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Tracer Study - Employment Outcomes of ITI Graduates in Uttarakhand

Department of Skill Development & Employment, Uttarakhand

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**Department of Skill Development & Employment,
Govt. of Uttarakhand**

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TransRural Agri Consulting
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1. Executive Summary

The STRIVE project is guided at the central level by a National Steering Committee (NSC), chaired by the Secretary of the Ministry of Skill Development and Entrepreneurship (MSDE), and includes representation from the industry, states and inter-ministry officials. The NSC reviews project implementation at the national level and are supported by a National Project Implementation Unit (NPIU), headed by a National Project Director (NPD). MSDE has also formed a Project Steering Committee (PSC), headed by Deputy Director General (Projects), to review the functioning of the project and resolve operational issues in the implementation of the project.

Department of Skill Development & Employment, Government of Uttarakhand is actively participating in implementing the STRIVE project in the state of Uttarakhand. A State Steering Committee (SSC) has been formed to guide the implementation of the project in the State. A State Project Implementation Unit (SPIU) has been formed, to assist the SSC in the implementation of the project. At the state level, the State Project implementation Unit (SPIU) will be responsible for providing fiduciary guidance implementation, monitoring, and facilitation of STRIVE.

At the ITI level, each participating ITI would have an Institute Management Committee (IMC) (or equivalent), which comprises majorly of industry representatives. It would be chaired by an industry partner so as to enhance the industry linkages and market relevance in all aspects of the training and to ensure that training courses are fully demand driven.

In Uttarakhand, there are a total of 184 ITIs, with 100 being Government ITIs and 84 in the private sector. Among these, eight ITIs were selected for the implementation of STRIVE in the first phase. These ITIs include Govt ITI Haridwar, Govt ITI Tandi, Govt. ITI Ramnagar, Govt. ITI Betalghat, Govt. ITI Dineshpur, Govt ITI Chamba, Govt ITI Kalsi, and Govt ITI Saldmahadev. The study focuses on trainees who have completed the CTS program in selected trades and hold the National Trade Certificate. Specifically, it includes those who passed the All-India Trade Test (AITT) in the academic year 2019.

State	Total ITIs	Project ITIs	Govt. Non-Project ITIs	Private ITIs	Total Passouts	Sample Size
Uttarakhand	184	8	92	84	5952	≈12%

For the study, a sample of 36 ITIs was required to be covered. The respondents included students from both Project ITIs (Government ITIs covered under STRIVE project) and non-Project ITIs (both Government ITIs and Private ITIs not covered under STRIVE project). Out of the 36 ITIs in the study, all the eight project ITIs were included. The number of samples per ITI was determined based on the availability of a sufficient population at each ITI, with an indicative number of 20 samples per ITI.

The study has been carried out in all the districts of Uttarakhand. The major conclusions and recommendations of the study are described below;

The tracer study provides an analysis of the state of ITI graduates in Uttarakhand. The study is based on a survey of 738 ITI graduates from various trades across the state. According to the survey, a majority of the respondents (87.1%) were male, while 12.6 percent were female, and 0.3 percent identified themselves as transgender. In terms of caste distribution, the survey found that 51 percent of the graduates belonged to the general category, while 28 percent were from the SC category, 16 percent were from the OBC category, and 5 percent were from the ST category. The survey also looked at the average family size of the respondents, which was found to be 4.77, with 1.4 earning members per family. In addition, the survey analysed the income categories of the graduates' families and found that 54 percent of the families had a monthly income between Rs. 5000 to Rs. 15,000, while 19 percent had an income between Rs. 15,000 to Rs. 30,000 and 18 percent had an income between Rs. 30,000 to Rs. 50,000.

The study covered 24 different trades, and the analysis identified two prominent trades that accounted for 53 percent of the respondents. The most prominent trade was Electrician, with 31 percent of the respondents, followed by Fitter, with 22 percent. The third most significant trade was Computer Operator & Programming Assistant, with a 10 percent share of the respondents. The analysis also looked at the gender distribution of the respondents within each trade. It was found that the participation of female candidates was skewed toward certain trades. For example, 41 percent of the female respondents were from the Computer Operator & Programming Assistant (COPA) sector, followed by 30 percent from Sewing Technology. Stenographer & Secretarial Assistant was also found to be a trade where female participation was significant, with 7.8 percent of female respondents coming from this sector.

The study found that only around four percent of the graduates had work experience before joining the ITI. The average salary of these graduates before training was limited to Rs. 13,862 per month. This suggests that the ITIs can position themselves as not only useful for imparting skills to freshers but also as a source for upgrading the skills of those who are seeking better career progression through skill upgradation. To achieve this, ITIs should establish continuous interaction with employers to understand the evolving skill requirements of their employees. This will enable ITIs to tailor their training programs to meet the needs of the labour market and provide graduates with the skills that are in demand. By doing so, ITIs can help graduates to secure better jobs and progress in their careers, while also meeting the needs of employers for skilled workers.

Post-Training Employment: ITIs offer highly specialized training courses, and as a result, there are high expectations for employment opportunities for their graduates. However, only around 20 percent of graduates are employed in a job related to their trade, while 4 percent are employed as apprentices, and 16 percent are employed in unrelated jobs. Additionally, the unemployment rate for ITI graduates is 56 percent, which is a cause for concern. The employment status of ITI graduates differs based on the type of ITI they attend, with private ITIs having the highest percentage of graduates engaged in trade-related employment (33%), while government project ITIs have the highest percentage of unemployed graduates (70%).

The study finds that the trade-wise post-training immediate employment status of ITI graduates reveals a mixed picture, with some trades having high percentages of graduates employed in trade-related employment, while others have high percentages of graduates not employed or employed in unrelated employment. The need for improving employment opportunities and outcomes for ITI graduates, especially in trades with low employment rates, cannot be overstated. Efforts should be made to provide better training and support and facilitate linkages between ITI graduates and employers to improve their employment prospects. Additionally, more attention needs to be given to entrepreneurship and self-employment opportunities, particularly for trades with a lower demand for skilled workers in the job market. With such interventions, it is possible to enhance the employability and productivity of ITI graduates, while also contributing to the growth of the economy.

Current Employment Status: The study found that over half (54.7%) of ITI graduates are unemployed, and only 28.2 percent of employed graduates are using their ITI training skills, while 14.8 percent are working in unrelated fields. The percentage of self-employed graduates has decreased from 3.8 percent to 2.3 percent, indicating a lack of interest in entrepreneurship. The data suggests a mismatch between the skill trades taught in ITIs and those required by employers, highlighting the need for closer collaboration between ITIs and industries to align skill trades.

Category		Permanent Employee	Self Employed	Temporary Employee	Unrelated Employment	Grand Total
Type of ITI	Govt. Project ITI	10	5	11	23	49
	Govt. NP-ITI	15	6	22	30	73
	Private ITI	141	6	9	56	212
Gender	Female	6	6	4	15	31
	Male	160	11	38	94	303
Caste	General	70	10	22	58	160
	OBC	34	2	6	17	59
	SC	54	3	11	29	97
	ST	8	2	3	5	18
Region	Rural	20	8	23	35	86
	Semi-Urban	41	5	4	22	72
	Urban	105	4	15	52	176

NP- Non-Project ITI

Change in Employment and Income Scenario: Graduates from private ITIs have the highest percentage of improvement in employment status, with an increase from 36.9 percent immediately after training to 41.7 percent currently, while graduates from government project ITIs show the lowest percentage of improvement in employment status (increased from 9.9 percent to 11.5 percent). In the case of government non-project ITI, the employment percentage was changed from 13.8 percent to 18.9 percent during the same period.

ITI Type	Employment Immediately After Training			Current Employment		
	Trade Related	Unrelated	Self-Employment	Trade Related	Unrelated	Self-Employment
Govt. Project ITI	9.9%	19.8%	0.5%	11.5%	12.6%	2.7%
Govt. ITI	13.8%	25.5%	4.1%	18.9%	15.3%	3.1%

ITI Type	Employment Immediately After Training			Current Employment		
	Trade Related	Unrelated	Self-Employment	Trade Related	Unrelated	Self-Employment
Private ITI	36.9%	8.3%	5.6%	41.7%	15.6%	1.7%
Overall	24.1%	15.7%	3.9%	28.2%	14.8%	2.3%

The current average salary/income of employed/self-employed ITI graduates is around Rs. 19,535 per month, which is 41 percent more than the income immediately after completing their ITI training.

Monthly Income Category	Immediately after graduating from ITI	Currently	Change
Rs. 5000 - Rs. 9999 per month	14%	3%	-11%
Rs. 10000 - Rs. 14999 per month	39%	21%	-18%
Rs. 15000 - Rs. 19999 per month	47%	36%	-11%
More than Rs. 20000 per month	0%	40%	+40%

Satisfaction with the ITI training: A majority of the ITI graduates surveyed found their skill training to be useful in seeking employment, with an overall positive response rate of 82%. Private ITIs had the highest percentage of graduates (86%) who found their training useful, followed by Government Project ITIs (82%) and Government ITIs (75%).

- 82% of ITI graduates found their skill training useful in seeking employment.
- Private ITIs had the highest percentage of graduates (86%) who found the training useful, followed by Government Project ITIs (82%) and Government ITIs (75%).
- In terms of overall satisfaction with the training received, approximately 77% of the graduates responded positively.
- Private ITIs had the highest satisfaction rate (84%), followed by Government Project ITIs (74%) and Government ITIs (68%).

Endorsement to Training Activities Conducted by TCPC:

- **Use of Computers:** The majority of graduates from all types of ITIs endorsed this training activity, with an average endorsement rate of 93%.
- **Personality Development:** Around 93% of ITI graduates endorsed personality development training, with Private ITIs having the highest endorsement rate (98%).
- **Spoken English:** Overall, 85% of graduates endorsed spoken English training, with Private ITIs achieving a perfect endorsement rate of 100%.
- **CV Preparation:** On average, 81% of graduates endorsed CV preparation training, with Government Project ITIs having the highest endorsement rate (85%).
- **Career Orientation:** Approximately 77% of ITI graduates endorsed career orientation training, with Private ITIs again leading with an endorsement rate of 86%.
- **Preparation for Interviews:** The endorsement rate for this training activity was relatively low, with an average of 36% across all ITI types.
- **Preparation for Aptitude Test:** The average endorsement rate for this training activity was 33%, with Government Project ITIs having the highest endorsement rate (42%).

Despite the unemployment rates, ITI graduates are satisfied with the training program, indicating that the quality of training is not an issue. However, a mismatch between the courses offered and employment opportunities is a major reason for unemployment. To address this, ITIs should focus on trades in which there is sufficient demand for skilled workers in their district or state and avoid a skewed distribution of students towards selective trades. Additionally, campus placement is an effective method through which ITI graduates can secure jobs, and ITIs should focus on campus placement not only at the time of completion of the training program but also provide support after completion.

The fact that only a small proportion of graduates were able to secure a job within a month of graduation highlights the need for more effective placement strategies. While relying on other sources for employment is not necessarily a bad thing, the availability of campus placements can be a significant advantage for ITI graduates in terms of securing better job opportunities and starting their careers on a strong footing.

The low percentage of graduates who attended OJT during their ITI training is concerning, as OJT can be a valuable learning opportunity for students to gain practical experience and learn the skills that are in demand in the industry. The fact that only two percent of the surveyed graduates attended OJT means that a large majority of them missed out on this crucial opportunity to develop their skills and increase their employability. However, the graduates who did attend OJT found it to be helpful in gaining employment, indicating the importance of this type of training for developing the skills that are in demand in the industry. ITIs should work to increase the percentage of students who attend OJT during their training, as this can be a valuable tool in preparing them for the workforce and improving their chances of employment after graduation.

The employers are satisfied with the performance of ITI graduates and the ITI courses. It shows that the graduates are able to meet the expectations of the employers and that the training provided by ITIs is of good quality. This can lead to better job prospects for the graduates and can also enhance the reputation of ITIs as a source of skilled workforce for the industry.

The suggestions offered by the principal of ITIs for improving the opportunity of OJT include providing a dedicated portal for mapping OJT opportunities, automating the learning process, conducting awareness programs for nearby industries, arranging for accommodations and stipends, providing accessibility for persons with visual impairments, facilitating OJT opportunities for trainees from rural areas, providing necessary OJT training in nearby industries, insuring trainees at the ITI level for compensation in case of safety issues, selecting or opening trades that are popular among nearby industries, and making a two-month industrial training compulsory for second-year trainees.

For improving the opportunity of placement for ITI students, the suggestions include creating a dedicated portal for placement, conducting on-campus interviews, improving trainees' portfolio, and participating in mock training sessions, generating employment opportunities by governments, sensitizing employers to appointment of persons with visual impairment, sending industry representatives for placement, conducting workshops, mock interviews, skill training, mentorship sessions, and competitions to improve employability.

To improve the quality of faculty at ITI, suggestions include providing regular training on the latest industry equipment and techniques, ensuring that teaching methods are up-to-date, prioritizing hiring faculty with at least 4-5 years of industry experience, and encouraging government and private sectors to provide support for technical/job placement and capacity-building.

To improve the infrastructure at ITI, suggestions include ensuring that infrastructure meets specific norms, providing up-to-date technology tools and equipment, maintaining and revamping existing infrastructure, providing amenities like ramps for persons with disabilities, and building infrastructure in line with government norms, including amenities like solar panels and rainwater harvesting.

The state government can play a significant role in enhancing industry involvement in ITIs and improving the employment status of ITI graduates. Issuing directives and providing assistance to ITIs in mapping local industries and potential employers, signing MoUs for assistance in on-the-job training, periodical visits of expert faculty, visits for trainees to relevant industry/factories, and internship and employment assistance can go a long way in improving the placement opportunities for ITI graduates. By providing such support and guidance, the state government can help bridge the gap between ITIs and local industries, making it easier for students to secure jobs after completing their training. Additionally, the state government can also take steps to incentivize industries to hire ITI graduates and provide a conducive environment for their growth and development.

2. Introduction

2.1 Background of the scheme

The Government of India (GoI) introduced its National Policy for Skill Development and Entrepreneurship in 2015. A policy implementation framework is provided by the National Skill Development Mission (NSDM). The mission reflects the Government's commitment to skilling opportunities for poor/ underserved communities and developing a globally competitive workforce. The mission also seeks to shift toward outcome-focused training provision and establishes and enforces cross-sectoral, nationally, and internationally accepted standards for skill training by creating a sound quality assurance framework. The national Skills Strengthening for Industrial Value Enhancement (STRIVE) project has been developed by the Government of India with World Bank assistance to incentivize the critical institutional reforms required in the institutional training systems—defined as the Industrial Training Institute (ITI) and apprenticeship—to meet the central government's commitment to providing skilling opportunities for economically disadvantaged/underserved communities and developing a globally competitive workforce. STRIVE was envisaged as a five-year project, implemented by the Ministry of Skill Development & Entrepreneurship (MSDE).

The Program for Results (PforR) instrument is particularly suited to achieve the central government's results-based objectives, as it allows for the improvement of the systems and institutions that are critical to the implementation of the project. The instrument will ensure a sharp focus on the most important results the government wants to achieve (that is, improve relevance and efficiency of vocational training), allow for flexibility in the end-use of funds by states and training institutions, support the development of state-level capacities to manage ITIs more effectively, incentivize introduction of performance-based management principles, and strengthen output and outcome monitoring. Department of Skill Development & Employment, Government of Uttarakhand is actively participating in implementing the STRIVE project in the state of Uttarakhand. A State Project Implementation Unit (SPIU) has been formed to guide the implementation of the project in the State.

2.1.1 Objectives of STRIVE

The key objective of STRIVE is to improve the quality and market relevance of vocational training provided through ITIs and apprenticeship. STRIVE is divided into four results areas:

- a) Improved Performance of Industrial Training Institutes
- b) Increased Capacities of State Government to Support ITIs and Apprenticeship Training
- c) Improved Teaching and Learning
- d) Improved and Broadened Apprenticeship Training

2.1.2 Scheme Structure and Implementation Mechanism

The STRIVE project is guided at the central level by a National Steering Committee (NSC), chaired by the Secretary of the Ministry of Skill Development and Entrepreneurship (MSDE), and includes representation from the industry, states and inter-ministry officials. The NSC reviews project implementation at the national level and are supported by a National Project Implementation Unit (NPIU), headed by a National Project Director (NPD). MSDE has also formed a Project Steering Committee (PSC), headed by Deputy Director General (Projects), to review the functioning of the project and resolve operational issues in the implementation of the project.

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At the ITI level, each participating ITI would have an Institute Management Committee (IMC) (or equivalent), which comprises majorly of industry representatives. It would be chaired by an industry partner so as to enhance the industry linkages and market relevance in all aspects of the training and to ensure that training courses are fully demand driven.

2.1.3 Sub-schemes / components

The components of STRIVE aligned with the four result areas envisaged in the scheme guidelines. The structure of the scheme allows for following major components under STRIVE:

- a) Performance-based grants for up-gradation of selected ITIs
- b) Performance-based funding to state governments to incentivize reforms in state management of ITIs and apprenticeship training
- c) Overhauling curricula and TL resources in selected key Craftsmen Training Scheme (CTS) programs
- d) Enhancing distance and blended learning in pre-employment and in-service teachers' training
- e) Incentivizing SME participation in modern apprenticeship training through grant funding of industry apprenticeship initiatives (IAls)
- f) System development, capacity development, and advocacy for apprenticeship training.

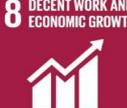
2.1.4 Year of commencement of the scheme

The agreement for the Skills Strengthening for Industrial Value Enhancement (STRIVE) project was signed between the Government of India and the International Bank for Reconstruction and Development (IBRD) on 19th December 2017 and the closing date of the project is November 2022. In the state of Uttarakhand, the Ministry of Skill Development and Entrepreneurship (MoSDE), Government of India has sanctioned STRIVE project, which is fully funded. Accordingly, MoU was signed between State & Central Governments for its implementation in Uttarakhand.

2.1.5 Present status with coverage of the scheme

There are 184 ITIs in Uttarakhand of which 100 are Government ITI while 84 ITIs are in the private sector. Among the 184 ITIs, eight ITIs namely Govt ITI Haridwar, Govt ITI Tandi, Govt. ITI Ramnagar, Govt. ITI Betalghat, Govt. ITI Dineshpur, Govt ITI Chamba, Govt ITI Kalsi and Govt ITI Saldmahadev were selected for implementation of STRIVE in the first phase.

2.1.6 Sustainable Development Goals (SDG) Served

 <p>1 NO POVERTY</p>	No Poverty- By ensuring employability through skill enhancement.
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Decent work & Economic Growth- By upgrading the skills of unskilled and semi-skilled job aspirants.
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Industry innovations and infrastructure- By providing funds to support industry linkages, promotion of entrepreneurship through skill training, etc.
 <p>10 REDUCED INEQUALITIES</p>	Empowers lower income earners, and promotes economic inclusion of all regardless of sex, race or ethnicity

2.1.7 National Development Plans (NDP) Served

The interventions under STRIVE fosters “Aatmanirbhar Bharat”, and promote “local for global” by providing funds for the skilling of the workforce and promoting ideas that provide an opportunity for enhancing the income of youth.

2.2 Need for Tracer Study/ Outcome Review

Tracer Studies are empirical studies that quantify the causal effects of interventions on outcomes of interest. Such studies are unique in that it is data-driven and attempt to minimize unverifiable assumptions when attributing effects. A core concept is that identified outcomes are assessed not only in magnitude but also in terms of statistical significance. Tracer studies can reveal a great deal of evidence about a wide range of effects, some of which may not have been considered while conceptualizing the project. Evidence from Tracer Studies about how an intervention fits into a broader process of development, the role of complementary interventions, and the contexts under which development effectiveness is greatest can help to improve how policy and schemes are designed and implemented.

2.3 Basis for this Report

This report is based on the proposal submitted by TransRural Agri Consulting (TRUAGRICO) in response to the invitation to tender vide Tender Reference No. SPIU(STRIVE)/Tracer Study/2022/42 dated 09-05-2022 for “Conducting a Tracer Study of ITI Graduates in Uttarakhand”. The approach to the study is based on the scope of work and methodology described briefly in the tender document and the Inception Report. Key elements of the Tender Document and where applicable, some of the verbatim text of the Tender Document and Scheme Guidelines are included in this report.

3. Objectives & Methodology

3.1 Objectives of the Study

The objective of this consulting assignment is to carry out a tracer study of trainees from the project and non-project ITIs in the state of Uttarakhand to understand the career progression of trainees in the labour market. The overall objective is to evaluate the impact of STRIVE interventions on the beneficiaries and the training program's relevance to job markets/livelihood activities and to assess the employment status of the beneficiaries.

The Tracer Study shall try to explain the causes of employment outcomes (professional success) and shall provide feedback for improvements in various areas of training and placement at ITIs. The purpose of the tracer study is to explore changes for trainees in their professional careers after graduation from ITI and whether the interventions planned under STRIVE influenced these changes.

The information from the current tracer study will help to document and understand the long-term impacts on alumni of ITIs and what services or types of interventions work better in the long run. Knowing what seems to work better and in what circumstances is valuable in any future programme planning, policy advice and decision making.

The objectives of the current study are to measure the following:

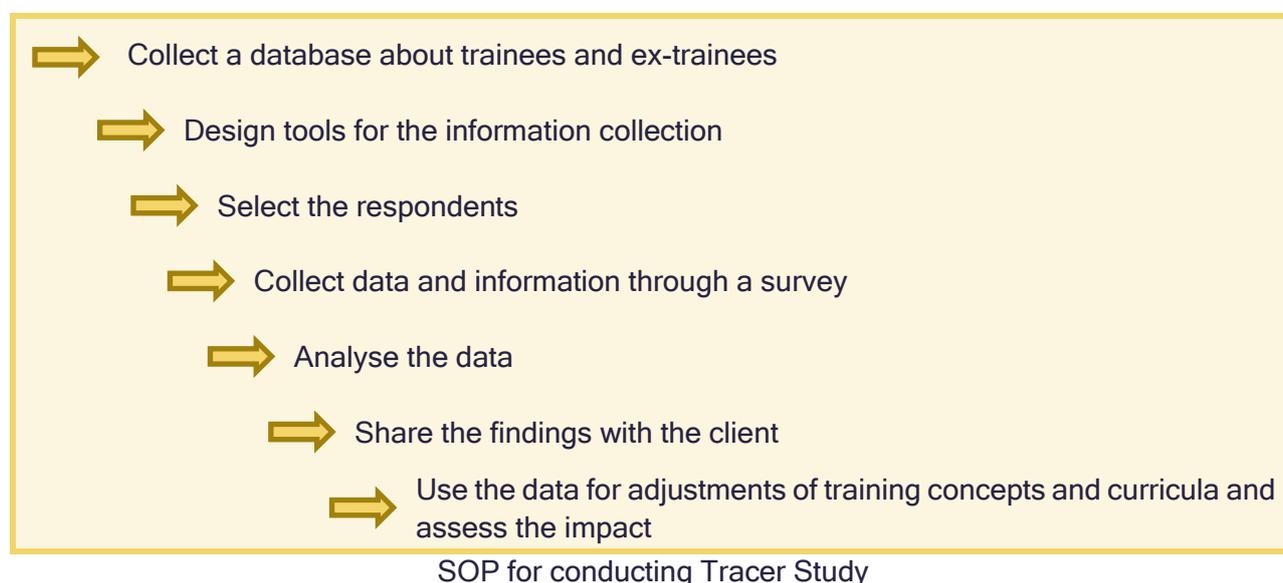
- a) To measure the labour market performance of STRIVE supported ITIs;
- b) Assess the impact of the ITI training programs in terms of relevance, effectiveness, efficiency and sustainability.
- c) Obtain the views and opinions of employers on the impact, quality and relevance of ITI training programs.
- d) Assess the usefulness of internship training provided to trainees during the course and both employers and trainees views must be collected.
- e) Assess graduate/Pass-outs satisfaction level relating to the type of ITI training attended

3.2 Approach and Methodology

Approach of the Study

A Tracer Study is a simple tool, designed to measure the relevance of vocational training. They are seen as a management tool for planning and monitoring training programmes (e.g., which courses to add, to change or to phase out). They provide information for programmatic changes (e.g., adding new elements to the programme) and review training curricula. They also help to monitor the delivery of training. By getting into contact with ex-trainees and by offering them support services one may improve public image and foster public relations, thus tracer studies are useful as a marketing tool as well.

The standard stages in conducting a tracer study were followed to ensure the expected result from the study. Some of the important steps followed are as below.



Methodology of the Study

It is crucial to randomly select a sample from the total target population to ensure representativeness and reduce bias in the results as much as possible. As a first step, a sampling frame of target students was developed. The target population for the tracer study were the trainees from ITIs who completed the CTS program in selected trades and hold the National Trade Certificate. To achieve the STRIVE KPI, the tracer study targeted the trainees who passed the All-India Trade Test (AITT) in the academic year 2019 i.e., a candidate who appeared and passed the annual examination held in 2019 [Admitted batch 2018-19 (1 year) & 2017-2019 (2 years)]. The below points highlight the type of information which were available to develop the sampling frame.

- Gender
- Caste
- Location
- Course Type (1 Year/2Years)
- Trade Group
- Project ITI vs. Non-Project ITIs

The samples of the study were drawn as per the stipulated terms indicated in the tender document. Some of the important points considered while drawing samples were:

- Total number of ITIs- 182
- Number of trades offered among selected 29 trades- 27
- Number of trainees passed in selected 29 trades in 2019- 5952
- Minimum number of ITIs to be covered- 36
- Minimum sample size to be covered- 720

Perusing the data provided by the SPIU, Dept. of Skill Development & Employment for the sampling of the trainees, following details have emerged-

Table 3.1: District wise population and sample size

District	Nos. of sampled ITIs	Nos. of trades	Nos. of Trainees	Sample Size
Almora	2	2	20	20
Bageshwar	2	3	46	31
Chamoli	2	4	105	41
Champawat	1	1	10	7
Dehradun	5	13	205	100
Haridwar	10	10	880	253
Nainital	5	8	291	108
Pauri Garhwal	3	7	117	60
Pithoragarh	1	4	57	20
Tehri Garhwal	1	7	156	24
US Nagar	3	9	226	61
Uttarkashi	1	1	13	13
Total	36	24 Unique trades	2126	738

The study required coverage of 36 ITIs in the sample. The respondents for the tracer study included students from all types of Industrial Training Institutes i.e., both Project ITIs as well as non-Project ITIs. Project ITIs consists of Government ITIs that were covered under STRIVE project whereas Non-Project ITIs consists of both Government ITIs and Private ITIs that were not covered under STRIVE project. Out of the 36 ITIs covered in the study, eight ITIs were project ITIs. Also, in the case of sample per ITI, while it is indicatively 20, the actual number of samples was based on the availability of an adequate population at ITIs.

Table 3.2: Trade-wise distribution of students from sampled ITIs

Trade	General		OBC		SC		ST		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	
Baker & Confectioner	7	8							15
Cosmetology	12								12
COPA	44	51	9	18	21	19	11	11	184
Draughtsman (Civil)	6	48	1	6	1	13	1		76
Draughtsman (Mechanical)		1	1			1			3
Electrician	4	247	2	97	4	162		20	536
Electronics Mechanic	2	55	1	6	1	9		2	76
Fitter		233	1	106		173	1	21	535
Food & Beverage Service Assistant	2	16		1		1			20
Food Production (General)	6	21		9		5			41
Foundryman		3		2		4			9
H.S.I.	5	3	6	5	26	40			85
ICTSM		7		1		1			9
Machinist		18	1	29	1	9		1	59

Trade	General		OBC		SC		ST		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	
Mechanic (Motor Vehicle)		20		4		2			26
Mechanic Diesel								35	35
Painter (General)		6		1		1			8
Plumber		10	1	5	1	30	1	5	53
Secretarial Practice	7	1							8
Sewing Technology	20		8		15		18	1	62
Stenographer & Secretarial Assistant (Hindi)	7	2	2	5	3	3	10	7	39
Turner		2		7		5			14
Welder		54		30	1	44		13	142
Wireman		52		13		13		1	79
Grand Total	122	858	33	345	74	535	42	117	2126

Data Collection and Analysis tools

The data collection process started with the training of enumerators/ assessors. The assessors were trained for the field survey using the approved questionnaire. A 2-day training program was conducted for the assessors. Local assessors were appointed as they had a linguistic advantage while talking to graduates. In total, during the training program of Assessors, around 10 assessors were trained. Assessors were trained on the concepts of the project, the questionnaire, the survey methodology, the tech application and mannerisms to approach the officials of ITIs as well as graduates. Simple frequency tables and Charts, Percentages, multi-response analyses, content analyses, etc., techniques have been used to make this study simpler and to maintain clarity of understanding.

Method adopted to approach the sampled graduates

Upon completion of training program, the assessors were immediately deployed for survey. The final on-ground survey was conducted for a duration of five weeks from the date of beginning of field survey. A mixed method was used to trace the graduates. The initial list provided by the department included contact number of trainees but not their physical address. Perusing the given contact details of the trainees, the surveyors contacted the shortlisted trainees to know their availability for the survey. Wherever, a shortlisted graduates could not be contacted/ agreed to participate in the survey, alternate sample was drawn randomly to replace such graduates. The survey was conducted at one among the places such as the concerned ITI, residence of the trainee and trainees' workplace.

4. State Profile

4.1 Overview of Uttarakhand

The 27th State of India, Uttarakhand, was created on November 9th, 2000, when it was split off from northern Uttar Pradesh. It is mostly a hilly state that shares international borders with Tibet in the north and Nepal in the east. It is situated at the foothills of the Himalayan Mountain ranges. Himachal Pradesh is to its north-west, and Uttar Pradesh to its south. It has a variety of glaciers, rivers, dense woods, and high peaks covered in snow, making it rich in natural resources, particularly water and forests.

The state is blessed with exceptional diversity, including 175 rare species of aromatic and medicinal plants. Due to its proximity to practically all major climate zones, it is suitable for a wide range of business prospects in the fields of horticulture, floriculture, and eco-tourism.

In Uttarakhand, Micro, Small, and Medium-Sized Enterprises (MSMEs) are becoming more significant and are a source of employment in a variety of sectors as a result of the challenges associated with creating large-scale companies. According to the MSME annual report for 2020-2021, there are about 4.17 lakh MSME businesses operating in the state. These include both registered and unregistered businesses, and they have an investment of about Rs. 127.4 crore. Their main areas of focus are tourism and hospitality, food processing, horticulture, floriculture, natural fibre, pharmaceuticals, wellness, and Ayush.

By providing numerous individuals with work opportunities, the MSME sector assists in addressing the issue of migration. At present, the MSME sector (including both registered and unregistered businesses) employs 6.60 lakh people in the state, with 5.91 lakh men and 0.69 lakh women. As of July 31, 2021, the state has 58,040 registered MSME units, according to the directorate of industry. Over 4 lakh people are employed by these units. In terms of most registered MSME units, Haridwar, Dehradun, Udham Singh Nagar, and Pauri Garhwal have been the top 4 districts.

The State has a large supply of high-calibre human resources available, with literacy rates greater than the national average. Uttarakhand has quickly become an important location for investments in infrastructure, the tourism industry, and manufacturing. The focus is on fostering the state's three economic sectors—agriculture, industry, and services—to the utmost extent possible in tandem with its geographic makeup. The Government of Uttarakhand has implemented a number of incentives and policy initiatives to promote investment inflow into the various sectors of its economy.

4.2 Demographic Profile of the state

With a population of 1.01 crore as of the 2011 census, Uttarakhand, one of India's smaller states, is ranked 20th overall in terms of population. State-wide, there are 189 people per square kilometre. In comparison to the national population growth rate of 17.6 percent between 2001 and 2011, the state's population grew at a pace of 18.8 percent annually. Males and females make up about 51.4 lakh and 49.5 lakh of the total population, respectively.

In comparison to the national average, which is 943 females for every 1000 males, Uttarakhand has a higher average sex ratio of 963. According to the 2011 population census, Uttarakhand's literacy rate increased from the 71.62 percent reported in the 2001 census to 78.82 percent, showing a positive trend. When compared to the national averages of 80.88 percent and 64.63 percent, respectively, Uttarakhand's male and female literacy rates of 87.4 percent and 70.1 percent, respectively, paint a more positive picture.

The population of Uttarakhand's districts varies greatly. A major proportion of the population of the state is spread across four of the 13 districts, namely Dehradun, Haridwar, Udham Singh Nagar, and Nainital, making up 61.5 percent of the total. This accounts for about 81 percent when Tehri Garhwal, Pauri Garhwal, and Almora are included. This demonstrates unequivocally that the mid- and foothills have a higher population concentration than the other six high-hill regions. According to the 2011 census, there are 189 people per square kilometre in Uttarakhand, which is more than the 150 people per square kilometre recorded in the 2001 census. The population density varies greatly between districts, with Haridwar, US Nagar, and Dehradun having high densities of 817, 648, and 550 people per square km, respectively, while districts like Uttarkashi, Chamoli, and Pithoragarh have relatively low densities of 41, 49, and 69 people per square km, respectively.

Uttarakhand is a predominantly rural state with 16,826 rural settlements, of which 12,699 or 81 percent have a population of less than 500. In most of the districts, more than 75-85 percent of rural settlements have a population of less than 500. Only 17 percent of the rural settlements have a population ranging between 500-1999 and the villages with a population of 2000 or more are very rare (2.7%). The small size of settlements and their widespread distribution is a formidable challenge for service delivery in the state of Uttarakhand with such a high percentage of small and scattered hamlets mainly in the tough geographic conditions.

4.3 Economy- Employment Situation in Uttarakhand

The economic potential of the primary sector in Uttarakhand is still untapped, given its mere 9.32 percent contribution to the GVA to the economy. The primary sector engages around half of the workforce in Uttarakhand; thus, the need to increase the economic productivity of the sector is apparent, to provide productive & decent employment to the workforce engaged in the sector. The secondary sector is the most productive sector given its GVA (51%) and employment contribution.

4.4 Employment of Workers in Uttarakhand

Self-Employment remains a pre-dominant work status in Uttarakhand, with around 64 percent of workers in the State reporting self-employed status, which is significantly higher than the national average of self-employed workers at 53.5 percent. The proportion of people involved in self-employment has fallen from 69 percent in 2011-12 to 63.8 percent in 2019-20.

The share of regular wage/salary employment shot-up to 26.1 percent in 2019-20 from 17.6 percent in 2011-12. The share of workers in casual labour shows a declining trend from 13.4 percent in 2011-12 to 10 percent in 2019-20.

Self-employment is predominant in rural areas with 62.8 percent of households reporting self-employment status as compared to 30 percent of the households in urban areas. A closer look at the self-employment data in rural areas showcases that self-employment in agricultural activities.

4.5 Skill Profile of Workers in Uttarakhand

The National Skill Development Corporation (NSDC) conducted a State wide survey in Uttarakhand in 2018 to assess the distribution of the labour force by skill level. As per the survey, a mere 14 percent of the persons in the labour force are skilled, 20 percent are semi-skilled, and 66 percent are minimally skilled. A presence of around 20 percent semi-skilled work force provides a window for the State to recognize the Prior Learning (RPL) of the semi-skilled workers and facilitate their transition into the skilled category.

5. Findings & Observations

5.1 Profile of the Respondents

A total of 738 ITI graduates from around the state participated in the study. Out of this, 87.1 percent of the population identified as male, 12.6 percent as female, and 0.3 percent identified as transgender. Caste-wise classification revealed that the majority of 51 percent belongs to the general category followed by 28 percent from the SC category, 16 percent from the OBC category and 5 percent from the ST category.

The average family size of these respondents was around 4.77 with 1.4 earning members per family. Analysis of income category-wise percentage of the family of ITI graduates under different monthly income categories (excluding graduate's income) is depicted in the graph below:

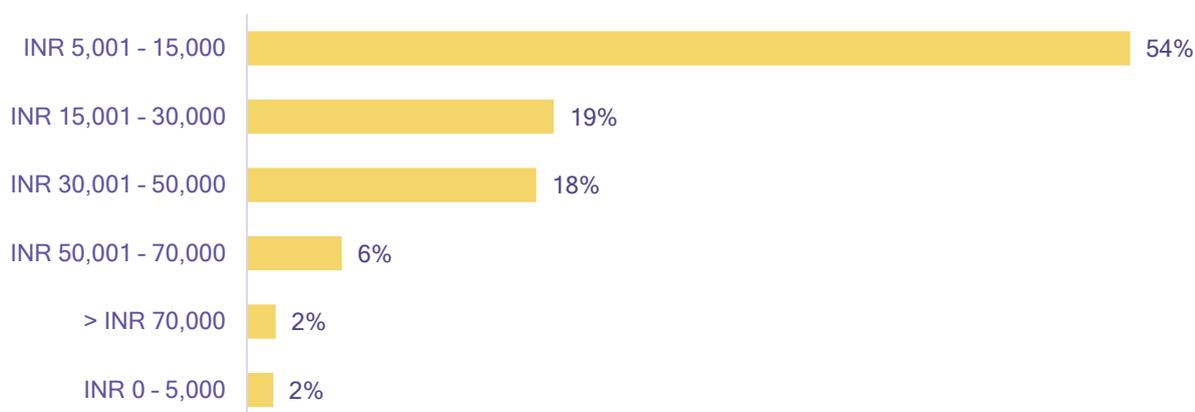


Figure 1: Categorization of Income of Graduates families

The above graph indicates that most of the graduates' family (54%) has a monthly income between Rs. 5000 to Rs. 15,000 followed by 19 percent with income between Rs. 15,000 to Rs.30,000 and 18 percent with income between Rs. 30,000 to Rs. 50,000. Around 6 percent of families have a monthly income between Rs. 50,000 to Rs. 70,000 followed by 2 percent with above Rs. 70,000 per month. Only 2 percent of families reported having income less than Rs. 5000 per month.

In terms of house ownership, it was observed that around 85 percent of the respondents were living in their own houses while the remaining 15 percent were living either in a rented house or residential accommodation provided by their respective companies. Similarly, in the case of ownership of the

vehicle, it was found that around 26 percent of the respondents had possession of a two-wheeler motor vehicle followed by 3 percent owning both two-wheeler and a car and 2 percent with only a car.

Pre-training employment status

In order to understand the progress made due to training, the pre-training employment status of the graduates was assessed. It was found that around four percent of the graduates had prior work experience before joining the ITI. The average salary of these graduates before training was limited to Rs. 13,623 per month.

5.2 Details of Training at ITIs

5.2.1 Institute Category-Wise Respondents

The respondents for the tracer study included students from all types of Industrial Training Institutes i.e., both Project ITIs as well as non-Project ITIs. Project ITIs consists of Government ITIs that were covered under STRIVE project whereas Non-Project ITIs consists of both Government ITIs and Private ITIs that were not covered under STRIVE project. Out of the 36 ITIs considered for the primary survey, eight ITIs namely Govt ITI Haridwar, Govt ITI Tandi, Govt. ITI Ramnagar, Govt. ITI Betalghat, Govt. ITI Dineshpur, Govt ITI Chamba, Govt ITI Kalsi and Govt ITI Saldmahadev were Project ITIs.

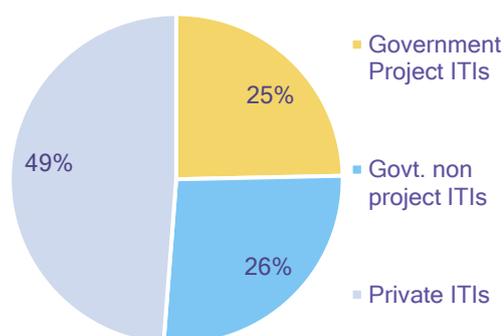


Figure 2: ITI Category-wise respondents

The total share of Government ITIs in surveyed graduates was 51 percent (378) while the remaining 49 percent (360) were surveyed from private ITIs. Among the graduates surveyed from Government ITIs, project ITIs had a share of 25 percent (182) while non-project government ITIs had a share of 26 percent (196).

5.2.2 Distribution of Course Durations

A stark difference between project ITIs (GP-ITIs) and non-project ITIs was that in the case of GP-ITIs there was considerable similarity in enrolment in both one year and two years courses while in the case of non-project ITIs, the enrolment was skewed towards one year course. This also indicates that students enrolling in GP-ITIs are willing to devote a longer span of time to skilling themselves and getting better job opportunities.

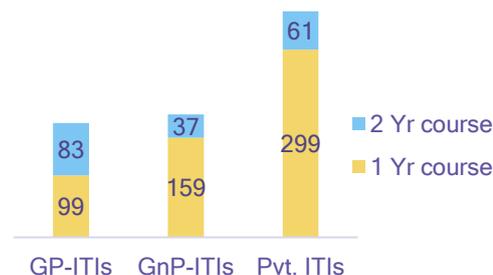


Figure 3: Course duration-wise graduates

5.2.3 Trade-wise respondents

Trade-wise number of people surveyed has been depicted in the table below. It is evident from the table that out of 24 trades, two prominent trade forms around 53 percent of the respondents. Among these top two trades, Electrician was found to be most prominent (31%) followed by Fitter (22%). The trade Computer Operator & Programming Assistant occupied the third most significant position with 10 percent share of respondents.

Table 5.1: Trade-wise respondents

Trades	Female	Male	Other	Total	Percentage
Electrician	0	228	0	228	30.9%
Fitter	3	162	0	165	22.4%
Computer Operator & Program Assistant	37	39	1	77	10.4%
Electronics Mechanic	4	41	0	45	6.1%
Welder	0	39	0	39	5.3%
Sewing Technology	27	2	0	29	3.9%
Food & Beverage Service Assistant	3	25	0	28	3.8%
Wireman	0	21	0	21	2.8%
Draughtsman (Civil)	2	15	1	18	2.4%
Mechanic (Motor Vehicle)	0	16	0	16	2.2%
Machinist	0	15	0	15	2.0%
Stenographer & Secretarial Assistant	7	4	0	11	1.5%
H.S.I.	2	8	0	10	1.4%
Mechanic Diesel	0	8	0	8	1.1%
Plumber	0	8	0	8	1.1%
Food Production (General)	0	4	0	4	0.54%
Secretarial Practice	3	1	0	4	0.54%
Cosmetology	4	0	0	4	0.54%
Turner	0	3	0	3	0.41%
Baker & Confectioner	1	1	0	2	0.27%
ICTSM	0	1	0	1	0.14%
Painter (General)	0	1	0	1	0.14%
Foundry Man	0	1	0	1	0.14%
Grand Total	93	643	2	738	≈100%

It is evident from the above table that while female participation was found to be in 10 trades, over 70 percent of them were from two trades only. Around 41 percent of the female respondents were from Computer Operator & Programming Assistant (COPA) sector followed by 30 percent from Sewing Technology. Stenographer & Secretarial Assistant was also among the trades where female participation was found to be significant (7.8%).

5.2.4 Influence to join ITI

The courses offered at ITIs have an edge over other technical college courses in terms of the course fee, course duration and orientation towards jobs. An attempt was made to understand what influenced the ITI graduates to join an ITI for vocational training (VT). A majority of 49 percent of graduates reported that they joined ITI as suggested by their parents. Another significant percentage

of respondents (48%) indicated that they joined ITI as they had a personal interest in vocational training. Around two percent of respondents each responded to join the ITI course due to the shorter course duration and low-cost training.

5.2.5 Satisfaction with training at ITI

The graduates were asked if the skill training attended was useful in seeking employment. The majority of the respondents (82%) gave a positive response. Further, the graduates were also asked to indicate their satisfaction with the training, and around 77 percent responded positively (satisfied).

Table 5.2: Satisfaction with training at ITI

Parameters	Govt. Project ITI	Govt. ITI	Private ITI	Grand Total
Usefulness of training	82%	75%	86%	82%
Satisfaction with training	74%	68%	84%	77%

According to the data presented in the above table, the highest percentage of ITI graduates who found their training useful in seeking employment are from Private ITIs with 86 percent of graduates responding positively. This is followed by positive responses of graduates from Government Project ITIs with 82 percent and Government ITIs with 75 percent.

In terms of satisfaction with the training received, the highest percentage of satisfied ITI graduates are from Private ITIs (84%), followed by Government Project ITIs (74%) and Government it is (68%).

5.2.6 Need for Boarding & Lodging facilities

Around 88.35 percent of the respondents joined ITI in their home district only. These respondents were further asked if they wanted to join ITI in any other district other than their home district. Around 8 percent of the respondents indicated that they wanted to join ITI in another district but could not join due to various factors including the absence of boarding and lodging facilities. Among the respondents who joined ITI in districts other than their home districts, it was found that the majority of 57 percent stayed at their relatives' place followed by 37 percent who stayed at a rented place. In 6 percent of the cases, these graduates travelled to ITI from their home district.

5.3 On-the-Job Training (OJT)

OJT conducted during ITI training allows students to learn in a real working environment and understand the skills the industry demands from its workforce. The percentage of ITI graduates who attended On-the-Job Training (OJT) is relatively low across all types of ITIs as only around two percent of respondents reportedly attended OJT. Private ITIs have the highest percentage of graduates who attended OJT with 3.1 percent, followed by Government ITIs with 1 percent and Government Project ITIs with 0.5 percent. Most of the graduates received OJT related to their trade at ITI. Around 65 percent of the respondents who attended OJT indicated that OJT helped gain employment.

Institutes can work with employers to create more OJT opportunities for ITI graduates, especially in industries with high demand for skilled workers. Additionally, government initiatives and funding can be provided to support OJT programs in ITIs, which can help to bridge the gap between academic training and practical skills required in the job market.

5.4 Job Placement and Training Activities

5.4.1 Training Activities by the Training, Counselling and Placement Cell (TCPC)

The presence of dedicated TCPC was endorsed by over 83 percent of the respondents. A majority of respondents confirmed TCPC's role in providing training for use of computers (93%), personality development (93%), English speaking (85%), resume preparation (81%) and orientation towards career opportunities (77%). However, in the cases of training to attend interviews and preparation for aptitude tests, the responses of graduates were low at 36 percent and 33 percent respectively.

Table 5.3: Endorsement to training activities conducted by TCPC

Training Activities	Govt. Project ITI	Govt. ITI	Private ITI	Overall
Use of Computers	85%	90%	100%	93%
Personality Development	92%	84%	98%	93%
Spoken English	73%	69%	100%	85%
CV Preparation	85%	69%	86%	81%
Career Orientation	78%	58%	86%	77%
Preparation for interviews	38%	44%	31%	36%
Preparation for aptitude test	29%	42%	30%	33%

Based on the above table, it can be inferred that Private ITIs have a higher percentage of ITI graduates endorsing various training activities compared to Government ITIs and Government Project ITIs. This may suggest that Private ITIs invest more in providing additional training activities to their students to improve their employability. Institutes can take note of these results and focus on providing more opportunities for such training activities in order to enhance the employability of their students.

5.4.2 Job Placement activities conducted by the TCPC

It has been reported by the majority of students (77%) that the TCPC of ITI provided them with information on a specific career which they are going to deal with in future. Also, little over half of the respondents reported that their ITI displayed information related to vacancies in various organizations. However, poor endorsement was received from respondents for other activities such as orientation in job search (43%), conducting campus placements (37%), the information provided on trade-related companies (34%), arranging for apprenticeship training (30%), arrange visits to companies (30%), arranging interviews in companies (30%) and linking trainees to HR agencies (26%).

Table 5.4: Job/placement activities conducted by TCPC

Job/ Placement Activities	Govt. Project ITI	Govt. ITI	Private ITI	Overall
CV Preparation	82%	68%	86%	80%
Info. on specific careers	84%	61%	83%	77%
Display of vacancies	60%	45%	60%	56%
Orientation in job search	48%	58%	32%	43%
Conducted Campus Placements	43%	45%	29%	37%
Info. on trade related prospective companies	35%	46%	27%	34%
Attempted to arrange for apprenticeship training	25%	38%	28%	30%
Arranged visit to companies	30%	32%	29%	30%
Arranged interviews with company	30%	36%	26%	30%
Linked trainees to HR agencies	25%	27%	26%	26%

It is evident from the above table that Project ITIs have performed better than non-project government ITIs and Private ITIs in assisting their trainees with information on specific careers and display of vacancies. This is evident from the higher percentage of endorsement received by Project ITIs compared to the other two types of ITIs for these parameters.

In contrast, government non-project ITIs received better endorsement for the efforts in providing orientation in job search, conducting campus placement drives, providing trainees with information on trade related prospective companies, making attempts to provide apprenticeship opportunity to trainees, arranging visits to companies, arranging interviews with companies, and linking trainees with HR agencies.

In terms of private ITIs, they received better endorsement from their students for assisting them in CV preparation and displaying information on vacancies.

5.4.3 Methods of Job Search

The graduates were asked to indicate the methods which they relied upon to search for a job at the time of placement. It was found that most of the students relied upon internet surfing (87%) to look for a job followed by newspaper advertisements (61%) and the help of friends and fellow students (59%). Various methods which were adopted by these graduates to look for a job are depicted in the graph below.

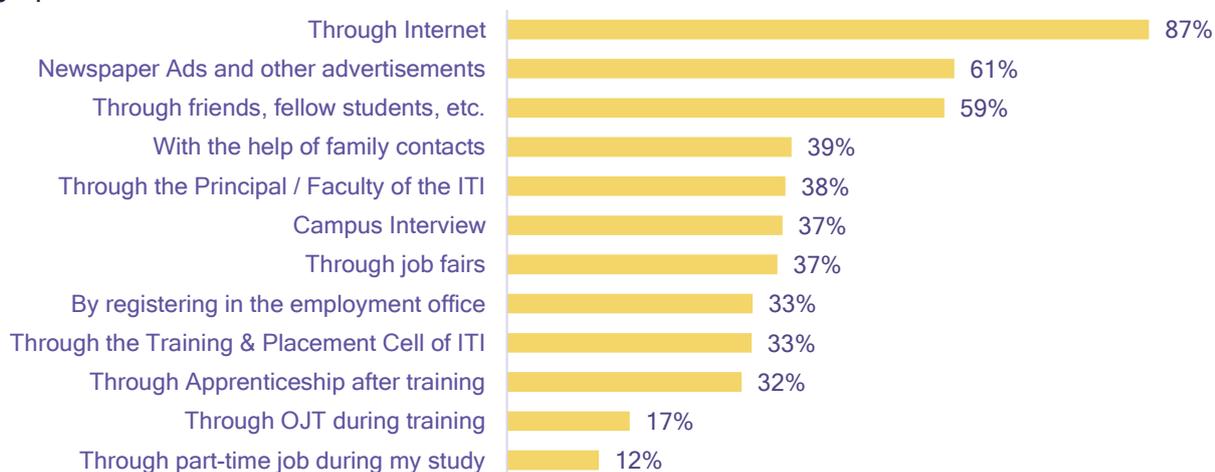


Figure 4: Methods of Job Search followed by ITI graduates

Further, these graduates were asked which method they feel is most effective in securing a job after completing the course at ITI. A majority of the respondents reported that newspaper advertisements are the most effective medium (41%) followed by campus interviews (29%) and internet surfing (14%). The endorsement of other methods ranged from one to three percent only.

5.4.4 Success in Securing a job

The average number of jobs applied by a graduate was limited to 2.44 only. However, against this, each student got 2.12 interview calls. While responding to the role played by the placement cell, only 29 percent of graduates acknowledged that the placement cell provided a chance to sit through the campus placement process.

5.5 Post-training Immediate Employment Scenario

5.5.1 Post-training immediate employment status

Employment after the training is one of the most important results of programs conducted by ITIs. The graph presents an analysis of the types of employment of ITI graduates immediately after passing out from ITI. The table lists five categories of employment and the proportion of ITI graduates who fall under each category.

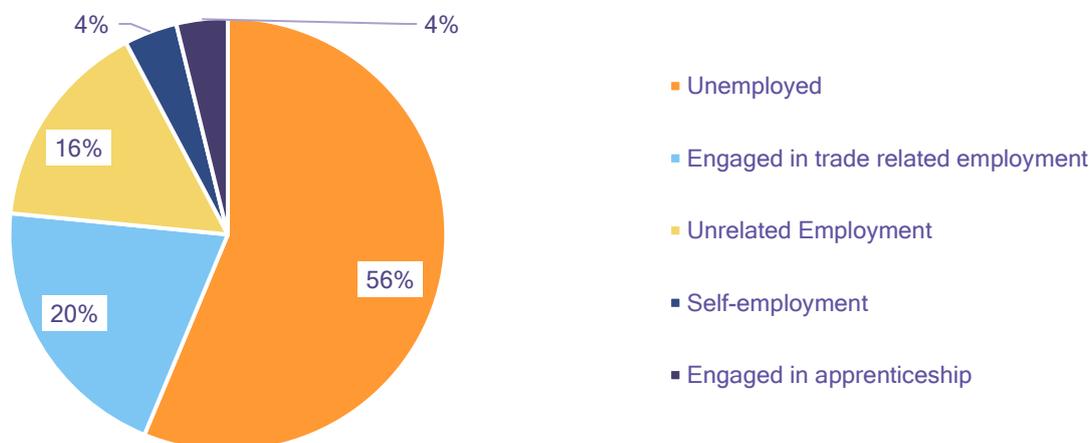


Figure 5: Post-training immediate employment status

The data indicates that a significant proportion (51.5%) of ITI graduates were unemployed immediately after passing out from ITI. This suggests that there could be a shortage of employment opportunities for ITI graduates or that there could be a mismatch between the skills possessed by the graduates and the requirements of the job market.

The second most common category of employment is trade-related employment, with 18.6 percent of ITI graduates securing such employment immediately after passing out from ITI. This is a positive

sign as it indicates that a considerable number of ITI graduates were able to secure employment that is directly related to the skills they acquired during their ITI training.

The third most common category is unrelated employment, with 14.3 percent of ITI graduates employed in a job that is not related to their ITI training. Self-employment is the fourth category, with 3.6 percent of ITI graduates opting to become self-employed immediately after passing out from ITI. This could be an indication that these graduates were able to identify a business opportunity that was in line with their ITI training.

Finally, 3.4 percent of ITI graduates were engaged in apprenticeship immediately after passing out from ITI. This suggests that these graduates were able to secure an opportunity to further their skills and experience in a particular field, which could potentially improve their employment prospects in the future.

Overall, the result suggests that while a significant proportion of ITI graduates were unemployed immediately after passing out from ITI, a considerable number were able to secure employment opportunities that are directly related to their skills. However, more efforts are needed to create a supportive ecosystem that can foster entrepreneurship, facilitate job placements, and help ITI graduates to navigate the job market.

ITI Category-wise post-training immediate employment status

The below diagram provides information on the employment status of graduates after completing their training in three different categories of Industrial Training Institutes (ITIs): Government Project ITI, Govt. ITI, and Private ITI. The categories of status include those engaged in apprenticeship, those engaged in trade related employment, those in self-employment, those in unrelated employment, and those who remained unemployed.

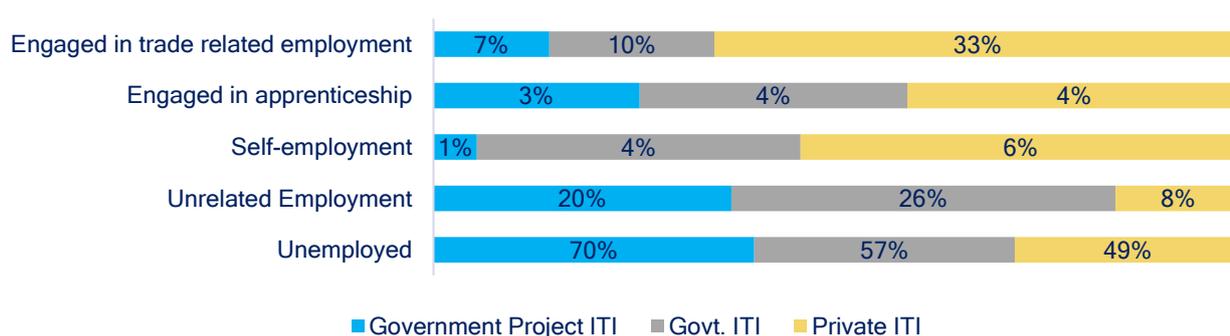


Figure 6: ITI category was immediate employment statuses

It is evident from the above graphs that a large proportion of ITI graduates from all three types of ITIs were unemployed. Graduates from Government Project ITI had the highest proportion of unemployment (70%), followed by Government ITI (57%) and Private ITI (49%).

The second most common status is 'trade-related employment', with the highest proportion of graduates from Private ITIs (33%) engaged in such employment, followed by Government ITIs (10%)

and Government Project ITIs (7%). This suggests that Private ITIs may be better equipped to provide industry-specific training to their students or have better industry linkages that facilitate job placements.

The third most common status is 'unrelated employment', with graduates from Government ITIs having the highest proportion (26%) employed in a job that is not related to their ITI training. Self-employment is the fourth category, with the highest proportion of graduates from Private ITIs (6%) opting for self-employment, followed by Government ITIs (4%) and Government Project ITIs (1%).

Finally, apprenticeships are the least common type of employment, with the highest proportion of graduates from Private ITIs (4%) engaged in apprenticeship, followed by Government ITIs (4%) and Government Project ITIs (3%).

In conclusion, the data suggests that there are significant variations in the types of employment obtained by ITI graduates from different types of ITIs. While Private ITIs seem to be providing better industry-specific training and entrepreneurship skills, more needs to be done to create suitable job opportunities for ITI graduates, especially in the government sector. The data highlights the need for policies and initiatives that can improve the employability of ITI graduates, create more apprenticeship opportunities, and encourage entrepreneurship.

Joining Salary offered to ITI graduates¹

The average salary offered to ITI graduates at the time of joining industry was found to be Rs. 13.86 thousand per month. The salary bracket analysis of employment outcomes for graduates from different categories of ITIs provides a detailed understanding of the salary range for graduates across the different categories. By calculating the percentage of graduates falling under different salary brackets, the salary outcomes across the different categories of ITIs, as well as within each category has been compared as below.

Table 5.5: Monthly income of ITI graduates in their first job

Monthly Income Category	Govt. Project ITI	Govt. ITI	Private ITI	Overall
Rs.5000-Rs.9999	16% (3)	14% (5)	14% (29)	14% (37)
Rs.10000-Rs.14999	42% (8)	31% (11)	40% (80)	39% (99)
Rs.15000-Rs.20000	42% (8)	54% (19)	46% (98)	47% (125)

*numbers in bracket indicate number of graduate under each category.

The highest proportion of ITI graduates from all three types of ITIs earn a monthly salary in the range of Rs. 10,000 to Rs. 14,999. However, there are some variations in the proportion of graduates in different salary brackets across the three types of ITIs. Graduates from Government ITIs and Private ITIs have a similar proportion of graduates in the lowest salary bracket of Rs. 5,000 to Rs. 9,999, at 14 percent, while Project ITIs have a slightly higher proportion at 16 percent.

¹ Income of only those graduates is being considered for analysis who are employed based on trade they have learned at their respective ITIs

In the middle salary bracket of Rs. 10,000 to Rs. 14,999, graduates from Government Project ITIs have the highest proportion (42%), followed by Private ITIs (40%) and Government ITIs (31%). In the highest salary bracket of Rs. 15,000 to Rs. 20,000, graduates from Government ITIs have the highest proportion (54%), followed by Private ITIs (46%) and Government Project ITIs (42%).

The data highlights the significant variations in the monthly salaries earned by ITI graduates from different types of ITIs. While the majority of ITI graduates earn a monthly salary in the range of Rs. 10,000 to Rs. 20,000, there are differences in the proportion of graduates in different salary brackets across the three types of ITIs. The data emphasizes the need for initiatives and policies that can improve the job placement support and industry linkages for ITI graduates, and increase their earning potential.

5.5.2 Trade-wise post-training immediate employment status

The table below provides the percentage breakdown of post-training immediate employment status for various trades studied in the survey. Overall, the data shows that 24 percent of the graduates were employed in trade related activities, 16 percent in unrelated activities, 4 percent were self-employed, and 56 percent were unemployed. Looking at the trades specifically, it can be observed that some trades have a higher percentage of employed graduates, while others have a higher percentage of unemployed graduates.

Table 5.6: Trade wise post-training immediate employment status

Trade Type	Trade	Permanent Employee		Self Employed		Temporarily Employed		Unrelated Employment		Unemployed	
		N	%	N	%	N	%	N	%	N	%
ENGINEERING TRADE	Electrician	64	28.1%	7	3.1%	11	4.8%	35	15.4%	111	48.7%
	Fitter	59	35.8%	0	0.0%	8	4.8%	24	14.5%	74	44.8%
	COPA	0	0.0%	1	1.3%	7	9.1%	13	16.9%	56	72.7%
	Welder	7	17.9%	1	2.6%	3	7.7%	6	15.4%	22	56.4%
	Electronics Mechanic	6	13.3%	0	0.0%	2	4.4%	2	4.4%	35	77.8%
	Wireman	1	4.8%	0	0.0%	1	4.8%	5	23.8%	14	66.7%
	Mechanic (Motor Vehicle)	1	6.3%	2	12.5%	0	0.0%	2	12.5%	11	68.8%
	Mechanic Diesel	2	25.0%	0	0.0%	2	25.0%	0	0.0%	4	50.0%
	Plumber	0	0.0%	0	0.0%	0	0.0%	3	37.5%	5	62.5%
	ICTSM	0	0.0%	1	50.0%	0	0.0%	1	50.0%	0	0.0%
	Machinist	1	6.7%	0	0.0%	0	0.0%	1	6.7%	13	86.7%
	Draughtsman (Civil)	0	0.0%	0	0.0%	0	0.0%	1	5.6%	17	94.4%
	Foundryman	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
	Turner	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%
Total		141	21.8%	12	1.9%	34	5.3%	93	14.4%	366	56.7%
NON-ENGINEERING TRADE	Food & Beverage Service Assistant	16	57.1%	0	0.0%	5	17.9%	3	10.7%	4	14.3%
	Sewing Technology	1	3.4%	3	10.3%	0	0.0%	6	20.7%	19	65.5%
	Stenographer & Secretarial Assistant (Hindi)	3	27.3%	0	0.0%	0	0.0%	3	27.3%	5	45.5%
	Cosmetology	1	33.3%	2	66.7%	0	0.0%	0	0.0%	0	0.0%
	Food Production (General)	1	25.0%	0	0.0%	0	0.0%	2	50.0%	1	25.0%

	Secretarial Practice	1	25.0%	0	0.0%	1	25.0%	1	25.0%	1	25.0%
	H.S.I.	2	20.0%	0	0.0%	0	0.0%	0	0.0%	8	80.0%
	Painter (General)	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
	Baker & Confectioner	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%
	Total	25	27.2%	5	5.4%	8	8.7%	16	17.4%	38	41.3%
Grand Total		166	22.5%	17	2.3%	42	5.7%	109	14.8%	404	54.7%

Engineering Trade:

- Electrician and Fitter have relatively higher percentages of graduates securing permanent employment, with 28% and 36% respectively.
- However, there are notable instances of high unemployment rates in certain engineering trades. For example, Draughtsman (Civil) and Machinist have unemployment rates of 94% and 87% respectively, highlighting the need for targeted measures to improve employment prospects in these trades.
- Self-employment is relatively low in Engineering Trades, ranging from 0% to 13%. Welder and Mechanic (Motor Vehicle) demonstrate instances of self-employment at 3% and 13% respectively.
- Temporary employment and engagement in unrelated employment also vary across trades. For instance, Electrician and Fitter have 5% and 15% of graduates engaged in temporary employment, while Electronics Mechanic and Wireman have 4% and 24% respectively. Similarly, engagement in employment unrelated to the ITI trade ranges from 4% for Electronics Mechanic to 78% for Draughtsman (Civil).

Non-Engineering Trade:

- Food & Beverage Service Assistant stands out with a high percentage (57%) of graduates securing permanent employment, indicating strong demand in the hospitality industry.
- Self-employment rates are higher in some Non-Engineering Trades, ranging from 5% for Stenographer & Secretarial Assistant (Hindi) to 67% for Cosmetology.
- Temporary employment is observed in various trades, providing short-term opportunities for graduates. For example, Sewing Technology has 10% of graduates engaged in temporary employment.
- The percentage of graduates engaged in employment unrelated to their trade is relatively low in certain non-engineering trades. For instance, Food & Beverage Service Assistant has 11% of graduates in employment unrelated to their trade, while Secretarial Practice and Food Production (General) have 25% each.
- Unemployment rates in Non-Engineering Trades range from 14% for Food & Beverage Service Assistant to 80% for H.S.I.

It is evident from the above table that Food & Beverage Service Assistant has the highest percentage of graduates employed in trade-related employment (68%). Following closely behind is Mechanic Diesel (50%) and Secretarial Practice (50%). Others trade categories such as Cosmetology, Turner, ICTSM, Painter, Baker & Confectioner & Foundryman have 42 percent of graduates employed in trade-related employment immediately after training. Fitter has 36 percent of graduates employed in trade-related employment while Electrician has 28 percent. Stenographer & Secretarial Assistant

(Hindi) has 27 percent of graduates employed in trade-related employment while Food Production (General) has 25 percent. Welder has 23 percent of graduates employed in trade-related employment while Mechanic (Motor Vehicle) has 13 percent.

The analysis of immediate post-training self-employment status of graduates indicates the highest percentage of graduates who are self-employed are in H.S.I., Sewing Technology, Electronics Mechanic, and Machinist, each with 7 percent of trainees being self-employed. Electrician and Food & Beverage Service Assistant also have a relatively high percentage of self-employed trainees, with 6 percent and 4 percent respectively. The lowest percentage of self-employed trainees are in COPA, with only 1 percent of trainees being self-employed.

Among the trades listed, the percentage of trainees employed in unrelated employment is highest for Draughtsman (Civil) at 78 percent. Mechanic Diesel, Mechanic (Motor Vehicle), and Plumber have the highest percentage of trainees employed in unrelated employment immediately after completing the training, all at 38 percent. The overall percentage of trainees employed in unrelated employment is 28 percent.

The percentage of those not employed immediately after training is high in most trades, with Wireman having the highest percentage at 81 percent. This is followed by Machinist and Sewing Technology with 80 percent and 76 percent respectively. It's important to note that those who are not employed includes those who are either unemployed or those who did not look for employment opportunities. Other trades with a high percentage of graduates not employed include Stenographer & Secretarial Assistant (Hindi) at 73 percent, COPA at 66 percent, Plumber at 63 percent, and Welder at 62 percent. On the other hand, Food & Beverage Service Assistant has the lowest percentage of graduates not employed at 29 percent. Overall, the percentage of ITI graduates not employed immediately after training is 56 percent. These numbers highlight the need for efforts to improve employment opportunities and outcomes for ITI graduates, especially in trades with high percentages of graduates not employed.

The foregoing analysis of the trade-wise post-training immediate employment status of ITI graduates reveals a mixed picture, with some trades having high percentages of graduates employed in trade-related employment, while others have high percentages of graduates not employed or employed in unrelated employment. The need for improving employment opportunities and outcomes for ITI graduates, especially in trades with low employment rates, cannot be overstated. Efforts should be made to provide better training and support and facilitate linkages between ITI graduates and employers to improve their employment prospects. Additionally, more attention needs to be given to entrepreneurship and self-employment opportunities, particularly for trades with a lower demand for skilled workers in the job market. With such interventions, it is possible to enhance the employability and productivity of ITI graduates, while also contributing to the growth of the economy.

5.5.3 Career Progression & Reasons for quitting job

In terms of job change, around 65.5 percent of the employed/self-employed graduates have stuck to their first job. The remaining 34.5 percent of the graduates have switched jobs. Various reasons for which graduates changed/ quit their job is depicted in the figure below;

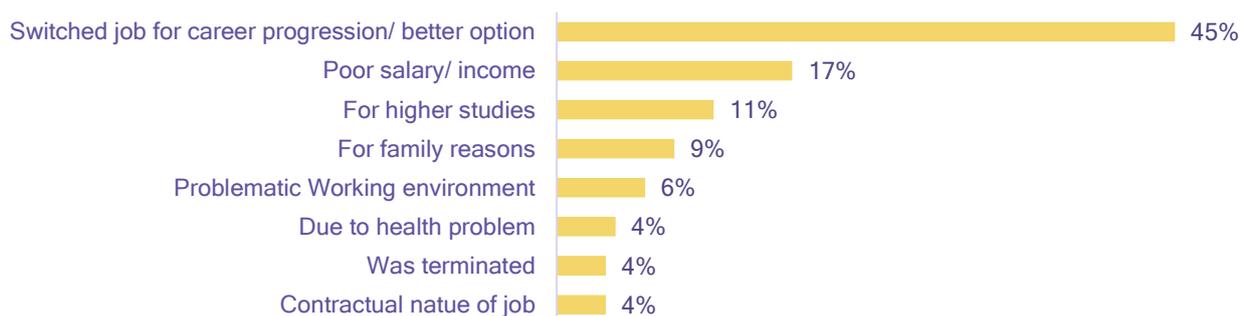


Figure 7: Reasons for quitting/changing jobs

The most common reason for ITI graduates to quit their job is to switch to a better option or career progression, with 45 percent of respondents agreeing to this reason. This could be due to various factors such as a lack of growth opportunities, limited job responsibilities, or a stagnant work environment. ITI graduates may feel that switching to a new job can offer them better pay, work-life balance, and a chance to learn new skills.

According to the survey results, inadequate salary or income is a noteworthy factor leading to quitting a job, with 17 percent of respondents indicating their agreement with this reason. ITI graduates may feel that their compensation does not match their skills, experience, and job responsibilities. This can lead to dissatisfaction, low morale, and ultimately, quitting the job. Employers need to offer competitive salaries to retain talent and attract skilled workers.

For higher studies, 11 percent of respondents agreed that pursuing further education was the reason for quitting their job. ITI graduates may feel the need to acquire additional skills and qualifications to advance their careers or explore new career opportunities. Employers can support employees' educational pursuits by offering flexible work hours, study leave, or financial assistance for courses and training programs.

For family reasons, 9 percent of respondents agreed that this was the reason for quitting their job. ITI graduates may have to quit their job due to personal commitments such as caring for a family member, relocation, or maternity leave. Employers can offer support to employees with family responsibilities by providing flexible work arrangements, childcare facilities, or remote work options.

A problematic working environment is another reason for quitting a job, with 6 percent of respondents (male only) agreeing to this reason. Employers need to create a safe, inclusive, and respectful work environment to retain talent and avoid legal and reputational risks.

Finally, a contractual nature of the job and being terminated were the least common reasons for quitting a job, with 4 percent of respondents agreeing to each reason. A contractual job may have a fixed duration or project-based, which may not offer job security or growth opportunities. Being terminated could be due to various reasons such as poor performance, misconduct, or redundancy. Employers need to communicate clear expectations and offer feedback, and training to avoid termination and retain talent.

5.5.4 Reasons for unemployment & Barriers faced by ITI Graduates

An investigation was carried out to determine the reasons why certain individuals failed to secure employment shortly after completing their ITI course. The primary reason cited by a majority of the graduates was a lack of work experience, which accounted for 52 percent of the responses. The second most commonly mentioned reason was the unavailability of the desired job, with 23 percent of the graduates indicating this as a factor. Additionally, 22 percent of the graduates cited a lack of employment opportunities in their home district, while 20 percent of them reported difficulty in finding a job related to their trade.

An attempt was made to understand the barriers and challenges these ITI graduates face when they look for a job or get into a job. Efforts were made to comprehend the obstacles and difficulties encountered by ITI graduates while seeking or acquiring employment. Queries were posed to determine the barriers experienced by ITI graduates in securing employment. The chart below illustrates the percentage of respondents who endorsed each category of barriers.

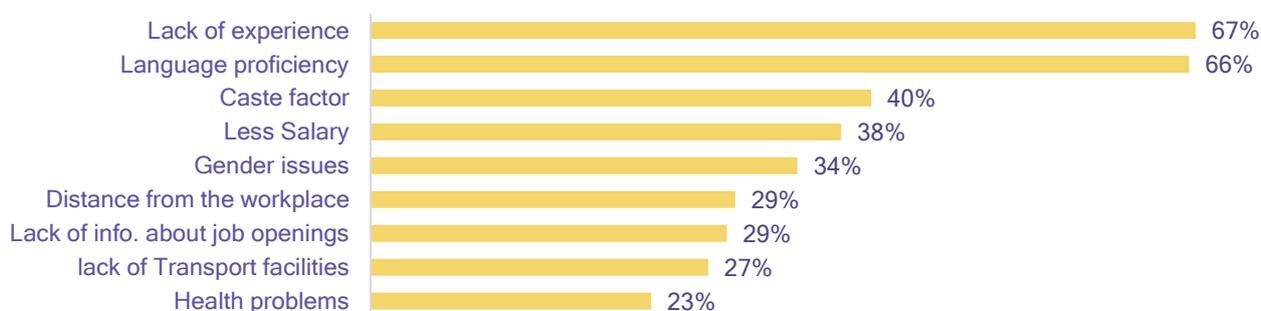


Figure 8: Barriers faced by ITI graduates in securing a job

ITI graduates face various barriers in securing a job. The most significant barrier identified is a lack of experience, with 67 percent of graduates agreeing to this barrier. ITI graduates may face difficulty in securing jobs due to a lack of practical skills, hands-on training, and relevant work experience. Employers may prefer candidates with prior work experience, which may put fresh graduates at a disadvantage.

Language proficiency is another significant barrier faced by ITI graduates, with 66 percent of graduates agreeing to this barrier. ITI graduates may face challenges in securing jobs due to a lack of proficiency in the language required for the job. Language barriers can prevent graduates from accessing job opportunities, communicating effectively with colleagues and clients, and advancing their careers.

Less salary is another barrier faced by ITI graduates, with 38 percent of graduates agreeing to this barrier. Employers may offer lower salaries to ITI graduates compared to other candidates with similar qualifications and experience. This can lead to dissatisfaction, low morale, and a lack of motivation to continue working in the field.

Caste factor is another significant barrier, with 40 percent of graduates agreeing to this barrier. ITI graduates may face discrimination based on their caste or social status, which can affect their job prospects and career growth.

Gender issues are another significant barrier faced by ITI graduates, with 34 percent of graduates agreeing to this barrier. Women ITI graduates may face challenges such as gender discrimination, lack of maternity leave, and biases in job selection.

Distance from the workplace is another barrier faced by ITI graduates, with 29 percent of graduates agreeing to this barrier. ITI graduates may face challenges in securing jobs due to the distance from their residence to the workplace. This could lead to increased transportation costs, longer commuting time, and difficulty in managing work-life balance.

Lack of information about job openings is another barrier, with 29 percent of graduates agreeing to this barrier. ITI graduates may face difficulty in accessing job opportunities due to a lack of awareness about job openings, job fairs, and recruitment drives. Employers can help overcome this barrier by promoting job opportunities through various channels, such as social media, job portals, and campus visits.

Lack of transport facilities is another barrier, with 27 percent of graduates agreeing to this barrier. ITI graduates may face difficulty in accessing job opportunities due to a lack of public transportation facilities, especially in rural areas.

5.6 Current Employment Scenario

5.6.1 Current employment status

The data presented in the chart reveals the employment status of all ITI graduates, irrespective of the type of ITI they attended. The findings indicate that more than half (54.7%) of ITI graduates are currently unemployed. While the overall percentage of employed graduates (excluding self-employment) is around 43 percent, it is important to note that this figure includes 14.8 percent of graduates who are working in jobs that are unrelated to their ITI training.

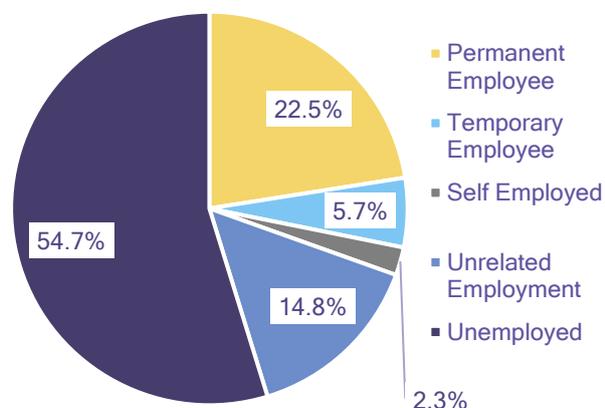


Figure 9: Current Employment Status

This suggests that only 28.2 percent of the graduates are employed based on the skills they acquired through their ITI training, which includes 22.5 percent who are permanent employees and 5.7 percent who are temporary employees. The percentage of graduates who are self-employed has decreased from 3.8 percent immediately after course completion to 2.3 percent currently, indicating that self-employment may not be a preferred option for most ITI graduates.

These figures suggest that the majority of ITI graduates are facing challenges in securing employment opportunities. The high unemployment rate indicates that there is a significant mismatch between the skills of ITI graduates and the demands of the job market. This could be due to a lack of alignment between the curriculum taught in ITIs and the skills required by employers.

Furthermore, the data shows that a significant percentage of graduates are engaged in unrelated employment, which suggests that they may not be using the skills they acquired during their ITI education in their current employment. This highlights the need for closer collaboration between ITIs and industries to ensure that the skills taught in ITIs align with the skills required by employers.

On a positive note, it is observed that the percentage of graduates who are unemployed has decreased slightly from 56.2 percent immediately after course completion to 54.7 percent currently. Also, the data reveals that a significant percentage of ITI graduates have secured permanent employment opportunities. This suggests that ITI education can lead to stable and long-term employment opportunities for graduates. However, the low percentage of graduates who are self-employed indicates that there may be a need for greater entrepreneurship training and support for ITI graduates who wish to start their own businesses.

ITI Category-wise Current Employment Status

The provided graph presents the current employment status of ITI graduates from three different types of ITIs: Government Project ITI, Government ITI, and Private ITI. The data is categorized according to five types of employment: Permanent Employee, Temporary Employee, Self Employed, Unrelated Employment, and Unemployed. The percentage values represent the proportion of graduates falling into each category.

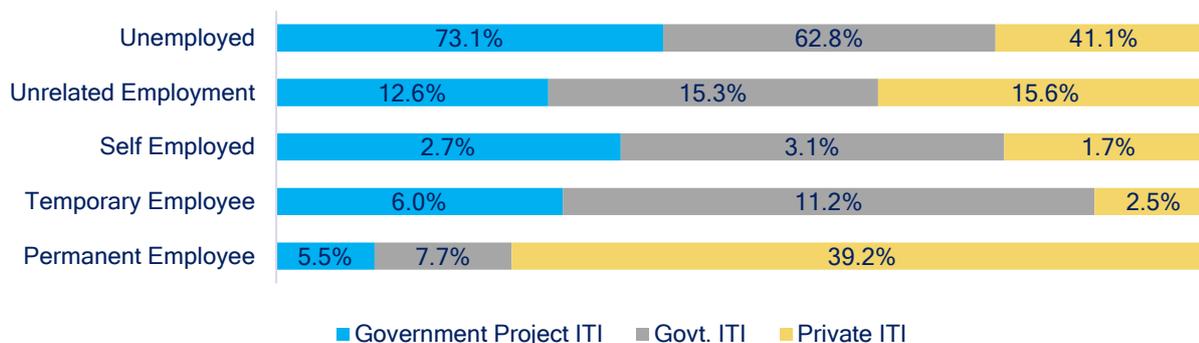


Figure 10: ITI Category wise current employment status

Starting with Government Project ITI, the graph depicts that the majority of graduates, 73.1 percent, are currently unemployed. Additionally, 12.6 percent of graduates are engaged in unrelated employment, 6 percent are temporary employees, 5.5 percent are permanent employees, and 2.7 percent are self-employed. These figures indicate that graduates from Government Project ITI are facing significant challenges in securing employment opportunities. It is also noteworthy that the percentage of graduates engaged in unrelated employment is relatively high.

Moving on to Government ITI, the graph shows that 62.8 percent of graduates are unemployed. Additionally, 15.3 percent of graduates are engaged in unrelated employment, 11.2 percent are temporary employees, 7.7 percent are permanent employees, and 3.1 percent are self-employed. These figures suggest that while graduates from Government ITI have a slightly better chance of securing employment compared to those from Government Project ITI, the unemployment rate is still significantly high.

Finally, graduates from Private ITI have a significantly better employment status compared to those from Government Project ITI and Government ITI. According to the data, 41.1 percent of graduates are unemployed, 39.2 percent are permanent employees, 15.6 percent are engaged in unrelated employment, 2.5 percent are temporary employee and only 1.7 percent are self-employed. These figures indicate that graduates from Private ITI have a better chance of securing permanent employment opportunities.

Overall, the data suggests that graduates from Private ITI have better employment prospects compared to graduates from Government Project ITI and Government ITI. Additionally, the data reveals that graduates from Government Project ITI face significant challenges in securing employment opportunities.

ITI category-wise status of change in employment²

The data presented in the table highlights the change in employment status of ITI graduates from different categories over two periods, i.e., immediately after training and currently. The findings reveal that the employment status of graduates has improved over time, but there are significant differences between the categories of ITIs.

Table 5.7: ITI Category wise Post-training immediate employment status

ITI Type	Employment Immediately After Training			Current Employment		
	Trade Related	Unrelated	Self-Employment	Trade Related	Unrelated	Self-Employment
Govt. Project ITI	9.9%	19.8%	0.5%	11.5%	12.6%	2.7%
Govt. ITI	13.8%	25.5%	4.1%	18.9%	15.3%	3.1%
Private ITI	36.9%	8.3%	5.6%	41.7%	15.6%	1.7%
Overall	24.1%	15.7%	3.9%	28.2%	14.8%	2.3%

Government Project ITIs show the lowest percentage of improvement in employment status, with a modest increase from 9.9 percent immediately after training to 11.5 percent currently. Graduates from Government ITIs experienced a more significant increase, with the employment status rising from 13.8 percent immediately after training to 18.9 percent currently. Private ITIs show the significant percentage of improvement in employment status, with an increase from 36.9 percent immediately after training to 41.7 percent currently.

Overall, the data suggests that there has been an improvement in the employment status of ITI graduates over time, with the percentage of graduates employed rising from 24.1 percent immediately after training to 28.2 percent currently. However, there is still a significant proportion of graduates who remain unemployed or engaged in unrelated employment.

5.6.2 Range of Current Monthly Income³

The current average salary/income of employed/self-employed ITI graduates is around Rs. 19.5 thousand per month. The current average income is 41 percent more than the income which ITI graduates could derive immediately after coming out of ITI. The change in percentage of people falling under different salary brackets is presented in the table below. The table represents the monthly income category of ITI graduates at two different points in time, i.e., immediately after graduating from ITI and currently.

Table 5.8: Change in composition of income categories

Monthly Income Category	Immediately after graduating from ITI	Currently	Change
Rs. 5000 - Rs. 9999 per month	14%	3%	-11%
Rs. 10000 - Rs. 14999 per month	39%	21%	-18%
Rs. 15000 - Rs. 19999 per month	47%	36%	-11%
More than Rs. 20000 per month	0%	40%	+40%

² Employment of only those graduates is being considered for analysis who are employed based on trade they have learned at their respective ITIs

³ Income of only those graduates is being considered for analysis who are employed based on trade they have learned at their respective ITIs

The findings indicate that immediately after graduating from ITI, the majority of the graduates fell into the lower income category of Rs. 5,000 - Rs. 14,999 per month, with 14% in the Rs. 5,000 - Rs. 9,999 category and 39% in the Rs. 10,000 - Rs. 14,999 category. However, currently, only 3% of graduates fall into the Rs. 5,000 - Rs. 9,999 category, while 21% fall into the Rs. 10,000 - Rs. 14,999 category. This represents a significant drop in the number of graduates in the lower income categories, with a decrease of 11% in the Rs. 5,000 - Rs. 9,999 category and 18% in the Rs. 10,000 - Rs. 14,999 category.

Conversely, the data indicates a significant increase in the number of graduates falling into the higher income categories, with 40% currently earning more than Rs. 20,000 per month, compared to none immediately after graduation. Furthermore, the data shows a decrease of 11% in the Rs. 15,000 - Rs. 19,999 category, indicating that more graduates are moving into the higher income categories.

5.6.3 Employee Strength of the employing organization

The survey reveals that around 37 percent of employed ITI graduates are working in companies where the size of the organization in terms of the number of employees is greater than 1000. This is followed by another 20 percent of the graduates working in companies with 500 to 1000 employees. In the cases of 18 percent of graduates, the size of the organization is between 5 to 50 employees followed by 14 percent cases where it is in the range of 200 to 500 employees. In 11 percent of cases, the size of the organization was found to be between 50 to 200 employees.

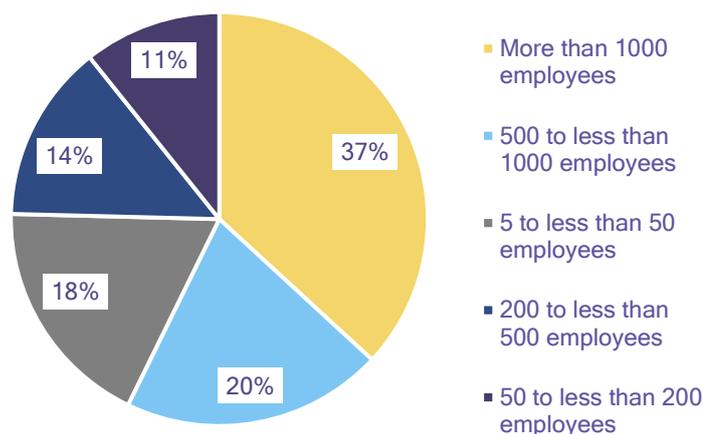


Figure 11: Employee strength of organizations

5.6.4 Time taken in securing a job after completing the course at ITI

Once a trainee graduates from an ITI, securing a job becomes the top priority. Landing a job early after graduating is essential as not getting a job leads to psychological and social distresses. The survey reveals that only 10 percent of the employed respondents are among those who could secure a job through TCPC of ITI. Around 6 percent of the employed respondents could secure a job within a month of their training completion. In 30 percent of cases, the respondents could secure a job only after one year of their training followed by another 24 percent who could secure a job in nine to 12 months.

Table 5.9: Time taken in securing a job after course completion at ITI

Time taken in securing 1st Job	Govt. Project ITI	Govt. ITI	Private ITI	Overall
1 to less than 3 months	15%	25%	0%	13%
3 to less than 6 months	21%	13%	1%	11%
6 to less than 9 months	6%	6%	7%	6%
9 to less than 12 months (1 year)	25%	13%	32%	24%
Got placed through ITI immediately through TCPC	6%	3%	18%	10%
Less than 1 month	6%	7%	6%	6%
More than 1 year	21%	31%	36%	30%

The table above presents data on the time taken by graduates to secure their first job, among those who were able to find employment. The majority of employed graduates from project ITIs were able to secure a job within 9 to 12 months (25%), followed by an equal proportion of 21 percent securing a job in 3 to 6 months and more than one year.

For government non-project ITI trainees, the majority of graduates (31 percent) were able to secure a job after a period extending beyond one year, with the next highest proportion of 25 percent finding employment within 3 months of completing their training. Among trainees from private ITIs, the majority of 36 percent secured a job after more than a year of training, while 32 percent were able to secure a job in 9 to 12 months after completing their training.

5.6.5 Distance of workplace from home

A majority of employed graduates (28%) could secure employment within 5 kilometres of their home. In total, around 70 percent of the respondents were employed within 50 kilometres distance from their homes. Around 18 percent of the respondents were working in the range of 50 to 250 kilometres from their homes. Around 12 percent of the respondents were working at a distance beyond 250 kilometres from their homes.

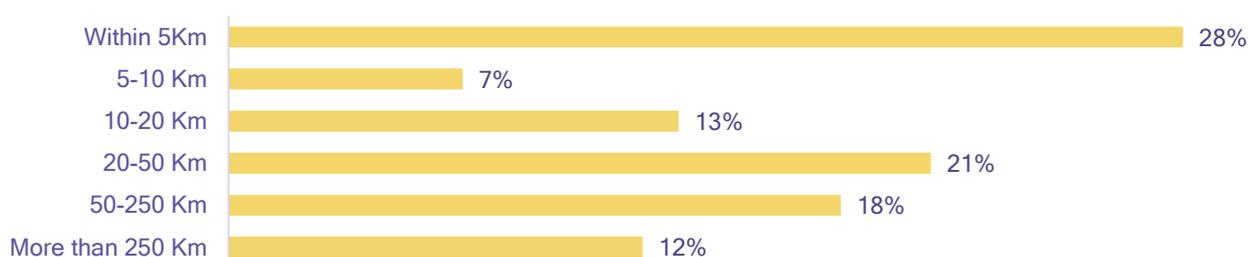


Figure 12: Distance of workplace from home

5.6.6 Willingness to continue/change the existing job

The employed graduates were asked to state the reasons for which they are willing to change their job. The maximum endorsement of 82 percent was found to be given to monetary benefits. Around 33 percent of the respondents also indicated that they may go for changing their job if they get a job in the area of their interest. Almost one-fourth of the respondents have also indicated that they may

change their job for the sake of a better work environment. Only around 14 percent of the respondents are willing to change their job for the sake of working near home.

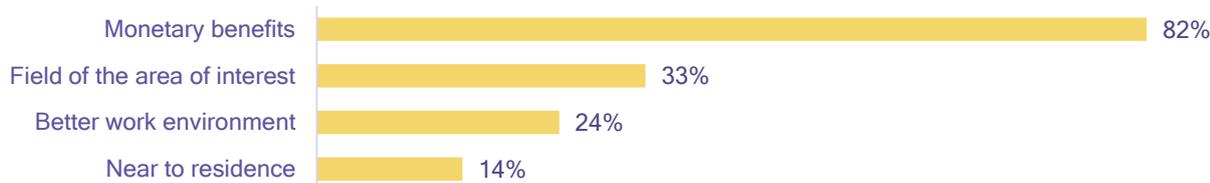


Figure 13: Reasons for considering a change in job

5.6.7 Satisfaction with the job

In most of the cases (32%), the employed graduates are satisfied with their job. The second majority is also indifferent about their satisfaction (13%). Only three percent of graduates indicated that they are dissatisfied with their job while one percent of graduates are very dissatisfied with their job.

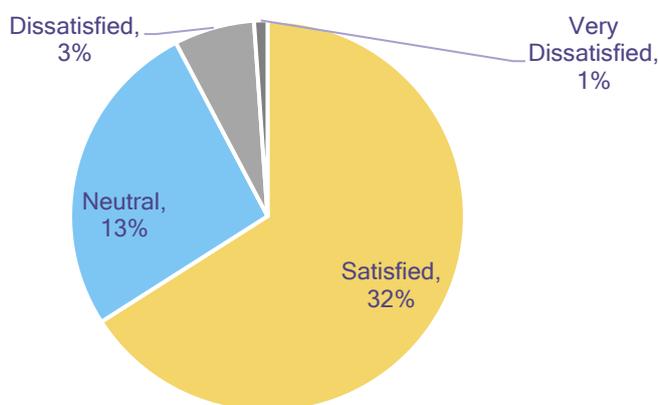


Figure 14: Satisfaction with the job

Among the small proportion of graduates who are dissatisfied with their job, low salary is one of the main reasons behind such dissatisfaction. These students also cited less job security as one of the reasons for their dissatisfaction with their current job.

Among the small proportion of graduates who are dissatisfied with their job, low salary is one of the main reasons behind such dissatisfaction. These students also cited less job security as one of the reasons for their dissatisfaction with their current job.

5.6.8 Impact on family's economic condition

Most of the graduates (97%) have indicated that their family's economic conditions have improved due to their job. The remaining three percent of graduates are of the view that their earning is not sufficient enough to bring any visible change in their family's economic condition and hence it has remained unchanged.

5.6.9 Willingness to migrate for a job

Around 69 percent of respondents are willing to migrate for the sake of getting a job or a better job. Among these, most of them (47%) are willing to migrate only to another district within the state. Another 15 percent are willing to migrate anywhere followed by five percent who are willing to migrate only to metro cities. Around 2 percent of the respondents are willing to migrate to any big city while the remaining 31 percent are not willing to migrate.

5.6.10 Perception towards other trades

The ITI graduates were asked to indicate if they feel the trade they learnt at ITI had fewer opportunities than other trades, only around 7.5 percent of the respondents endorsed the statement (0.7% from Project ITI, 2.3% from Govt. non project ITI and 4.5% from Private ITI). Further, these graduates were asked to indicate the top three trades which they believe have better employment prospects. The result of the responses is presented below-

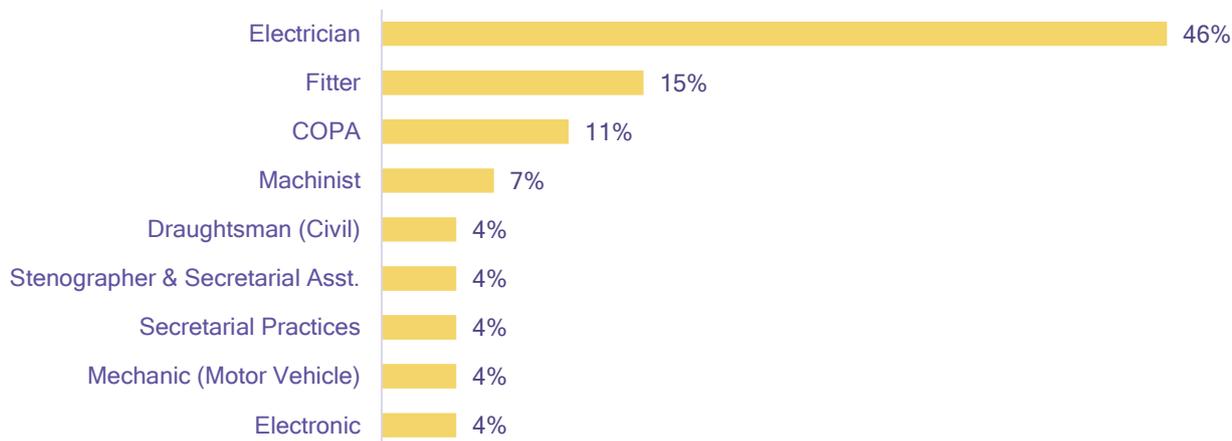


Figure 15: Preference towards various trades

A majority of graduates (46%) feel that the 'electrician' trade has better opportunities followed by 'fitter' (15% endorsement) and COPA (11% endorsement). The other trades that received the endorsement of these graduates were machinist, draughtsman-civil, stenographer & secretarial asst., secretarial practices, mechanic motor vehicle and electronic.

5.7 Rating to ITI and Trade

An attempt was made to find out the ratings which ITI graduates would like to assign to their ITI and the trade they learned. Some of the factors which were considered for rating were the quality of classroom learning, supply of teaching and learning materials, quality of lectures, technical equipment, the relationship between theory and practical classes and scope of employment for the selected trade.

5.7.1 Rating to ITIs

The respondents were asked to rate their ITIs on a scale of 1 to 5, where 1 is the lowest rating and 5 is the highest rating, the graduates rated their ITIs. The result of the same is presented below.

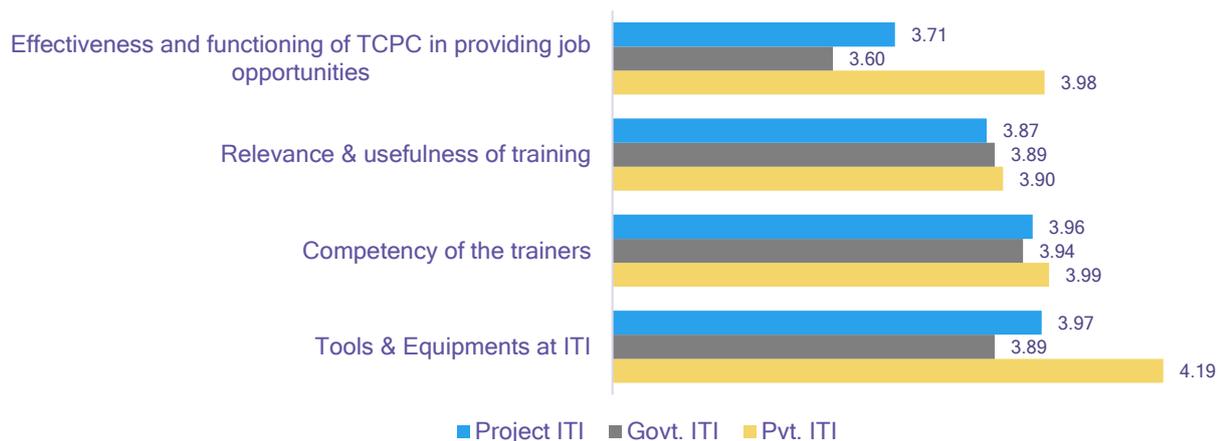


Figure 16: Rating of their ITI by Graduates

The rating of ITI was ascertained based on parameters related to enabling factors associated with a good training environment. It is evident from the above graph that the average rating assigned to private ITI is slightly better on all the parameters. Among the government ITIs, the rating of project ITI was found to be better on three out of four parameters. This indicates that the project ITIs are yet to make any visible/significant improvement in improving their image as compared to private ITIs.

5.7.2 Rating of Trade and perception for alternate trades

Similar to the case of rating their ITIs, the graduates were asked to rate their courses/trades on a scale of 1 to 5, where 1 is the lowest rating and 5 is the highest rating. The result of the same is presented below.

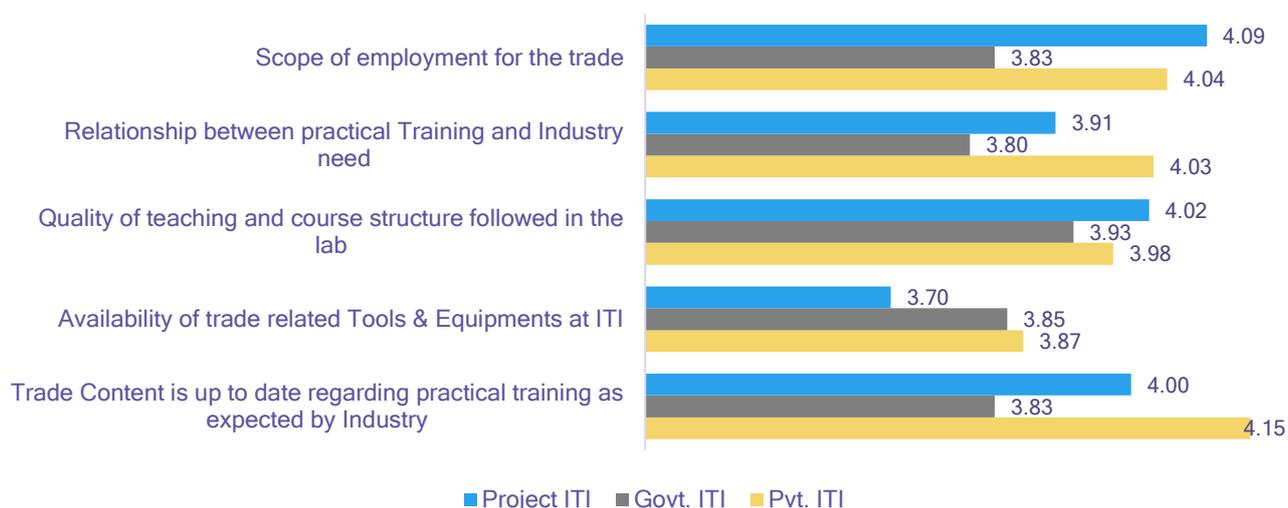


Figure 17: Rating of their trade by ITI Graduates

It is evident from the above graph that project ITIs have better ratings on two of the five parameters as compared to the ratings assigned to private and non-project govt. ITIs. The project ITIs have a better rating on providing training in a trade which has better scope of employment and quality of teaching and updated practical training.

5.8 Employers' Satisfaction

In order to assess the employers' satisfaction, 54 employers of ITI graduates participated in the survey. Out of the 54 participant employers, 25 were from Uttarakhand while 29 were from outside of the state. A maximum of 10 employers from Haridwar followed by 7 from Dehradun, 3 from Bageshwar, 2 from Nainital, and 1 each from Chamoli, Rishikesh and Udham Singh Nagar participated in the survey. Among the employers from outside of the state, the participants were from Bengaluru, Chandauli, Chennai, Delhi, Faridabad, Hyderabad, Jabalpur, Lucknow, Ludhiana, Noida, Patiala, Pune, Saharanpur and SAS Nagar.

5.8.1 Sector Relevance of Employers

Most of the participants of the employers' survey were from 'Food Processing Industry' (14.81%) followed by 'Electrical & Electronics' (12.96%), 'Automobiles' (11.11%), 'Infrastructure equipment' (9.26%), 'IT & ITeS' (7.41%). The participation rates of 'Healthcare', 'Production & Manufacturing' and 'Retail Industry' was at 5.6 percent each. The remaining 27.75 percent of the employers were from 11 different sectors.

Table 5.10: Sectoral distribution of employers

Sector of the Employer	Response Percent
Food Processing	14.81%
Electrical & Electronics	12.96%
Automobiles	11.11%
Infrastructure equipment	9.26%
IT & ITeS	7.41%
Healthcare	5.56%
Production & Manufacturing	5.56%
Retail	5.56%
Apparel	3.70%
Beauty & Wellness	3.70%
Iron & Steel	3.70%
Telecom	3.70%
Agriculture Machinery	1.85%
Construction	1.85%
Instrumentation	1.85%
Logistics	1.85%
Oil & Gas	1.85%
Rubber	1.85%
Textile	1.85%

5.8.2 Organization Type (Ownership)

Most of the participants in the employers' survey were from the private sector (74%). In 26 percent of cases, the responding organizations were from public sector units.

5.8.3 Methods & Sources of Recruitments

The employers were asked to indicate their methods of recruitment for skilled workers. A majority of employers (70%) indicated using newspaper advertisement services for recruitment. Around 41 percent of employers used to approach ITIs to recruit skilled workers. The other sources using which skilled workers are being recruited are used by 9 to 33 percent of employers.

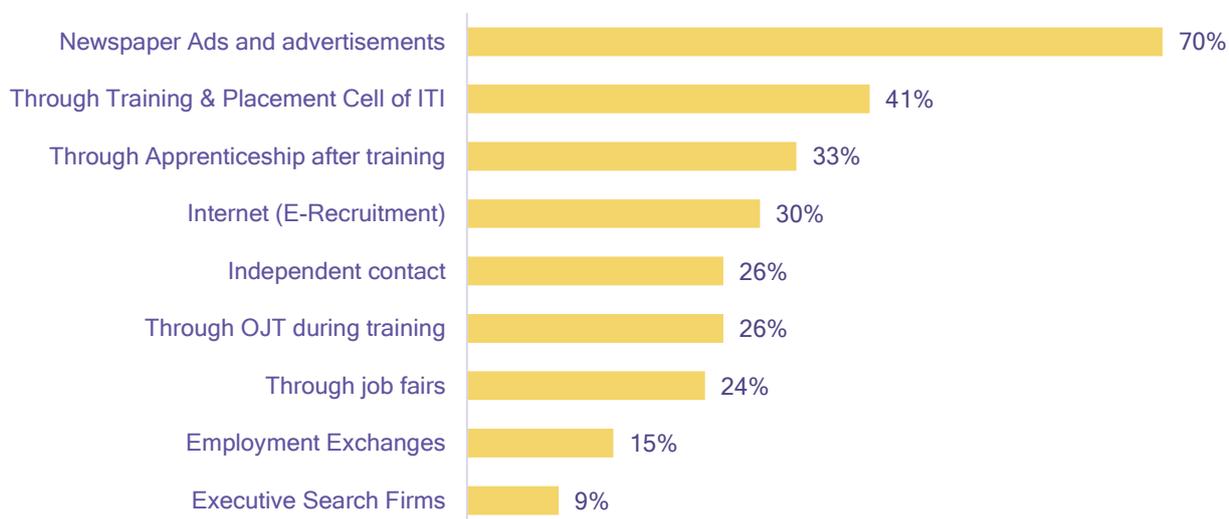


Figure 18: Sources of recruitment

Those employers who acknowledged recruiting ITI graduates were asked to indicate their preference while approaching an ITI. Around 68 percent of the respondents indicated their confidence in government ITIs while 32 percent indicated their preference towards private ITIs.

5.8.4 Expectations from ITI Graduates

Employers were asked to indicate their expectations from the ITI graduates while on the job. Some of the major expectations that most of the employers indicated are as below-



Figure 19: Employers' expectations from ITI Graduates

Around 83 percent of the employers indicated that they expect ITI graduates to be adequately skilled in the trade they learn at ITI. An equal percentage of employers also indicated that they expect good communication skills among ITI graduates. A positive attitude and adequate knowledge about the job were indicated by equally 74 percent of employers. Around 35 percent of employers also indicated that they expect ITI graduates to have conceptual clarity about the work assigned to them. The other various attributed indicated by around 10 to 25 percent of the employers as their

expectations were risk-taking ability, commitment, honesty, team working, transparency, leadership quality, result-oriented, decision-making, perseverance, willingness to work under stress and self-driven/proactive.

5.8.5 Feedback about recruited ITI graduates

The employers were asked to indicate their agreement/ disagreement with certain attributes in their ITI graduate employees. The statements and the responses are given in the graph below.

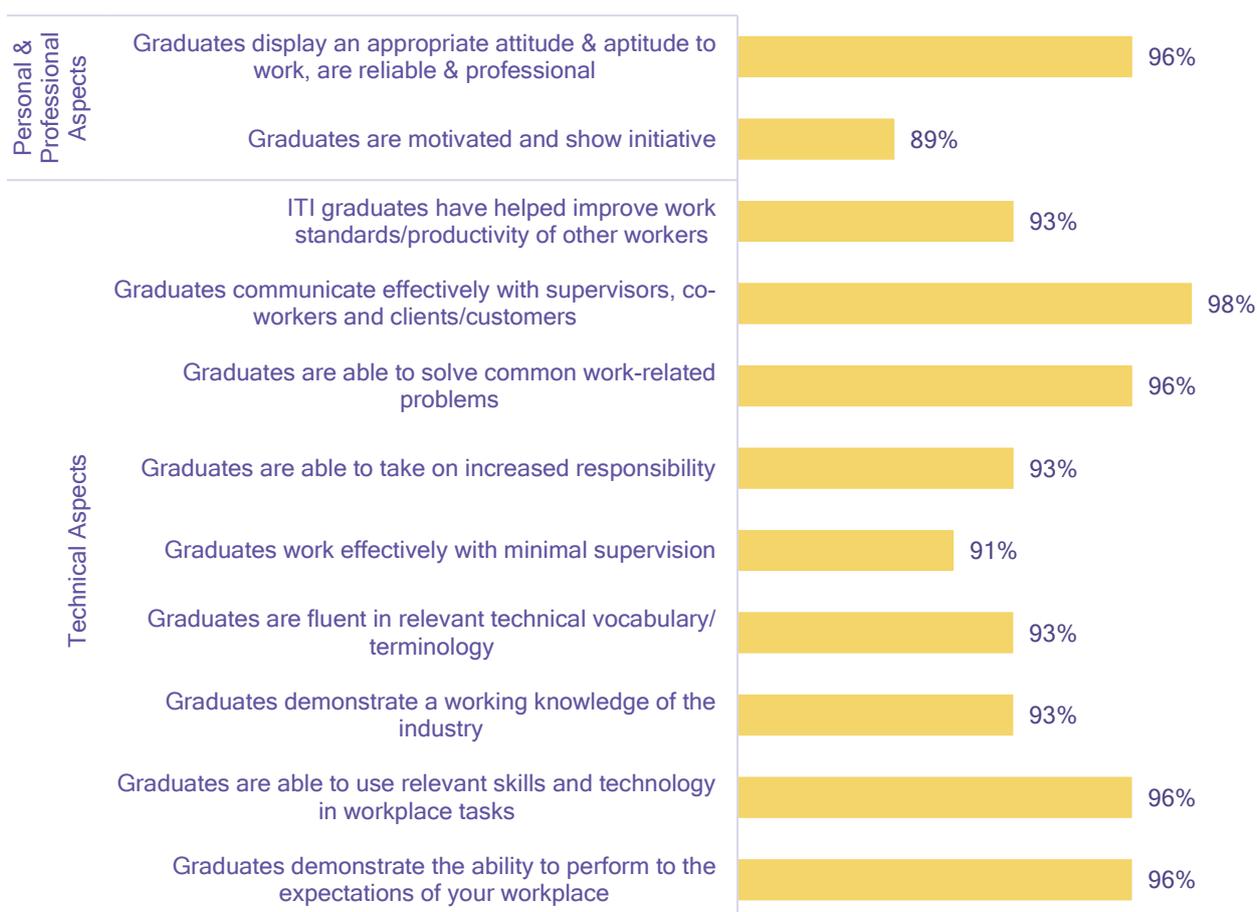


Figure 20: Employers' view on the technical and professional quality of ITI Graduates

The employer's survey revealed that most of the employers have agreed that ITI Graduates demonstrate the ability to perform to the expectation of the employer's workplace on both technical as well as professional aspects.

On being asked to rate their overall satisfaction with ITIs Programs (on a scale of 1 to 10, 1 being lowest and 10 being highest satisfaction), the average rating was found to be 7.9 which indicates employers' higher satisfaction towards ITI Graduates and ITI courses.

5.9 ITIs' Performance

5.9.1 Establishment of Institute Management Committee (IMC)

Institute Management Committees of ITI are responsible for managing the affairs of the ITI under a set guideline. However, in around 50 percent of the ITIs, it was reported that the institute did not form the IMC. In the institutes where IMCs have been formed, an average of 3 meetings per year is being conducted by IMCs.

5.9.2 Involvement of Industries

The ITIs are supposed to have good knowledge about the industries available in the district/ nearby district. Further, having a continuous relationship with industries helps in providing internship and job placement opportunities to graduates.

- Around 63 percent of the ITIs reportedly have a good awareness of the industries in their district.
- In the case of around 50 percent of ITIs, industry representatives are being invited as guest lecturers.
- Around 64 percent of the ITIs have reportedly identified industries to provide OJT/ placement opportunities to their students.
- Around 60 percent of the ITIs have signed MoU with industries to provide OJT/Placement opportunities to their students.

5.9.3 Establishment & Functioning of TCPC

The TCPC (Training, Counselling & Placement Cell) of ITIs have to play a key role in the labor market outcomes as it not only paves the platform for the trainees in developing skills which are needed for placement such as developing personality, facing interviews, preparing for various competitive tests, etc. but also provides help in finding career opportunities.

- Private ITIs reportedly established TCPC in 93 percent of the cases, while project ITIs and non-project government ITIs had lower rates of 37.5 percent and 25 percent, respectively.
- Regarding the appointment of TCPC officers, private ITIs had the highest rate of 78.5 percent, followed by project ITIs with 37.5 percent and non-project government ITIs with 16.7 percent.
- The ITIs where TCPCs have been established are giving training to trainees for use of computers, spoken English, personality development, biodata preparation, career opportunities, attending interviews, coaching for aptitude tests etc.
- The TCPCs are also assisting their trainees in preparing a CV, providing information on specific careers, display of vacancies, orientation in job search, conducting campus placements, arranging visits to companies, forwarding CVs to companies, linking trainees to HR agencies and arranging interviews in companies.
- Around 93 percent of the private ITIs have reportedly arranged for campus placement of their trainees followed by 50 percent project ITIs and 33.3 percent non-project government ITIs.

5.9.4 Trades at Demand at ITI

The ITIs were asked to indicate the trades which are in high demand from students while taking admission in their ITIs and about the trades for which industries look forward to hiring students. In over 80 percent of the ITIs, the most demanding trades among the students were electricians and fitters. The other trades which find high demand in around 24 percent of ITIs were Welder and COPA.

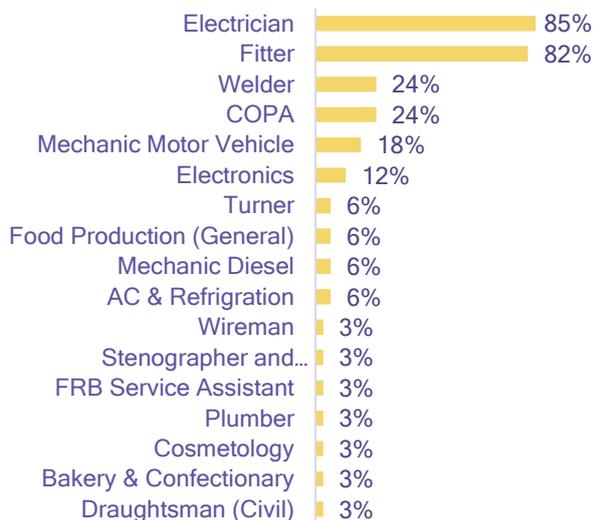


Figure 21: Students' demanding trade during admission

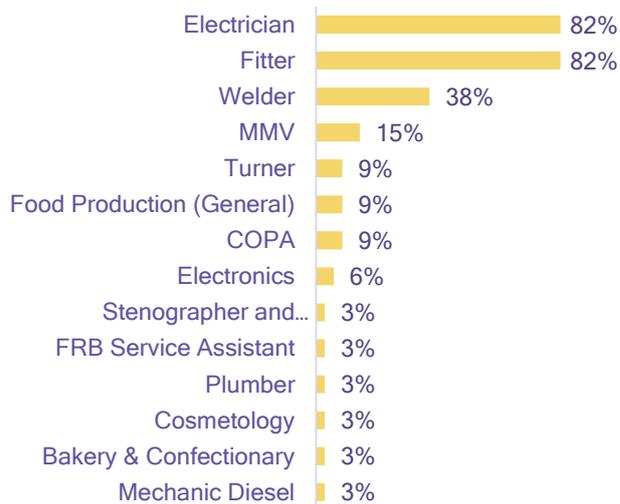


Figure 22: Trades in demand by industries

In the case of employers also, the students from electrician and fitter trade are in very high demand in around 82 percent of the ITIs. Welder is the third most demanding trade from employers' perspective in 38 percent of the ITIs. In around 15 percent of ITIs, students from trade MMV (Mechanic Motor Vehicle) are in high demand.

6. Conclusions and Recommendations

1) Student Profile: A total of 738 ITI graduates were surveyed from across the state. Out of this, a majority of 87.1 percent were male followed by 12.6 percent female and 0.3 percent of those who categorised themselves under the transgender category. In the case of caste-wise categorisation, it was found that a majority of 51 percent belongs to the general category followed by 28 percent from the SC category, 16 percent from the OBC category and 5 percent from the ST category. The average family size of these respondents was around 4.77 with 1.4 earning members per family. Analysis of income category-wise percentage of family of ITI graduates under different monthly income categories (excluding graduate's income) indicates that most of the graduates' family (54%) has a monthly income between Rs. 5000 to Rs. 15,000 followed by 19 percent with income between Rs.15,000 to Rs.30,000 and 18 percent with income between Rs. 30,000 to Rs. 50,000.

2) Trade Distribution: Trade-wise analysis of respondents indicates that out of 24 trades, two prominent trade forms around 53 percent of the respondents. Among these top two trades, Electrician was found to be most prominent (31%) followed by Fitter (22%). The trade Computer Operator & Programming Assistant occupied the third most significant position with a 10 percent share of respondents. The participation of female candidates was skewed as around 41 percent of the female respondents were from Computer Operator & Programming Assistant (COPA) sector followed by 30 percent from Sewing Technology. Stenographer & Secretarial Assistant was also among the trades where female participation was found to be significant (7.8%).

3) Pre-training employment: Only around four percent of the graduates had experience before joining the ITI. The average salary of these graduates before training was limited to Rs. 13,862 per month. The ITIs may position themselves as useful not only to freshers in imparting skills but also as a source for upgrading the skill of those who are seeking better career progression through skill upgradation. This can be done through continuous interaction with employers to understand evolving skill requirements of their employees.

4) Post-training employment:

a) Scenario immediately after passing out from ITI: Since ITIs are offering training courses of a very specialized kind, the expectations related to placement are also high. Around 20 percent of

graduates were employed by the industry for a job related to their trade, followed by another 4 percent of graduates employed as an apprentice. Around 16 percent of the graduates were employed for a job that had nothing to do with their ITI training. While placement depends upon various factors which are not controllable at the ITI level only, still unemployment rate of 56 percent is a matter of concern.

The employment status of ITI graduates from all three categories (Government Project ITI, Govt. ITI, and Private ITI) indicates that the graduates from all three ITI types have high levels of unemployment, with Government Project ITI having the highest proportion (70%). Private ITIs have the highest proportion of graduates engaged in trade-related employment (33%). Government ITIs have the highest proportion of graduates employed in unrelated jobs (26%). Self-employment is the fourth category, with the highest proportion of graduates from Private ITIs (6%). Finally, apprenticeships are the least common type of employment.

The study finds that there are significant differences in the employment status of ITI graduates from different categories of ITIs. Private ITIs seem to be performing better than Government ITIs and Government Project ITIs in terms of providing industry-specific training, fostering entrepreneurship, and facilitating job placements. There is a need for Government ITIs and Government Project ITIs to improve their training quality and industry linkages to provide better employment opportunities to their graduates.

The study finds that the trade-wise post-training immediate employment status of ITI graduates reveals a mixed picture, with some trades having high percentages of graduates employed in trade-related employment, while others have high percentages of graduates not employed or employed in unrelated employment. The need for improving employment opportunities and outcomes for ITI graduates, especially in trades with low employment rates, cannot be overstated. Efforts should be made to provide better training and support and facilitate linkages between ITI graduates and employers to improve their employment prospects. Additionally, more attention needs to be given to entrepreneurship and self-employment opportunities, particularly for trades with a lower demand for skilled workers in the job market. With such interventions, it is possible to enhance the employability and productivity of ITI graduates, while also contributing to the growth of the economy.

b) Current Employment Status: The study analyzed the employment status of ITI graduates from various institutions and found that over half (54.7%) are unemployed. Out of the employed graduates, only 28.2 percent are using the skills they acquired through their ITI training, while 14.8 percent are working in unrelated fields. The percentage of self-employed graduates has decreased from 3.8 percent to 2.3 percent, indicating a lack of interest in entrepreneurship. The data suggests a mismatch between the skills taught in ITIs and those required by employers, highlighting the need for closer collaboration between ITIs and industries to align skills.

The analysis of ITI category wise result indicates that the majority of graduates from Government Project ITI and Government ITI are unemployed, with 73.1 percent and 62.8 percent respectively. In contrast, graduates from Private ITI have a better chance of securing permanent employment opportunities with only 41.1 percent unemployed and 39.2 percent as permanent employees.

Graduates from Government Project ITI face significant challenges in securing employment opportunities, and the percentage of graduates engaged in unrelated employment is relatively high.

c) Change in Employment and Income Scenario: Government Project ITIs show the lowest percentage of improvement in employment status, with a modest increase from 9.9 percent immediately after training to 11.5 percent currently. Graduates from Government ITIs experienced a more significant increase, with the employment status rising from 13.8 percent immediately after training to 18.9 percent currently. Private ITIs show the significant percentage of improvement in employment status, with an increase from 36.9 percent immediately after training to 41.7 percent currently.

Overall, the data suggests that there has been an improvement in the employment status of ITI graduates over time, with the percentage of graduates employed rising from 24.1 percent immediately after training to 28.2 percent currently. However, there is still a significant proportion of graduates who remain unemployed or engaged in unrelated employment.

The current average salary/income of employed/self-employed ITI graduates is around Rs. 19,535 per month. The current average income is 41 percent more than the income which ITI graduates could derive immediately after coming out of ITI.

Irrespective of employment outcomes, the graduates are satisfied with the training program as the same has helped in acquiring skills. This indicates that the quality of the training is not an issue, rather a mismatch between courses/ trades offered and the employment opportunities are the major reason for unemployment. This can also be observed in the case of sectoral distribution of training. Since the majority of aspirants are running behind in a selective number of trades, it creates a mismatch between the demand and availability of graduates in those trades.

The ITIs need to focus more on those trades in which there is sufficient demand for skilled workers in the district/ state. Avoiding skewed distribution of students towards selective trades can help in diversifying the ITIs' portfolio. The chances of placement thus will increase. Campus placement is one of the most effective methods through which ITI graduates can secure a job easily. The ITIs have to focus continuously on campus placement not only at the time of completion of the training program but also support should be extended even after completion of the course.

5) Securing Job- method & duration: A very small proportion of graduates could secure a job within one month of graduating from ITIs, indicating the poor performance of ITIs in providing job opportunities to graduates through campus placements. While campus placement is one of the best ways of securing employment after graduating from ITIs, still the majority of the students primarily relied on sources other than TCPC for securing a job. This indicates that there is a dire need for putting maximum effort into ensuring campus placements.

6) On-the-Job Training: OJT conducted during ITI training allows students to learn in a real working environment and understand the skills the industry demands from its workforce. Only around two percent of respondents reportedly attended OJT.

7) Reasons for failing in securing employment: It is quite common for employers to look for experienced candidates, still, if a fresher can demonstrate his/her skill, employers would prefer to hire. While the majority of unemployed ITI graduates have cited a lack of work experience as a major reason for not securing a job, the same can be overcome by providing relevant field exposure mainly through internship training.

8) Employers' Perspective: The employer's survey revealed that all the employers have agreed that the ITI Graduates demonstrate the ability to perform to the expectation of the employer's workplace. On being asked to rate their overall satisfaction with ITIs Programs (on a scale of 1 to 10, 1 being lowest and 10 being highest satisfaction), the average rating was found to be 7.9 which indicates employers' satisfaction towards ITI Graduates and the ITI courses.

9) ITIs' Role: The two major roles which ITIs are expected to play are 1) Providing professional training to the students and 2) Providing internship and placement opportunities to the students. The study finds that the graduates from the surveyed ITIs are satisfied with the training, but still, the placement percentage is very poor. On further enquiring/ surveying the ITIs, it is found that there is a lack of effort in arranging for OJT and placement-related works. A summary of some of the suggestions offered by the principal of ITIs for improving the opportunity of an OJT are as below:

- Provide a dedicated portal for mapping OJT opportunities in advance.
- Automate the learning process to allow trainees to practice their skills.
- Conduct awareness programs for industries located within a 25 km radius of the training institute.
- Arrange for accommodations and stipends for trainees during OJT.
- Provide accessibility to persons with visual impairments in the workplace.
- Facilitate OJT opportunities for trainees from rural areas.
- Provide necessary OJT training in nearby industries.
- Insure trainees at the ITI level for compensation in case of safety issues.
- Select or open trades that are popular among nearby industries.
- Make a two-month industrial training compulsory for second-year trainees.

These suggestions could help improve the opportunities for OJT and enhance the learning experience for trainees.

The institutes are of the view that the effort should be made by the government in enrolling employers on the apprenticeship portal, however, to target employers, institutes should also start mapping potential industries/ employers in their district. The lack of any formal agreement with industries/ employers has also resulted in the poor placement of students.

The TCPC (Training, Counselling & Placement Cell) of ITIs have to play a key role in the labor market outcomes as it not only paves the platform for the trainees in developing skills which are needed for placement such as developing personality, facing interviews, preparing for various competitive tests, etc. but also provides help in finding career opportunities. While it is recommended that the TCPC officer should be a dedicated staff with proper expertise (preferably expertise in HR Development), the study finds that in most of the cases, instead of appointing a separate TCPC officer, appointment was just an additional charge to an existing staff member. Additional charges as a TCPC officer without reward or review of performance will lead to negative implications on training, counselling and placement activities.

The role of the TCPC should also be stretched to act as an incubation centre to provide technical and financial guidance in setting up a unit for entrepreneurship and in availing subsidized loans under schemes such as Mudra Loans. The TCPC officer should also assist trainees interested in entrepreneurship in incorporation, legal considerations (Constitution, Licensing and IPR management etc.) coupled with the formulation of going to market strategy. A summary of some of the suggestions offered by the principal of ITIs for improving the opportunity of placement for ITI students are as below:

- Create a dedicated portal for the placement of ITI students.
- Conduct on-campus interviews in the institute for the students.
- Trainees should work on their portfolios and participate in mock training sessions.
- State and central governments can generate employment opportunities and coordinate with ITIs to promote their trainees.
- It should be made mandatory for industries to take ITI students every year for job/ placement.
- Employers should be sensitized to the appointment of persons with visual impairment and provide accessibility to them.
- Industries can send their representatives for placement as vacancies arise.
- Conduct workshops, mock interview sessions, skill training, mentorship sessions, and competitions to improve the students' employability.

These measures can help improve the opportunity for placement for ITI students and increase their chances of securing good jobs in the industry.

Based on the responses, some suggestions for improving the quality of faculty available at ITI could be:

- Provide regular training to faculty on the latest industry equipment and techniques.
- Ensure that teaching methods are up to date with the latest technology and industry demands.
- Prioritize hiring faculty with at least 4-5 years of industry experience in addition to teaching experience.
- Encourage government and private sectors to provide support for technical/job placement and capacity-building.
- Conduct capacity-building programs regularly to keep up with new technologies and trades.

As for gaps in infrastructure at ITI, some suggestions are:

- Ensure that infrastructure meets specific norms.

- Provide up-to-date technology tools and equipment.
- Maintain and revamp the existing infrastructure as needed.
- Provide amenities like ramps for persons with disabilities.
- Consider building infrastructure in line with government norms, including amenities like solar panels and rainwater harvesting.

Overall, it is essential to provide regular training and up-to-date facilities to ensure that ITI students receive high-quality technical education and are prepared to meet industry demands.

10) State Government's role: The absence of intense involvement of industries with ITIs makes it difficult to ensure the placement of all the trainees. There is a need to focus on the mobilization of the industry through OJT and Apprenticeship to enhance industry involvement in the long run. Generally, ITIs are constrained by their limited ability in identifying appropriate industries/local companies for organized employment, poor placement offers, and inadequate resources at their disposal to provide placements. These are the main factors that adversely affect the employment status of ITI graduates.

The state government may issue directives and assist ITIs in mapping local industries/ potential employers for various trades and sign MoUs. The purpose of such MoUs could be assistance in on-the-job training, periodical visit of expert faculty, visit for trainees to relevant industry/factory, and internship and employment assistance.

7. Successful Cases

Case- #1	Alok Yadav
Name of the ITI	Acumen Private ITI, Dehradun
Gender & Caste	Male, OBC
Trade	Electrician
Current Salary	Rs. 27,600 per month
Employing Organization	Hindustan National Glass & Industries Ltd., Dehradun

Case- #2	Yogesh Kumar
Name of the ITI	Acumen Private ITI, Dehradun
Gender & Caste	Male, General
Trade	Electrician
Current Salary	Rs. 35,000 per month
Employing Organization	Power Transmission Corporation Ltd., Dehradun

Case- #3	Digvijay Singh
Name of the ITI	Amazon Private ITI, Dehradun
Gender & Caste	Male, General
Trade	Food & Beverage Service Assistant
Current Salary	Rs. 50,000 per month
Employing Organization	Hotel Lime Tree, Noida

Case- #4	Suraj Pundir
Name of the ITI	Amazon Private ITI, Dehradun
Gender & Caste	Male, General
Trade	Food & Beverage Service Assistant
Current Salary	Rs. 22869 per month
Employing Organization	Trident Hotel, Agra

Case- #5	Vipul Verma
Name of the ITI	Amazon Private ITI, Dehradun
Gender & Caste	Male, Scheduled Caste
Trade	Food & Beverage Service Assistant
Current Salary	Rs. 70,000 per month
Employing Organization	The Tattva Resort, Joshimath

Case- #6	Hema Negi
Name of the ITI	Ferromet Private ITI, Chamoli
Gender & Caste	Female, General
Trade	Fitter
Current Salary	Rs. 12,000 per month
Employing Organization	Akums Drugs & Pharma, Haridwar

Case- #7	Sandeep Lal
Name of the ITI	Ferromet Private ITI, Chamoli
Gender & Caste	Male, Scheduled Caste
Trade	Fitter
Current Salary	Rs. 22,000 per month
Employing Organization	Fireman Pvt. Ltd., Gurgaon

Case- #8	Sangram Singh
Name of the ITI	Ferromet Private ITI, Chamoli
Gender & Caste	Male, General
Trade	Fitter
Current Salary	Rs. 60,000 per month
Employing Organization	Uttarakhand Power Corporation Ltd., Chamoli

Case- #9	Anil Ratha
Name of the ITI	Govt. ITI Chamba
Gender & Caste	Male, Scheduled Caste
Trade	Electrician
Current Salary	Rs. 18,000 per month
Employing Organization	Uttarakhand Jal Sansthan, Haldwani

Case- #10	Pooja Bisht
Name of the ITI	Govt. ITI Chamba
Gender & Caste	Female, General
Trade	Computer Operator & Programming Assistant
Current Salary	Rs. 19,000 per month
Employing Organization	THDC India Limited, Rishikesh

Case- #11	Rachna Negi
Name of the ITI	Govt. ITI Chamba
Gender & Caste	Female, General
Trade	Stenographer & Secretarial Assistant (Hindi)
Current Salary	Rs. 15,000 per month
Employing Organization	THDC India Limited, Rishikesh

Case- #12	Anjali Ramola
Name of the ITI	Govt ITI Chinayalisaur
Gender & Caste	Female, OBC
Trade	Sewing Technology
Current Salary	Rs. 13,000 per month
Employing Organization	Svelte Technologies, Haldwani

Case- #13	Navita Rawat
Name of the ITI	Govt ITI Chinayalisaur
Gender & Caste	Female, OBC
Trade	Sewing Technology
Current Salary	Rs. 30,000 per month
Employing Organization	Squircle Swing Services, Noida

Case- #14	Chandra Mohan
Name of the ITI	Govt. ITI Askote
Gender & Caste	Male, Scheduled Caste
Trade	Electrician
Current Salary	Rs. 12,000 per month
Employing Organization	Kamal Electricity Spares, Pithoragarh

Case- #15	Govind Singh Dhama
Name of the ITI	Govt. ITI Askote
Gender & Caste	Male, Scheduled Caste
Trade	Fitter
Current Salary	Rs. 28,000 per month
Employing Organization	Manjushree Technopark, Bangalore

Case- #16	Rahul Pal
Name of the ITI	Govt. ITI Askote
Gender & Caste	Male, Scheduled Tribe
Trade	Wireman
Current Salary	Rs. 36,000 per month
Employing Organization	Mahindra Auto, Haridwar

Case- #17	Gambhira Singh Rana
Name of the ITI	Govt ITI Kalsi
Gender & Caste	Male, Scheduled Caste
Trade	Plumber
Current Salary	Rs. 12,000 per month
Employing Organization	Sara Sae Pvt. Ltd., Dehradun

Case- #18	Anil Kumar
Name of the ITI	Govt. ITI Bageshwar (Samaj Kalyan)
Gender & Caste	Male, Scheduled Caste
Trade	Computer Operator & Programming Assistant
Current Salary	Rs. 15,000 per month
Employing Organization	Akums Drugs & Pharmaceuticals Ltd., Haridwar

Case- #19	Arun Kumar
Name of the ITI	Govt. ITI Bageshwar (Samaj Kalyan)
Gender & Caste	Male, Scheduled Caste
Trade	Electrician
Current Salary	Rs. 12,000 per month
Employing Organization	Uttarakhand Jal Sansthan, Haldwani

Case- #20	Manoj Vishwakarma
Name of the ITI	Govt. ITI Bageshwar (Samaj Kalyan)
Gender & Caste	Male, Scheduled Caste
Trade	Fitter
Current Salary	Rs. 10,000 per month
Employing Organization	Reckitt Benckiser (India) Limited, Sitarganj

Case- #21	Himanshu Joshi
Name of the ITI	Govt. ITI Betalghat
Gender & Caste	Male, General
Trade	Mechanic (Motor Vehicle)
Current Salary	Rs. 24,000 per month
Employing Organization	IRCTC Training Camp, Patna

Case- #22	Sandeep Kumar Singh
Name of the ITI	Govt. ITI Dineshpur
Gender & Caste	Male, General
Trade	Welder
Current Salary	Rs. 16,000 per month
Employing Organization	L&T Finance, Haldwani

Case- #23	Suraj Verma
Name of the ITI	Govt. ITI Dineshpur
Gender & Caste	Male, OBC
Trade	Electrician
Current Salary	Rs. 58,000 per month
Employing Organization	

Case- #24	Asheesh Singh
Name of the ITI	Govt. ITI Gopeshwar
Gender & Caste	Male, General
Trade	Wireman
Current Salary	Rs. 21,000 per month
Employing Organization	Sara Sae Pvt. Ltd., Dehradun

Case- #25	Nitesh Rawat
Name of the ITI	Govt. ITI Gopeshwar
Gender & Caste	Male, Scheduled Tribe
Trade	Electrician
Current Salary	Rs. 20,000 per month
Employing Organization	THDC India Limited, Chamoli

Case- #26	Sudhanshu Sati
Name of the ITI	Govt. ITI Gopeshwar
Gender & Caste	Male, General
Trade	Electrician
Current Salary	Rs. 12,000 per month
Employing Organization	L&T Finance, Haldwani

Case- #27	Akshay Sharma
Name of the ITI	Govt. ITI Jaspur
Gender & Caste	Male, General
Trade	Welder
Current Salary	Rs. 12,000 per month
Employing Organization	Hero Motor Corp, Haridwar

Case- #28	Jasvinder Singh
Name of the ITI	Govt. ITI Jaspur
Gender & Caste	Male, OBC
Trade	Computer Operator & Programming Assistant
Current Salary	Rs. 12,500 per month
Employing Organization	Ashok Leyland, Rudrapur

Case- #29	Sanjul Gaur
Name of the ITI	Govt. ITI Jaspur
Gender & Caste	Male, General
Trade	Welder
Current Salary	Rs. 12,000 per month
Employing Organization	Blue Star, Haridwar

Case- #30	Shiv Sagar
Name of the ITI	Govt. ITI Jaspur
Gender & Caste	Male, Scheduled Caste
Trade	Fitter
Current Salary	Rs. 7500 per month
Employing Organization	India Glycols Ltd.

Case- #31	Ajay Singh Rana
Name of the ITI	Govt. ITI Khetima (Scheduled Tribe)
Gender & Caste	Male, Scheduled Tribe
Trade	Electrician
Current Salary	Rs. 12,500 per month
Employing Organization	Technical Associates Ltd., Sitarganj

Case- #32	Lalit Singh
Name of the ITI	Govt. ITI Khetima (Scheduled Tribe)
Gender & Caste	Male, Scheduled Tribe
Trade	Mechanic Diesel
Current Salary	Rs. 12,000 per month
Employing Organization	Amar Cards, Dehradun

Case- #33	Pooja Rana
Name of the ITI	Govt. ITI Khetima (Scheduled Tribe)
Gender & Caste	Female, Scheduled Tribe
Trade	Sewing Technology
Current Salary	Rs. 12,000 per month
Employing Organization	Squircle Swing Services, Noida

Case- #34	Suman Arya
Name of the ITI	Govt. ITI Ramnagar
Gender & Caste	Female, Scheduled Caste
Trade	Welder
Current Salary	Rs. 15,000 per month
Employing Organization	Self-employment in steel fabrication (Dehradun)

Case- #35	Karishma Rawat
Name of the ITI	JOB Private ITI, Haldwani
Gender & Caste	Female, General
Trade	Computer Operator & Programming Assistant
Current Salary	Rs. 12,000 per month
Employing Organization	Info-tech company in Haldwani

Case- #36	Ashish Parmar
Name of the ITI	NIEPVD/NIVH Dehradun
Gender & Caste	Male, General
Trade	Computer Operator & Programming Assistant
Current Salary	Rs. 1.02 lakh per month
Employing Organization	Punjab & Sindh Bank, Hamirpur Branch (Manager)

Case- #37	Mahendra Vishwakarma
Name of the ITI	NIEPVD/NIVH Dehradun
Gender & Caste	Male, OBC
Trade	Computer Operator & Programming Assistant
Current Salary	Rs. 20,000 per month
Employing Organization	Starnet Infowebtech Services India Pvt. Ltd., Jabalpur

Case- #38	Ankit Kumar
Name of the ITI	Sarvodaya Private ITI, Lamachaur
Gender & Caste	Male, General
Trade	Electrician
Current Salary	Rs. 15,000 per month
Employing Organization	Uttarakhand Power Corporation Ltd., Dehradun

Case- #39	Jampa Dolkar
Name of the ITI	Tibetan Private ITI
Gender & Caste	Female, General
Trade	Food & Beverage Service Assistant
Current Salary	Rs. 26,000 per month
Employing Organization	A private resort in Dehradun

Case- #40	Anup Singh
Name of the ITI	Acumen Private ITI
Gender & Caste	Male, General
Trade	Fitter
Current Salary	Rs. 30,000 per month
Employing Organization	Hindustan National Glass & Industries Ltd., Dehradun

Case- #41	Gaurav Saini
Name of the ITI	BRD Private ITI, Haridwar
Gender & Caste	Male, OBC
Trade	Electrician
Current Salary	Rs. 10,000 per month
Employing Organization	BHEL, Haridwar

Case- #42	Jatin Kumar
Name of the ITI	College of Advanced Technology Private ITI, Haridwar
Gender & Caste	Male, OBC
Trade	Electrician
Current Salary	Rs. 15,000 per month
Employing Organization	Uttarakhand Power Corporation Ltd., Dehradun

Case- #43	Sumit Rana
Name of the ITI	Govt. ITI, Haridwar
Gender & Caste	Male, Scheduled Caste
Trade	Fitter
Current Salary	Rs. 18,000 per month
Employing Organization	Siddhi Plast India Pvt. Ltd., Haridwar

Case- #44	Deepak Singh
Name of the ITI	Harsidhi Mahakaal Private ITI, Haridwar
Gender & Caste	Male, Scheduled Caste
Trade	Machinist
Current Salary	Rs. 16,000 per month
Employing Organization	BHEL, Haridwar

Case- #45	Vikas Kumar
Name of the ITI	Mahadev Private ITI, Haridwar
Gender & Caste	Male, OBC
Trade	Fitter
Current Salary	Rs. 19,000 per month
Employing Organization	Greatwhite Global Pvt. Ltd., Haridwar

Case- #46	Shubham Kumar
Name of the ITI	Maharishi Dayanand Private ITI, Haridwar
Gender & Caste	Male, OBC
Trade	Electrician
Current Salary	Rs. 11,000 per month
Employing Organization	Gangotri Paper Mills Pvt. Ltd., Haridwar

Case- #47	Rahul Sahoo
Name of the ITI	Saini Private ITI, Haridwar
Gender & Caste	Male, General
Trade	Electrician
Current Salary	Rs. 16,000 per month
Employing Organization	Anchor Panasonic, Haridwar

Case- #48	Rohit Kumar
Name of the ITI	Sita Ram Private ITI, Haridwar
Gender & Caste	Male, Scheduled Caste
Trade	H.S.I.
Current Salary	Rs. 16,000 per month
Employing Organization	Anuvidyut Pvt. Ltd., Haridwar

Case- #49	Abhishek Kumar
Name of the ITI	Sultanpur Private ITI, Haridwar
Gender & Caste	Male, Scheduled Caste
Trade	Fitter
Current Salary	Rs. 19,000 per month
Employing Organization	BHEL, Haridwar

Case- #50	Amit Kumar
Name of the ITI	Ujjwal Private ITI, Haridwar
Gender & Caste	Male, Scheduled Caste
Trade	Electrician
Current Salary	Rs. 19,000 per month
Employing Organization	ITC Limited, Haridwar

8. Annexures

8.1 Indicative Questionnaire for survey of ITI Graduates

A. Socio-Economic Profile		
1.	Survey ID	Allotted through master list
2.	Name	
3.	Mobile & Aadhar	
4.	Age	
5.	Gender	Male/ Female/ Other
6.	District of Residence	
7.	Region	Urban/ Rural/ Semi-Urban
8.	Caste	General/ OBC/ ST/SC/Others
9.	Marital Status	Married/ Unmarried/ Divorced/ Widow
10.	No. of members in the family	
11.	No. of Earning members in household (HH)	
12.	The average monthly income of the HH from all sources excluding trainee's income?	<ul style="list-style-type: none"> • INR 0 - 5,000 • INR 5,001 - 15,000 • INR 15,001 - 30,000 • INR 30,001 - 50,000 • INR 50,001 - 70,000 • > INR 70,000
13.	Ownership of the house you are staying in	Own/ Rented/ Company quarters/ Others
14.	Do you own a vehicle?	Yes/ No
15.	If yes, which vehicle is it?	<ul style="list-style-type: none"> • Scooter/ Bike • Car • Bike & Car Both
16.	Your employment status before studying in ITI	Employed / Unemployed
17.	Nature of employment	<ul style="list-style-type: none"> • Permanent Employee • Temporary Employee • Self Employed
18.	If employed, average monthly income (Rs.)	

B. ITI Training		
1.	Type of ITI	<ul style="list-style-type: none"> • Government Project ITI • Government Non-Project ITI • Private ITI
2.	Name of the ITI	Selection from the drop-down options
3.	District of ITI	Selection from the drop-down options
4.	Duration of Training	1 Year/ 2 year
5.	Name of Trade	Selection from the drop-down options
6.	Sector in which you are trained	Selection from the drop-down options
7.	Reason to join ITI	<ul style="list-style-type: none"> • To get a job • To start your own business/ shop
8.	What influenced you to join an ITI?	<ul style="list-style-type: none"> • On parents /advice • Was interested in a technical training • Low/no training course fee • Comparatively lesser course duration • Others (please specify)

9.	Whether Skill Training obtained was useful for seeking employment?	Yes/ No
10.	Whether you are satisfied with the training received in ITI?	Yes/ No
11.	Is the ITI you joined is in your home district?	Yes/No
12.	If yes for Q11, did you wanted to join any other ITI in other district?	Yes/No
13.	If yes for Q12, had boarding and lodging facility been provided, would you have gone for ITI of your choice in another district?	Yes/No
14.	If no for Q11, where did you stay during your training? 1) Travelled daily from home, 2) Family/relative place, 3) Rented Place	
15.	If no for Q11, had boarding and lodging facility been provided, would you have availed it at your ITI?	Yes/No

C. On the Job Training

1.	Did you attend any OJT during your training at the ITI?	Yes/ No
2.	If Yes, Duration of OJT (in days)	
3.	What kind of training did you get during the OJT?	<ul style="list-style-type: none"> • Trade-related training • Not a trade-related training • Helper work • Unskilled work
4.	Monthly Stipend received during OJT (Rs. / month)	
5.	Was your OJT helpful in gaining an employment opportunity?	Yes/No

D. Job Placement, Training Activities and Securing Employment

1.	Is a dedicated TCPC cell available in ITI?	Yes/ No	
2.	Training activities conducted by the ITI		
i.	Use of computers	Yes/ No	
ii.	Spoken English	Yes/ No	
iii.	Personality Development	Yes/ No	
iv.	Preparing CV/Resume	Yes/ No	
v.	Career opportunities	Yes/ No	
vi.	Attending Interviews	Yes/ No	
vii.	Preparation for aptitude tests	Yes/ No	
3.	Job Placement activities conducted by the ITI:		
i.	Assist in preparing a CV	Yes/ No	
ii.	Information on specific careers	Yes/ No	
iii.	Orientation in job search	Yes/ No	
iv.	Display of vacancies	Yes/ No	
v.	Information provided on trade related prospective companies	Yes/ No	
vi.	Arrange for apprenticeship training	Yes/ No	
vii.	Conduct campus placements	Yes/ No	
viii.	Arrange visits to companies	Yes/ No	
ix.	Linking trainees to HR agencies	Yes/ No	
x.	Arranging interviews in companies	Yes/ No	
4.	Which of the following methods did you use for the job search?	Campus Interview	Yes/No
		Through Apprenticeship after training	Yes/No
		With the help of family contacts	Yes/No
		Through friends, fellow students, etc.	Yes/No
		By registering in the employment office	Yes/No
		Through OJT during training	Yes/No
		Newspaper Ads and other advertisements	Yes/No
		Through part-time job during my study	Yes/No
		Through the Training & Placement Cell of ITI	Yes/No
Through job fairs	Yes/No		
	Through the Principal / Faculty of the ITI	Yes/No	

		Through Internet	Yes/No
		If, any Others (please specify):	Yes/No
5.	Which of the following method do you think would be most effective for securing employment?	Campus Interview	
		Through Apprenticeship after training	
		With the help of family contacts of parents, relatives, etc.	
		Through friends, fellow students, etc.	
		By registering in the employment office	
		Through OJT during training	
		Newspaper Ads and other advertisements	
		Through part-time job during my study	
		Through the Training & Placement Cell of ITI	
		Through job fairs	
		Through the Principal / Faculty of the ITI	
		Through Internet	
		If, any Others (please specify):	
6.	No. of jobs you applied for after your training at ITI		
7.	No. of job interviews attended after your training at ITI		
8.	Did you get any job offers after your training at ITI?		Yes/ No
9.	Did Placement Cell provided you a chance to sit through placement process?		Yes/ No

E. Employment Scenario Immediately After ITI

1.	What was your employment status with the help of the placement cell of ITI?	<ul style="list-style-type: none"> a) Engaged in apprenticeship b) Engaged in employment c) Self-employment (Entrepreneurship) d) Did not get a job e) Did not look for a job 	
	If the answer to above is a, b, or c, then please indicate your monthly salary.		
2.	If the answer to the above is a/b, did you complete your OJT and join the same company?		
3.	If the answer to the above is a, b or c, are you still working on same job?		
4.	If no, what reasons for quitting your first job?	<ul style="list-style-type: none"> • For higher studies • Poor salary/ income • Problematic Working environment • Due to health problem 	<ul style="list-style-type: none"> • For family reasons • Switched job for career progression/ better option • Was terminated • Others (please specify)
5.	What is the reason you did not get a job after passing out from ITI?		
i.	Lack of work experience		Yes/ No
ii.	Unavailability of the desired job		Yes/ No
iii.	Not getting a trade-related job		Yes/ No
iv.	Lack of employment in the district		Yes/ No
v.	Not looking for a job		Yes/ No
vi.	Did not get a job near my residence		Yes/ No
vii.	Others (please specify)		
6.	What are the reasons for the non-availability of jobs related to the ITI-trained trade?		
i.	The industry expects more/updated skills from trainees		Yes/ No
ii.	Due to gender specificness of jobs		Yes/ No
iii.	Lesser availability of trade-related industries		Yes/ No
iv.	Lesser availability of trade-related industries locally		Yes/ No
v.	Others (please specify)		
7.	In case you got a job but were removed / Terminated (post reason)		
8.	Barriers faced by ITI graduates in securing employment		
i.	Caste factor		Yes/ No
ii.	Gender issues		Yes/ No
iii.	Language proficiency		Yes/ No
iv.	Distance from the workplace		Yes/ No

v.	Less Salary	Yes/ No
vi.	lack of Transport facilities	Yes/ No
vii.	Lack of info. about job openings for securing/ switching for career progression.	Yes/ No
viii.	Lack of experience	Yes/ No
ix.	Health problems	Yes/ No
x.	Others (please specify)	

F. Apprenticeship

1.	Were/are you employed as apprentice?	Yes/ No
2.	If Yes, Duration of apprenticeship (in months)	
3.	What kind of training did you get during the apprenticeship?	<ul style="list-style-type: none"> • Trade-related training • Not a trade-related training • Helper work • Unskilled work
4.	Monthly Stipend received during Apprenticeship	
5.	Was your Apprenticeship helpful in gaining permanent employment opportunity? Yes/No	

G. Current Employment Details

1.	Are you currently employed (After one year of course)? (If no, move to question number 17 of this section).	Yes/ No
2.	If yes, your job designation?	
3.	Did you get a job in the same sector as the one you received training in?	Yes/ No
4.	If No, Trade in which you are employed presently?	
5.	If No, Sector in which you are employed presently?	
6.	Nature of employment	<ul style="list-style-type: none"> • Permanent Employee • Temporary Employee • Self Employed • Apprentice
7.	Your monthly salary (Rs.)	
8.	Size of the company	<ul style="list-style-type: none"> • 5 to less than 50 employees • 50 to less than 200 employees • 200 to less than 500 employees • 500 to less than 1000 employees • More than 1000 employees
9.	How long did it take you to get your first job after completing the ITI course?	<ul style="list-style-type: none"> • Got placed through ITI immediately through TCPC • Less than 1 month • 1 to less than 3 months • 3 to less than 6 months • 6 to less than 9 months • 9 to less than 12 months (1 year) • More than 1 year
10.	How far is the current job from your residence/ permanent address?	_____ km
11.	What is the reason behind considering a change in job?	<ul style="list-style-type: none"> • Monetary benefits • Field of the area of interest • Near to residence • Better work environment • Industry closed due to lockdown • Reverse migration due to pandemic • Others, Specify
12.	Level of Satisfaction with current job	<ul style="list-style-type: none"> • Very satisfied • Satisfied • Neutral • Dissatisfied • Very Dissatisfied
13.	Reasons for dissatisfaction with current job	<ul style="list-style-type: none"> • Low salary and benefits • Less Job Security in that company • Company not near to my residence • Overtime Duty • Risk to personal safety • Lack of transportation facility to reach the company • Daily target is too high • Multiple working shifts • No canteen Facility in my company • Behaviour of superiors • Others (please specify)
14.	Willingness to continue current job	a) Willing b) Not willing c) Confused
15.	Change in your family's economic condition due to your employment	a) Improved b) Remained Same

16.	Do you think that the ITI training helped you get this job? Please rate the effectiveness of the training in helping you get a job.	a) Very Low Average d) High	b) Low c)	e) Very High
17.	Are you willing to migrate for a job (or better job, if already in job)? Yes/No			
18.	If yes for the above, how far you are willing to migrate?	<ul style="list-style-type: none"> • to other districts, but within the state • to anywhere in other state with better opportunity • to metro cities in the country with better opportunity • to any big city in the country with better opportunity 		
19.	Are you of the view that the trade you learnt at ITI has less job opportunity than other trades?			
20.	If yes for the above, please name the top three trade you feel provides better job opportunities a)----- b)----- c)-----			

H. Rate ITI on a scale of 1 (very bad) to 5 (very good) on the below parameters

Assessment parameters	Star Rating
Tools & Equipments at ITI	
Competency of the trainers	
Relevance & usefulness of training	
Effectiveness and functioning of TCPC in providing job opportunities	

I. Rate your Trade on a scale of 1 (very bad) to 5 (very good) on the below parameters

Assessment parameters	Star Rating
Trade Content is up to date regarding practical training as expected by Industry	
Availability of trade related Tools & Equipments at ITI	
Quality of teaching and course structure followed in the lab	
Relationship between practical Training and Industry need	
Scope of employment for the trade	

J. Suggestions to improve the training program:

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K. If any of the respondent indicates that he/she had started their own business after completing ITI course, but it has been shut down, kindly ask for the reason for shutting their business. Please take detailed answer.

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8.2 Employer Satisfaction Survey

1. Name of the unit:
2. Address of the unit
3. Representative of the unit responding to questionnaire:
4. Designation of the representative
5. Contact number of the representative
6. Sector relevance

a) Aerospace & Aviation	b) Agriculture Machinery	c) Apparel
d) Automobiles	e) Beauty & Wellness	f) Chemical
g) Construction	g) Construction	h) Electrical & Electronics
i) Healthcare	j) Food Processing	k) Infrastructure equipment
l) Iron & Steel	m) IT & ITeS	n) Instrumentation
o) Logistics	p) Mining	q) Oil & Gas
r) Paints & Coatings	s) Plumbing	t) Production & Manufacturing
u) Refrigeration & Air Conditioning	v) Retail	w) Rubber
x) Telecom	y) Textile	

7. Organisation Type

a) Private	b) Public Sector	c) Non-Profit Org.
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8. What are your sources for recruiting skilled workers?

Newspaper Ads and advertisements	Through Training & Placement Cell of ITI
Employment Exchanges	Through job fairs
Internet (E-Recruitment)	Through OJT during training
Executive Search Firms	Through Apprenticeship after training
Independent contact	Others (please specify):

9. What are your preferences while recruiting ITI graduates concerning

- a. Experience- Reason
- b. Government Affiliated ITIs- Reason
- c. Private ITIs- Reason
- d. Any other preferences (Reason)

10. Is there a training period for skilled workers in your company?

11. What is the nature of the training given?

Simple Orientations	Lectures
Computer-based Training (CBT)	Others (please specify):

12. What are your expectations from ITI graduates while on the job?

Knowledge	Attitude
Conceptual clarity	skills and understanding of the poor
Thematic knowledge	Co-learner with the poor
Management	Perseverance, willingness to work under stress
Communication	Self-driven/ proactive
Skill	Risk-taking

Group Facilitation	Result oriented
Leadership	Value
Conflict Resolution	Honesty
Decision making	Commitment
Community organization/mobilization skill	Accountability
Others (please specify):	Transparency

13. Have you ever fired ITI graduates? What were the reasons?

Health Issue	Misconduct
Attendance Issue	Poor Performance
Damaging Company Property	Stealing
Drug or Alcohol Possession at Work	Using Company Property for Personal Business
Falsifying Company Records	Taking Too Much Time Off
Insubordination	Violating Company Policy
Others (Please specify)	

14. Feedback about recruited ITI graduates

Statement	Response
Regarding Technical Aspects	
Graduates demonstrate the ability to perform to the expectations of your workplace	
Graduates are able to use relevant skills and technology in workplace tasks	
Graduates demonstrate a working knowledge of the industry	
Graduates are fluent in relevant technical vocabulary/ terminology	
Graduates work effectively with minimal supervision	
Graduates are able to take on increased responsibility	
Graduates are able to solve common work-related problems	
Graduates communicate effectively with supervisors, co-workers and clients/customers	
ITI graduates have helped improve work standards/productivity of other workers	
Regarding Personal & Professional Aspects	
Graduates are motivated and show initiative	
Graduates display an appropriate attitude & aptitude to work, are reliable & professional	
Overall Satisfaction with ITIs Programs (on a scale of 1 to 10, 1 being lowest and 10 being highest satisfaction)	

Response codes: 1-Strongly Agree 2-Agree 3-Disagree 4-Strongly Disagree

15. Which ITI trade skilled manpower is required at your unit?

8.3 Survey of ITIs

1. Name of contact person:

Designation:

Mobile:

Email:

2. Name of ITI:

District:

3. Details of staff:

Question	Response
Principal or head of the institute	
Vice Principle	
Number of Vocational Instructors	
Number of Contract Staffs	
Number of Non-Teaching Staffs	
Total Staff Strength	

4. Education Qualification of Teaching Staff:

Category	Numbers
12 th Grade or less	
Polytechnic Diploma	
Bachelor's Degree	
Master's or a Higher Degree	

5. What is the number of Instructor Training attended by the staff in the last one year?

6. Details of sanctioned and filled seats:

Course Category	Sanctioned Seats	Seats Filled
One-Year Course (2018-19)		
Two-Year Course (2017-19)		

7. Have the institute formed its Institution Management Committees (IMCs)?

Yes:

No:

8. What is the age of Institution Management Committees (IMCs) formed?

- More than 3 years before
- More than 1 year and less than 3 years
- Less than one year
- Not formed yet

9. What is the composition of the Institution Management Committees (IMCs) in your institution?

Category	Numbers
Members from State Government (Including Chairperson)	
Members from Local Industry	
ITI Staff (Including Principal)	
ITI Students	

10. Number of meetings conducted by Institution Management Committees (IMCs) in the last three years?

Year	Number of Meetings
2019-20	
2020-21	
2021-22	

11. Have the institute conducted industrial mapping in your district to identify the potential industries for OJT/ placement of the students?

Yes:

No:

12. Number of industry persons invited to deliver guest lecture to students (in a year)?

13. Number of industry persons visited your ITI to deliver lecture to students (in a year)?

14. Number of industries identified for OJT/ placement of the students?

15. Number of industries contacted by the institute for OJT/ placement of the students (in a placement year)?

16. Number of industries that participated to provide OJT/ placement opportunity to students (in a placement year)?

17. Have the institute signed any MoU/agreement with industries for the OJT/placements of the students?

Yes:

No:

18. Number of industries MoU/agreement signed for the OJT/ placement of the students?

19. Have the institute formed its Training, Counselling, and Placement Cell (TCPC)?

Yes:

No:

20. Was the Training, Counselling, and Placement Cell Officer appointed (TCPC Officer/ TCPO)?

Yes:

No:

21. Name and contact details of TCPC Officer? _____

22. Were the Training activities conducted under the following categories by TCPCs for their trainees?

Training Activities conducted	Yes/No
Use of computers	
Spoken English	
Personality Development	
Preparing Biodata	
Career opportunities	
Attending Interviews	
Coaching for aptitude tests	

23. Were the Job Placement activities conducted under the following categories by TCPCs for their trainees?

Job Placement activities conducted	Yes/No
Assist in preparing a CV	
Information on specific careers	
Display of vacancies	
Information on Companies	
Orientation in job search	
Distribution of application forms	
Arrange for apprenticeship training	
Conduct campus placements	
Arrange visits to companies	
Send student CVs to companies	
Linking trainees to HR agencies	
Arranging interviews in companies	
Assist in Job Fairs	

24. Number of industries the students were successfully placed/employed for OJT/ placement?

25. Which are the top three most demanding trades by the students at the time of admission?

26. Which are the top three most demanding trade by the industries at the time of OJT/ placement of the students?

27. Any suggestion to improve the opportunity of an OJT?

28. Any suggestion to improve the opportunity of placement?

29. Any suggestion for improving quality of faculty available at ITI

30. Any suggestion or fact you would like to highlight related to gaps in infrastructure at the ITI?

8.4 List of ITIs included in Survey.

Sl.	ITI Name	Type	Scheme	District
1	Govt ITI Haridwar	Govt.	STRIVE	Haridwar
2	Govt ITI Tandi	Govt.	STRIVE	Nanital
3	Govt. ITI Ramnagar	Govt.	STRIVE	Nanital
4	Govt. ITI Betalghat	Govt.	STRIVE	Nanital
5	Govt. ITI Dineshpur	Govt.	STRIVE	US Nagar
6	Govt ITI Chamba	Govt.	STRIVE	Tehri
7	Govt ITI Kalsi	Govt.	STRIVE	Dehradun
8	Govt ITI Saldmahadev	Govt.	STRIVE	Pauri Garhwal
9	Govt. ITI Askote	Govt.	-	Pithoragarh
10	Govt. ITI Danya	Govt.	PPP	Almora
11	Govt. ITI Jayanti	Govt.	ppp	Almora
12	Govt. ITI Jaspur	Govt.	PPP	US Nagar
13	Govt. ITI Kapkot	Govt.		Bageshwar
14	Govt. ITI Khetikhan	Govt.	-	Champawat
15	Govt. ITI Gopeshwar	Govt.	PPP	Chamoli
16	Govt. ITI Chinyalisaur	Govt.	-	Uttarkashi
17	Govt. Industrial Training Institute Khetima (Scheduled Tribe)	Under Samaj Kalyan Dept	-	US Nagar
18	Govt ITI Pokhra	Govt.	-	Pauri Garhwal
19	Govt. Industrial Training Institute Bageshwar (Samaj Kalyan)	Under Samaj Kalyan Dept		Bageshwar
20	Ferromet Private ITI	Pvt.ITI	-	Chamoli
21	Acumen Private ITI	Pvt.ITI	-	Dehradun
22	Amazon Private ITI	Pvt.ITI	-	Dehradun
23	Tibetan Private ITI	Pvt.ITI	-	Dehradun
24	BRD Private ITI	Pvt.ITI	-	Haridwar
25	College of Advanced Technology Private ITI	Pvt.ITI	-	Haridwar
26	Harsidhi Mahakaal Private ITI, Haridwar	Pvt.ITI	-	Haridwar
27	Mahadev Private ITI Haridwar	Pvt.ITI	-	Haridwar
28	Maharishi Dayanand Private ITI Dhanauri Haridwar	Pvt.ITI	-	Haridwar
29	Saini Private ITI, Haridwar	Pvt.ITI	-	Haridwar
30	Sita Ram Private ITI	Pvt.ITI	-	Haridwar
31	Sultanpur Private ITI Haridwar	Pvt.ITI	-	Haridwar
32	Ujjwal Private ITI, Haridwar	Pvt.ITI	-	Haridwar
33	JOB Private ITI, Haldwani	Pvt.ITI	-	Nanital
34	Sarvodaya Private ITI, Lamachaur	Pvt.ITI	-	Nanital
35	Chandraprabha Private, I.T.I SATTICHAUR	Pvt.ITI	-	Pauri Garhwal
36	NIEPVD/NIVH, Dehradun	Central Govt.	-	Dehradun

Note: 24 ITIs covered under Uttarakhand workforce development project (UKWDP) were not included in the sampling.



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