiar Gen. Mang. Finance & Admn. ASAPP Mr. Kammal Bhogtani V.P. Marketing ASAPP, Mr. S.A. Reddi Ex. Deputy M.D. Gammon (I) Ltd. and Ms. Sujata Mirajkar Event Coordinator FIRSP are the industry representatives in the IMC.

Presently there is non-co-operation between Chairman Shri Padode & Principal Ms. Khobragade. With the result there is no development whatsoever in the ITI with respect to Infrastructure development, commencing new courses, organizing industry visits etc. The ITI premises gives unpleasant look with respect to class rooms, labs, infrastructure etc. and no IMC meeting has been held for last three months. The amount received under PPP grant of Rs. 2.5 CR. is kept in F.D. A/c and meager amount from interest has been spent for development purpose.

See Mrs. Khobragade has proposed to appoint new IMC members representing industry to facilitate the development process. Chairman Shri Padode on the other hand has suggested that IMC Chairman should be the empowered to appoint Sec. of his selection for the smooth functioning of IMC.

Reference 1 : Courses available according to industry requirement

Technicians are required in nearby SME fabrication & electrical industries. No new courses have been introduced by IMC till date.

Reference 2 : Vacant faculty position

There are no vacant posts in the institute

Reference 3- Skills matching with demand

Fabrication, Automobile and Machinists skills are in demand in nearby industries. Existing courses develop skills in fabrication and wireman sections. For making the skills relevant to the requirements ITI Belapur has adopted policy of conducting extra practicals to develop the skills. Campus placements are available for fitter, turner, welder, wireman & COPA courses. Students are getting jobs for these courses.

Reference 4 : Understanding of industry requirements

There is proper interaction between the institute and industries. According to industries requirement extra practicals are conducted to develop necessary skills.

Reference 5 : Course wise statement of the seats filled in by the institute

Trades	2008-09		2007-08		2006-07	
	Seats filled	% filled up with intake	Seats filled	% filled up with intake	Seats filled	% filled up with intake
1.TURNER	15	100%	14	100%	14	100%
2.FITTER	21	100%	19	100%	18	100%
3.WIREMAN	18	100%	19	100%	19	100%
4.WELDER	28	100%	28	100%	28	100%
5.PLUMBER	13	100%	15	93 %	13	87%
6.COPA	21	100%	-	-	-	-

The above chart indicates that the turner, fitter, Wireman & welder courses no. of seats filled in last three years has remained constant at 100%. Plumber courses have shown fluctuation between 87% to 93%. Newly introduced COPA courses has shown 100% intake.

Reference 6 : Courses in service sector

Computer Operating and Programming Assistant (COPA) as well as wireman courses have shown good response.

Reference 7 : Multi skilling

To develop multi skilling among ITI graduates short term courses have been introduced.

Reference 8 : Employability

Existing programmes satisfactorily develop employability among the candidates. TCPC cell has

been introduced for modifying and improving employability of the candidates. However there is no proper interaction between teachers and concerned employers.

Reference 9 : Initiative for women skill development

COPA trade was started from 2008-08. In this course 5 female candidates were admitted. Girls have not shown interest in other available courses at the institute.

Reference 10 : Participation of industry representatives in IMC

Mr. Rajeevan Nambiar Gen. Mangr. Finance & Admn. ASAPP Media Pvt. Ltd., Mr. Kamal Bhagtani V.P. Marketing Unit-2 ASAPP Media Pvt. Ltd., Mr. S.A.Reddi Ex-Deputy MD, Gammon India Ltd. and Mrs. Sujata Mirajkar Event Co-ordinator I.I.R.S.T. are the four industry representatives in IMC.

Principal has expressed negative remarks regarding contribution from industry representatives to improve employability, skill matching & course modification. However Chairman Mr. Padode in his separate report has mentioned that the industry representatives have contributed for improving skills of the students.

Reference 11 : Institute development plan

For improving the performance of the institute elaborate measures were included in the IDP. Renovation of classrooms, workshops, furniture, office, providing training in modern principles of teaching to the instructors providing training of modern computerized systems & internet to office staff are few points mentioned in the IDP. However these measures are yet to be introduced in practice. Copy of IDP is enclosed along with.

Reference 12 : Monitoring and Evaluation

There is no comment made in the report regarding evaluation done by Centre and State level steering committee.

Reference 13 : Key performance indicators

Under PPP no new courses have been started for last 2 years. Admissions are 100% and there were no dropouts.

Reference 14 : Employment and Remuneration

100% students get the jobs and average monthly income of the employed students is about Rs. 2500/- No new courses have been started under PPP.

Reference 15 : Internal Efficiency

There is full utilization of seating capacity, staff as well as buildings and machinery.

Reference 16 : External Efficiency

Labour market success of graduates is good. Skills are utilized fully and there is complete satisfaction of graduates with Trade. Even the employers have shown satisfaction with the candidates admitted.

Almost all candidates are provided campus interview facility. Most of them get jobs through there interviews.

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10. INDUSTRIAL TRAINING INSTITUTE, Nashik (Women)
Old Agra Mumbai Road, Trimbak Naka Nashik

Year of Establishment	: 1985
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr.Pratap Padode, ASAPP Media Pvt. Ltd.
Principal	: Mrs. Sarla Vikas Khobragade
Industry Partner	: ASAPP Media Pvt. Ltd.
Visited by	: Mr. Sunil Rege, Team Leader

Observations :

With a view of women empowerment, Govt. Of Maharashtra established 15 ITI's in Maharashtra for the girls to get them employment and self employment facilities. ITI (Girls) Nashik is situated in the heart of the Nashik City on Old Agra Road.

Institute has modern Machinery, well equipped lab and audio visual room. The premises are very well kept and effectively utilized. The garden and landscaping is also good and it creates an environment for learning. The courses offered are well covered and the equipments and instruments related to courses offered are adequately positioned and are kept properly. The IMC team headed by Chairman Shri Mandlecha and also the faculty members are involved and seem to be dedicated. Hostel facility for about 100 girls will be available in the campus shortly.

The institute should consider starting courses in mass media, advertising and animation. There is a need for centralized library as well.

Reference 1 : Courses available according to industry requirement

Interior decoration and designing, computer operator and programming assistant (COPA) courses were newly started by the institute under PPP. There is a demand for computer operator, assistant programmer and trainees & assemblers in electronic sectors in the region. Under the service sector in addition to existing hair and care, COPA and Secretarial Practices ,Interior Decorator & designing Courses were added.

Reference 2 : Vacant Faculty Position

Group instructor, Painter General and Fashion Technology faculty posts are vacant since Oct.2009, June 2009, and Aug 2009 respectively. The institute is doing follow-up with Deputy Director level. One post is filled up by deputation and one by IMC on contract basis.

Reference 3 : Skills matching with demand

Computer literacy, soldering and desoldering, Peb mounting and Peb assembly skills are in demand in nearby industries. These skills are developed by existing courses. To make the skill relevant to the industry requirement, institute organizes industry seminars. Campus placements are available for draftsman, electronics, IT & COPA candidates. Students are regularly getting jobs for these courses.

Reference 4 : Understanding Of Industry Requirement

There is a proper interaction between the institute and nearby industrial units. By accepting regular feedback from the industry instructions are communicated to staff and students through proper channel.

Reference 5 : Course wise statement of the seats filled in by institute.

Trades	2008-09		2007-08		2006-07	
	Seats filled	% filled up with intake	Seats filled	% filled up with intake	Seats filled	% filled up with intake
Computer Operator & Programming Assistant	47	98%	40	100	48	100%
Painter (General)		100%	19	100%	18	100%
Draughtsman Mechanical	18	86%	19	100	23	100%
Information Technology & Electronic system Maintenance	18	86%	17	100	17	90%
Baker & Confectioner	21	100%	19	100	19	100%
Fruits & Vegetable Processing	Trade is Converted into Fashion Technology		7	44	19	100%
Hair & Skin Care	40	98%	35	100	36	95%
Secretarial Practice	39	95%	33	100	38	100%
Dress Making	42	100%	35	100	38	100%
Electronics Mechanic	21	100%	18	100	19	100%

Outdated courses have been eliminated , regular update is done in syllabus as per revised pattern.

Reference 6 : Courses in Service Sector

Hair and skin care, COPA, Secretarial Practices and Interior Decorator, Designing courses are included in service sector and the response is satisfactory.

Reference 7 : Multi Skilling

Institute has introduced Centre of Excellence in electronic sector with six Broad base module and advance module. Students are motivated to take-up short term courses to develop multi skilling. Existing programmes are under review for clubbing together for multi skilling.

Reference 8 : Employability

Existing programmes develop employability among the candidates. Soft skill training and EDP programmes are included for improving employability. Teachers are regularly interacting with concerned employers and finding their requirements.

Reference 9 : Initiatives for women skill development

The institute is only for girls.

Reference 10 : Participation of industry representatives in IMC

Mr. D.P.Waghmare proprietor, Global Eng. Shri R.V. Nashikkar M.D. Entraco Power System, Shri Pradeep Phansalkar Director Amps Electronics and Shri Kiran Deshpande Sr. Executive H.R. Acrilica Pvt. Ltd. are the four industry representatives in the IMC. They are helping the institute to organize industry visits and conduct on job training.

Reference 11 : Institute Development Plan

The IDP had mentioned skill required in the region through surveys and Data Published by Centre & State Govt. appointed agencies. The IDP had given details of estimate of yearly skill requirement in terms of number of workers. Propose changes in training programmes were included in the IDP along with additional resources required and total loan amount sought by IMC Society under the PPP scheme. Copy of IDP is enclosed along with. IDP has been implemented satisfactorily.

Reference 12 : Monitoring and Evaluation

The monitoring and evaluation is not yet done by Centre and State level steering committee.

Reference 13 : Key Performance Indicators

There is not much of a difference regarding dropouts & % of students passed out after introducing PPP. Annexure A- Chart enclosed gives details of seats available, Applications received, Enrollment & dropouts. The problem of dropouts needs attention.

Reference 14 : Employment and Remuneration

Annexure B Chart enclosed gives details of Average salary in Rs. Earned by students prior to PPP and post PPP. There is not much difference in the salary and for some courses data is yet to be examined.

Reference 15 : Internal efficiency

Passed out ratio has gone up from 59.77 to 70.16 after implementing PPP. There is full utilization of seating capacity and staff utilization. Utilization of buildings and machinery is also 100%

Reference 16 : External efficiency

Employers have in general expressed satisfaction over skills developed. There is suggestion to include more practical knowledge. Entrepreneurship development and self employment training is given to students which will help them get employment opportunities on their own.

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FIELD SURVEY REPORTS OF ITIs VISITED IN TAMIL NADU



1. Industrial Training Institute, Aundipatti (Women)

District : Theni

Year of Establishment	: 2004
Year of ITI coming under PPP Scheme	: 2008-09
IMC Chairman	: Mr R Vijayarajeswaran, Managing Director, VI Micro Systems Pvt. Ltd
Principal	: Mr A Pilavendran
Industry Partner	: VI Micro Systems Pvt. Ltd

Background :

Aundipatti is a panchayat town in Theni district in the state of Tamil Nadu. Agriculture is the main economy of the town with handloom and textile mills spread across the city limits.

Government Industrial Training Institute Aundipatti (Women) started in 2004 & was operating in private building with 103 trainees. New building was constructed in December 2007 at a cost of Rs. 70 lakhs.

Public Private Partnership Scheme

Present Trades : Computer Operator & programming Assistant (COPA), Desk Top Publishing Operator (DTPO), Cutting & Sewing(C & S)

Under PPP : Information Technology & Electronic System Maintenance and Textile Mechatronics (blend of electronics, electrical & mechanical)

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed
Prior to PPP year (2006-07) One year trade (Admission 2006)								
1. COPA	42+10	19	19	25	7	12	8	4
2. DTPO	32+10	43	42	-	8	33	31	2
3. C&S	32+10	23	23	19	6	17	16	1
Post PPP (2008-09) One year trade (Admission 2008)								
1. COPA	42+10	44	44	8	6	38	25	13
2. DTPO	32+10	38	38	4	7	31	23	8
3. C&S	32+10	42	42	-	10	32	32	-
4. Information Technology & Electronic System Maintenance Textile Mechatronics						Trade not started as affiliation is not done		
5. Textile Mechatronics								

4-5 : new trade

Faculty & Trainers :

- Total number of students : 112
- Total number of Trainers : 4 technical, 3 non-technical & 4 vacant positions

Area of ITI :

- Total area : 0.05 hectares/1.3 acres
- Area of Present Building : 441 sq mts
- Area of proposed New Building : 498 sq mts. (two storied)

Expenditure :

The total amount of Rs 250 lakhs received in March 2008, of which Rs 50 lakhs have been kept as seed money. Out of the remaining Rs 200 lakhs, Rs 0.41 lakhs expenses have been incurred so far. The details are as follows : *Amt in lakhs*

Items	For New Trade	Total
Non recurring		
Civil work		
Allocated	45.00	45.00
Incurred	Nil	Nil
Tools & Equipments		
Allocated	72.40	72.40
Incurred	Nil	Nil
Furniture		
Allocated	27.5	27.5
Incurred	Nil	Nil
Books & Learning mat.		
Allocated	5.1	5.1
Incurred	0.34	4.75
Recurring		
Manpower		
Allocated	25	25
Incurred	Nil	Nil
Consumables		
Allocated	17.5	17.5
Incurred	Nil	Nil
Misc.		
Proposed	7.5	7.5
Incurred	0.05	
Total		
Allocated	200	200
Incurred	0.41	0.41

Industry Requirement :

In Aundipatti, Computer based & Textile based skills are in demand. Thus the various skills developed are data entry, programming, internet, cutting & sewing, machine embroidery, photoshop practice & hand embroidery. Besides giving the training, ITI was focusing on visits to various garment industries and printing press in and around Madurai.

Jobs available in trades :

Textile based jobs (Cutting sewing and embroidery), Computer oriented jobs (Data entry, DTPO, Software development, hardware and Office management)

During 2008-09, the students got jobs in various companies such as Shenbagam Infoys, Theni, Menaka Cotton Mills, Kanavilakku, SG Garments, Tirupur, Venkatesha Mills, Bathalakundu, SKAMatriculation School, Aundipatti on an average salary of Rs 2200/- per month. The employers were of views that skills acquired by students were sufficient to good.

Nearby industries are M/S Nisha Kishan Textiles, Menakha Cotton Mills (p) ltd, Renuga Textile Mills, Rajashree Sugars, MM synthetics, L.S Textile Mills and Lakshmi Krishna Textile Mills

Observations:

A. Good Practices :

- Experts were invited to impart latest knowledge of industry to train the trainees by using ITI's infrastructure facility & existing tools
- ITI focus on converting basis skill to value addition skill like embroidery.
- ITI planned to start short term courses like PLC (Program logic control) for Embedded Electronics etc for skill development as well as for fund generation
- ITI provides counseling to parents & trainees and provides awareness about the jobs in cities
- Soft skill programs planned for trainees
- Being new ITI, Infrastructure was good & cleanliness was observed at various level
- COPA and DTPO were attracting jobs whereas Cutting & Sewing provided self employability
- Aundipatti being agricultural area, textile & spinning industry has lot of scope & which mainly dominated by women. These women are not qualified, thus IMC plans to start computer related textile operator which will increase the employability

B. Concerns :

- The funds received by IMC Society are not used effectively for development of ITIs in terms of skill development as IMC is taking a safe approach by depositing the funds received instead of spending.
- The money was not spent towards the purchase of tools & equipments, furniture, Books & learning materials, consumables and miscellaneous etc
- IMC chose embedded electronics & PLC operator system as new trades and those were not the part of NCVT syllabus. Later on new trades i.e. Information Technology & Electronic System Maintenance and Textile Mechatronics were selected. This entire process has delayed the approval of affiliation & new trades were not able to start on time. No proper study of industry requirements was undertaken before preparing the institute development plan (IDP).
- IMC has approved Rs 45 lakhs towards the construction of new building. The approval of building plan and estimation etc had delayed the construction work.
- Trainers are not as per industry requirement
- Shortage of staff. The programmes under the PPP are being conducted with the help of existing staff
- More skilled students moving to Tirupur, Salem, Coimbatore and Erode and there is shortfall of skilled people

Recommendation:

- Autonomy to IMC in respect of civil work on the basis of quality, cost and time is recommended which would rectify the problem of delay in construction work
- Autonomy to IMC to choose talented trainers from open market is recommended
- The funds to be utilized effectively for development of ITIs in terms of skill development from the first year of upgradation instead of safe approach by depositing the funds in banks.
- Skill survey need to be done before selecting the trade
- More students should be absorbed in the industry situated in the region to fulfill the shortage of skilled people
- It is also desirable to explore self-employment opportunities for the students passing out of this ITI. For this, it would be desirable to equip the students in multi-skilling and entrepreneurship.

2. Industrial Training Institute, Chekkanurani

District : Madurai

Year of Establishment	: 1984
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr G M K Guru, DGM, (HR & Admin), Fenner (India) Ltd
Principal	: Mr K Murugan
Industry Partner	: Fenner (India) Ltd

Background :

Chekkanurani comes in a Panchayat town A Kokkulam in Madurai district in the State of Tamil Nadu. The General Purpose of Engineering Workshop under the control of the Industrial Department was converted into Government Industrial Training Institute Chekkanurani in 1984. It was started for improving the denotified tribes. As a special case 80% of seats were allotted to denotified & 20% to Scheduled caste.

This community is rich in the surrounding areas Thirumanagalam Taluk Usilampatti Taluk.

Public Private Partnership Scheme

Present Trades : I) Fitter II) Welder & III) Sheet Metal Worker

Under PPP : Turner and upgradation of existing trades

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed
Prior to PPP year (2006-07) Two year trade (Admission 2006)								
Fitter	38	205	38	-	7	31	21	6
One year Trade (Admission 2006)						Trade Test July 2007		
Welder	28	117	28	-	2	26	13	13
SMW	76	110	71	5	10	61	26	35
Post PPP (2008-09) Two year trade (Admission 2008)								
1. Fitter	42	114	41	1	-			
2. Turner	-	-	-	-	-			
One year Trade (Admission 2006)						Trade Test July 2007		
3. Welder	31	137	31	-	3	28	17	11
4. SMW	84	93	74	12	12	62	14	48

2 - new trade ; 1,3,4 - upgraded

Faculty & Trainers :

- Total number of students : 200 ;
- Total number of Trainers : 10+ 2(WS Asst) technical, 9 non technical 2 technical 5 non-technical vacant positions

Area of ITI :

- Total Land Area : 3350 Sq. mts
- Area of Existing Building : 758 Sq. mts
- Area of proposed Building : 443 Sq. mts (Grd. round Floor-208 Sq. mts + First floor 235.00 Sq mts)

Expenditure :

The total amount of Rs 250 lakhs received in March 2008, of which Rs 50 lakhs have been kept as seed money. Out of the remaining Rs 200 lakhs, Rs 113.46 lakhs expenses have been incurred so far. The details are as follows: *Amt in lakhs*

Items	For Upgradation	For New Trade	Balance	Total
Non recurring				
Civil work				
Allocated	2,000,000.00	3,300,000.00		
Incurred	1,000,000.00	4,300,000.00	Nil	5,300,000.00
Tools & Equipments				
Allocated	3,000,000.00	6,100,000.00		
Incurred	Nil	5,649,977.00	3,450,023.00	9,100,000.00
Furniture				
Allocated	400,000.00	400,000.00		
Incurred	247,000.00	83,150.00	469,850.00	800,000.00
Books & Learning mat.				
Allocated	200,000.00	200,000.00		
Incurred	36,766.00	14,832.00	348,402.00	400,000.00
Recurring				
Manpower				
Allocated	200,000.00	800,000.00		
Incurred	Nil	Nil	1,000,000.00	1,000,000.00
Consumables				
Allocated	200,000.00	470,000.00		
Incurred	Nil	Nil	670,000.00	670,000.00
Misc.				
Proposed	10,000.00	10,000.00		
Incurred	9,000.00	5,291.00	5,709.00	20,000.00
Total				
Allocated	6,010,000.00	11,280,000.00		17,290,000.00
Incurred	1,292,766.00	10,053,250.00	5,943,984.00	11,346,016.00

Industry Requirement:

In Chekkanurani, fitter, welder, sheet metal worker and turner are in demand. The various skills such as tap & drill, die working, plumbing, bench fitting, all kinds of welding works, auto body, duct work have been developed with the trades selected by the ITI.

To meet the requirement of industry, trainees were trained as per the need of industry.

During 2008-09, the students got jobs in various companies such as Teccan Pumps, CBE, Vijay Tools Rooms P Ltd. on an average salary of Rs 4000/- per month. The employers are of views that skills acquired by students are satisfactory.

Nearby industries are Rubber products, Manufacture of Tools etc. and Body Building

Jobs Available in the region

Lathe Operator, Machine Operator, Tool room fitters, Tinkers, operator for rubber products manufacturing industries

Observations :**A) Good Practices:**

- ITI has planned to start short-term trade such as rubber products affiliated by SCVT for 6 months, which can early absorb students in the Industry.
- ITI has planned to become production centre with the help of industry partner. This will enable the faculty and students to get actual industrial experience and on job training which will help to generate additional revenue for the ITI.
- For revenue generation, Women Development Corporation of Tamil Nadu was approached. The ITI plans to train the women and in-tern these women will market the product in Madurai & Chennai
- It has received Rs 30,000 as donation from Union Bank of India which would be utilized towards the purchase of R.O. System Purified Water
- Students were found sincere
- Staffs were totally committed and devoted to their work and have been making all out efforts to bring up the institution.
- One trainee from sheet metal worker was selected as best trainee of the state at All India Skill Competition in 1998 from the ITI.

B) Concerns:

- The Central Government guidelines are very clear in respect of the role of IMC Society in financial & operational matters under the PPP scheme. However, it is observed and was unanimous opinion of all Industry partners that Public Works Department (PWD)'s involvement

in infrastructure development (civil work) is not satisfactory.

- **Renovation work took lot of time and the work was also not of good quality (no wire concealing), gap between the doors.**
- **New trade has not been started as construction of new building is likely to be completed by July 2010**
- **Purchase of tools & equipment, furniture and computers done from state government entities and those are not equipped to supply the items on time.**
- **Lack of infrastructure**
- **Shortage of staffs. Math teacher, Manager and Training Officer posts were vacant**
- **Principal was responsible for another ITI. The Principal is naturally overburdened and not in a position to give adequate time to the concern ITI.**
- **Trainees are not trained as per the need of industry**
- **The region is surrounded by rubber industries but since rubber as a trade is not part of NCVT course, the ITI was not able to start this course**
- **ITI being situated in rural area, girls admission was inadequate**
- **The money was spent very cautiously towards the purchase of tools & equipments, furniture, Books & learning materials and miscellaneous etc**

Recommendation:

- **Autonomy to IMC in respect of civil work on the basis of quality, cost and time is recommended which would rectify the problem of delay in construction work**
- **Autonomy to IMC in respect of purchase of tools & equipments and furnitures from open market is recommended**
- **Objective should be to train more students in and around ITI**
- **IMC should have the authority to recruit staff as per the need of ITI and the trades.**
- **The money spent on per student should be more**
- **NCVT Syllabus need to be revised as per industry requirement as after 2005 the syllabus was not revised**
- **The safety of girls needs to be looked into by making their accommodation arrangements in secured hostels. Like government Poly Techniques & Engineering colleges, ITI should also have some reserved quota for their accommodation.**



3. Industrial Training Institute, Dindigul (Women)

District: Dindigul

Year of Establishment	: 1985
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr E N Palanichamy, Managing Director, CAV Cottons Mill Ltd
Principal	: Mrs. M Arivumani
Industry Partner	: CAV Cottons Mill Ltd

Background :

Dindigul district is bound by Erode, Coimbatore, Karur and Trichy districts on the North, by Sivaganga and Tiruchi District on the East, by Madurai district on the South and by Theni and Coimbatore Districts and Kerala State on the West. Handloom industry, Leather Tanning, Iron locks and safe and onions & groundnuts are some of the flourishing industries.

Government Industrial Training Institute Dindigul (Women) started in 1985 under the Rural Development Scheme to impart training to the women in three trades Instrument Mechanic, Mechanic- Radio & TV (M-R&TV) and Stenography. Due to lack of admission, M-R&TV and Stenography were replaced with Information Technology & Electronic System Maintenance (IT & EMS) and Cutting & Sewing (C & S) in 2003. Initially this institute used to function in Gandhigram Trust Building but later on in 1989, it shifted to new own building

Public Private Partnership Scheme

Present Trades : I) Instrument Mechanic (IM) ii) Information Technology & Electronic System Maintenance (IT& ESM) III) Computer Operator & Programming Assistant (COPA), IV) Desk Top Publishing Operator (TPO), V) Cutting & Sewing (C & S)

Under PPP : I) Embroidery & Needle works ii) Fashion Technology Upgraded Trade : C & S

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)						Trade Test July 2008			
IM	16+3	25	13	6	1	12	4	8	33
IT & ESM	16+3	48	19	-	3	16	15	1	94
One year Trade (Admission 2006)						Trade Test July 2007			
COPA	40	74	38	2	1	37	35	2	95
DTPO	40	47	38	2	-	38	38	-	100
C & S	35	38	24	11	2	22	22	-	100

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Post PPP (2008-09) Two year trade (Admission 2008)						Trade Test July 2010			
1. IM	16+3	17	17	2	-	-	-	-	-
2. IT & ESM	16+3	54	15	4	-	-	-	-	-
One year Trade (Admission 2008)						Trade Test July 2009			
3. COPA	40+4	38	35	9	5	30	29	1	97
4. DTPO	32+4	30	23	13	3	20	20	-	100
5. C & S	32+4	29	25	11	6	19	19	-	100
One year Trade (Admission Aug 2009)						Trade Test July 2010			
6. Embroidery & Needle works	16+5	26	19	2	-				
7. Fashion Technology	16+5	19	16	5	-				

5 - upgraded ; 6,7- new trades Session Started from August 2009. Trade Test will be conducted in July 2010.

Faculty & Trainers :

- Total number of students: 170
- Total number of Trainers: 12 technical, 6 non-technical 2 technical & 1 non-technical vacant positions

Area of ITI:

- Total area: 3.5 acres
- Area of Existing Building – 570 sq mts
- Area of proposed Building 587 sq mts

Expenditure :

The total amount of Rs 250 lakhs received in March 2008, of which Rs lakhs have been kept as seed money. Out of the remaining Rs 200 lakhs, Rs 32 lakhs expenses have been incurred so far. The details are as follows :

Items	For Upgradation	For New Trade	Balance	Rs. in laks
				Total
Non recurring				
Civil work				
Allocated	12.5	50		62.5
Incurred	12.5	0	50	12.5
Equipments				
Allocated	20	60		80
Incurred	0	15.9	64.1	15.9
Furniture				
Allocated	6	12		18
Incurred	0	3.74	14.26	3.74
Books & Learning mat.				
Allocated	2.5	2.5		5
Incurred	0	0.037	4.963	0.037
Recurring				
Manpower				
Allocated	0	12		12
Incurred	0	0.18	11.82	0.18
Consumables				
Allocated	2.5	10		12.5
Incurred	0	0	12.5	0
Misc.				
Allocated	5	5		10
Incurred	0	0.065	9.935	0.065
Total				
Allocated	48.5	151.5		200
Incurred	12.5	19.922	167.578	32.422

Industry Requirement :

In Dindigul, hand & machine embroidery work, dress making with latest design, data entry operator, maintenance of electrical & electronic appliances is in demand.

During 2008-09, the students got jobs in various companies such as Icharasi Motors, SP Garments, Sakti Auto, PLA Motors on an average salary of Rs 3400/- per month. The employers are satisfied with the level of skills acquired by students.

Mostly Textile Industries found in the region. For new trades Jobs were available in the sectors of Garments and Textile whereas for old trades jobs were in basic programming, computer printing & designing jobs in Ready made Garments Factories.

Observations :

A) Good Practices:

- **Renovation work of existing building was completed**
- **Infrastructure facilities improved**
- **Two new trades started in existing building**
- **Some furniture, equipments and learning material procured for the new trades**
- **To strengthen the financial position of institute, ITI has planned to start production generation activity very soon for new trades as well as for the upgraded trade**
- **One trainee of instrument mechanic was selected as best trainee of the state at All India Skill Competition in 2004 from the ITI.**

B) Concerns:

- **The construction work of New building assigned to PWD has not started**
- **The money was spent very cautiously towards the purchase of tools & equipments, furniture, Books & learning materials & miscellaneous etc for the upgraded trade**
- **The funds received by IMC Society are not used effectively for development of ITIs in terms of skill development as IMC is taking a safe approach by depositing the funds received instead of spending.**

Recommendations:

- **Autonomy to IMC in respect of civil work on the basis of quality, cost and time is recommended which would rectify the problem of delay in construction work**
- **The funds to be utilized effectively for development of ITIs in terms of skill development from the first year of upgradation instead of safe approach by depositing the funds in banks.**
- **Retired personality from industry to be invited to train the trainers**
- **Periodical visits of students and trainers to industry is recommended**
- **Need of interaction between the IMC & industry is required.**
- **Latest aspects of industry need to be informed to trainers & students**
- **Trainee Officer to interact with industry (HR manager) to know about the present & future job requirements as per the industry need**

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4. Industrial Training Institute, Metturdam

District: Salem

Year of Establishment	: 1962
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr Jayant Sathyayee, Executive Director (Works), JSW Steel Plant
Principal	: Mr R Natarajan
Industry Partner	: JSW Steel Ltd

Background :

Government Industrial Training Institute Metturdam started in 1962 to give training under CTS in 6 trades Fitter, Turner, Machinist, Electrician, Welder & SMV
In 1985, one more trade i.e. MMV was added & Modular Employable Skills (MES) started in 2007.
During 2008, due to lack of adequate admission SMV was abolished.

Public Private Partnership Scheme

Present Trades : Fitter, Turner, Machinist, Electrician, MMV and Welder

Under PPP : Dress Making & upgradation of all old trades S

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)						Trade Test July 2008			
Electrician	16+3=19	86	19	-	1	18	18	-	100
Fitter	32+6=38	123	38	-	3	35	35	-	100
Turner	24+4=28	113	24	4	2	22	22	-	100
Machinist	24+4=28	94	28	-	5	23	22	1	96.4
MMV	16+3=19	81	19	-	-	19	18	1	94.6
One year Trade (Admission 2006)						Trade Test July 2007			
Welder	48+8=56	150	53	3	3	50	36	14	72
Post PPP (2008-09) Two year trade						To be appeared in July 2010 Trade Test			
1. Electrician	16+5=21	55	21	-					
2. Fitter	32+10=42	111	38	4					
3. Turner	24+7=31	61	20	11					
4. Machinist	24+7=31	82	27	4					
5. MMV	16+5=21	71	19	2					
One year trade						Trade Test July 2009			
6. Welder	48+14=62	104	60	2	18	42	34	8	80.9
7. Dress making	Trade not started as affiliation not granted by committee because at the time of inspection renovation work was not completed & machines were not purchased								

1-6 upgraded ; 7- new

Faculty & Trainers :

- Total number of students 315 (305 boys & 10 girls)
- Total number of Trainers: 19 technical, 14 non-technical & 17 vacant positions

Area of ITI:

- Total area : 16 acres
- Area of Existing Building : 6000 Sq. mts
- Hostel : 2000 Sq. mts

Expenditure :

The total amount of Rs 250 lakhs received in March 2008, of which Rs 50 lakhs have been kept as seed money. Out of the remaining Rs 200 lakhs, Rs 44 lakhs expenses have been incurred so far. The details are as follows: *Amt. Rs. in Lakhs.*

Items	For Upgradation	For New Trade	Balance	Total
Non recurring				
Civil work				
Allocated	10	35		45
Incurred	0	36.3	8.7	36.3
Tools & Equipments				
Allocated	20	70		90
Incurred	1.18	3.82	85	5
Furniture				
Allocated	5	10		15
Incurred	0	2.36	12.64	2.36
Books & Learning mat.				
Allocated	5	10		15
Incurred	0.159	0	14.841	0.159
Recurring				
Manpower				
Allocated	0	15		15
Incurred			15	0
Consumables				
Allocated	10	7		17
Incurred			17	0
Misc.				0
Allocated	0	3		3
Incurred		0.43	2.57	0.43
Total				
Allocated	50	150		200
Incurred	1.33	42.95	155.72	44.28

Industry Requirement :

In Metturdam, Fitting, Turning, Milling, Drilling, Welding, Driving and Electrical works are in demand. ITI has decided to purchase the new lathe to meet the growing demand in industry.

Nearby industries are Mettur Chemicals, Automotive Steels, Garment Industries, JSW Steels, Southern Iron & Steel Industry, Madras Aluminum Co., TVS etc

During 2008-09, the students got jobs in various companies such as Ashok Leyland, Hosur, Titan Watches, Hosur on an average salary of Rs 3600/- per month. The employers were of views that skills acquired by students need further improvement specially communication skills to be developed. And emphasis should be given more to practicals in trades

Observations :

A) Good Practices:

- Administration office, workshop and Library have been renovated at the cost of 36 lakhs
- Plan to purchase CNC Trainer or lathe in the month of January/ February 2010 to execute small job works from company and thus generate income to IMC fund.
- For MMV trade, to acquire practical knowledge ITI planned to tie up with M/S Murugan Oil Corporation, Salem to train students
- Plans to start short-term courses like soap making, candle making, fashion designing etc with a focus on women candidates
- ITI was well equipped in the areas of welding, turner and machinist. These trades offer ample opportunities for getting job orders from various industries and generate revenue which will help the students in the direction of earn while you learn.
- Books have been purchased & shortly library was expected to start
- Plan to start Audio visual training
- Workshops were in good condition
- Students were found sincere in learning skills
- Easy English Learn Classes, Industrial safety measures & 5 S Principles and industrial visits to industries were few examples towards the skill development & improve employability after understanding the requirement of employer planned by IMC

B) Concerns:

- IMC is empowered to appoint contract instructor but through employment exchange at much lower salary thus the instructor is not as per industry requirement
- The renovation of MMV workshop was not started in spite of having Rs10 lakhs balance for civil work.

- New trade not started as the ITI did not get affiliation on time because of untimely of procurement of machinery & delay in renovation work
- Payments towards the purchase of Furniture were made to Khadi, Tamil Nadu Govt. entity but partly items were supplied.
- Payment towards the purchase of Computers were made to ELCOT, (approved vendor of Tamil Nadu Govt.) in the month of June but till date computers not received
- The money was spent very cautiously towards the purchase of tools & equipments, furniture, books & learning materials etc.
- Principal was responsible for another ITI i.e. Erode ITI which is 56 kms away from Metturdam ITI. The Principal is not in a position to give adequate time to the concerned ITI.
- Trainees are not as per industry requirement
- Classes were not cleaned

Recommendation:

- Autonomy to IMC to choose talented trainers from open market is recommended
- Autonomy to IMC in respect of civil work on the basis of quality, cost and time is recommended which would rectify the problem of delay in construction work
- Autonomy to IMC in respect of purchase of tools & equipments and furnitures from open market is recommended
- For the achievement of desired outcome under the PPP scheme, there should be a full time dedicated principal exclusively for each ITI. The vacant positions for the post of principal need to be filled-in.
- For purchase, fresh set of procurement guidelines from industry should be taken. The criteria of selection can vary from L1 to L5 (cheapest to highest) depending on the technological justification. IMC should be given the freedom to choose the category
- Propriety items should be allowed (well known suppliers should be allowed)
- NCVT syllabus need to be revised as per industry requirement & periodical review is recommended so that trainees acquire latest skill.

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5. Industrial Training Institute, Needamangalam
District: Thiruvarur

Year of Establishment	: 1995
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr A S Venkateswaran, GM, (HRD), G B Engineering Enterprise Pvt Ltd.
Principal	: Mr A Marimuthu
Industry Partner	: JG B Engineering Enterprise Pvt Ltd.

Background :

Needamangalam is a municipality town in Thiruvarur district in Tamil Nadu Government Industrial Training Institute Needamangalam started in 1995 with four trades Fitter, Turner, MMV and Wiremen

Public Private Partnership Scheme

Present Trades : (i) Fitter, ii) Turner, iii) MMV and iv) Wiremen

New Trades Under PPP : Welder

Upgraded Trades: Fitter & Wiremen

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)						Trade Test July 2008			
1. Fitter	38	184	37	-	01	35	35	Nil	100
2. Turner	14	134	14	-	02	12	12	Nil	100
3. MMV	19	83	19	-	06	19	19	Nil	100
4. Wireman	19	87	19	-	01	14	14	Nil	100
Post PPP (2008-09) Two year trade						Trade Test July 2010			
1. Fitter	42	138	42	-	-	Students admitted in July 2008 are eligible to appear in July 2010			
2. Turner	16	60	16	-	-				
3. MMV	21	72	21	-	-				
4. Wireman	21	67	21	-	-				
One year trade (Admission 2009)						Trade Test July 2009			
5. Welder (Gas & Electric)	64	103	64	-	Students admitted in August 2009 are eligible to appear in July 2010				

5-new trade ; 1,4 upgraded trade

Faculty & Trainers:

- Total number of students : 264
- Total number of Trainers : 16 technical, 7 non-technical
- 3 technical & 1 non-technical vacant positions

Area of ITI :

- Total Land Area : 8 acres /3.25 hectare
- Area of Existing Building : 1785.14 Sq. mts
- Area of proposed New Building : 297 Sq. mts

Expenditure :

The total amount of Rs 250 lakhs received in March 2008, of which Rs 50 lakhs have been kept as seed money. Out of the remaining Rs 200 lakhs, Rs 83,69,981 lakhs expenses have been incurred so far. The details are as follows : *Rs. in lakhs*

Items	For Upgradation	For New Trade	Balance	Total
Non recurring				
Civil work				
Allocated	-	37.50	37.50	45
Incurred	-	30.00	30.00	36.3
Tools & Equipments				
Allocated	42.00	65.50	107.50	90
Incurred	14,50,234	25,09,362	39,59,596	5
Furniture				
Allocated	5,00,000	4,50,000	9,50,000	15
Incurred	903950	2,65,800	11,69,750	2.36
Books & Learning mat.				
Allocated	3,00,000	5,00,000	8,00,000	15
Incurred	29,986	68,702	98,688	0.159
Recurring				
Manpower				
Allocated	-	25.50	25.50	15
Incurred	-	34,427.00	34,427	0
Consumables				
Allocated	-	11.50	11.50	17
Incurred	-	50,520	50,520	0
Misc.				0
Allocated	-	0.50	0.50	3
Incurred	-	57,000	57,000	0.43
Total				
Allocated	50.00	150.00	200.00	200
Incurred	23,84,170	59,85,811	83,69,981	44.28

Industry Requirement :

In Needamangalam, fabrication assembly and special welding techniques are in demand. The various skills are provided as per the need of industry

To meet the requirement of industry, trainees are trained as per the need of industry.

During 2008-09, the students got jobs in various companies such as. G T Engineering P Ltd. Chennai, Tech mac industries, Chennai on an average salary of Rs 2800/- per month. The employers are satisfied with the level of skills acquired by students.

Nearby industries are Fabrication industries (i.e.) BHEL and other auxiliary unit of BHEL and many private industries.

Jobs Available in the region: Both Fabrication Welding works and Sheet metal works

Observations :**A) Good Practices :**

- New trade started in existing building
- All tools & equipments for new trades were procured
- Books & material for new trade as well as for upgraded trades were procured
- Industry Partner being resourceful planned to provide training & apprenticeship to trainees in his own company
- ITI planned to provide soft skills to trainees in the last semester of the trades
- ITI planned to invite trade specialist to visit ITI & educate trainees
- Principal and the staff are totally committed and devoted to their work and have been making all out efforts to bring up the institution.

B) Concerns :

- The construction of new building has not started in spite of Rs 30 lakhs being transferred to PWD
- The money was spent very cautiously towards the purchase of tools & equipment, furniture and computers in spite of two trade being upgraded & new trade started
- Though in Institute Development Plan, ITI proposed to upgrade other two trades also i.e. MMV & Turner but due to space constrain it has not able to upgrade these two trades
- ITI being situated at rural area, campus interviews not happening and there are no industries

around and hence there are no job opportunities after completion of the courses. Willingness to travel to far off places to seek jobs is also rare.

- Trainers were not as per the requirement of industry as IMC does not have the choice to recruit from open market
- The training officer being in charge of all the responsibilities of principal for 8 years but not promoted to principal post because of the state service rule
- The instructor and office staff under PPP (same qualification) get less salary than a regular faculty

Recommendation :

- IMC should be empowered to appoint contractor for civil works on the basis of quality, cost and time, which would rectify the problem of delay in construction work. This in term will speed up the development of ITI as other trades could also be upgraded
- IMC should be empowered to appoint talented trainers as per the need of industry from the open market
- Special efforts need to be done for trainees's campus interviews
- It is desirable to explore self-employment opportunities for the students passing out of this ITI. For this, it would be desirable to equip the students in multi-skilling and entrepreneurship.
- The vacant posts should be filled in
- Embroidery and Needlework, COPA may be introduced in the ITI for girls, as the people living around the ITI are below the poverty line.
- CNC machine may be provided to educate the latest technology to the students
- Non conventional energy sources related trades or short term course may be started
- The instructor under PPP can be provided consolidated pay instead of contract basis
- Some of the activities where the expenditure should be incur are: Renovation of existing toilets, Audio visual aids for teaching purpose, Compound wall around the ITI and Infrastructure of the front view of the existing portion of ITI

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6. Industrial Training Institute, Pudukkottai
District: Pudukkottai

Year of Establishment	: 1964
Year of ITI coming under PPP Scheme	: 2008-09
IMC Chairman	: Mr K Thambithurai, Director - HR, Cethar Vessels
Principal	: Mr S Ramamoorthy
Industry Partner	: Cethar Vessels

Background :

Pudukkottai is a district of Tamil Nadu. The city of Pudukkottai is the district headquarters. It is also known colloquially as Pudhugai.

Pudukkottai district is bounded on the northeast and east by Thanjavur District, on the southeast by the Palk Strait, on the southwest by Ramanathapuram and Sivaganga districts, and on the west and northwest by Tiruchirappalli District. Government Industrial Training Institute Pudukkottai started in 1964 to give training under CTS in 6 trades Fitter, Turner, Machinist, Welder, Wireman & Instrument Mechanic In 1981, one more trade i.e. MMV was added. During 1992, M Diesel and Pump Mechanic were added.

Public Private Partnership Scheme

Present Trades : Fitter, Turner, Machinist, Welder, Wireman, Instrument Mechanic, MMV, M Diesel and Pump Mechanic

Under PPP New Trades -Fitter & Welder,

Upgraded Trades: Fitter, Welder, Machinist, Turner and MMV

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)						Trade Test July 2008			
1.Fitter	38	263	38	Nil	4	34	27	7	79.4
2.Turner	28	180	28	Nil	3	25	14	11	56
3.Machinist	28	128	28	Nil	1	27	23	4	85
4.IM	19	59	19	Nil	1	18	16	2	89
5.Wireman	19	91	19	Nil	3	16	3	13	19
6. MMV	19	120	19	Nil	3	16	15	1	94
One year trade (Admission 2006)						Trade Test July 2007			
7.Welder	28	232	28	Nil	2	26	23	3	89
8.M Diesel	38	218	38	Nil	0	38	22	16	58
9.Pump/Mech	38	42	38	Nil	13	25	21	4	84

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Post PPP (2008-09) Two year trade						Trade Test July 2010			
1.Fitter	42	233	42	Nil	8				
2.Turner	31	104	31	Nil	8				
3.Machinist	31	110	31	Nil	7				
4.IM	21	42	21	Nil	2				
5.Wireman	21	116	21	Nil	4				
6.MMV	21	86	21	Nil	3				
One year trade (Admission 2008)						Trade Test July 2009			
7.Welder	31	227	31	Nil	5	26	14	12	54
8.M Diesel	42	158	42	Nil	6	36	11	25	31
9. Pump/ Mech	42	74	42	Nil	11	31	6	25	20

Faculty & Trainers:

- Total number of students : 442 (419 boys & 23 girls)
- Total number of Trainers : 41 technical, 29 non technical 11 technical & 3 non technical vacant positions 3 technical & 1 non-technical vacant positions
- Hostel Facilities : 50 male students

Area of ITI :

- Total Land Area : 26.45 Acres
- Area of Existing Building : 2745.4 Sq. mts
- Area of proposed New Building : 350 Sq. mts

Expenditure :

The total amount of Rs 250 lakhs received in September 2009, of which Rs 50 lakhs have been kept as seed money. Out of the remaining Rs 200lakhs, Rs 12.21 lakhs expenses have been incurred so far. The details are as follows: : *Rs. in lakhs*

Items	For Upgradation	For New Trade	Balance	Total
Non recurring				
Civil work				
Allocated	8	52		60
Incurred	8	0	52	8
Equipments				
Allocated	30	60		90
Incurred	0	0	90	0
Furniture				
Allocated	3	5		8
Incurred	1.95	1.49	4.56	3.44
Books & Learning mat.				
Allocated	2	3		5
Incurred	0.77	0	4.23	0.77
Recurring				
Manpower				
Allocated		25		25
Incurred		0	25	0
Consumables				
Allocated	5	5		10
Incurred	0	0	10	0
Misc.				
Proposed		2		2
Incurred		0	2	0
Total				
Allocated	48	152		200
Incurred	10.72	1.49	187.79	12.21

Industry Requirement :

In Pudukkottai, TIG, MIG welding, pipe fitting, heat treatment, servicing of motor vehicles, cell phone & computer servicing are in demand. ITI has purchased advanced machineries like TIG, Co2, computers, LCD projectors etc the new lathe to meet the growing demand in industry.

Nearby industries are BHEL, Ordnance Factory, HAPP, Railway Workshop, Cethar Vessels(p) Ltd, Rane Engg, SRF Industries, TVS Industries, MOORGO Industries, SANMAR Industries etc

Jobs available for new trades & old trades- Fitter, Welder, Machinist, Turner, Servicing Automobiles, Plumber, Wireman

During 2008-09, the students got jobs in various companies such as Cethar Vessels, Rane India, Texmo etc. on an average salary of Rs 1400/- per month. The employers were of views that skills acquired by students need improvement.

Observations :

A. Good Practices:

- The renovation of the building was completed
- Some furniture and books materials have been procured
- The students (boys and girls) were found sincere as their exercise books, sketches, drawings etc were quiet satisfactory
- Principal and the staff are totally committed and devoted to their work.
- The admission of girls in trades (fitter, wiremen & turner- that are traditionally dominated by male students) has increased.
- 33% reservation for women in government jobs has been a motivational factor for girls to join such trades
- Many students qualified in regional sports as well as in state sports meets
- NSS program for student was conducted in this ITI
- Industry Partner has taken initiative for Implant training in their industry
- Industry has arranged industrial units visits for students
- Medical camp is conducted for students where they have in-house doctor
- Industry experts being invited to ITI to deliver talk on important issues
- Computer training provided to trainers with the help of industry
- Two trainees, one from welder and another from fitter trades were selected as best trainees of the state at All India Skill Competition in 1993 from the ITI.

B) Concerns:

- The funds received by IMC Society are not used effectively for development of ITIs in terms of skill development as IMC is taking a safe approach by depositing the funds received instead of spending.

- The money was not spent towards the purchase of tools & equipments, Books & learning materials, consumables and miscellaneous etc
- For five upgraded trades affiliation has been done but equipments & machinery not purchased
- For two new trades, construction of building work to be commenced by PWD & afterwards tools & equipments for new trades would be purchased.
- No training program for trainer in respect of industry specific requirement.
- Training in CNC machines for 15 days is not adequate.
- Students lack in communication /soft skills
- The passed out ratio of students declined as the examination papers not in regional language
- Qualification of student in certain trade is 8 passed & it is observed that these students were not able to cope up the subject.

Recommendations :

- Autonomy to IMC in respect of civil work on the basis of quality, cost and time is recommended which would rectify the problem of delay in construction work
- Autonomy to IMC in respect of purchase of tools & equipments and furnitures from open market is recommended Industry should play key role to provide training to trainers as per industry needs
- The funds to be utilize effectively for development of ITIs in terms of skill development from the first year of upgradation instead of safe approach by depositing the funds in banks.
- The training in CNC Machines to be extended to 1 month
- Students need to be introduced to the benefits of communication/soft skills after the completion of training that would enrich their core skill
- More autonomy to be given to State for setting up the exam papers in regional languages which would improve the results.
- The qualification of students in few trades to be increased to 10th passed or 10th failed
- Trainers have acquired trainings from various institutes but specifically for Welding they should be sent to Welding Technology Research Institute

7. Industrial Training Institute, Salem (Women)
District: Salem

Year of Establishment	: 1990
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr S Devarajan, Managing Director, Sambandham Spinning Mills Ltd.
Principal	: Mr L Nallaswamy
Industry Partner	: Sambandham Spinning Mills Ltd.

Background :

Salem is a city in Tamil Nadu state of southern India. It is the headquarters of Salem District. Salem is the 5th largest city in Tamilnadu and it is situated on the banks of Thiru Manimuthar River.

Government Industrial Training Institute Salem (Women) started in 1990 under the financial assistance of world bank scheme with two trades Mechanic (Radio & Television) and Stenography. In 1997, Data Preparation & Computer Software was introduced & in 1998 it was renamed as COPA. Information Technology & Electronic System Maintenance was replaced with Mechanic (Radio & Television). This ITI is located at Theni Madurai Main road near Collectorate office.

Public Private Partnership Scheme

Present Trades : i) Instrument Mechanic (IM) ii) Information Technology & Electronic System Maintenance (IT &ESM) iv) Computer Operator & Programming Assistant (COPA) v) Stenography

Under PPP New Trades - Draughtsman (civil), Electronic Mechanic, Front Office Assistant, Hospital House keeping, Upgradation -COPA

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)						Trade Test July 2008			
1. IM	16+3	38	18	1	5	13	13	-	100%
2. IT & ESM	16+3	68	19	-	-	19	19	-	100%
One year trade (Admission 2006)						Trade Test July 2007			
3. COPA	40+4	59	38	6	2	36			97%
4. Stenography	32+3	49	29	6	8	21			81%

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)						Trade Test July 2008			
1. IM	16+5	-	21	-	-	-	-	-	-
2. IT & ESM	16+5	-	21	-	-	-	-	-	-
3. Draughtsman	#	-	+20	-	-	-	-	-	-
4. Electronic Mechanic	#	-	21+5	-	-	-	-	-	-
5. Front Office Assistant	#	-	21+8	-	-	-	-	-	-
6. Hospital House keeping	#	-		-	-	-	-	-	-
One year Trade (Admission 2008)						Trade Test July 2009			
7. COPA	40+12		43	9	7	36	35	1	99%
8. Stenography	35+10		41	4	16	25	25	-	100%

Admission made in Aug 2009 onwards ; 3, 4, 5, 6-new trade; 7- upgraded trade

Faculty & Trainers :

- Total number of students 304
- Total number of Trainers: 14 technical, 6 non-technical

Area of ITI :

- Total Land Area : 24.66 Acres
- Area of Existing Building : 878.18 Sq. mts
- Area of proposed Building : 798 Sq mts

Expenditure:

The total amount of Rs 250 lakhs received in March 2008, of which Rs 50 lakhs have been kept as seed money. Out of the remaining Rs 200 lakhs, Rs 83.5 lakhs expenses have been incurred so far. The details are as follows :

Amount Rs. Lakhs				
Items	For Upgradation	For New Trade	Balance	Total
Non recurring				
Civil work				
Allocated	10	73		83
Incurring	0	34.5	48.5	34.5
Furniture				
Allocated	1	5		6
Incurring	0	5	1	5
Books & Learning mat.				
Allocated	1	7		8
Incurring	0	0.5	7.5	0.5
Recurring				
Manpower				
Allocated	0	25		25
Incurring	0	0.6	24.4	0.6
Consumables				
Allocated	1.5	27		28.5
Incurring	0	0.2	28.3	0.2
Misc.				
Allocated	0.5	5		5.5
Incurring	0	1.7	3.8	1.7
Total				
Allocated	18.5	181.5		200
Incurring	3.5	80	116.5	83.5
Total				
Allocated	48	152		200
Incurring	10.72	1.49	187.79	12.21

Industry Requirement :

In Salem, skilled and trained technicians are required in the field of construction, electronic industries, medical assistance, hotel management etc. General electronics, system maintenance, personal assistants & stenographers trades are taken care by the existing courses. In Salem draughtsman work are in demand. ITI has provided modern equipments, charts and wooden models, net & email facilities to meet the growing demand in industry.

To meet the requirement of industry, quality of training has been improved with the help of latest equipments

During 2008-09, the students got jobs in various companies such as Megawins Switch Gears Pvt Ltd, Telema Electronics India Pvt. Ltd. on an average salary of Rs 3100/- per month. The employers are satisfied with the skill acquired by students.

Nearby industries are Tamil Water Supply and Drainage Board, Salem Public Works Department, Salem, Highways and Rural Works, Salem, Town and country Planning, Salem, Salem Municipal Corporation, Salem, Steel Authority of India Ltd, Salem, Sambantham and Kandhagiri Spinning Mills, Salem, Telema Electronics Ltd., Salem, Megawin Switchgears Ltd., Salem, Multi-Speciality Hospital, Salem, Vinayaga Mission Hospital, Salem, Manipal Hospital, Salem, Gokulam Hospital, Salem, Hotel Chennceys Gateway, Salem, Hotel Salem Castle, Salem

Jobs Available for new Trades-Supervisors in construction field, Electrical Maintenance technician, Servicing Personnel for home Appliances, Reception, Nursing Assistant in Hospitals

Observations :

A) Good Practices:

- New building construction work was in progress but all trades have been started in existing building with existing two trainers
- In last two years the admission and result of the institute was 97%
- Most of the passed-out candidates are employed in government and private sectors
- ITI has planned to generate funds by using existing infrastructure of the ITI
- ITI has planned to arrange visits of trainees to industry
- Infrastructure facilities were good
- It is observed that the trades chosen were found to be reasonable in ITIs exclusively for women

B) Concern :

- Though it is a private public partnership but the authority in terms of financial & operational power to decide for Civil Work (from PWD), Procurement of furniture (from Khadi) and Procurement of computers (from ELCOT) does not lies with IMC
- This resulted in delay in execution of civil work & purchase of equipments.
- The admission in Government Polytechnics colleges is free so students have more inclination towards joining government polytechnic colleges by putting 1 yr more (3yr course) instead of ITI.

- Principal not empowered to take any decision but simply follows state govt. directives
- IMC is empowered to appoint contract instructor but through employment exchange at much lower salary thus the instructor is not as per industry requirement
- It was also observed that various categories (SC, ST, MBC & others) have fixed admission quotas. If the applications received from these categories, are less than the quotas fixed, the seats remain vacant.

Recommendations :

- IMC should be empowered to appoint contractor for civil work on the basis of quality, cost and time, which would rectify the problem of delay in construction work. This in turn will speed up the development of ITI as other trades could also be upgraded
- IMC should be empowered to appoint talented trainers as per the need of industry from the open market
- Loan up to Rs.4lakh being given to engineering & polytechnics colleges' students for the tenure of 7 years. Similar facilities for ITI's students also recommended.
- The tenure of courses need to be shorten up to six months or maximum one year as industry has huge demand & ITI's are not in position to fulfill because of shortage of manpower. The industry prefers to take students from outside & trains them.
- Special trade course need to be included in syllabus as per industry requirement. Syllabus needs periodical revision.
- Skill survey need to be done before selecting the trade for ITI
- Seats capacity need to be increased by giving more admission
- Trainer need to train as per industry requirement.
- Tools & equipments need to be replaced.
- Same remuneration is recommended to contract instructor under PPP as regular faculty.
- One trainer should handle one unit whereas it was observed one trainer handling more than one unit.
- Loans through Banks /DIC for the passed out trainees so as to enable them to start their own business
- Periodical seminars/exhibitions to be conducted at ITI by inviting local entrepreneur to create employment opportunities and awareness towards the entrepreneurship among the trainees
- Implant training is recommended

8. Industrial Training Institute, Teni District: Teni

Year of Establishment	: 1965
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr M Amarnath, Partner, M M Synthetics .
Principal	: Mr V Elango
Industry Partner	: M M Synthetics .

Background :

Government Industrial Institute Metturdam started in 1965. It is located at Teni Madurai Main road near Collectorate office.

Public Private Partnership Scheme

Present Trades : (i) Fitter, II)Turner, III) Machinist, IV) Machinist (Grinder), V) Electrician, V) Mechanic(Radio & television), VII) Welder (gas & Electric), VIII) Mechanic (Tractor), IX) Pump Mechanic

Under PPP New Trades - I) Data Entry Operator, ii)Network Technician, iii)Computer Operator & Programming Assistant (COPA iv)Desktop Publishing Operator (DTPO) & upgradation of Welder

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)						Trade Test July 2008			
1. Fitter	38	242	38	-	2	36	23	13	64
2. Turner	28	160	28	-	3	25	24	1	96
3. Machinist,	14	107	14	-	1	13	12	1	92
4. Machinist (Grinder)	14	54	13	1	-	13	13	-	100
5. Electrician,	19	186	19	-	2	17	13	4	76
6. Mechanic (Radio & television)	19	67	19	-	1	18	4	14	22
One year trade (Admission 2006)						Trade Test July 2007			
Welder (Gas & Electric),	56	222	56	-	4	52	36	16	69
Mechanic (Tractor)	38	97	37	1	4	33	18	15	55
Pump Mechanic	38	94	38	-	5	33	16	17	48

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)						Trade Test July 2008			
1. Fitter	42	171	42	-	-	-	-	-	
2. Turner	31	125	30	1	-	-	-	-	-
3. Machinist,	16	84	16	-	-	-	-	-	-
4. Machinist (Grinder)	16	56	15	1	-	-	-	-	-
5. Electrician	21	142	21	-	-	-	-	-	-
6. Mechanic (Radio & television)	21	71	21	-	-	-	-	-	-
One year Trade (Admission 2008)						Trade Test July 2009			
7. Welder (Gas & Electric),	62	236	60	2	8	52	10	42	19
8. Mechanic (Tractor)	42	90	36	6	7	29	-	29	-
9. Pump Mechanic	42	152	39	3	4	35	22	13	63
10. Computer Operator & Programming Assistant (COPA)	To start by August 2010								
11. Desktop Publishing Operator (DTPO)									
6 Months Trade									
12. Data Entry Operator	Affiliation done but expected to start by January 2010								
13. Network Technician									

7-upgraded ; 10-13- new

Faculty & Trainers:

- Total number of students : 433 (426 boys & 7 girls)
- Total number of Trainers : 31 technical, 11 non-technical 12 technical & 14 non-technical vacant positions
- Hostel Facilities : 50 male students

Area of ITI :

- Total area : 10.20 acres (of 27.20 acres, 17.0 acres given to District Collectorate. Collectorate office)
- Area of Existing Building : 3642 sq mts (office 404.7 sq mts + work shop 3237 sq mts)
- Area of proposed Building : 823 sq mts (Two stored)

Expenditure :

The total amount of Rs 250 lakhs received in March 2008, of which Rs 50 lakhs have been kept as seed money. Out of the remaining Rs 200lakhs, Rs 60.30298 lakhs expenses have been incurred so far. The details are as follows:

Amount Rs. Lakhs				
Items	For Upgradation	For New Trade	Balance	Total
Non recurring				
Civil work				
Allocated	14	48	-	62
Incurring	-	44	18	-
Tools & Equipments				
Allocated	27.20	50	-	77.20
Incurring	0.33827	12.15428	64.70745	-
Furniture				
Allocated	3	12	-	15
Incurring	0.34950	2.71150	11.93900	-
Books & Learning mat.				
Allocated	1.18	4.12	-	5.3
Incurring	-	0.68642	4.61358	-
Recurring				
Manpower				
Allocated	5	20	-	25
Incurring	-	-	25	-
Consumables				
Allocated	3	12	-	15
Incurring	-	-	15	-
Misc.				
Allocated	0.1	0.4	-	0.5
Incurring	-	0.06301	0.43699	-
Total	53.48	146.52	139.69702	200
Allocated	53.48	146.52	-	200
Incurring	0.68777	59.61521	139.69702	60.30

Industry Requirement :

In Theni, Fitting, Turning, Welding, Electrical, Mechanic (Radio & Television), Pumps mechanic work are in demand. ITI has decided to purchase the new lathe to meet the growing demand in industry.

Nearby industries are i) L.S.Mills Pvt. Ltd, Theni. ,ii) Nishakishan Spinning Mills Pvt. Ltd., Aundipatti iii) Rajshree Sugars and Chemicals Ltd., Varadharaj Nagar, iv) Vaigai Dam, Theni. etc

Jobs available in trades : Old Trades:

Maintenance Work, Servicing Work, Electrical Work, Turning Work, Fabrication Work for Welders, etc.

New Trades : New Trades are not yet started. As all the new four trades are computer related, they all have job opportunities.

During 2008-09, the students got jobs in various companies such as Deccan pumps, Coimbatore, Rajshree sugars & chemicals ltd, Theni, TVS, Hosur etc. on an average salary of Rs 4000/- per month. The employers were of views that skills acquired by students were sufficient to good.

Observations :

A) Good Practices:

- The industry oriented culture and discipline has developed after the interaction of faculty and students with industry partner.
- Since Industry Partner owns 4 schools & 2 colleges, he intends to provide soft skill like spoken English, personality development and career guidance to trainees
- IMC plans to provide interpersonal & communication skills to teaching and non teaching staffs
- IMC has plans to provide implant training to trainees
- IMC plans to make this ITI as revenue generation centre by getting jobs orders from industries and donations from voluntary donors
- IMC plans to provide latest equipments facilities to class rooms and workshops
- Girls joined ITI to get government jobs because of 33% reservation for girls in government jobs
- On ten occasions, trainees of ITI were selected for State Level Skill Competition from various trades like fitter, electrician, welder, machinist and mechanic (Radio & TV)

B) Concerns:

- Rs 44 lakhs out of 59.61 lakhs towards the civil works paid in the month of April 09 but till last week of December construction work has not started. DET has decided to execute the building work through PWD(DET Letter No. 21970/plan.5 /2008, dated 14-10-2008). The delay found to be due to estimation and tender approval.
- New trades were not started as the ITI did not get affiliation on time because of untimely of procurement of tools & equipments and delay in start of new building
- 50% payments towards the purchase of Furnitures for upgradation & new trades (DEP & Network technician) were made to Khadi, (Tamil Nadu Govt. Entity) in the month of June but till the first week of January 2010, items were not supplied
- Inadequate toilet facilities for students.
- Inadequate staff.

9. Industrial Training Institute, Tirupur District: Coimbatore

Year of Establishment	: 1985
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr P N Venkatraman, Senior Consultant, Gemini Communication,
Principal	: Mr Manoharan
Industry Partner	: Gemini Communication, .

Background :

Government Industrial Institute women was started in 1985 with the following trades:

- Mechanic (Radio and Television) 2 years 16 16
- Mechanic (Electronics) 2 years 16 16
- Short hand & typing 1 year 32

In 1997, considering the banian industry thriving at Tirupur following trades was started:

- Cutting & Sewing 1 year 16 16
- Export garment making 3 months 20 x 4

During 2000, new building was constructed by Industries & Commerce Department of Tamilnadu was handed over to this institute. Due to lack of response from girls students, it was converted into coed with effect from August 2004 onwards. Even then admission did not improve and hence fitter and electrician trades were introduced

In 2005, following trades were transferred from Coimbatore and Salem Government ITIs

- Electrician 2 years 16 16
- Fitter 2 years 16 16

During the same year due to lack of adequate admission Mechanic (Radio and Television) was transferred to Govt. ITI Nagapattinam.

In 2007, new building was constructed for Computer Aided Embroidery and Knitting trade .

Area of ITI:

- Total area : 0.7 hectare i.e. 1.60 acres
- Area of current building : 800 SQM(two storied bldg.)
- Area of the proposed new building : 273 SQM (Ground floor)

Public Private Partnership Scheme

Present Trades : Fitter, Electrician, Electronic Mechanic, Cutting & Sewing and Computer Aided Embroidery & Knitting trade

Under PPP - Computer Operator and Programming Assistant (COPA) trade has been started and upgradation of two trades Electrician & Fitter has been done. As now the details of admission is as follows:

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)					Trade Test July 2008				
1. Fitter	21	30	19	2	To be appeared in July 2010 Trade Test				
2. Electrician	21	44	20	1					
3. Electronic Mechanic	21	26	16	5					
4. Cutting & Sewing	42	15	11	31					
5. Computer Aided Embroidery and Knitting trade	42	16	9	33					
6. COPA	42	10	8	34					

1-2 upgraded 6- new

Faculty & Trainers:

- Total number of students : 116 (104 boys & 12 girls)
- Total number of Trainers : 7 technical, 3 non-technical & 3 vacant positions

IMC's vision

- Know more than others
- Work more than others
- Expect less than others

IMC's mission

- Impart technical skills free of cost
- Imbibe spirit of service
- Go beyond syllabus
- Make ITI asset to nation

Expenditure :

The total amount of 250 lakhs received in March 2008, of which 120 lakhs have been kept as seed money. Out of the remaining Rs 130 lakhs, Rs 65 lakhs expenses have been incurred so far. The

expenditure and allocation are shown for 2 year and as such balance amount will have to be incurred in 3 more years. For 2 years the allocation is Rs 95.3 lakhs and expenditure so far is Rs 64.98 lakhs amounting to 50%. For balance 3-year period, Rs 34.7 lakhs have been allocated. The details are as follows :

Items	Amount Rs. Lakhs			
	For Upgradation	For New Trade	Balance	Total
Non recurring				
Civil work				
Allocated	29.5	31		60.5
Incurred	29.5	23.5	7.5	53
Equipments				
Allocated	10	9		19
Incurred	0	8.35	10.65	8.35
Furniture				
Allocated	4	0		4
Incurred	1.48	0	2.52	1.48
Books & Learning mat.				
Allocated	2	1		3
Incurred	0.4	1	1.6	1.4
Recurring	0	0.6	24.4	0.6
Manpower				
Allocated	0.8	1		1.8
Incurred	0	0.05	1.75	0.05
Consumables				
Allocated	2.5	1		3.5
Incurred	0	0	3.5	0
Misc.				
Proposed	1.5	2		3.5
Incurred	0.35	0.35	2.8	0.7
Total			0.7	
Allocated	50.3	45		95.3
Incurred	31.33	33.25	30.72	64.58

Industry Requirement :

Tirupur is mainly dominated by Textile industries and many small companies are exporting to different countries. These companies are recruiting raw hands and training them. This however has

to change with increasing competition and need for economy of scale.

Apart from this, there are heavy industrialization firms such as Shanti Gears, Pricol, Laxmi Machine tools; Tony Engineering-Tiruppur etc are also looking for skilled manpower intake.

Fitter and electrician trades are quite popular and persons sought frequently. Though there is lull in demand for tailoring & sewing but for Computer aided embroidery machine operators will be in great demand.

To meet the requirement of industry, thrust was given on computer literacy, mathematics & spoken English. During 2008-09, the students got jobs in various companies such as LMW, S & R Unit, Erasure, CBE, and Udayan Scales on an average salary of Rs 2800/- per month.

The employers view regarding the skill acquired varies from industry to industry. In fitter and electrician trades, training is found adequate, whereas in the case of cutting and sewing, the reaction is radically different. They want cutting and sewing separated and training reduced to less than 3 months.

Even though industry is not complaining about electrician trade, but they do envisage change in needs, as most of the appliances will be electrical cum electronics. So there is need to foresee requirement and have a hybrid course to meet future requirements.

Observations:

A) Good Practices

- The industry oriented culture and discipline has developed after the interaction of faculty and students with industry partner. IMC Chairman was found to be taking keen interest in the progress of ITI. Being qualified engineer he takes classes. He visits thrice a week to ITI to supervise various activities
- Sardar Vhallabhbhai Patel Institute, Textile Ministry, Government of India has been appointed as consultant to look into the various aspects such as to increase student's strength, to train students as per industry requirement, arrange seminars and interaction with local industries to promote awareness about the ITI etc. The MoU was expected to be signed between IMC Society & institute
- Attempt has been made to go beyond syllabus to meet the industry requirement by imparting basic knowledge of computer and spoken English to trainees and trainers.
- One trainee from cutting & sewing was selected as best trainee of the state at All India Skill Competition is 2006 from the ITI.

Concerns

- Many seats were found vacant
- Trainers have acquired training related to their respective trade but they need to be trained as per the industry requirement
- IMC is empowered to appoint contract instructor but through employment exchange at much lower salary thus the instructor is not as per industry requirement
- Tirupur is mainly dominated by textile industries but admission in Cutting & Sewing and Computer Aided Embroidery & Knitting trades were not picked up in spite of being old trades. No industry wants cutting and sewing together. They segregate cutting and sewing. Added to this difficulty, modern machines are there to take care of cutting in mass scale. Hence they are interested in short-term course on sewing with cutting in the side, which is not permitted by NCVT syllabus. Industry hires unskilled persons on daily wages, train them on the job and keep them.
- NIMI books on Computers are obsolete i.e. not related or useful to present requirement of industries.
- Computer Aided Embroidery and knitting course was started without any machine and or computers. Students admitted faced lot of difficulties in learning & admission dropped. Subsequently ITI procured computer with peripherals, along with necessary software and the situation improved.
- The future needs are for CNC machines and other sophisticated machineries in which ITI was found lacking.

Recommendations

- Autonomy to IMC in respect of civil work is recommended
- Autonomy to IMC in respect of purchase of tools & equipments, furnitures & other related materials is recommended
- To attract more students special efforts need to be made such as Principal to visit neighbouring villages, propagate about the various trades available in the ITI and obtain the list of failed students of various schools from District Education Office
- To increase the admission of students short-term courses like 3 months, 6 months etc to be introduced
- Industry expert need to be invited periodically to talk about the latest development
- IMC should be empowered to appoint talented trainers as per the need of industry from the open market

- **NCVT Syllabus need revision and the courses need to be tailored as per industry requirement.** Example: in MMV courses in addition to motor mechanics other trades such as lubricants, wheel alignment, diesel filling, puncture removal should be included so that in short period students can get various jobs.
- **The skill should in tune with the industry requirement and therefore attempt must be made to reduce the period of course from two to one year. The course should be design in such a way that more focus should be on practical than theory and obsolete portion could be deleted**
- **There should be a channel of communication between Central Government & IMC Society. There should be nodal officer in Central govt. who should interact with IMC for any clarification related to PPP scheme**
- **The safety of girls needs to be looked into by making their accommodation arrangements in secured hostels. Like government Poly Techniques & Engineering colleges, ITI should also have some reserved quota for their accommodation. This will increase the flow of students**
- **Statutorily, under Indian Electricity Rules, ITI qualification is a must. This helps a lot. No such provision exists for textile industry, probably due to low danger to life and limb. If we can revisit legislation in this area, perhaps things can improve a lot.**

10. Industrial Training Institute, Ulundurpet
District : Villupuram

Year of Establishment	: 1967
Year of ITI coming under PPP Scheme	: 2007-08
IMC Chairman	: Mr S Ganapathy, Senior Vice President, Hyundai Motors Ltd
Principal	: Mr. M Chandrasekaran
Industry Partner	: Hyundai Motors Ltd

Background :

Ulundurpet is a taluk headquarters in the southern region of Villupuram District of Tamil Nadu. Government Industrial Training Institute Ulundurpet started in 1967 with six trades.

Public Private Partnership Scheme

Present Trades : I) Fitter II) Turner, III) Motor Mechanic Vehicle (MMV), VI) Wireman V) Welder, VI) Sheet Metal Work (SMW)

Under PPP - Ii Computer Operator & Programming Assistant (COPA) II) Welder

Upgraded Trade : Fitter, Turner, MMV and Welder

As of now the details of admission are as follows :

Trade	Sanctioned Strength	Application received	Admission	Vacant	Drop out	Appeared	Passed	Failed	%
Prior to PPP year (2006-07) Two year trade (Admission 2006)						Trade Test July 2008			
1.Fitter	32+6	260	38	-	6	32	31	1	
2.Turner	24+4	119	28	-	4	24	19	5	79.2
3.MMV,	16+3	142	19	-	2	17	15	2	88.2
4.Wireman	16+3	124	19	-	3	16	10	6	62.5
One year Trade (Admission 2006)						Trade Test July 2007			
5. Welder	48+8	377	56	-	9	47	10	37	21.3
6. SMW	16+3	29	19	-	4	15	3	12	20.0
7. Computer Operator & Programming Assistant (COPA			-	-	-	-	-	-	-

1, 2,3 5-upgraded trades ; 5, 7- new trades

Faculty & Trainers:

- Total number of students: 265
- Total number of Trainers: 13 technical, 7 non-technical ; 7 technical & 3 non-technical vacant positions

Area of ITI :

- Total area : 35 acres
- Area of Existing Building : Office 243 sq mts, Workshop 2500 sq mts
- Proposed Hostel : 2345 sq mts.

Expenditure:

The total amount of Rs 250 lakhs received in March 2008, of which Rs lakhs have been kept as seed money. Out of the remaining Rs 200 lakhs, Rs 78.2 lakhs expenses have been incurred so far. The details are as follows:

				Amount Rs. Lakhs
Items	For Upgradation	For New Trade	Balance	Total
Non recurring				
Civil work				
Allocated	1,500,000.00	4,000,000.00	5,500,000.00	60.5
Incurred	4,162,000.00			53
Equipments				
Allocated	2,000,000.00	4,000,000.00	6,000,000.00	19
Incurred		2,700,401.00		8.35
Furniture				
Allocated	600,000.00	600,000.00	1,200,000.00	4
Incurred		796,300.00		1.48
Books & Learning mat.				
Allocated	400,000.00	400,000.00	800,000.00	3
Incurred		36,173.00		1.4
Recurring				0.6
Manpower				
Allocated	400,000.00	600,000.00	1,000,000.00	1.8
Incurred		30,246.00		0.05
Consumables				
Allocated		800,000.00	800,000.00	3.5
Incurred		43,426.00		0
Misc.				
Allocated	200,000.00		200,000.00	3.5
Incurred	54,383.00			0.7
Total				
Allocated	5,100,000.00	10,400,000.00	15,500,000.00	95.3
Incurred	4,216,383.00	3,606,546.00	7,822,929.00	64.58

Industry Requirement :

In Ulundurpet, fitter, welder and MMV are in demand. ITI has purchased the CNC machines for turner and modern equipments for MMV trade. Also it has conducted special classes to improve the knowledge and skill of students as per the requirement of employer.

Jobs available for welding, turning and transport bodybuilding, COPA. More specifically gas, arc-welding jobs for sugar mills.

During 2008-09, the students got jobs in various companies such as Hyundai Motors and Ashok Leyland on an average salary of Rs 2400/- per month. The employers were of views that skills acquired by students were good.

Observations :

A) Good Practices:

- Implant training provided to MMV trainees
- IMC partner planned a factory visit for the students to see the real working conditions of the assembly line etc to have first hand information of work atmosphere
- Thirty years and above old tools & equipments and machines were replaced as the industry requirement
- Industry partner has provided sets of tools, one car & engine for MMV trainees for practical purpose
- Also sports kit was contributed by Industry Partner
- The old hostel was not in good condition therefore ITI proposed to demolish it
- Hyundai, as a part of its corporate social responsibility has taken the responsibility of construction of hostel worth Rs 68 lakhs for trainees at their cost. The hostel was under construction.
- The workshop was nicely developed having all tool kits, Equipments, Generators, Transformers etc. for welding, grinding and Argon Arc welding facility for alloy steel welding.
- Students found to be talented & sincere
- The new two trades Welder & COPA were started in existing building
- ITI planned to have surrounding boundary of Teak wood plantation

B) Concerns :

- The construction work of New building assigned to PWD was not started
- New trade (COPA) was not started as the ITI did not get affiliation on time because of untimely of procurement of tools & equipments and delay in start of new building

- **Not adequate staff- There was no Maths teacher**
- **IMC is empowered to appoint contract instructor for new trade but through employment exchange at much lower salary thus the instructor is not as per industry requirement**
- **ITI claimed 90% passed out students were employed & 10% were self-employed due to campus recruitment but records were not maintained.**

Recommendations :

- **IMC should be empowered to choose the contractor of their own choice depending on quality, time & cost**
 - **IMC should be empowered to appoint talented trainers from open market as per the industry requirement**
 - **Existing trainers should be provided with industry specific training**
 - **In case of trainees, the minimum qualification to be fixed as SSLC for all trades**
 - **The syllabus need to be industry friendly**
 - **Proper maintenance of records of passed students was recommended**
 - **There was shortage of technical skills in most industries. If the students are given proper training and guidance as per the industry need, it will be the win-win situation for industry and ITI**
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MAHARASHTRA ECONOMIC DEVELOPMENT COUNCIL

Y.B.Chavan Centre, 3rd Floor, Nariman Point, Mumbai - 400 021.

Tel.: +9122 2284 2206 / 09: Fax: +9122 2284 6394.

Email: medcbom@bom3.vsnl.in

Website: www.medcindia.org